Powered by Dedication, Moving to the Next Level

Diperkuat dengan Dedikasi, Melaju ke Tingkat Selanjutnya

2023

Laporan Tahunan & Keberlanjutan

Annual & Sustainability Report

PTC

PERTAMINA TRAINING & CONSULTING

SANGGAHAN DAN BATASAN TANGGUNG JAWAB
DISCLAIMER

Laporan Tahunan ini memuat pernyataan kondisi keuangan, hasil operasi, kebijakan, proyeksi, rencana, strategi, serta tujuan Perusahaan. Pernyataan-pernyataan prospektif dalam Laporan Tahunan ini dibuat berdasarkan berbagai kajian dan asumsi mengenai kondisi terkini dan kondisi mendatang terhadap bisnis Perusahaan.

Pernyataan-pernyataan dalam Laporan Tahunan ini bersifat prospektif yang memiliki prospek risiko, ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang tertulis atau dilaporkan. Laporan Tahunan ini memuat kata "Perusahaan", "PTC" dan "Kami" yang digunakan dan didefinisikan sebagai PT Pertamina Training and Consulting.

This Annual Report contains a statement of the Company's financial condition, operating results, policies, projections, plans, strategies and objectives. The prospective statements in this Annual Report are made based on various studies and assumptions regarding the current and future conditions of the Company's business.

The statements in this Annual Report are prospective in nature and have prospective risks, uncertainties, and may result in actual developments being materially different from those written or reported. This Annual Report contains the words "Company", "PTC" and "We" which are used and defined as PT Pertamina Training and Consulting.

TENTANG LAPORAN TAHUNAN
ABOUT THE ANNUAL REPORT

Selamat datang pada Laporan Tahunan 2023 PT Pertamina Training and Consulting dengan tema "Powered by Dedication, Moving to the Next Level" atau "Diperkuat dengan Dedikasi, Melaju ke Tingkat Selanjutnya". Tema tersebut dipilih berdasarkan fakta dan perkembangan bisnis Perusahaan pada tahun 2023 serta masa depan berkelanjutan bisnis Perusahaan.

Laporan Tahunan ini disusun dengan mengacu kepada parameter dan kriteria standar yang berlaku di Indonesia berdasarkan Surat Edaran Otoritas Jasa Keuangan Republik Indonesia Nomor 16/SEOJK.04/2021 tentang Bentuk dan isi Laporan Tahunan Emiten atau Perusahaan Publik dan disesuaikan dengan status Perusahaan sebagai bukan Perusahaan publik.

Laporan Tahunan ini disusun dengan mengacu kepada parameter dan kriteria standar yang berlaku di Indonesia, yaitu Peraturan Otoritas Jasa Keuangan No. 29/ POJK.04/2016 tentang Laporan Tahunan Emiten atau Perusahaan Publik, serta Surat Edaran Otoritas Jasa Keuangan No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik dan disesuaikan dengan status Perusahaan sebagai bukan perusahaan publik.

Laporan Tahunan ini disajikan menggunakan dua bahasa, yaitu Bahasa Inggris dan Bahasa Indonesia dengan tujuan agar Laporan Tahunan ini mudah dipahami. Para pemegang saham serta seluruh pemangku kepentingan lainnya dapat memperoleh informasi yang memadai terkait kebijakan serta pencapaian Perusahaan pada tahun 2023. Laporan Tahunan ini dapat dilihat dan diunduh di situs web resmi Perusahaan yaitu www.pertamina-ptc.com.

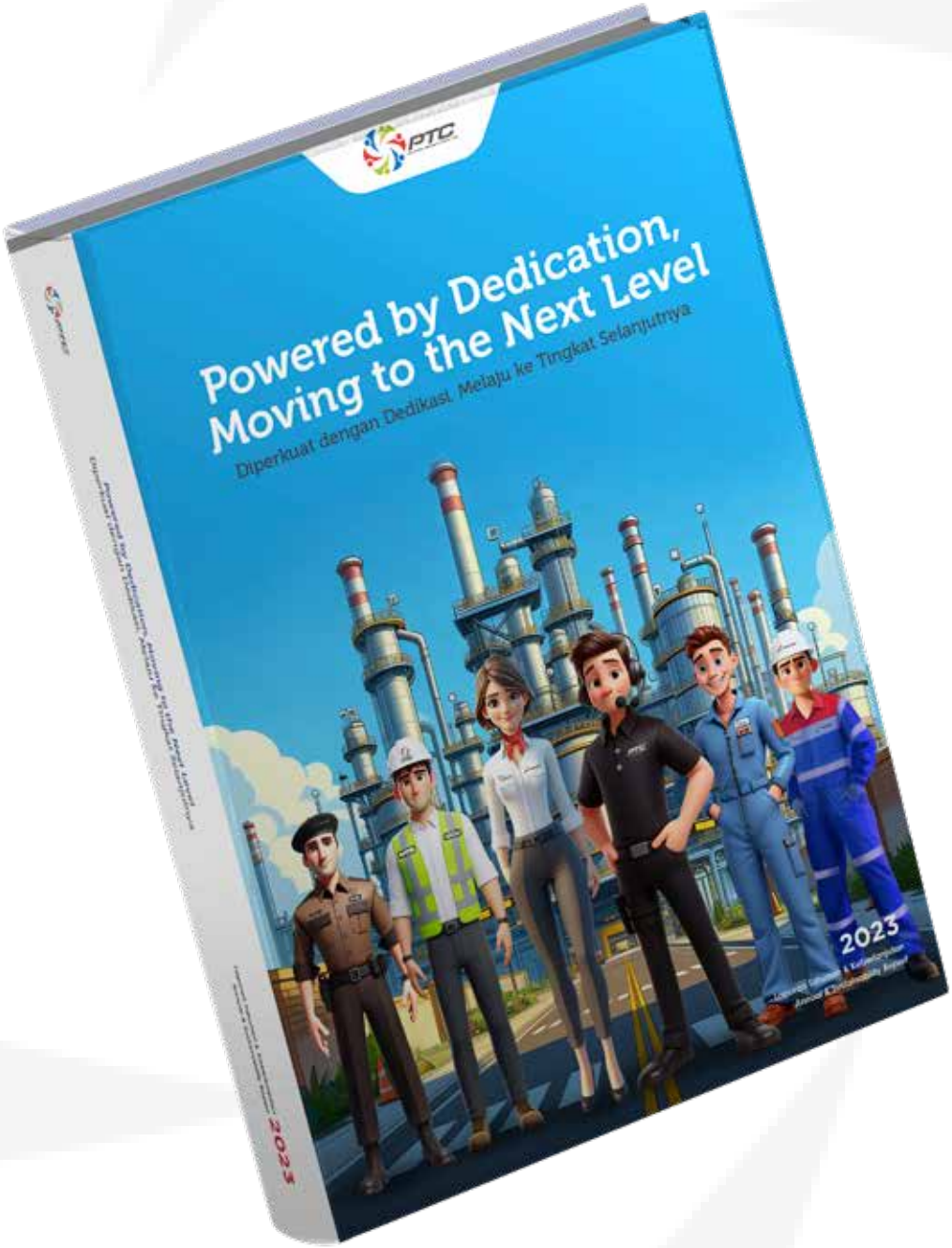
Welcome to the 2023 Annual Report of PT Pertamina Training and Consulting with the theme "Powered by Dedication, Moving to the Next Level". This theme was selected based on facts and developments in the Company's business in 2023 as well as the sustainable future of the Company's business.

This Annual Report has been prepared by referring to the standard parameters and criteria that apply in Indonesia based on the Circular Letter of the Financial Services Authority of the Republic of Indonesia Number 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies and adjusted to the Company's status as a non-public Company .

This Annual Report has been prepared by referring to the standard parameters and criteria applicable in Indonesia, namely Financial Services Authority Regulation No. 29/ POJK.04/2016 concerning Annual Reports of Issuers or Public Companies, as well as Financial Services Authority Circular Letter No. 16/ SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies and adjusted to the Company's status as a non-public company.

This Annual Report is presented in two languages, namely English and Indonesian with the aim of making this Annual Report easy to understand. Shareholders and all other stakeholders can obtain adequate information regarding the Company's policies and achievements in 2023. This Annual Report can be viewed and downloaded on the Company's official website, namely www.pertamina-ptc.com.

TEMA LAPORAN TAHUNAN 2023
2023 ANNUAL REPORT THEME



Powered by Dedication, Moving to the Next Level

Diperkuat dengan Dedikasi, Melaju ke Tingkat Selanjutnya

Tema tersebut mengambarkan komitmen kuat PT Pertamina Training and Consulting untuk terus berkembang dan menaklukkan tantangan yang akan terjadi di masa mendatang. Dengan memperkuat fondasi yang ada melalui dedikasi yang tinggi, perusahaan siap menghadapi perjalanan menuju tingkat selanjutnya dalam pencapaian tujuan bisnisnya. Tema ini menyoroti pentingnya dedikasi yang berkelanjutan dari semua pihak di perusahaan dalam menghadapi tantangan dan mengambil peluang, serta menggambarkan tekad untuk terus meningkatkan kualitas layanan dan kinerja secara keseluruhan. Melalui dedikasi yang tak kenal lelah, perusahaan yakin dapat mencapai kesuksesan yang lebih besar dan membawa perjalanan bisnis mereka ke tingkat yang lebih tinggi.

This theme describes the strong commitment of PT Pertamina Training and Consulting to continue developing and conquering the challenges that will occur in the future. By strengthening the existing foundation through high dedication, the company is ready to face the journey to the next level in achieving its business goals. This theme highlights the importance of continued dedication from all parties in the company in facing challenges and seizing opportunities, and illustrates the determination to continue to improve service quality and overall performance. Through tireless dedication, the company is confident of achieving greater success and taking their business journey to greater heights.

KESINAMBUNGAN TEMA
THEME CONTINUITY

2022

"STRENGTHENING CAPABILITIES TO ACHIEVE SUSTAINABLE GROWTH"

Tahun 2022 menjadi kebangkitan untuk seluruh lini sektor industri di Indonesia. Hal ini didukung dengan telah dilonggarkan mobilitas masyarakat hingga pemberhentian kebijakan terkait pandemi Covid-19 oleh Pemerintah. Diharapkan pertumbuhan ekonomi Indonesia akan kembali hidup dan bangkit.

PT Pertamina Training and Consulting (PTC) yang bergerak di bidang usaha jasa optimis dalam mencapai pertumbuhan bsnis Perusahaan yang berkelanjutan, Perusahaan melakukan penguatan secara internal terhadap SDM dan eksternal terhadap relasi guna mendukung kemampuan Perusahaan untuk menghadapi tantangan dalam menjalani aktivitas bisnis ditahun 2022 dan di masa yang akan datang.

Hal tersebut didukung dengan potensi dan inovasi yang dilakukan Perusahaan ditahun 2022. Perusahaan menghadirkan aplikasi Gurumaya untuk mendukung dan menghasilkan SDM Indonesia yang unggul dan berkualitas.

2022 was a year of recovery for all lines of the industrial sector in Indonesia. This was supported by the relaxing of public mobility restriction and termination of policies related to the Covid-19 pandemic by the Government. It is hoped that Indonesia's economic growth will continue to recover and rise.

PT Pertamina Training and Consulting (PTC), which is engaged in the service business, is optimistic in achieving sustainable Company business growth, the Company strengthens internal HC and externa relations to support the Company's ability to overcome challenges in conducting business activities throughout 2022 and in the future.

This is supported by the potential and innovations carried out by the Company in 2022. The Company launched the Gurumaya application to support and produce excellent and quality human capital in Indonesia.

2021

"MANAGING CHALLENGE TO SUSTAIN EXCELLENCE"

2021 adalah tahun yang sangat sulit – bukan hanya karena pandemi. Meskipun pemulihan sedang berlangsung, tapi dampak perlambatan ekonomi masih dapat menyertai kita dalam tahun-tahun mendatang.

Patut disyukuri bahwa PT Pertamina Training and Consulting masih dapat bertahan dan tumbuh selama pandemi dan pada 2021 kami berupaya menjaga momentum pertumbuhan tersebut dan mempertahankan keunggulan di tengah kondisi ekonomi yang sangat menantang dalam pengelolaan bisnis.

Dengan mempertahankan keunggulan, kami berharap dapat membangun bisnis yang berkelanjutan serta berkontribusi pada masa depan yang lebih inklusif, digital, dan hijau, sehingga ekonomi dunia dapat mencapai pertumbuhan yang lebih tinggi dan lebih tahan lama.

2021 was a remarkably difficult year – not only because of the pandemic. Although recovery is underway, the economic fallout from the global pandemic could be with us for years.

We should be grateful that PT Pertamina Training and Consulting was still able to survive and grow during the pandemic. In 2021 we strived to maintain this growth momentum and sustain excellence in challenging economic conditions in business management.

We hope to build sustainable businesses and contribute to a more inclusive, digital, and green future by sustaining excellence. The world economy can achieve higher and more stable growth.

2020

"SURVIVE & GROWTH"

Sebagai tahun yang penuh dengan rintangan, pada 2020 ini PTC kembali menunjukkan kesiapan, kapasitas, serta visi besar dan kuat dalam menghadapi situasi yang ada. Dengan nilai dan kepercayaan untuk terus lebih baik, PTC telah berhasil meraih capaian yang membanggakan.

Tantangan global yang penuh dengan ketidakpastian, menuntut kecepatan dan ketepatan Perusahaan dalam menentukan sekaligus menjalankan strategi adaptasi yang *agile*. Dengan kepemimpinan serta modal sumber daya manusia yang dimiliki, PTC bertekad untuk terus tumbuh positif, mencatatkan prestasi Perusahaan, menjadi entitas bisnis yang kuat, terpercaya, dan berkualitas dengan standar tingkat dunia.

As a year full of obstacles, in 2020, PTC again shows readiness, capacity, and a comprehensive and robust vision in coping with the existing situation. With values and belief to improvement, PTC has succeeded in achieving proud achievements.

Global challenges that are full of uncertainty demand the speed and accuracy of the Company in determining and executing agile adaptation strategies. With its leadership and human capital as modality, PTC is determined to continue to grow positively, record new achievements, become a strong, trusted, and qualified business entity with world-class standards.

KINERJA TERBAIK PTC
PTC BEST PERFORMANCE

Pendapatan
Revenue

Pendapatan Perusahaan pada tahun 2023 tercatat sebesar Rp4.321.139 mengalami peningkatan 31,17% dibanding tahun sebelumnya sebesar Rp3.294.289.
The Company's revenue in 2023 was recorded at Rp4,321,139, an increase of 31.17% compared to the previous year of Rp3,294,289.

▲ Rp4.321.139
(dalam jutaan rupiah)
(In Millions of Rupiah)

Kinerja Keuangan
Financial Performance

Jumlah Aset
Total Assets

Di tahun 2023, PTC membukukan total aset sebesar Rp1.220.273 mengalami peningkatan 35,23% dibanding tahun sebelumnya sebesar Rp902.339.
In 2023, PTC booked total assets of Rp1,220,273, an increase of 35.23% compared to the previous year of Rp902,339.

Rp1.220.273

(dalam jutaan rupiah)
(In Millions of Rupiah)

Total Laba Tahun Berjalan
Total Profit for the Year

Di tahun 2023, total laba tahun berjalan berhasil dibukukan sebesar Rp116,65 miliar mengalami peningkatan sebesar 42,50% dibanding tahun sebelumnya sebesar Rp81,86 miliar.
In 2023, total profit for the year was recorded at Rp116.65 billion, an increase of 42.50% compared to the previous year of Rp81.86 billion.

Rp116.648

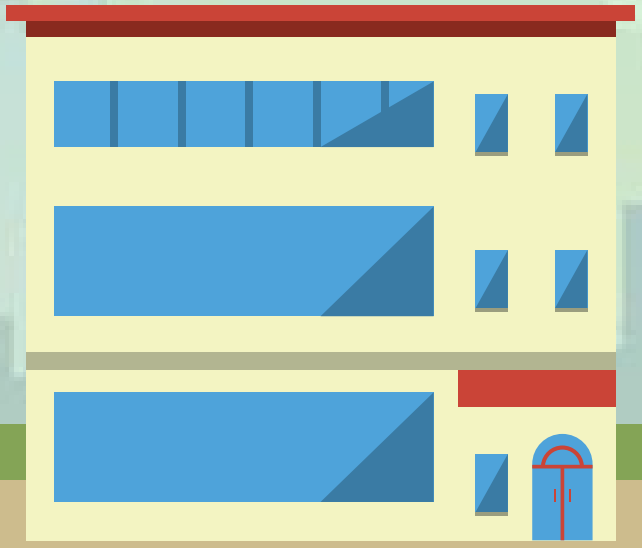
(dalam jutaan rupiah)
(In Millions of Rupiah)

Total Ekuitas
Total Equity

Total Ekuitas di tahun 2023 tercatat sebesar Rp501.494 mengalami peningkatan 23,73% dibanding tahun sebelumnya sebesar Rp405.328.
Total Equity in 2023 was recorded at Rp501,494, an increase of 23.73% compared to the previous year of Rp405,328.

Rp501.494

(dalam jutaan rupiah)
(In Millions of Rupiah)



JEJAK LANGKAH
MILESTONES

1999
Didirikan di Jakarta dengan nama PT Patra Tridaya berdasarkan Akta Pendirian No. 11 tanggal 19 Februari 1999.
Established in Jakarta under the name PT Patra Tridaya based on the Deed of Establishment No. 11 dated February 19, 1999.

2002
Pengambilalihan saham sebanyak 75 persen oleh PT Pertamina (Persero), dan memulai kiprahnya sebagai pendukung Perusahaan induk dalam bidang pelayanan jasa pelatihan dan konsultasi.
PT Pertamina (Persero) took over 75 percent of its shares and started its work as a supporter of the parent company in training and consulting services

2003
Perubahan nama menjadi PT Pertamina Training and Consulting (PTC).
Change of name to PT Pertamina Training and Consulting (PTC).

2004
Perusahaan untuk pertama kalinya memperoleh sertifikat ISO 9001:2000 yang dikeluarkan LRQA untuk *Quality Management System* dengan fokus bisnis pada *Training* dan *Consultancy.*
The Company obtained for the first time the ISO 9001:2000 certificate issued by LRQA for Quality Management System with a business focus on Training and Consultancy.

2005
Perusahaan mengembangkan bidang usaha pada jasa *Recruitment* dan *Manpower Supply*.
The Company developed its business in Recruitment and Manpower Supply services.

2007
Perusahaan menambah bidang usaha *Event Organizer* dengan menyelenggarakan *event* Hari Pelanggan Pertamina.
The Company entered the Event Organizer business through the Pertamina Customer Day event.

2008
- Penunjukan dari PT Pertamina (Persero) untuk melaksanakan pelatihan SPBU dan mendirikan Akademi SPBU pertama di Surabaya, Jawa Timur
- Pengembangan lini bisnis menjadi Training, Consulting, Recruitment/Manpower Supply, Event Organizer dan Communication
- Appointed by PT Pertamina (Persero) to conduct gas station training and establish the first gas station academy in Surabaya, East Java.
- Developed the Company's business lines into Training, Consulting, Recruitment / Manpower Supply, Event Organizer, and Communication

2010
- Membentuk usaha jasa pengamanan dengan ijin operasional dari Bina Mitra Mabes POLRI
- Perubahan Pemegang Saham Perusahaan dari PT Usayana kepada PT Pertamina Dana Ventura sesuai dengan Akta Notaris Rini Syahdiana S.H. No. 14
- Sertifikasi ISO 9001:2008 dari LRQA (Lloyd's Register Quality Assurance) untuk *Quality Management System* di bidang *Training, Consultancy, Manpower Supply* dan *Event Organizer*
- Established a security service business with an operational permit from the Bina Mitra of the Indonesian Police Headquarter
- Carried out changes of the Company's Shareholder from PT Usayana to PT Pertamina Dana Ventura following the Deed of Notary Rini Syahdiana S.H. No. 14.
- Obtained the ISO 9001:2008 certification from LRQA (Lloyd's Register Quality Assurance) for Quality Management System in the fields of Training, Consultancy, Manpower Supply, and Event Organizer.

2012
Perusahaan mengembangkan bisnis tenaga alih daya dengan memperluas pasar pengelolaan *crew rig* dari PT Pertamina Drilling Services dan awak mobil tangki dari PT Patra Niaga.
Expanded the Manpower supply business by extending the market for crew rig management from PT Pertamina Drilling Services and tank car crews from PT Patra Niaga.

2013

Perubahan visi, misi, dan logo Perusahaan.
Refreshed the Company's vision, mission, and logo

2016

- Pemindahan kantor ke Jl. Abdul Muis No. 52-56 A Petojo Selatan, Gambir, Jakarta Pusat 10160
- Pengembangan bisnis assessment & development center
- Relocated the Company's office to Jl. Abdul Muis No. 52-56 A Petojo Selatan, Gambir, Central Jakarta 10160.
- Developed assessment & development center business.

2017

Lulus uji kompetensi dan mendapatkan sertifikat TUK dari LSP Migas untuk lima bidang (*loading master*, perawatan sumur migas, SPBU, *certified refuling* operator dan bidang operasi produksi).
PTC passed the competency test and received a TUK certificate from LSP Migas for five fields (loading master, maintenance of oil and gas wells, gas stations, certified refueling operator, and production operations).

2018

PTC mengembangkan *Assessment* Center PTC, sebagai salah satu jasa unggulan Perusahaan.
Sertifikasi Pendidikan *Refueling and Defueling Truck* (RDT) dari Kementerian Perhubungan Republik Indonesia, sebagai lisensi pelatihan pekerja pengisian bahan bakar ke pesawat.
PTC developed the PTC Assessment Center as one of the company's flagship services. PTC received the Refueling and Defueling Truck (RDT) Education Certification from the Ministry of Transportation of Indonesia as a training license for aircraft refueling workers

2020

- PTC melahirkan produk-produk digital sebagai antisipasi pandemi, yaitu Sistem Terintegrasi OSI untuk memenuhi kebutuhan penunjang proses bisnis dan administrasi Perusahaan, TRACO yang digunakan induk Perusahaan,
  PT Pertamina (Persero) dalam memantau indikator kunci pelatihan, yaitu jam belajar, serta *Assesment Center Online*
- Perusahaan mengadopsi AKHLAK sebagai tata nilai PTC yang baru
- PTC delivered digital products to cope with the pandemic: the OSI Integrated System to meet the needs of supporting the Company's business processes and administration, namely TRACO that is also used by the parent company, PT Pertamina (Persero) in monitoring learning hours as key training indicators, and an online Assessment Center.
- The Company adopted AKHLAK as the core values of PTC.

2022

PTC meluncurkan *platform E-Learning* Gurumaya pada bulan Desember 2022. Gurumaya merupakan aplikasi yang bertujuan untuk mengembangkan SDM Indonesia yang unggul dan memiliki keahlian yang mempuni. Gurumaya hadir untuk menciptakan ekosistem pembelajaran yang menyenangkan untuk menghasilkan SDM yang memiliki talenta, keahlian dan tangguh.
PTC launched the Gurumaya E-Learning platform in December 2022. Gurumaya is an application that aims to develop excellent and qualified skills of Indonesian human capital. Gurumaya strives to create a fun learning ecosystem to produce talented, skilled, and resilient human capital.

DAFTAR ISI
LIST OF CONTENTS

Sanggahan Dan Batasan Tanggung Jawab Disclaimer	1
Tentang Laporan Tahunan About The Annual Report	1
Tema Laporan Tahunan 2023 2023 Annual Report Theme	2
Kesinambungan Tema Theme Continuity	4
Kinerja Terbaik Ptc Ptc Best Performance	6
Jejak Langkah Milestones	8
Daftar Isi List of Contents	10
PERFORMA PERFORMANCE	
Ikhtisar Data Keuangan Penting Key Financial Higlights	14
Ikhtisar Operasional dan Organisasi Operational and Organizational Highlights	18
Informasi Saham Stock Information	20
Informasi Mengenai Obligasi, Sukuk atau Obligasi Konversi Yang Masih Beredar Information Regarding Bonds, Sukuk or Convertible Bond Which are Still In Circulation	20
Informasi Sumber Pendanaan Lainnya Information on Other Funding Sources	20
Peristiwa Penting Event Highlights	21
LAPORAN MANAJEMEN MANAJEMEN REPORT	
Laporan Dewan Komisaris Board of Commissioners Report	32
Laporan Direksi Board of Directors Report	40
Surat Pernyataan Anggota Dewan Komisaris dan Anggota Direksi Tentang Tanggung Jawab Atas Laporan Tahunan 2023 PT Pertamina Training and Consulting Statement Letter From The Board Of Commissioners and The Board of Directors on Responsibility for The 2023 Annual Report Of PT Pertamina Training And Consulting	56
PROFIL PERUSAHAAN COMPANY PROFILE	
Informasi Umum Perusahaan General Corporate Information	60
Riwayat Singkat Perusahaan Brief History of The Company	61
Kegiatan Usaha Business Segments	63
Wilayah Operasi Perusahaan Company Operational Area	74
Visi, Misi, dan Budaya Perusahaan Vision, Mission and Corporate Culture	76
Keanggotaan dalam Asosiasi Association Membership	79
Struktur Organisasi Organizational Structure	80
Profil Dewan Komisaris Board of Commissioners Profile	82
Profil Direksi Board of Directors Profile	85
Profil Pejabat Eksekutif Executive Officers Profile	92
Komposisi Pemegang Saham Shareholders Composition	98
Daftar Entitas Anak/Entitas Asosiasi, Dan Joint Venture (Jv) List of Subsidiaries/Associates and Joint Ventures (Jv)	101
Struktur Grup Group Structure	102
Kronologi Penerbitan Dan/Atau Pencatatan Saham Share Listing and/or Issuance Chronology	103
Kronologi Penerbitan Dan/Atau Pencatatan Efek Lainnya Other Securities Issuance and/or Listing Chronology	103
Kantor Akuntan Publik Public Accounting Firm	103
Lembaga Dan/Atau Profesi Penunjang Supporting Institutions and/or Professionals	104
Penghargaan Dan Sertifikasi Awards and Certifications	105
Informasi Pada Situs Web Perusahaan Information on The Company Website	106
FUNGSI PENUNJANG BISNIS BUSINESS SUPPORT FUNCTION	
Sumber Daya Manusia Human Capital	110
Teknologi Informasi Information Technology	127
ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS	
Tinjauan Perekonomian Dan Industri Economic and Industrial Overview	136
Tinjauan Operasional Operational Overview	139
Tinjauan Kinerja Per Segmen Usaha Overview of Performance Per Business Segment	142
Tinjauan Keuangan Financial Overview	153
Struktur Modal Capital Structure	162
Realisasi Ikatan Investasi Barang Modal Tahun 2023 Realization of Capital Goods Commitment in 2023	163

Informasi dan Fakta Material yang Terjadi Setelah Tanggal Laporan Akuntan 164
Information and Material Facts That Occur After The Date of The Accountant's Report

Informasi Peningkatan atau Penurunan yang Material Dari Penjualan atau Pendapatan Bersih 164
Information on Material Increases or Decreases of Sales or Net Income

Kontribusi Kepada Negara 165
Contribution to The State

Perbandingan Antara Target dan Realisasi 166
Comparison Between Target and Realization

Proyeksi Untuk 1 (Satu) Tahun Ke Depan 168
Projections For The Next 1 (One) Year

Kebijakan Dan Pembagian Dividen 170
Dividend Policy And Distribution

Program Kepemilikan Saham oleh Pegawai dan/atau Manajemen 173
Stock Ownership Program by Employees and/or Management

Realisasi Penggunaan Dana Hasil Penawaran Umum 173
Realization of Use of Public Offering Proceeds

Informasi Material Mengenai Investasi, Ekspansi, Divestasi, Penggabungan/Peleburan Usaha, Akuisisi, dan Restrukturisasi Utang/Modal 174
Material Information Regarding Investment, Expansion, Divestment, Merger/Consolation of Businesses, Acquisitions, and Debt/Capital Restructuring

Informasi Transaksi Material yang Mengandung Benturan Kepentingan dan/atau Transaksi dengan Pihak Afiliasi/Berelasi 174
Information on Material Transactions Containing Conflicts of Interest and/or Transactions with Affiliated/Related Parties

Aspek Pemasaran 183
Marketing Aspects

Prospek Usaha 186
Business Outlook

Perubahan Peraturan Perundang-Undangan Terhadap Perseroan Pada Tahun Buku Terakhir 187
Amendments to Laws And Regulations on The Company In The Last Fiscal Year

Pemenuhan Peraturan dan Dampaknya Terhadap Perusahaan 187
Regulatory Compliance And Its Impact On The Company

Perubahan Kebijakan Akuntansi yang Diterapkan Perseroan Pada Tahun Buku Terakhir 188
Changes in Accounting Policies Implemented by The Company in The Last Fiscal Year

Informasi Kelangsungan Usaha 188
Business Continuity Information

Tingkat Kesehatan Perusahaan 189
Company Soundness Level

Rencana Jangka Panjang Perusahaan 190
Company Long Term Plan

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Komitmen Penerapan Tata Kelola Perusahaan yang Baik 194
Commitment To Implementing Good Corporate Governance

Peningkatan Kualitas Penerapan 197
Gcg Secara Berkelanjutan

Sustainable Improvement of The Quality of 197
Gcg Implementation

Struktur dan Mekanisme 229
Tata Kelola Perusahaan yang Baik

Good Corporate Governance 229
Structure and Mechanisms

Rapat Umum Pemegang Saham (RUPS) 232
General Meeting of Shareholders (GMS)

Dewan Komisaris 250
Board of Commissioners

Organ Pendukung Dewan Komisaris 295
Supporting Organs of The Board of Commissioners

Organ Pendukung Direksi 310
Supporting Organs of The Board of Directors

Akuntan Publik 322
Public Accountant

Sistem Pengendalian Internal 324
Internal Control System

Manajemen Risiko 327
Risk Management

Perkara Hukum 336
Legal Cases

Sanksi Administratif 336
Administrative Sanctions

Kode Etik 337
Code of Conduct

Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) 340
State Organizers' Wealth Report (LHKPN)

Kebijakan Anti Korupsi Dan Gratifikasi 345
Anti-Corruption and Gratification Policy

Kebijakan Anti Fraud 347
Anti-Fraud Policy

Pencegahan Insider Trading 351
Insider Trading Prevention

Informasi Pemberian Dana Untuk Kegiatan Politik 351
Information on Funding for Political Activities

Kebijakan Pengadaan Barang Dan Jasa 352
Goods And Services Procurement Policy

Whistleblowing System 355
Whistleblowing System

Penerapan 8 (Delapan) Prinsip 358
Governansi Korporat

Implementation of 8 (Eight) Principles of 358
Corporate Governance

LAPORAN KEBERLANJUTAN
SUSTAINABILITY REPORT

Batasan dan Tanggung Jawab 414
Limitations and Responsibilities

Tentang Laporan Keberlanjutan PT Pertamina Training and Consulting 415
About Sustainability Report of PT Pertamina Training and Consulting

Strategi Keberlanjutan [Ojk A.1] 423
Sustainability Strategy [Ojk A.1]

Profil Perusahaan 426
Company Profile

Tata Kelola Keberlanjutan 429
Sustainability Governance

Kinerja Keberlanjutan 433
Sustainability Performance

Kinerja Lingkungan 438
Environmental Performance

Aspek Ketenagakerjaan 440
Employment Aspects

Aspek Pelanggan 446
Customer Aspect

Aspek Kemasyarakatan 448
Community Aspects

Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya [G.3] 461
Response To Previous Year's Sustainability Report Feedback [G.3]

LAPORAN KEUANGAN
FINANCIAL REPORT

PTC

01

PERFORMA

PERFORMANCE

IKHTISAR DATA KEUANGAN PENTING
KEY FINANCIAL HIGLIGHTS

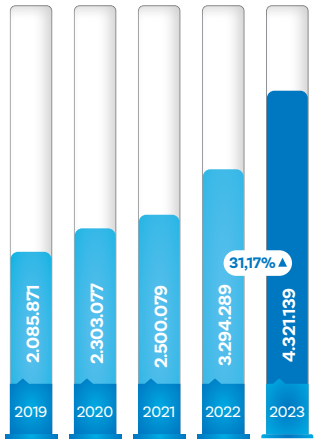
LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN

PROFIT (LOSS) AND OTHER COMPREHENSIVE INCOME

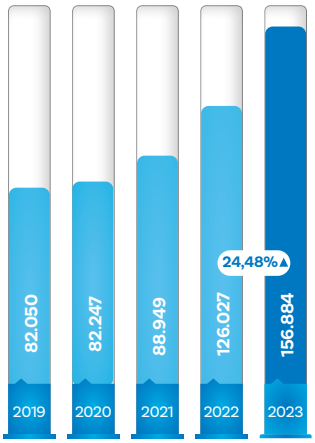
(dalam jutaan rupiah)
(In Millions of Rupiah)

Uraian Description	2023	2022	2021	2020	2019
Pendapatan Usaha Revenues	4.321.139	3.294.289	2.500.079	2.303.077	2.085.871
Beban Usaha Operating Expenses	(4.164.255)	(3.168.262)	(2.411.130)	(2.220.830)	(2.003.821)
Laba Usaha Operating Income	156.884	126.027	88.949	82.247	82.050
Pemilik Entitas Induk Parent Entity	156.884	126.027	88.949	82.247	82.050
Beban Pajak Tax Expenses	(43.768)	(24.064)	(20.873)	(18.519)	(26.346)
Laba Tahun Berjalan Profit for the Year	116.648	81.861	63.409	48.948	17.127
Penghasilan Komprehensif Diatribusikan Kepada: Comprehensive Income Attributable to:					
Pemilik Entitas Induk Parent Entity	116.648	81.862	63.409	48.948	17.127
Laba (Rugi) per Saham Net Profit (Loss) per share	3,89	2,73	2,11	1,63	0,57

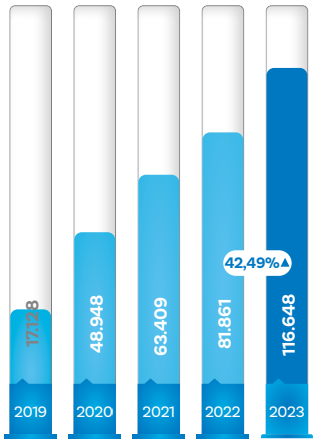
Pendapatan Usaha (dalam jutaan rupiah)
Revenues
In Millions of Rupiah



Laba Usaha (dalam jutaan rupiah)
Operating Income
In Millions of Rupiah



Laba Tahun Berjalan (dalam jutaan rupiah)
Profit for the Year
In Millions of Rupiah



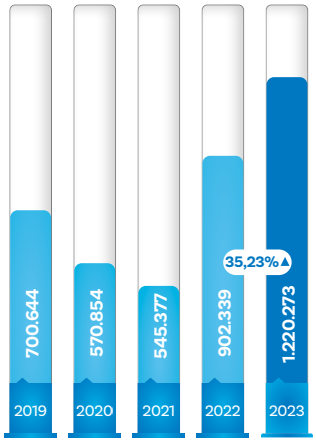
POSISI KEUANGAN

FINANCIAL POSITION

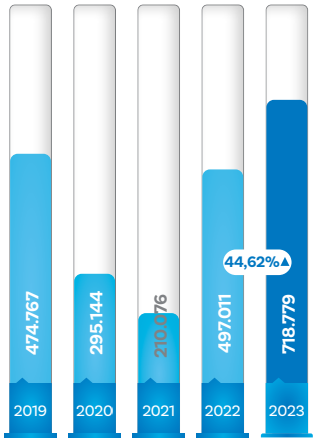
(dalam jutaan rupiah)
(In Millions of Rupiah)

Uraian Description	2023	2022	2021	2020	2019
Aset Assets					
Aset Lancar Current Assets	1.184.305	890.861	525.668	549.974	681.051
Aset Tidak Lancar Non-Current Assets	35.968	11.478	19.709	20.880	19.593
Jumlah Aset Total Assets	1.220.273	902.339	545.377	570.854	700.644
Liabilitas dan Ekuitas Liabilities and Equity					
Liabilitas Jangka Pendek Current Liabilities	699.115	493.599	191.167	277.325	458.723
Liabilitas Jangka Panjang Non-Current Liabilities	19.663	3.412	18.909	17.819	16.044
Jumlah Liabilitas Total Liabilities	718.779	497.011	210.076	295.144	474.767
Jumlah Ekuitas Total Equity	501.494	405.328	335.301	275.710	225.877
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	1.220.273	902.339	545.377	570.854	700.644

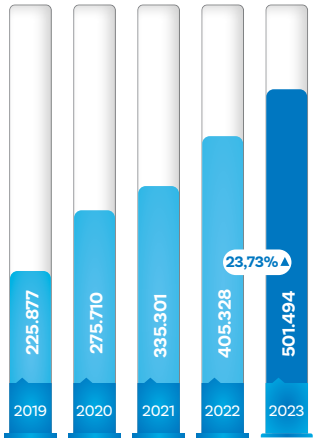
Aset
(dalam jutaan rupiah)
Assets
In Millions of Rupiah



Liabilitas
(dalam jutaan rupiah)
Liabilities
In Millions of Rupiah



Ekuitas
(dalam jutaan rupiah)
Equity
In Millions of Rupiah



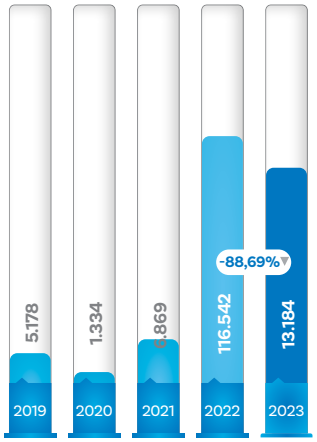
ARUS KAS

CASH FLOWS

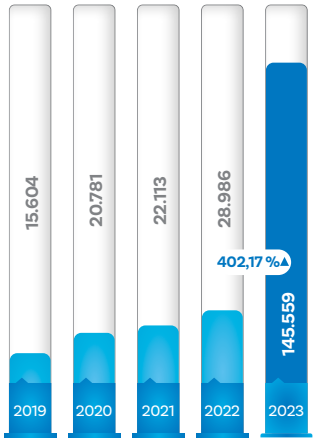
(dalam jutaan rupiah)
(In Millions of Rupiah)

Uraian Description	2023	2022	2021	2020	2019
Kas Bersih Diperoleh dari Aktivitas Operasi Net Cash Generated from Operating Activities	37.627	131.474	134.944	110.571	26.066
Kas Bersih Diperoleh dari Aktivitas Investasi Net Cash Generated from Investment Activities	-	-	-	-	-
Kas Bersih Diperoleh dari (Digunakan untuk) Aktivitas Pendanaan Net Cash Generated (Used) for Financing Activities	(24.443)	(14.932)	(128.075)	(109.237)	(20.888)
Kenaikan (Penurunan) Bersih Kas dan Setara Kas Net Increase (Decrease) in Cash and Cash Equivalents	13.184	116.542	6.869	1.334	5.178
Kas dan Setara Kas Awal Tahun Cash and Cash Equivalents at The Beginning of the Year	145.559	28.986	22.113	20.781	15.604
Pengaruh Perubahan Kurs Mata Uang Asing Exchange Rate Effects	(4)	31	4	(2)	(1)
Jumlah Kas dan Setara Kas Akhir Tahun *Cash and Cash Equivalents at the end of the Year*	**158.740**	**145.559**	**28.986**	**22.113**	**20.781**

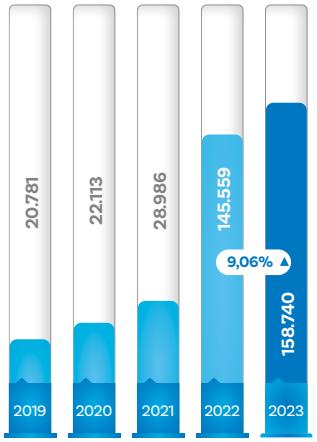
Kenaikan (Penurunan) Bersih Kas dan Setara Kas (dalam jutaan rupiah)
Net Increase (Decrease) in Cash and Cash Equivalents
In Millions of Rupiah



Kas dan Setara Kas Awal Tahun (dalam jutaan rupiah)
Cash and Cash Equivalents at The Beginning of the Year
In Millions of Rupiah



Jumlah Kas dan Setara Kas Akhir Tahun (dalam jutaan rupiah)
Cash and Cash Equivalents at the end of the Year
In Millions of Rupiah



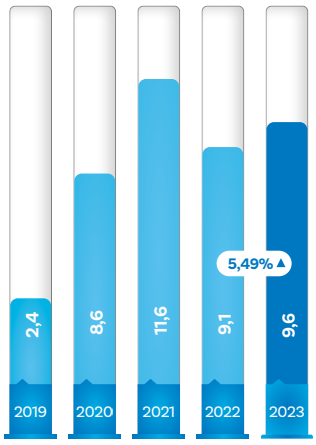
RASIO KEUANGAN UTAMA

KEY FINANCIAL RATIOS

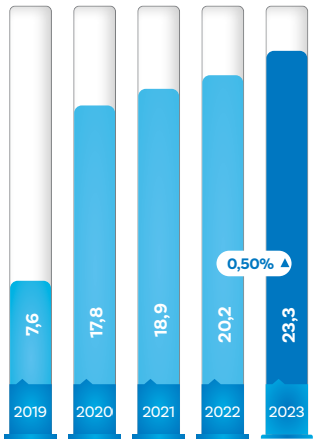
(dalam %)
(in %)

Uraian Description	2023	2022	2021	2020	2019
Rasio Laba (Rugi) terhadap Aset Return on Assets	9,6	9,1	11,6	8,6	2,4
Rasio Laba (Rugi) terhadap Ekuitas Return on Equity	23,3	20,2	18,9	17,8	7,6
Rasio Laba (Rugi) terhadap Pendapatan Profitability Ratio	2,7	2,5	2,5	2,1	0,8
Rasio Lancar Current Ratio	169,4	180,5	275,0	198,3	148,5
Rasio Liabilitas terhadap Jumlah Ekuitas Debt to Equity Ratio	4,2	0,3	0,3	45,8	103,0
Rasio Liabilitas terhadap Jumlah Aset Debt to Assets Ratio	1,7	0,1	0,2	22,1	33,2

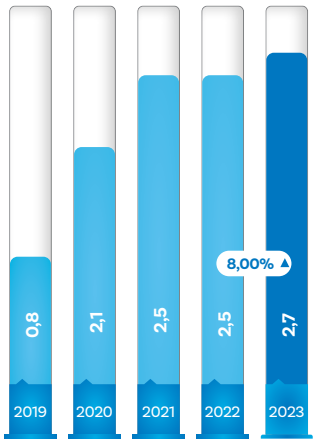
Rasio Laba (Rugi) terhadap Aset
Return on Assets Equivalents
(%)



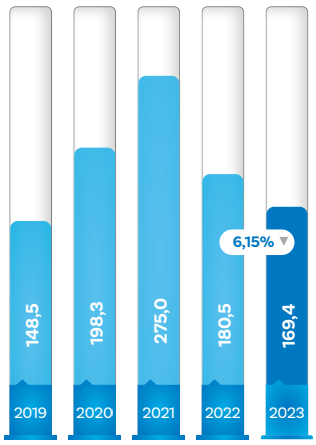
Rasio Laba (Rugi) terhadap Ekuitas
Return on Equity
(%)



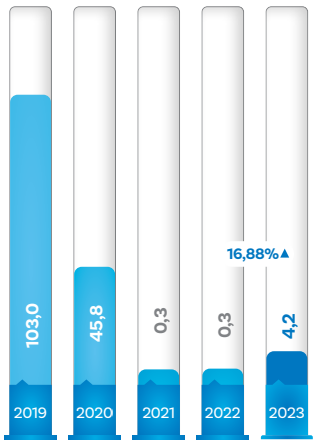
Rasio Laba (Rugi) terhadap Pendapatan
Profitability Ratio
(%)



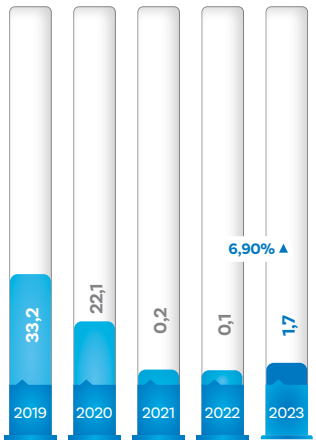
Rasio Lancar
Current Ratio
(%)



Rasio Liabilitas terhadap Jumlah Ekuitas
Debt to Equity Ratio
(%)



Rasio Liabilitas terhadap Jumlah Aset
Debt to Assets Ratio
(%)



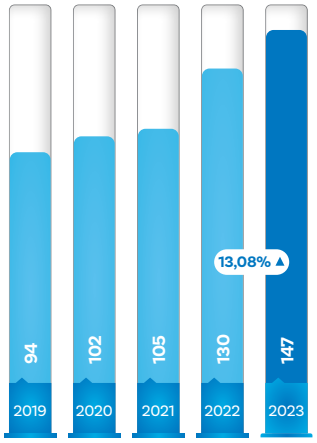
IKHTISAR OPERASIONAL DAN ORGANISASI
OPERATIONAL AND ORGANIZATIONAL HIGHLIGHTS

KINERJA OPERASIONAL

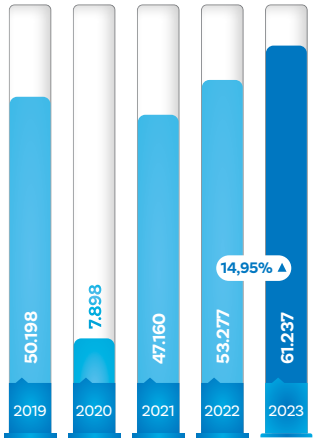
OPERATIONAL PERFORMANCE

Uraian Description	Satuan Unit	2023	2022	2021	2020	2019
Jumlah Penerima Jasa Konsultasi Total Consulting Clients	Projek Project	147	130	105	102	94
Jumlah Peserta Pelatihan Total Training Participants	Orang Persons	61.237	53.277	47.160	7.898	50.198
Jumlah Acara Dikelola Total Events Organized	Acara Events	1.315	1.063	563	329	704
Jumlah Tenaga Kerja Dikelola Total Manpower Supplied	Orang Persons	11.234	10.009	8.923	8.712	5.683
Jumlah Tenaga Pengamanan Dikelola Total Security Manpower Supplied	Orang Persons	8.350	8.276	7.255	6.549	5.801
Tingkat Kecelakaan Kerja Work Accident Rate	Orang Persons	0	0	0	0	0
Jam Kerja Aman Tanpa Kecelakaan Kerja Safe Working Hours with Zero Accidents	Jam Hours	36.712.343	34.806.002	38.578.822	36.386.768	22.915.320

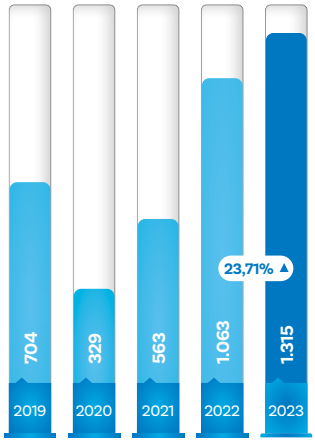
Jumlah Penerima Jasa Konsultasi (Projek)
Total Consulting Clients (Projek)



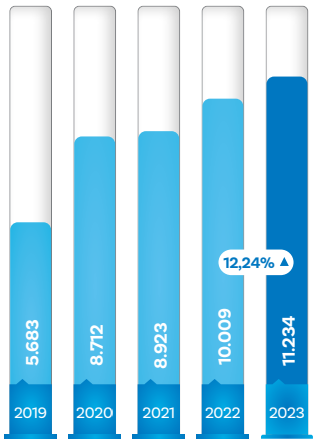
Jumlah Peserta Pelatihan (Orang)
Total Training Participants (Persons)



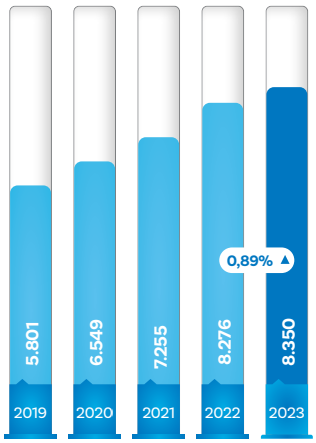
Jumlah Acara Dikelola (Acara)
Total Events Organized (Events)



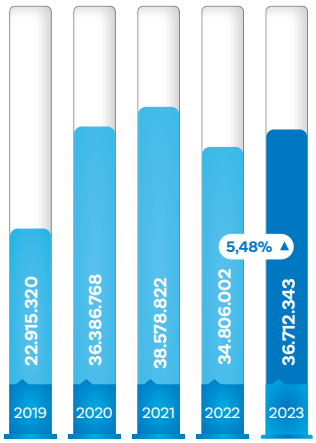
Jumlah Tenaga Kerja Dikelola (Orang)
Total Manpower Supplied (Persons)



Jumlah Tenaga Pengamanan Dikelola (Orang)
Total Security Manpower Supplied (Persons)



Jam Kerja Aman Tanpa Kecelakaan Kerja (Jam)
Safe Working Hours with Zero Accidents (Hours)



KINERJA ORGANISASI

ORGANIZATIONAL PERFORMANCE

Uraian Description	Satuan Unit	2023	2022	2021	2020	2019
Pemenuhan Kontrak Manajemen Management Contract Achievement	Proyek Project	108,50	107,50	105,36	113,15	100,04
Tingkat Kepuasan Pelanggan Customer Satisfaction Index	%	85,5	87,2	86,3	79,2	75,5
Jumlah Karyawan Number of Employees	Orang People	317	290	282	257	242
Tingkat Kesehatan Perusahaan Corporate Soundness Level	*Rating*	AA	AA	AA	AA	A
Skor Asesmen Tata Kelola Perusahaan GCG Assessment Score	Nilai Score	88,86	84,41	84,61	83,73	79,59

INFORMASI SAHAM
STOCK INFORMATION

Sampai dengan akhir tahun 2023, PT Pertamina Training and Consulting tidak mencatatkan saham di lantai bursa, sehingga tidak ada aktivitas perdagangan saham Perseroan di lantai bursa, serta tidak ada tindakan pemecahan saham (*stock split*) maupun penggabungan saham (*reverse stock*), Perseroan juga tidak pernah terkena sanksi penghentian sementara perdagangan saham ataupun penghapusan pencatatan saham oleh Bursa Efek Indonesia (BEI).

Until the end of 2023, PT Pertamina Training and Consulting did not list its shares on the stock exchange floor, so there was no trading activities on the Company's shares on the stock exchange, and there was no stock split or reverse stock, nor did the Company has been subject to sanctions for temporarily suspending stock trading or delisting of shares by the Indonesian Stock Exchange (BEI).

INFORMASI MENGENAI OBLIGASI, SUKUK ATAU OBLIGASI KONVERSI YANG MASIH BEREDAR
INFORMATION REGARDING BONDS, SUKUK OR CONVERTIBLE BOND WHICH ARE STILL IN CIRCULATION

Di tahun 2023, PT Pertamina Training and Consulting tidak terdapat informasi mengenai obligasi, sukuk, atau obligasi konversi yang masih beredar.

In 2023, PT Pertamina Training and Consulting has no information regarding outstanding bonds, sukuk or convertible bonds.

INFORMASI SUMBER PENDANAAN LAINNYA
INFORMATION ON OTHER FUNDING SOURCES

Di tahun 2023, PT Pertamina Training and Consulting tidak terdapat informasi sumber pendanaan lainnya.

In 2023, PT Pertamina Training and Consulting has no information on other sources of funding.

PERISTIWA PENTING
EVENT HIGHLIGHTS

9 Januari 2023 I January 9, 2023

MANAGEMENT INSIGHT

Atas pertumbuhan positif yang berhasil direalisasikan selama 2022, PTC tampil dalam *Management Insight* yang diterbitkan oleh Energia.
Due to the positive growth that was successfully realized during 2022, PTC appeared in Management Insight published by Energia.

25 Januari 2023 I January 25, 2023

BULAN K3 NASIONAL
NATIONAL OHS MONTH

Wujud partisipasi aktif dalam Bulan K3 Nasional, PTC melaksanakan kegiatan donor darah bagi para pekerja Pertamina *Group* di lingkungan kantor Abdul Muis.
As a form of active participation in National OHS Month, PTC carried out blood donation activities for Pertamina Group workers in the Abdul Muis office area.

3 Februari 2023 I February 3, 2023

PROLIGA

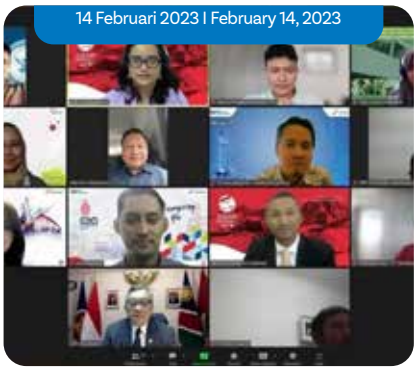
Event Management PTC kembali dipercaya dalam penyelenggaraan Proliga di rangkaian musim ke-21.
PTC Event Management has again been trusted to organize Proliga in its 21st season.

12 Februari 2023 I February 12, 2023

KUNJUNGAN PETROFUND
PETROFUND VISIT

PTC menjadi *Lead Aggregator* antara Pertamina *Group* dengan Petroleum Training and Education Fund (Petrofund) selama kunjungan di Indonesia.
PTC became the Lead Aggregator between Pertamina Group and the Petroleum Training and Education Fund (Petrofund) during a visit to Indonesia.

14 Februari 2023 I February 14, 2023



RAPAT KOORDINASI KBRI WINDHOEK DENGAN PTC
COORDINATION MEETING OF INDONESIAN EMBASSY IN WINDHOEK WITH PTC

Pertemuan *virtual* Koordinasi KBRI Windhoek Pertamina *Group*, turut hadir Direktur Utama PTC menjelaskan kontribusi PTC sebagai *Lead Aggregator*.
In the Coordination virtual meeting of the Indonesian Embassy in Windhoek Pertamina Group, the President Director of PTC was also present, explaining PTC's contribution as Lead Aggregator.

15 Februari 2023 I February 15, 2023

TRAINING MANDATORY RDT SKOP2DPU
MANDATORY TRAINING OF RDT SKOP2DPU

PTC bekerja sama dengan Pelita Air Service membuat Training dan Sertifikasi RDT-SKOP 2 DPU di YELLO Hotel Harmoni. *Training* ini dihadiri oleh CRO dari beberapa wilayah kerja di Indonesia.
PTC collaborates with Pelita Air Service to create RDT-SKOP 2 DPU Training and Certification at YELLO Hotel Harmoni. This training was attended by CROs from several work areas in Indonesia.

16 Februari 2023 I February 16, 2023

WORKSHOP SINERGI PERTAMINA
PERTAMINA SYNERGY WORKSHOP

Diadakan di Patra Bali Resort & Villas, dalam agenda ini Bapak Muhammad S. Fauzani selaku Direktur Utama PTC turut menandatangani komitmen sinergi bersama Bapak Daniel Syahputra Purba selaku SVP Strategy & Investment PT Pertamina (Persero).
Held at Patra Bali Resort & Villas, in this agenda, Mr Muhammad S. Fauzani as President Director of PTC also signed a synergy commitment with Mr Daniel Syahputra Purba as SVP Strategy & Investment at PT Pertamina (Persero).

16-26 Februari 2023 I February 16-26, 2023

INTERNATIONAL MOTOR SHOW 2023

Pertamina menyuguhkan konsep *booth* berkelas yang dikelola oleh layanan Event Mangement PTC. Setiap pengunjung dapat merasakan beragam aktivasi menarik, informasi produk Pertamina dan keseruan *games* interaktif.
Pertamine presents a classy booth concept managed by PTC Event Management services. Every visitor can experience various interesting activations, Pertamina product information and the excitement of interactive games.

23 Februari 2023 I February 23, 2023

NOMINASI BEST OFFERING DAN PENGHARGAAN BEST PERFORMANCE
BEST OFFERING NOMINATIONS AND BEST PERFORMANCE AWARDS

PTC memperoleh *Best Offering* dan Penghargaan *Best Performance* pada acara *Vendor Day* PT Pertamina Patra Niaga di The Rinra Hotel Makassar. Piala dan piagam penghargaan *Best Performance* diterima langsung oleh Ibu Indah Kurnianingsih selaku Direktur Operasi dan Pemasaran PTC.
PTC received the Best Offering and Best Performance Award at the PT Pertamina Patra Niaga Vendor Day event at The Rinra Hotel Makassar. The Best Performance trophy and certificate were received directly by Mrs. Indah Kurnianingsih as Director of Operations and Marketing of PTC.

6 Maret 2023 I March 6, 2023

BANTUAN KORBAN PLUMPANG
DONATION FOR PLUMPANG VICTIMS

PTC turut andil membantu para warga terdampak kebakaran Integrated Terminal Jakarta. PTC menyalurkan bantuan logistik berupa makanan, minuman, obat-obatan dan perlengkapan kebersihan ke-3 (tiga) lokasi titik donasi yang berada di *Demo Room* Plumpang, RTPA Rasela dan PMI Kota Jakarta Utara.
PTC also contributed to helping residents affected by the Jakarta Integrated Terminal fire. PTC distributed logistical donation in the form of food, beverages, medicines and hygiene kits to 3 (three) donation point locations located in the Plumpang Demo Room, RTPA Rasela and PMI North Jakarta City.

13-17 Maret 2023 I March 13-17, 2023

PMPK

Pembekalan Masa Purna Karya (PMPK) *Batch* 2 di Bali, PTC berkolaborasi dengan Pertamina Corporate University.
Batch 2 Retirement Period (PMPK) Briefing in Bali, PTC collaborated with Pertamina Corporate University.

19 Maret 2023 I March 19, 2023

AMAZING 21 HUT PTC
AMAZING PTC 21st Anniversary

PT Pertamina Training and Consulting memperingati hari ulang tahun ke-21 dengan mengusus tema Amazing 21. Dilaksanakan secara *hybrid*, kZegiatan ini digelar secara sederhana dan hangat dengan bertabur hadiah bagi para Perwira.
PT Pertamina Training and Consulting commemorates its 21st anniversary with the theme Amazing 21. Held in a hybrid manner, this activity was held simply and warmly with a studded with gifts for the Officers.

20 Maret 2023 I March 20, 2023

TAPLAI KEBANGSAAN LEMHANNAS RI
STRENGTHENING NATIONAL VALUES OF RI NATIONAL RESILIENCE INSTITUTE

Direktur Utama PTC, Bapak Muhammad S. Fauzani menandatangani Perjanjian Kerja Sama (PKS) dengan Laksda TNI Edi Sucipto selaku Deputi Pemantapan Nilai-Nilai Kebangsaan Lemahannas RI.
President Director of PTC, Mr. Muhammad S. Fauzani signed a Cooperation Agreement (PKS) with TNI Admiral Edi Sucipto as Deputy for Strengthening National Values of RI National Resilience Institute.

11 April 2023 I April 11, 2023

SAFARI RAMADHAN

Sebagai wujud rasa syukur, PTC gelar Safari Ramadan untuk Anak Yatim dan Disabilitas Tunanetra. Mulai dari berbelanja baju lebaran bersama Perwira, *games*, tausiyah, serta pemberian santunan dan buka puasa Bersama.
As a form of gratitude, PTC held a Ramadan Safari for Orphans and Blind Disabilities. Starting from shopping for Eid clothes with officers, games, tausiyah, as well as providing compensation and breaking the fast together.

14 April 2023 I April 14, 2023

RUPS
GMS

Rapat Umum Pemegang Saham (RUPS) Tahunan diikuti oleh seluruh pemegang saham, berikut Direksi dan Dewan Komisaris untuk bersama-sama menetapkan keputusan penting Perusahaan.
The Annual General Meeting of Shareholders (GMS) is attended by all shareholders, along with the board of directors and board of commissioners to jointly determine important company decisions.

18 April 2023 I April 18, 2023

PENGHARGAAN
AWARD

PTC memperoleh penghargaan dari DAMRI atas dukungan dalam pelaksanaan Program Mudik Gratis bersama BUMN tahun 2023.
PTC received an award from DAMRI for its support in implementing the Free Homecoming Program with SOEs in 2023.

19 April 2023 I April 19, 2023

MUDIK GRATIS BERSAMA BUMN
FREE HOMECOMING WITH SOEs

Event Management PTC turut berpartisipasi dalam penyelenggaraan Program Mudik Gratis bersama BUMN tahun 2023.
PTC Event Management participated in organizing the Free Homecoming Program with SOEs in 2023.

4-5 Mei 2023 I May 4-5, 2023

PELATIHAN OPERATOR DAN PENGAWAS SPBU
TRAINING OF GAS STATION OPERATORS AND SUPERVISORS

Pelatihan Operator dan Pengawas SPBU yang diselenggarakan oleh layanan jasa Training PTC untuk PT Pertamina Patra Niaga di SPBU COCO Bekasi. Pelatihan ini mendorong kompetensi para operator dan pengawas yang berkualitas sebagai garda terdepan pelayanan.
Training of Gas Station Operators and Supervisors organized by PTC Training services for PT Pertamina Patra Niaga at COCO Bekasi gas stations. This training encourages the competence of qualified operators and supervisors as the frontline of service.

20 Mei 2023 I May 20, 2023

UPACARA HARI KEBANGKITAN NASIONAL
NATIONAL AWAKENING DAY CEREMONY

Direktur Utama PTC, Bapak Muhammad S. Fauzani bersama para *millenials* mengikuti Upacara Hari Kebangkitan Nasional ke-115 tahun 2023.
PTC President Director, Mr. Muhammad S. Fauzani together with millennials attended the 115th National Awakening Day Ceremony in 2023.

23 Mei 2023 I May 23, 2023

PENGHARGAAN BEST LABOR SUPPLY
BEST LABOR SUPPLY AWARD

PTC kembali mencatat prestasi dengan meraih penghargaan sebagai *Best Labor Supply* dalam acara *Vendor Day* PT Pertamina Patra Niaga Regional Sumbagsel di Hotel Harper, Palembang.
PTC again recorded an achievement by winning an award as Best Labor Supply at the Vendor Day event of PT Pertamina Patra Niaga Regional South Sumatera at Harper Hotel, Palembang.

Juni 2023 I June 2023

EVENT KICK OFF LIVING HSSE CULTURE & CORPORATE WELLNESS

Kick Off Living HSSE *Culture & Corporate Wellness* Program Sub Holding C&T dikemas oleh *Event Management* PTC, mengusung keselarasan konsep dengan SEBUSE *Corporate Wellness Program* dari Sub Holding C&T.
Kick Off Living HSSE Culture & Corporate Wellness Program Sub Holding C&T is organized by PTC Event Management, carrying the alignment of concepts with SEBUSE Corporate Wellness Program from Sub Holding C&T.

17-24 Juni 2023 I June 17-24, 2023

PEMBEKALAN MASA PURNA KARYA (PMPK)
RETIREMENT BRIEFING (PMPK)

Program PMPK di lingkungan Pertamina *Group* dikelola oleh layanan Training PTC yang berkolaborasi dengan Pertamina Corporate University. Hingga Juni 2023, program ini telah diikuti oleh 212 peserta yang terbagi dalam beberapa *batch* di Bali, Bandung, dan Yogyakarta.
The PMPK program within the Pertamina Group is managed by PTC Training services in collaboration with Pertamina Corporate University. Until June 2023, this program has been attended by 212 participants divided into several batches in Bali, Bandung, and Yogyakarta.

26 Juni 2023 I June 26, 2023

EVENT IGNITE : UNLEASHING NEW VENTERUS 202

Produk SHEVIA diperkenalkan oleh *Founder* dan *Co-Founder* sebagai produk *digital learning* dengan pelatihan keselamatan kerja berkualitas tinggi melalui teknologi Metaverse. Seluruh rangkaian acara didukung oleh tim *Event Management* PTC.
The SHEVIA product was introduced by the Founder and Co-Founder as a digital learning product with high-quality work safety training through Metaverse technology. The entire series of events is supported by PTC Event Management team.

27 Juni 2023 I June 27, 2023

WORKSHOP HYPETALK : RESPECTUL WORKSPACE

Event Management PTC dipercaya oleh PT Pertamina Lubricants untuk penyelenggaraan *workshop* yang menjadi wujud komitmen *"Zero Harassment"* di lingkungan kerja.
PTC Event Management is trusted by PT Pertamina Lubricants to organize workshops that are a form of "Zero Harassment" commitment in the work environment.

30 Juni 2023 I June 30, 2023

IDUL ADHA 144H

PTC turut merayakan keberkahan Idul Adha dengan menyalurkan daging qurban kepada masyarakat sekitar yang dihadiri perwakilan manajemen dan BDI PTC.
PTC also celebrated the blessing of Eid al-Adha by distributing sacrificial meat to the surrounding community which was attended by representatives of PTC management and BDI.

3-4 Juli 2023 I July 3-4, 2023

INVESTOR DAY

PTC mendukung strategi Pertamina dalam melihara kerja sama potensial dengan para investor dan mitra bisnis. Turut hadir Direktur Utama, Direktur Operasi dan Pemasaran, serta Perwira Milenial PTC yang aktif membangun identitas bisnis yang kuat. Rangkaian acara ini didukung oleh tim *Event Management* PTC.
PTC supports Pertamina's strategy in maintaining potential cooperation with investors and business partners. Also present were the President Director, Director of Operations and Marketing, and PTC Millennial Officers who are active in building a strong business identity. This series of events is supported by PTC Event Management team.

11-12 Juli 2023 I July 11-12, 2023

TRAINING AND RE-SERTIFIKAT RDS – SKOP2DPU

PTC melalui unit bisnis *Manpower Supply* siap memfasilitasi transformasi sumber daya manusia di dalam BUMN dan menghasilkan talenta terbaik.
PTC through the Manpower Supply business unit is ready to facilitate the transformation of human resources within SOEs and produce the best talents.

24 Juli 2023 I July 24, 2023

SOFT LAUNCHING PERTAMAX GREEN 95

Sebuah kebanggaan bagi PTC dapat dipercaya oleh Pertamina Patra Niaga dalam pengembangan konsep dan penyelenggaraan acara *Soft Launching* Produk Pertamax Green 95 sebagai bahan bakar terbaru dengan kualitas yang lebih ramah lingkungan.
It is an honor for PTC to be trusted by Pertamina Patra Niaga in developing the concept and organizing the Soft Launching of Pertamax Green 95 Products as the latest fuel with more environmentally friendly quality.

31 Juli – 4 Agustus 2023 I July 31-August 4, 2023

LEARNING FEST

PTC menyelenggarakan Learning Fest 2023 sebagai komitmen *Top Management* dalam memberi kesempatan pengembangan kompetensi bagi sumber daya manusia. Kegiatan ini dihadiri secara *offline & online* oleh Perwira PTC yang tersebar di seluruh Indonesia.
PTC held Learning Fest 2023 as Top Management's commitment in providing competency development opportunities for human resources. This activity was attended offline & online by PTC Officers spread throughout Indonesia.

7-11 Agustus 2023 I August 7-11, 2023

PELATIHAN CLSR
CLSR TRAINING

Pelatihan *Corporate Life Saving Rules* merupakan bentuk identifikasi dan mitigasi bahaya potensial dalam aktivitas kerja, yang menargetkan seluruh Perwira PTC. Pelatihan ini berlangsung di HSE *Demo Room* yang dilengkapi dengan 12 elemen edukasi CLSR.
Corporate Life Saving Rules training is a form of identification and mitigation of potential hazards in work activities, targeting all PTC Officers. This training took place in the HSE Demo Room which was equipped with 12 CLSR educational elements.

8 Agustus 2023 I August 8, 2023

MANAGEMENT WALKTHROUGH

Management Walkthrough di Soekarno Hatta Fuel Terminal & Hydrant Installation (SHAFTHI), dihadiri oleh Bapak Yudho Wibowo selaku Head Operation SHAFTHI, Ibu Yuni Tri Kurnianingsih selaku Manager Manpower Supply PTC, serta para tenaga alih daya yang aktif berdiskusi.
Management Walkthrough at Soekarno Hatta Fuel Terminal & Hydrant Installation (SHAFTHI), attended by Mr. Yudho Wibowo as Head of Operation SHAFTHI, Mrs. Yuni Tri Kurnianingsih as Manager of Manpower Supply PTC, and outsourced personnel who were actively discussing.

23 Agustus-3 September 2023 I August 23-September 3, 2023

MY PERTAMINA FIBAWC

Activity booth dengan berbagai aktivasi arcade games untuk pengunjung di Fanzone Senayan Park dan Indonesia Arena. Ada pula hasil karya visual artist tanah air yang ikut menghiasi *activity booth* MyPertamina. *Activity booth* ini dipersiapkan dan dikemas menarik oleh *Event Management* PTC.
Activity booth with various arcade games activations for visitors at Fanzone Senayan Park and Indonesia Arena. There are also visual works of Indonesian artists who also decorate the MyPertamina activity booth. This activity booth was prepared and packaged attractively by PTC Event Management.

24-25 Agustus 2023 I August 24-25, 2023

WORKSHOP KAJIAN IMPLEMENTASI ANTI DRONE SYSTEM
ANTI-DRONE SYSTEM IMPLEMENTATION STUDY WORKSHOP

PTC melaksanakan diskusi bersama dalam rangka penyempurnaan hasil kajian/modul implementasi Sistem *Anti Drone* PT Kilang Pertamina Internasional. Unit bisnis Jasa Pengamanan PTC telah memiliki Surat Izin Operasional sebagai konsultan profesional dan keahlian mengenai regulasi dan prosedur terkait perizinan pengamanan.
PTC held a joint discussion in order to improve the results of the study/module implementation of the Anti-Drone System of PT Kilang Pertamina Internasional. PTC's Security Services business unit already has an Operational License as a professional consultant and expertise in regulations and procedures related to security licensing

25 Agustus 2023 I August 25, 2023

FIT & FUN, PESTA RAKYAT PERWIRA
FIT & FUN, OFFICERS PEOPLE PARTY

Semarak Kemerdekaan, PTC menyelenggarakan *Fun Walk* dengan beragam aktivasi lomba serta kuliner khas Indonesia yang melibatkan berbagai pedagang kaki lima dan UMKM Binaan PTC.
Celebrating Independence, PTC held a Fun Walk with various competition activations and Indonesian culinary specialties involving various street vendors and PTC-assisted MSMEs.

31 Agustus 2023 I August 31, 2023

PENGHARGAAN VENDOR DAY
VENDOR DAY AWARDS

PTC dinobatkan sebagai penerima penghargaan kategori PO Terbanyak Golongan Usaha Besar, dalam acara *Vendor Day* PT Pertamina Patra Niaga Regional Sumbagut di Medan.
PTC was named as the recipient of the Most PO category for Large Business Groups, at the Vendor Day event of PT Pertamina Patra Niaga Regional North Sumatera in Medan.

1 September 2023 I September 1, 2023

GADA MADYA

Unit Bisnis Jasa Pengamanan menyelenggarakan pelatihan berkelanjutan dan pengembangan profesional bagi para Tenaga Alih Daya (TAD) *Security* Pertamina *Group*.
The Security Services Business Unit organizes ongoing training and professional development for Pertamina Group Security Outsourcers (TAD).

6 September 2023 I September 6, 2023

TRAINING SAFETY LEADERSHIP

Training Safety Leadership sebagai representasi Perusahaan dalam menunjang transformasi kepemimpinan menuju budaya keselamatan yang berkelanjutan. Dihadiri oleh jajaran Direksi, Dewan Komisaris, serta *management*.
Safety Leadership Training as a representation of the Company in supporting leadership transformation towards a sustainable safety culture. Attended by the Board of Directors, Board of Commissioners, and Management.

25 September 2023 I September 25, 2023

PELATIHAN PENGADAAN DAN VERIFIKASI TKDN

TKDN PROCUREMENT AND VERIFICATION TRAINING

Menghadirkan *trainer* terbaik di bidangnya, pelatihan ini dilaksanakan selama 3 hari dengan pembahasan materi mengenai Horizon Bisnis *Industry* 5.0 hingga studi kasus praktik perhitungan TKDN.
Presenting the best trainers in their fields, this training was held for 3 days with material discussions on Industry 5.0 Business Horizon to case studies of TKDN calculation practices.

5 Oktober 2023 I October 5, 2023

WOMEN MENTORING DAY

Pertiwi Pertamina hadir dengan program *mentoring* sebagai langkah strategis dalam membentuk kepemimpinan yang tangguh bagi para Pertiwi Pertamina *Group*. Ibu Indah Kurnianingsih, selaku Direktur Operasi dan Pemasaran turut berbagi *insight* positif dengan menjadi pembicara dalam kegiatan ini.
Pertiwi Pertamina comes with a mentoring program as a strategic step in forming strong leadership for Pertamina Group motherland. Mrs. Indah Kurnianingsih, as Director of Operations and Marketing also shared positive insights by being a speaker in this activity.

9 Oktober 2023 I October 9, 2023

A PERFECT DAY

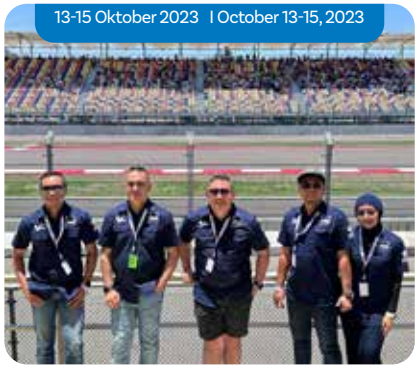
Direktur Utama PTC menandatangani kerja sama bisnis dengan Venturi UI. Sebagai salah satu Anak Perusahaan (AP) Portofolio, PTC melalui para *millennials* turut hadir menampilkan produk dan jasa unggulan. Keseluruhan acara ini *support* oleh tim *Event Management* PTC.
PTC President Director signed a business cooperation with Venturi UI. As one of the Portfolio Subsidiaries (AP), PTC through millennials was also present to display excellent products and services. The entire event is supported by PTC's Event Management team.

12 Oktober 2023 I October 12, 2023

AVIATION SECURITY TRAINING

Berkomitmen dalam memitigasi bahaya potensial dalam seluruh aktivitas kerja, PTC mengadakan *Aviation Security Training* untuk meningkatkan kompetensi dan kapabilitas personel AVSEC terhadap keamanan penerbangan sesuai pedoman yang berlaku.
Committed to mitigating potential hazards in all work activities, PTC conducts Aviation Security Training to improve the competence and capability of AVSEC personnel on aviation security in accordance with applicable guidelines.

13-15 Oktober 2023 I October 13-15, 2023



PERTAMINA GRAND PRIX OF INDONESIA

CLSR TRAINING

Siap gaungkan semangatmu untuk Pertamina Grand Prix of Indonesia 2023, *Board of Director* dan *Board of Commisioner* PTC turut menghadiri *event* MotoGP di Pertamina Mandalika International Circuit. *Event Management* PTC turut berkontribusi dalam mendukung kesuksesan acara.
Ready to echo your enthusiasm for the Pertamina Grand Prix of Indonesia 2023, PTC's Board of Directors and Board of Commissioners also attended the MotoGP event at the Pertamina Mandalika International Circuit. PTC Event Management also contributes to supporting the success of the event.

18 Oktober 2023 I October 18, 2023

POSYANDU BERDAYA
POSYANDU EMPOWERED

PTC berkontribusi aktif dalam meningkatkan kualitas kesehatan dan kesejahteraan Balita. Direktur Operasi dan Pemasaran PTC, Indah Kurnianingsih berinteraksi dengan para ibu & balita Puskesmas Kelurahan Gondangdia dan Kader Posyandu Belimbing.
PTC actively contributes in improving the quality of health and welfare of toddlers. PTC Director of Operations and Marketing, Indah Kurnianingsih interacted with mothers & toddlers of Puskesmas Kelurahan Gondangdia and Posyandu Belimbing Cadres.

31 Oktober 2023 I October 31, 2023

SMEXPO

Small Medium Enterprise Expo menjadi wujud konsistensi Pertamina dalam memberikan wadah bagi seluruh UMKM nasional untuk membuktikan keunggulan dan kualitas produknya. Kesuksesan acara ini dikemas dengan apik oleh *Event Management* PTC.
Small Medium Enterprise Expo is a manifestation of Pertamina's consistency in providing a forum for all national MSMEs to prove the excellence and quality of their products. The success of this event was organized very well by PTC Event Management.

1-2 November 2023 I November 1-2, 2023

DIGITAL EXPO

PTC melalui unit bisnis *Event Management*, dengan bangga berkontribusi dalam *event* Pertamina *Digital Expo* 2023. Memamerkan berbagai inovasi digital dan pengembaraan visual penuh kreativitas, kegiatan ini dihadiri oleh Bapak Muhammad S. Fauzani selaku Direktur Utama PTC.
PTC through its Event Management business unit, is proud to contribute to the Pertamina Digital Expo 2023 event. Exhibiting various digital innovations and visual odyssey full of creativity, this activity was attended by Mr. Muhammad S. Fauzani as President Director of PTC.

6-12 November 2023 I September 1, 2023

GADA MADYA

Unit Bisnis Jasa Pengamanan menyelenggarakan pelatihan berkelanjutan dan pengembangan profesional bagi para Tenaga Alih Daya (TAD) *Security* Pertamina *Group*.
The Security Services Business Unit organizes ongoing training and professional development for Pertamina Group Security Outsourcers (TAD).

20-25 November 2023 I November 20-25, 2023

TAPLAI KEBANGSAAN LEMHANNAS RI BATCH II
STRENGTHENING NATIONAL VALUES OF RI NATIONAL RESILIENCE INSTITUTE FOR BATCH II

Berkerja sama dengan Lemhannas RI, peserta dari beragam institusi mengikuti pelatihan ini. Direktur Keuangan PTC, beserta Perwira PTC turut menjadi peserta dalam pelatihan ini.
In collaboration with the Indonesian National Resilience Institute, participants from various institutions participated in this training. PTC Director of Finance, along with PTC Officers were also participants in this training.

22 November 2023 I November 22, 2023

HAKORDIA

PTC meraih penghargaan *Priority Award* - Pertamina *Promoting Anti Bribery Award* pada kategori '*Top LHKPN AP Services*'. Kesuksesan acara ini tak luput dari dedikasi tim *Event Management* PTC.
PTC won the Priority Award - Pertamina Promoting Anti Bribery Award in the 'Top LHKPN AP Services' category. The success of this event cannot be separated from the dedication of the PTC Event Management team.

26 November 2023 I November 26, 2023

ECORUN FEST

Acara ini menebarkan semangat sehat raga dan semangat cinta lingkungan kepada masyarakat demi kesehatan bumi yang berkelanjutan. Ada pula penampilan memukau dari para artis tanah air. Keseruan acara ini dikemas dengan apik oleh *Event Management* PTC.

This event spreads the healthy spirit of body and spirit of environmental love to the community for the sustainable health of the earth. There were also stunning performances from Indonesian artists. The excitement of this event was neatly packaged by PTC Event Management.

4 Desember 2023 I December 4, 2023

SPORTARTCULAR

Bagian dari HUT Pertamina ke-66, Sportartcular sukses terselenggara dengan kolaborasi bersama dari tim *Event Management* PTC. Acara ini turut mendukung inisiasi hidup sehat dan sportivitas yang terlembaga dalam para Perwira.

Part of Pertamina's 66th Anniversary, Sportartcular was successfully held with a joint collaboration from the PTC Event Management team. This event also supports the initiation of healthy living and institutionalized sportsmanship in the Officers.

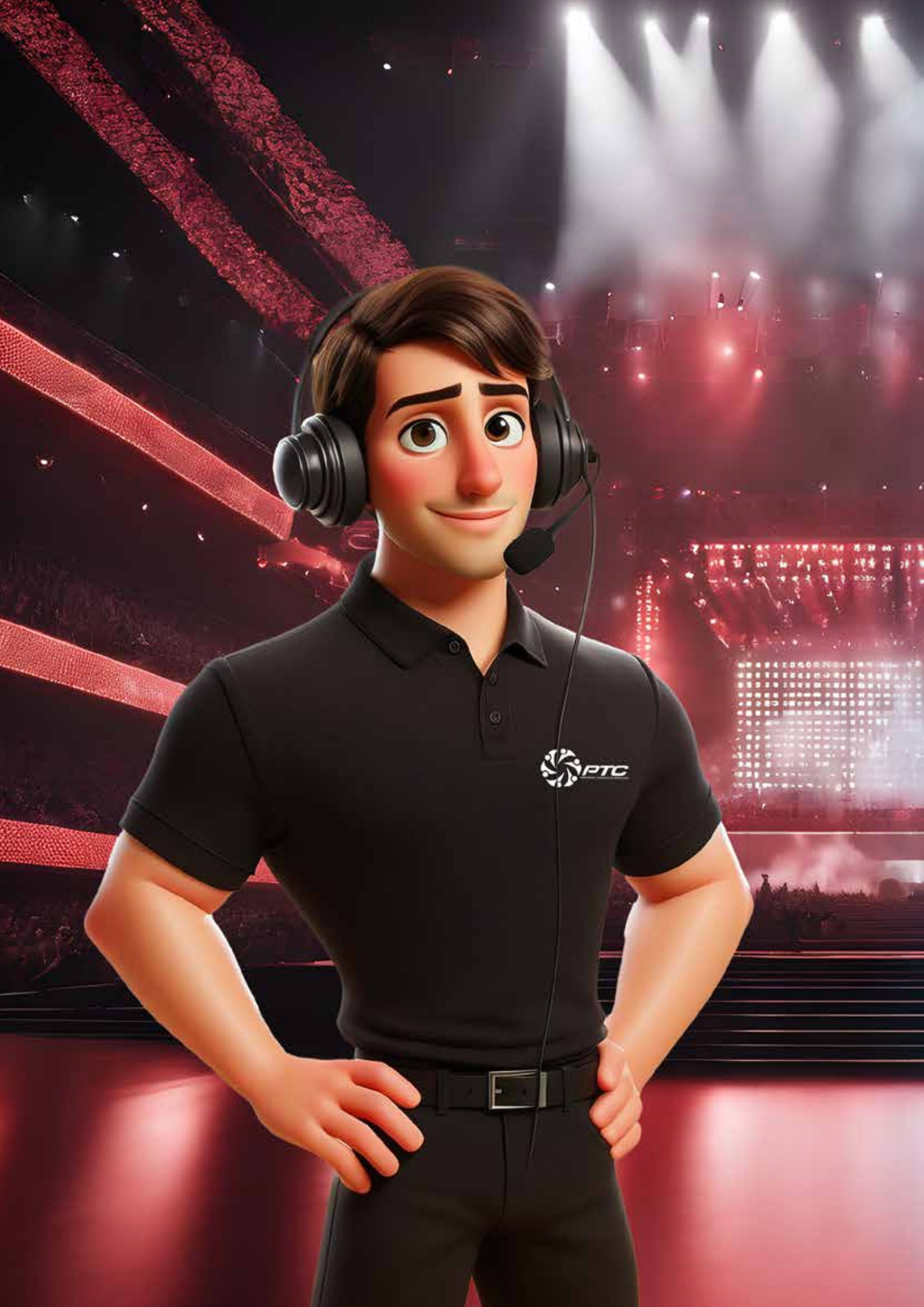
11 Desember 2023 I December 11, 2023

SYUKURAN HUT PERTAMINA

PERTAMINA'S ANNIVERSARY CELEBRATION

11 Desember 2023 Seluruh Perwira merayakan syukuran 66 tahun Pertamina yang mengusung tema *'Energizing The Nation'*. Semarak dan kehangatan acara ini tak luput dari dedikasi tim *Event Management* PTC.

December 11, 2023 All Officers celebrate Pertamina's 66th anniversary with the theme 'Energizing The Nation'. The liveliness and warmth of this event cannot be separated from the dedication of the PTC Event Management team.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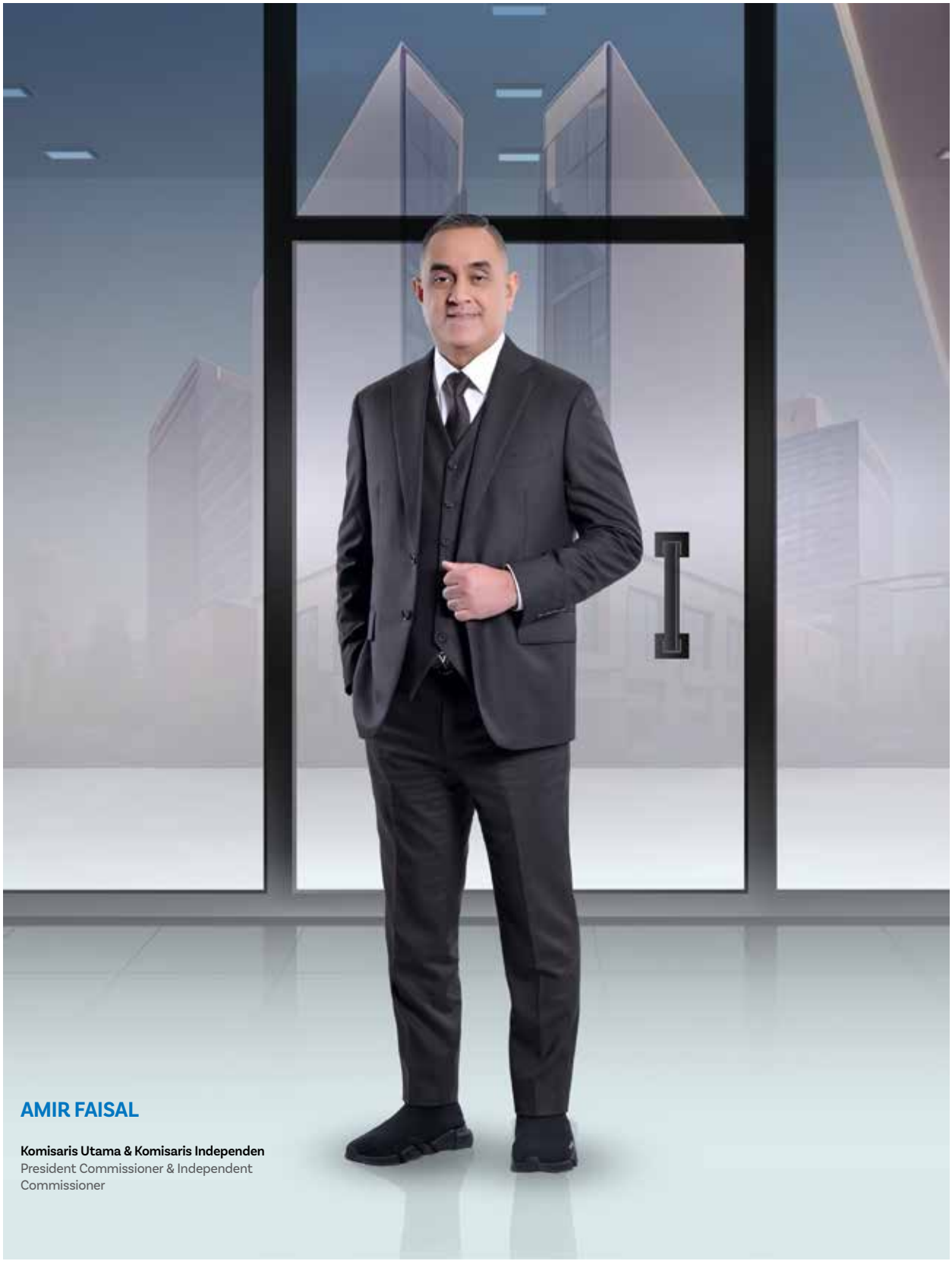
02

LAPORAN MANAJEMEN

MANAGEMENT REPORTS

LAPORAN DEWAN KOMISARIS
BOARD OF COMMISSIONERS REPORT



AMIR FAISAL

Komisaris Utama & Komisaris Independen
President Commissioner & Independent Commissioner

Pemegang Saham dan Pemangku Kepentingan Yang Terhormat,
Honorable Shareholders and Stakeholders,

Puji syukur Kami panjatkan ke hadirat Tuhan Yang Maha Esa yang telah melimpahkan rahmat dan karunia-Nya kepada kita semua, sehingga PT Pertamina Training and Consulting dapat melalui tahun 2023 dengan capaian kinerja yang baik. Suatu kehormatan bagi Kami mewakili Dewan Komisaris untuk menyajikan laporan pengawasan terhadap kinerja Perusahaan di Tahun Buku 2023.

Seiring dengan berkembangnya kondisi perekonomian Indonesia yang terus membaik setelah masa pandemi, dan selaras dengan moto PTC 2023 untuk *leveling up*, Dewan Komisaris mengapresiasi keberhasilan PTC untuk terus tumbuh. Perkembangan Perusahaan sepanjang 2023 yang dicapai tak terlepas dari semangat sinergi pada lingkungan Induk Perusahaan, dan komitmen Perusahaan untuk senantiasa memperkuat sumber daya yang ada dengan meningkatkan kapabilitas sumber daya yang ada, serta terus berupaya untuk membuka pasar *non captive* di luar Grup Induk Perusahaan.

Melalui laporan ini, izinkan Kami Dewan Komisaris melaporkan pelaksanaan tugas pengawasan dan pemberian nasihat kepada Direksi, yang dilakukan dengan itikad baik, bertanggung jawab, dan penuh kehati-hatian demi kepentingan Perusahaan. Dalam melaksanakan tugas dan fungsinya, Dewan Komisaris melakukannya secara independen, berpedoman kepada ketentuan Anggaran Dasar Perusahaan dan peraturan perundang-undangan yang berlaku, serta berdasarkan prinsip-prinsip Tata Kelola Perusahaan yang Baik.

PENILAIAN DEWAN KOMISARIS TERHADAP KINERJA DIREKSI

Sebagai organ yang mewakili Pemegang Saham, Dewan Komisaris senantiasa memberikan perhatian lebih terhadap arahan pemegang saham terkait dengan Rencana Kerja Anggaran Perusahaan yang disampaikan dalam Rapat Umum Pemegang Saham. Dalam hal ini, Dewan Komisaris memandang Direksi telah menjalankan arahan pemegang saham dengan penuh tanggungjawab dan kesungguhan. Di mana, pada tahun 2023 Direksi berkomitmen untuk mencapai target-target yang telah ditetapkan dalam RKAP Tahun 2023.

Dewan Komisaris menilai bahwa dalam menjalankan tugas dan tanggung jawabnya, Direksi telah menunjukkan kinerja yang baik. Prestasi tersebut dibuktikan dari skor, *Key Performance Indicators* (KPI) Perusahaan mencapai target skor 108,50%. Dewan Komisaris mengapresiasi capaian KPI dan berharap Direksi dapat mengoptimalkan peluang untuk mengembangkan proyek strategis demi meningkatnya keuntungan. Direksi juga diharapkan untuk melakukan efisiensi dengan menurunkan biaya, serta mempertahankan capaian angka *notional polling* saat ini yang telah berada di angka ideal.

We would like to express our praise and gratitude to the presence of Almighty God who has bestowed His mercy and grace on all of us, so that PT Pertamina Training and Consulting can get through 2023 with good performance achievements. It is an honor for us to represent the Board of Commissioners to present a monitoring report on the Company's performance in the 2023 Financial Year.

As Indonesia's economic conditions continue to improve after the pandemic, and in line with the PTC 2023 motto of leveling up, the Board of Commissioners appreciates PTC's success in continuing to grow. The Company's development throughout 2023 is inseparable from the spirit of synergy within the Parent Company, and the Company's commitment to continuously strengthen existing resources by increasing the capabilities of existing resources, as well as continuing to strive to open non-captive markets outside the Parent Company Group.

Through this report, we allow the Board of Commissioners to report on the implementation of their duties of supervision and providing advice to the Board of Directors, which are carried out in good faith, responsibility and with full prudence in the interests of the Company. In carrying out its duties and functions, the Board of Commissioners does so independently, guided by the provisions of the Company's Articles of Association and applicable laws and regulations, as well as based on the principles of Good Corporate Governance.

ASSESSMENT OF THE BOARD OF COMMISSIONERS ON THE PERFORMANCE OF THE BOARD OF DIRECTORS

As an organ representing Shareholders, the Board of Commissioners always pays more attention to shareholder directions regarding the Company's Budget Work Plan submitted at the General Meeting of Shareholders. In this case, the Board of Commissioners views that the Board of Directors has carried out the shareholders' directions with full responsibility and seriousness. Where, in 2023 the Board of Directors is committed to achieving the targets set in the 2023 RKAP.

The Board of Commissioners considers that in carrying out its duties and responsibilities, the Board of Directors has demonstrated good performance. This achievement is proven by the score, the Company's Key Performance Indicators (KPI) achieved the target with a score of 108.50%. The Board of Commissioners appreciates KPI's achievements and hopes that the Board of Directors can optimize opportunities to develop strategic projects to increase profits. Directors are also expected to increase efficiency by reducing costs, as well as maintaining the current notional poll figures which are at ideal levels.

Dewan Komisaris menyadari kondisi ekonomi khususnya perekonomian nasional secara langsung maupun tidak langsung mempengaruhi kinerja Perusahaan. Untuk itu, Dewan Komisaris mengapresiasi upaya Direksi dalam menghadapi dinamika perkembangan ekonomi ini dengan berbagai inisiatif yang dicetuskan sehingga secara umum target kinerja Perusahaan dapat tercapai. Dewan Komisaris juga mengapresiasi pencapaian Perusahaan pada tahun 2023. Dimana, Perusahaan mencatatkan Laba Tahun Berjalan sebesar Rp116,65 miliar mengalami peningkatan sebesar 42,50% dibanding tahun sebelumnya sebesar Rp81,86 miliar.

The Board of Commissioners is aware that economic conditions, especially the national economy, directly or indirectly affect the Company's performance. For this reason, the Board of Commissioners appreciates the Directors' efforts in dealing with the dynamics of economic development with various initiatives initiated so that in general the Company's performance targets can be achieved. The Board of Commissioners also appreciated the Company's achievements in 2023. Where, the Company recorded a Profit for the Year of Rp116.65 billion, an increase of 42.50% compared to the previous year of Rp81.86 billion.

PENGAWASAN DEWAN KOMISARIS DALAM PERUMUSAN DAN IMPLEMENTASI STRATEGI PERUSAHAAN

Dewan Komisaris turut berperan aktif dalam melakukan evaluasi dan kajian atas rancangan dan usulan strategi yang disusun oleh Direksi, dengan senantiasa memantau dan melakukan evaluasi atas hasil kinerja yang dicapai oleh Perusahaan atas realisasi dari implementasi strategi Perusahaan yang dilakukan sepanjang tahun 2023.

Sebagai organ perwakilan pemegang saham, Dewan Komisaris juga memberikan arahan terhadap Direksi atas implementasi rencana dan kebijakan Perusahaan terkait: hal-hal penting mengenai perubahan lingkungan bisnis, pengadaan dan pelaksanaannya, mutu dan pelayanan, pengelolaan anak perusahaan, teknologi informasi, sumber daya manusia (SDM), akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SAK), pelaksanaan perjanjian dengan pihak ketiga, kebijakan dan pelaksanaan *Health, Safety, Security and Environment* (HSSE).

Dewan Komisaris berkomitmen untuk melaksanakan fungsi pengawasan sesuai dengan ketentuan yang diatur dalam Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan berbagai peraturan lain yang berlaku. Dengan mematuhi ketentuan ini, Dewan Komisaris menjaga keberlanjutan pengawasan yang efektif untuk memastikan bahwa kebijakan dan keputusan yang diambil oleh Direksi tetap sejalan dengan norma hukum dan tujuan Perseroan secara keseluruhan.

SUPERVISION OF THE BOARD OF COMMISSIONERS IN THE FORMULATION AND IMPLEMENTATION OF COMPANY STRATEGY

The Board of Commissioners plays an active role in evaluating and reviewing the design and proposed strategies prepared by the Board of Directors, by continuously monitoring and evaluating the performance results achieved by the Company regarding the realization of the implementation of the Company's strategy throughout 2023.

As a shareholder representative organ, the Board of Commissioners also provides direction to the Board of Directors regarding the implementation of Company plans and policies related to: important matters regarding changes in the business environment, procurement and implementation, quality and service, subsidiary management, information technology, human capital (HC), accounting and preparation of financial reports in accordance with generally accepted accounting standards in Indonesia (SAK), implementation of agreements with third parties, policies and implementation of Health, Safety, Security and Environment (HSSE).

The Board of Commissioners is committed to carrying out its supervisory function in accordance with the provisions stipulated in Law No. 40 of 2007 concerning Limited Liability Companies and Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and various other applicable regulations. By complying with these provisions, the Board of Commissioners maintains ongoing effective supervision to ensure that policies and decisions taken by the Board of Directors remain in line with legal norms and the Company's overall objectives.

FREKUENSI DAN MEKANISME PEMBERIAN NASIHAT OLEH DEWAN KOMISARIS KEPADA DIREKSI

Dewan Komisaris juga bertugas untuk memberikan saran kepada Direksi dan mengawasi implementasi rencana jangka panjang Perusahaan, rencana kerja dan anggaran Perusahaan, serta ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham (RUPS), serta peraturan perundang-undangan. Sarana penyampaian nasihat dan saran Dewan Komisaris kepada Direksi dilakukan melalui rapat-rapat yang diadakan

FREQUENCY AND MECHANISM OF PROVIDING ADVICE BY THE BOARD OF COMMISSIONERS TO THE BOARD OF DIRECTORS

The Board of Commissioners is also tasked with providing advice to the Board of Directors and supervising the implementation of the Company's long-term plans, the Company's work plan and budget, as well as the provisions of the Articles of Association and decisions of the General Meeting of Shareholders (GMS), as well as statutory regulations. The means for conveying advice and suggestions from the Board of Commissioners to

oleh Dewan Komisaris, baik rapat internal maupun rapat gabungan dengan mengundang Direksi. Melalui rapat-rapat tersebut, Dewan Komisaris memberikan arahan dan nasihat kepada Direksi, sekaligus membuka ruang diskusi terhadap permasalahan yang dihadapi Direksi.

Sepanjang tahun 2023, rapat gabungan Dewan Komisaris dan Direksi dilaksanakan sebanyak 13 (tiga belas) kali dengan tingkat kehadiran baik Dewan Komisaris dan Direksi mencapai 100%. Dalam pelaksanaan rapat gabungan, Dewan Komisaris dapat menyampaikan nasihat, rekomendasi maupun saran secara lisan maupun jalur komunikasi lain seperti melalui telepon ataupun *whatsapp,* termasuk dengan cara tertulis yang tertuang dalam surat arahan, surat telaah maupun surat rekomendasi dan keputusan. Dewan Komisaris telah menerbitkan nasihat melalui 21 (dua puluh satu) surat baik itu berupa arahan, hasil telaah, rekomendasi ataupun keputusan.

PANDANGAN ATAS PROSPEK USAHA

Melihat dinamika ekonomi nasional, kemudian memandang rencana kerja dan rencana strategis yang disusun oleh Direksi untuk periode tahun 2024, serta pencapaian kinerja Perusahaan yang dapat menjadi modal, Dewan Komisaris meyakini bahwa masih terdapat potensi bisnis yang cukup besar bagi PTC untuk bertumbuh secara berkelanjutan dengan memanfaatkan momentum dari pencapaian kinerja tahun 2023. Nilai tambah lain yang dapat menjadi modal Perusahaan dalam meraih kinerja positif pada tahun mendatang adalah status PTC sebagai Anak Perusahaan Pertamina satu-satunya yang didirikan dan didedikasikan untuk mendukung kegiatan pengelolaan *human capital* di Pertamina *Group* menjadi keunggulan Perusahaan untuk menangkap peluang yang bernilai tinggi.

Paralel dengan semangat *leveling up* pada Perusahaan, dengan segala potensi yang cukup besar, Dewan Komisaris berpandangan bahwa proyeksi pertumbuhan kinerja Perusahaan akan meningkat dan akan berimbas positif terhadap kinerja keuangan. Selain itu kebijakan untuk terus mencari *opportunity* pada pasar *non captive* menjadi langkah yang sangat menjanjikan. Dewan Komisaris memberikan dukungan penuh terhadap keputusan strategis dari Perusahaan. Perusahaan juga memiliki diversifikasi lini bisnis yang cukup beragam sehingga mampu memenuhi kebutuhan pelanggan baik secara *captive* maupun *non captive*. Namun, PTC masih harus memaksimalkan upaya pemasarannya untuk meningkatkan *brand awareness* di luar Pertamina *Group*.

PELAKSANAAN TUGAS DEWAN KOMISARIS

Dewan Komisaris, sebagai representasi Pemegang Saham, memiliki peran utama dalam melakukan pengawasan dan memberikan saran kepada Direksi mengenai kebijakan Perusahaan dan jalannya kegiatan operasional, yang selaras dengan visi dan Anggaran Dasar Perusahaan. Dewan Komisaris juga bertanggung jawab secara kolektif kepada para Pemegang

the Board of Directors is through meetings held by the Board of Commissioners, both internal meetings and joint meetings inviting the Board of Directors. Through these meetings, the Board of Commissioners provides direction and advice to the Board of Directors, as well as opening up discussion space for problems faced by the Board of Directors.

Throughout 2023, joint meetings of the Board of Commissioners and Board of Directors were held 13 (thirteen) times with the attendance level of both the Board of Commissioners and Board of Directors reaching 100%. In holding joint meetings, the Board of Commissioners can convey advice, recommendations or suggestions verbally or through other communication channels such as by telephone or WhatsApp, including in writing as stated in letters of direction, review letters or letters of recommendation and decisions. The Board of Commissioners has issued advice through 21 (twenty one) letters in the form of directions, study results, recommendations or decisions.

VIEWS ON BUSINESS OUTLOOK

Looking at the dynamics of the national economy, then looking at the work plans and strategic plans prepared by the Board of Directors for the 2024 period, as well as the Company's performance achievements which can be used as capital, the Board of Commissioners believes that there is still quite large business potential for PTC to grow sustainably by taking advantage of the momentum from performance achievements in 2023. Another added value that can be used as capital for the Company in achieving positive performance in the coming year is PTC's status as the only Pertamina Subsidiary established and dedicated to supporting human capital management activities in the Pertamina Group, becoming an advantage for the Company in seizing opportunities. which is of high value.

In parallel with the spirit of leveling up the Company, with its considerable potential, the Board of Commissioners is of the view that the Company's projected performance growth will increase and will have a positive impact on financial performance. Apart from that, the policy of continuing to look for opportunities in non-captive markets is a very promising step. The Board of Commissioners provides full support for the Company's strategic decisions. The company also has diversified business lines that are quite diverse so that it is able to meet customer needs both captive and non-captive. However, PTC still has to maximize its marketing efforts to increase brand awareness outside the Pertamina Group.

IMPLEMENTATION OF THE DUTIES OF THE BOARD OF COMMISSIONERS

The Board of Commissioners, as the representative of Shareholders, has the main role in supervising and providing advice to the Board of Directors regarding Company policies and the course of operational activities, which are in line with the Company's vision and Articles of Association. The Board of Commissioners is also collectively responsible to

Saham dan memiliki kewajiban untuk melakukan pengawasan dan memberikan nasihat dan saran kepada Direksi serta memastikan bahwa Perusahaan melaksanakan Tata Kelola Perusahaan dengan Baik pada seluruh tingkatan atau jenjang organisasi. Dalam menjalankan tugas pengawasan dan pemberian arahan terhadap penetapan kebijakan dan jalannya Perusahaan, Dewan Komisaris dibantu oleh Komite Audit.

Sepanjang tahun 2023, Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya yang mencakup penelaah serta persetujuan Rencana Kerja Anggaran Perusahaan (RKAP); Penetapan penghargaan atas kinerja (tantiem); Usulan remunerasi Direksi beserta Dewan Komisaris; Evaluasi kinerja KAP beserta penunjukannya; Tinjauan strategis berkaitan dengan Kinerja perusahaan (TW I s/d TW 4); Evaluasi Kinerja atas telaah laporan tahunan PTC; dan, Pembagian Tugas anggota Dewan Komisaris dan Pengangkatan Komite Audit.

PEMBAGIAN TUGAS DEWAN KOMISARIS

Dalam rangka meningkatkan efektifitas pada fungsi pengawasan Dewan Komisaris melakukan pembagian tugas antar Dewan Komisaris, dimana pembagian tugas ini dalam rangka memantau pengelolaan Perusahaan dalam bidang-bidang tertentu. Adapun Pembagian tugas antar Dewan Komisaris yang merujuk kepada keputusan KPTS-031/PTC -DEKOM/2023-S3 tanggal 21 September 2023 tentang Pembagian Tugas Anggota Dewan Komisaris PTC adalah sebagai berikut:

the Shareholders and has the obligation to supervise and provide advice and suggestions to the Board of Directors and ensure that the Company implements Good Corporate Governance at all levels or levels of the organization. In carrying out its supervisory duties and providing direction regarding the establishment of policies and the running of the Company, the Board of Commissioners is assisted by the Audit Committee.

Throughout 2023, the Board of Commissioners has carried out its duties and responsibilities which include reviewing and approving the Company's Budget Work Plan (RKAP); Determination of awards for performance (tantiem); Proposed remuneration for the Board of Directors and Board of Commissioners; Evaluation of KAP performance and its appointment; Strategic review related to company performance (QI to Q4); Performance Evaluation based on PTC annual report review; and, Division of Duties of members of the Board of Commissioners and Appointment of the Audit Committee.

DIVISION OF DUTIES OF THE BOARD OF COMMISSIONERS

In order to increase the effectiveness of the supervisory function, the Board of Commissioners divides tasks between the Board of Commissioners, where this division of tasks is in order to monitor the management of the Company in certain areas. The division of duties between the Board of Commissioners which refers to the decision KPTS-031/PTC -DEKOM/2023-S3 dated September 21, 2023 concerning the Distribution of Duties of Members of the PTC Board of Commissioners is as follows:

Pembagian Tugas Anggota Dewan Komisaris
Division of Duties of Members of the Board of Commissioners

Nama Name	Jabatan Position	Tugas Pengawasan Supervisory Duties
Amir Faisal	Komisaris Utama & Komisaris Independen President Commissioner & Independent Commissioner	• Mengoordinasikan tugas-tugas dan wewenang Dewan Komisaris; • Mengoordinasikan Bidang Pengembangan Bisnis dan Komersial; • Mengoordinasikan Bidang *Good Corporate Governance* (GCG) dan Remunerasi. • Coordinate the duties and authority of the Board of Commissioners; • Coordinating Business and Commercial Development; • Coordinate Good Corporate Governance (GCG) and Remuneration..
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	• Ketua Komite Audit; • Mengoordinasikan Bidang Operasional. • Chair of the Audit Committee; • Coordinating Operational Fields.
Wisnu Wardhana	Komisaris Commissioner	• Mengoordinasikan Bidang Pengembangan Bisnis dan Komersial; • Mengoordinasikan Bidang Keuangan dan Akuntansi. • Coordinate Business and Commercial Development; • Coordinate the Finance and Accounting Sector..

PANDANGAN DEWAN KOMISARIS ATAS PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK DI LINGKUP PERUSAHAAN

Perusahaan memiliki standar yang tinggi dalam penerapan Tata Kelola Perusahaan yang Baik atau *Good Corporate Governance* (GCG). Oleh karena itu, Dewan Komisaris berkomitmen untuk senantiasa memastikan prinsip-prinsip GCG telah diterapkan secara menyeluruh dan komprehensif oleh seluruh insan Perusahaan. Dewan Komisaris mengapresiasi penerapan GCG di lingkungan Perusahaan dan berpendapat bahwa penerapan GCG secara keseluruhan telah berjalan dengan baik. Penerapan GCG juga telah sesuai dengan ketentuan Perusahaan dan perundang-undangan yang berlaku.

Pun demikian dengan penerapan Sistem Pengendalian Internal, Dewan Komisaris menilai Sistem Pengendalian Internal dalam lingkup Perusahaan telah berjalan dengan baik. Hal ini tercermin dari penerapan prinsip akuntabel yang selaras berjalannya pengelolaan risiko, sistem pengendalian internal, hingga audit internal yang telah dijalankan Perusahaan.

Sementara dalam rangka pencegahan terjadinya tindakan *fraud,* kecurangan, korupsi, maupun perilaku di luar etika lainnya, Perusahaan berkomitmen untuk mengimplementasikan Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS). WBS merupakan bagian tata kelola perusahaan yang baik dalam rangka menciptakan integritas dalam lingkup Perusahaan. Setiap individu Perwira PTC dan *stakeholder* Perusahaan memiliki peluang yang sama untuk melaporkan adanya dugaan kecurangan, pelanggaran hukum dan etika, sekaligus kesalahan/kelalaian lainnya yang dilakukan oleh personil Perseroan.

Dewan Komisaris berharap pelaksanaannya setiap tahunnya semakin optimal sehingga tindakan pelanggaran tidak terjadi. Hingga akhir tahun 2023, secara keseluruhan penerapan WBS di Perusahaan telah terlaksana dengan baik. Hal tersebut terlihat dari penerapan WBS yang terorganisir mulai dari struktur organisasi, mekanisme saluran pengaduan maupun tindaklanjutnya, serta aspek transparansi dari pelaksanaannya.

PANDANGAN DEWAN KOMISARIS ATAS PENERAPAN MANAJEMEN RISIKO PERUSAHAAN

PTC melalui Divisi *Strategic Planning & Risk Management* melakukan kajian pengelolaan risiko usaha yang meliputi identifikasi, analisis dan evaluasi, penilaian serta pengelolaan risiko bisnis yang relevan. Pengelolaan risiko menjadi aspek strategis dalam upaya mencapai tujuan Perusahaan. PTC senantiasa melakukan *monitoring* atas seluruh mitigasi risiko yang telah disusun atas kajian risiko yang telah disusun oleh setiap pemilik risiko pada seluruh fungsi Perusahaan, dan secara berkala melaporkan kepada pemangku kepentingan, dimana Komite Audit Perusahaan yang memiliki tugas rangkap untuk tugas-tugas Komite Risiko juga senantiasa memonitor dan memberikan arahan atas jalannya manajemen risiko Perusahaan.

VIEWS OF THE BOARD OF COMMISSIONERS ON THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE WITHIN THE COMPANY

The company has high standards in implementing Good Corporate Governance (GCG). Therefore, the Board of Commissioners is committed to always ensuring that GCG principles are implemented thoroughly and comprehensively by all Company personnel. The Board of Commissioners appreciates the implementation of GCG within the Company and is of the opinion that the overall implementation of GCG has gone well. The implementation of GCG is also in accordance with Company regulations and applicable laws.

Likewise, with the implementation of the Internal Control System, the Board of Commissioners assesses that the Internal Control System within the Company has been running well. This is reflected in the application of accountable principles that are in line with risk management, internal control systems, and internal audits that have been carried out by the Company.

Meanwhile, in order to prevent fraud, cheating, corruption and other unethical behavior, the Company is committed to implementing a Whistleblowing System (WBS). WBS is part of good corporate governance in order to create integrity within the Company. Every individual PTC officer and Company stakeholder has the same opportunity to report suspected fraud, legal and ethical violations, as well as other errors/negligences committed by Company personnel.

The Board of Commissioners hopes that its implementation will be more optimal every year so that violations do not occur. Until the end of 2023, overall the implementation of WBS in the Company has been carried out well. This can be seen from the organized implementation of WBS starting from the organizational structure, complaint channel mechanisms and follow-up, as well as the transparency aspect of its implementation.

VIEWS OF THE BOARD OF COMMISSIONERS ON THE IMPLEMENTATION OF COMPANY RISK MANAGEMENT

PTC, through the Strategic Planning & Risk Management Division, conducts business risk management studies which include identification, analysis and evaluation, assessment and management of relevant business risks. Risk management is a strategic aspect in efforts to achieve the Company's goals. PTC always monitors all risk mitigation that has been prepared based on risk studies that have been prepared by each risk owner in all functions of the Company, and periodically reports to stakeholders, where the Company's Audit Committee which has dual duties for the duties of the Risk Committee also always monitor and provide direction on the implementation of the Company's risk management.

CAPAIAN KINERJA DEWAN KOMISARIS DALAM FUNGSI PENGAWASAN PADA PENERAPAN GCG DILINGKUP PERUSAHAAN

Dewan Komisaris menilai bahwa penerapan Tata Kelola Perusahaan yang Baik oleh Perusahaan juga terlihat melalui menerapkan pakta integritas mulai dari jajaran Komisaris, Direksi, para Manajer, dan Perwira PTC. Perusahaan telah melaksanakan penerapan GCG melalui *Compliance System Online* untuk dapat memonitor penerapan implementasi GCG setiap waktunya yang meliputi pernyataan tidak *Conflict of Interest*, pernyataan patuh terhadap *Code of Conduct* dan pelaporan penerimaan Gratifikasi ke dalam sistem terpadu *One System Integration* sekaligus menetapkan pekerja setingkat asisten manajer ke atas untuk menjadi wajib lapor LHKPN.

Dewan Komisaris mengapresikasi upaya Perusahaan dalam melakukan sosialisasi dalam rangka meningkatkan pemahaman GCG bagi seluruh pekerja, baik kepada pekerja baru dalam program *New Employee Orientation* (NEO) maupun yang bersifat *refreshment* pelatihan bagi seluruh pekerja secara daring pada aplikasi TRACO. Perusahaan juga telah melakukan sosialisasi atas kebijakan GCG Perusahaan kepada mitra kerja dan pihak vendor, agar seluruh proses bisnis di Perusahaan senantiasa mengacu kepada tata kelola yang baik.

PENILAIAN DEWAN KOMISARIS ATAS KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Penilaian terhadap komite pendukung ini dilakukan secara kualitatif dan kuantitatif, mencakup keaktifan komite dalam melaksanakan rencana kegiatan tahunan yang telah disusun di awal tahun. Hal ini terlihat dari pelaksanaan rapat dari masing-masing komite, dan rekomendasi yang diberikan oleh masing-masing komite kepada Dewan Komisaris. Adapun penilaian secara keseluruhan, realisasi target KPI mencapai 110% dan tingkatan AKHLAK *Behavior* mencapai 96,6 %, sehingga hasil penilaian akhir kinerja mencapai 103,3% dengan predikat kinerja *"High"*.

PERUBAHAN KOMPOSISI DAN SUSUNAN DEWAN KOMISARIS

Pada tahun 2023, susunan Dewan Komisaris Perusahaan tidak mengalami perubahan, namun terdapat perpanjangan masa tugas Komisaris Independen Perusahaan dimana Sdr. Inas Nasrullah Zubir yang berakhir masa jabatannya pada tanggal 10 September 2023, melalui Surat Keputusan Pemegang Saham (KPSSS) tanggal 21 September 2023 masa tugasnya di perpanjang untuk periode ke-2 dengan masa jabatan terhitung mulai tanggal 19 September 2023 dan akan berakhir pada tanggal 18 September 2026) atau jika RUPS menyatakan

PERFORMANCE ACHIEVEMENTS OF THE BOARD OF COMMISSIONERS IN THE SUPERVISORY FUNCTION IN THE IMPLEMENTATION OF GCG WITHIN THE COMPANY

The Board of Commissioners considers that the implementation of Good Corporate Governance by the Company can also be seen through implementing an integrity pact starting from the Board of Commissioners, Board of Directors, Managers and PTC Officers. The company has implemented GCG through the Online Compliance System to be able to monitor the implementation of GCG implementation at any time which includes a statement of no Conflict of Interest, a statement of compliance with the Code of Conduct and reporting of Gratification receipts into the One System Integration integrated system as well as assigning workers to assistant manager level and above to be required to report LHKPN.

The Board of Commissioners appreciates the Company's efforts in conducting outreach in order to increase understanding of GCG for all employees, both for new employees in the New Employee Orientation (NEO) program and in the form of refreshment training for all employees online on the TRACO application. The Company has also disseminated the Company's GCG policy to work partners and vendors, so that all business processes in the Company always refer to good governance.

ASSESSMENT OF THE BOARD OF COMMISSIONERS ON THE PERFORMANCE OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

The assessment of the supporting committee was carried out qualitatively and quantitatively, including the committee's activeness in implementing the annual activity plan that was prepared at the beginning of the year. This can be seen from the implementation of meetings of each committee, and the recommendations provided by each committee to the Board of Commissioners. As for the overall assessment, the realization of the KPI target reached 110% and the AKHLAK Behavior level reached 96.6%, so that the final performance assessment results reached 103.3% with the performance predicate "High".

CHANGES IN THE COMPOSITION AND STRUCTURE OF THE BOARD OF COMMISSIONERS

In 2023, the composition of the Company's Board of Commissioners did not change, however there was an extension of the term of office of the Company's Independent Commissioners which Mr. Inas Nasrullah Zubir whose term of office ended on September 10, 2023, through a Shareholder Decree (KPSSS) dated September 21, 2023, his term of office was extended for a 2nd period with a term of office starting on September 19, 2023 and ending on September 18 2026) or if the GMS states otherwise, so that the composition of the

lain, sehingga komposisi susunan Dewan Komisaris pada 31 Desember 2023 tetap terdiri dari 3 (tiga) orang.

Board of Commissioners as of December 31, 2023 still consist of 3 (three) people.

Komposisi dan Susunan Dewan Komisaris per 31 Desember 2023
Composition and Structure of the Board of Commissioners as of December 31, 2023

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Term of Office
Amir Faisal	Komisaris Utama & Komisaris Independen President Commissioner & Independent Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 27 September 2022 Circular Shareholder Resolution dated September 27, 2022	16 Desember 2022 - 26 September 2025 December 16, 2022 – September 26, 2025
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 21 September 2023 Circular Shareholder Resolution dated September 21, 2023	19 September 2023 - 20 September 2026 September 19, 2023 – September 20, 2026
Wisnu Wardhana	Komisaris Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 6 April 2022 Circular Shareholder Resolution dated April 6, 2022	6 April 2022 - 5 April 2025 April 6, 2022 – April 5, 2025

APRESIASI DAN PENUTUP

Dewan Komisaris yakin bahwa PT Pertamina Training and Consulting akan terus meningkatkan standar kinerjanya dengan terus melakukan inovasi dan meningkatkan kolaborasi, serta secara konsisten menerapkan tata kelola perusahaan yang baik. Pencapaian pada tahun 2023 telah memperkuat bisnis Perusahaan untuk menjadi lebih berfokus peningkatan layanan yang berkelanjutan.

Atas nama Dewan Komisaris, Kami menyampaikan apresiasi yang sebesar-besarnya kepada Direksi dan seluruh karyawan atas kerja keras dan dedikasinya dalam memajukan Perusahaan. Kami juga mengucapkan terima kasih kepada seluruh pemangku kepentingan lainnya atas kepercayaan dan dukungannya. Dewan Komisaris juga mengucapkan selamat kepada Direksi atas pencapaian kinerja Perusahaan yang positif.

APPRECIATION AND CLOSURE

The Board of Commissioners is confident that PT Pertamina Training and Consulting will continue to improve its performance standards by continuing to innovate and increase collaboration, as well as consistently implementing good corporate governance. Achievements in 2023 have strengthened the Company's business to be more focused on continuous service improvements.

On behalf of the Board of Commissioners, we express our deepest appreciation to the Board of Directors and all employees for their hard work and dedication in advancing the Company. We also thank all other stakeholders for their trust and support. The Board of Commissioners also congratulates the Board of Directors on the Company's positive performance achievements.

Jakarta, 29 April 2024
Jakarta, April 29, 2024

PT Pertamina Training and Consulting

AMIR FAISAL

Komisaris Utama & Komisaris Independen
President Commissioner & Independent Commissioner

LAPORAN DIREKSI
BOARD OF DIRECTORS REPORT

MUHAMMAD SHABRAN FAUZANI

Direktur Utama
President Director

Pemegang Saham dan Pemangku Kepentingan Yang Terhormat,
Honorable Shareholders and Stakeholders,

Puji dan syukur kehadirat Allah SWT, karena berkat rahmat-Nya, PT Pertamina Training and Consulting dapat melalui tahun 2023 dengan pencapaian positif, sejalan dengan upaya penentuan strategi dan langkah-langkah strategis serta komprehensif dalam meminimalisir risiko yang berpotensi berpengaruh terhadap keberlanjutan usaha Perusahaan, sekaligus merespon dengan cepat setiap peluang pertumbuhan yang ada di sepanjang tahun 2023.

Tema Perusahaan di tahun 2023 *Leveling Up* berhasil mendukung pertumbuhan year-on-year yang cukup signifikan (*incremental growth* pendapatan usaha Y-o-Y di atas IDR 1 triliun). Tema *Leveling Up* menghasilkan program-program yang meningkatkan kualitas Sumber Daya Manusia (SDM) Perusahaan melalui *upskilling soft skill*, hingga pembentukan tim milenial dan tim *task-force marketing*. Semangat *Leveling Up* berhasil meningkatkan kinerja perwira dan menunjukkan bahwa Perusahaan siap untuk menyambut tantangan dan perubahan yang akan terjadi di masa depan.

Bersama ini, izinkan Kami menyampaikan laporan pertanggungjawaban Direksi atas pengelolaan Perusahaan untuk tahun buku 2023 beserta laporan keuangan yang telah diaudit oleh Kantor Akuntan Publik RSM Amir Abadi Jusuf, Aryanto, Mawar & Rekan.

TINJAUAN PEREKONOMIAN GLOBAL DAN NASIONAL

Laju perekonomian global semakin melambat di tahun 2023, disebabkan oleh meningkatnya ketidakpastian geopolitik terkait konflik di Ukraina dan Timur Tengah, tingginya laju inflasi, serta pengetatan kebijakan moneter yang berkepanjangan. Laju pertumbuhan Indonesia pun terdampak walau tetap tangguh di kisaran 5,0%, dibandingkan tahun sebelumnya senilai 5,3% yang didukung oleh permintaan yang meningkat setelah pandemi.

Perekonomian Indonesia diuntungkan oleh kuatnya konsumsi rumah tangga yang merepresentasikan 53,8 dari Produk Domestik Bruto (PDB) serta berlanjutnya realisasi investasi dan pertumbuhan ekspor. Konsumsi rumah tangga naik sebesar 4,5% YoY yang ditopang oleh peningkatan mobilitas pasca pandemi, daya beli yang tetap stabil, serta tingginya tingkat kepercayaan konsumen. Sementara itu, investasi meningkat sebesar 5,0% YoY yang berkontribusi sebanyak 30,6% terhadap PDB. Di sisi lain, ekspor pada tahun ini mengalami penurunan akibat perlambatan global, dengan harga minyak kelapa sawit dan batu bara sebagai komoditas utama Indonesia yang melemah masing-masing sebesar 12% YoY dan 50% YoY.

Praise and gratitude to the presence of Allah SWT, because for His grace, PT Pertamina Training and Consulting can go through 2023 with positive achievements, in line with efforts to determine strategies and strategic and comprehensive steps in minimizing risks that have the potential to affect the sustainability of the Company's business, as well as respond quickly to every growth opportunity that exists throughout 2023.

The Company's theme in 2023, Leveling Up, has succeeded in supporting quite significant year-on-year growth (incremental growth in Y-o-Y operating income above Rp1 trillion). The Leveling Up theme produces programs that improve the quality of the Company's Human Capital (HC) through upskilling soft skills, to forming millennial teams and task-force marketing teams. The Leveling Up spirit has succeeded in improving officer performance and shows that the Company is ready to welcome the challenges and changes that will occur in the future.

Herewith, allow us to submit the Directors' accountability report for the management of the Company for the 2023 financial year along with financial statements that have been audited by the Public Accounting Firm RSM Amir Abadi Jusuf, Aryanto, Mawar & Rekan.

GLOBAL AND NATIONAL ECONOMIC OVERVIEW

The pace of the global economy is increasingly slowing down in 2023, due to increasing geopolitical uncertainty related to conflicts in Ukraine and the Middle East, high rates of inflation, and prolonged tightening of monetary policy. Indonesia's growth rate was also affected, although it remained resilient at around 5.0%, compared to the previous year's 5.3%, which was supported by increased demand after the pandemic.

The Indonesian economy benefits from strong household consumption which represents 53.8 of Gross Domestic Product (GDP) as well as continued investment realization and export growth. Household consumption rose by 4.5% YoY, supported by increased post-pandemic mobility, stable purchasing power and high levels of consumer confidence. Meanwhile, investment increased by 5.0% YoY, contributing 30.6% to GDP. On the other hand, exports this year experienced a decline due to the global slowdown, with the prices of palm oil and coal as Indonesia's main commodities weakening respectively by 12% YoY and 50% YoY.

Menanggapi kenaikan suku bunga yang dilakukan Bank Sentral Amerika Serikat, Bank Indonesia menaikkan suku bunga acuan BI 7- Day Reverse Rate (BI7DRR) sebesar 25 bps menjadi 6% pada bulan Oktober, setelah mempertahankannya sejak awal tahun 2023. Meskipun terjadi fluktuasi sepanjang tahun, nilai tukar USD terhadap rupiah ditutup di level Rp15.397 pada akhir tahun 2023, menguat dibandingkan dengan level nilai tukar pada akhir 2022. Kebijakan fiskal dan moneter yang dilakukan Regulator berhasil menjaga stabilitas Rupiah dan menahan arus keluar dana akibat kenaikan suku bunga.

Kenaikan suku bunga tersebut juga menjaga agar angka inflasi tahunan sebesar 2,6% tetap terkendali pada level 3±1%, meskipun terdapat peningkatan pada harga bahan bakar nonsubsidi dan pangan. Di sisi lain, biaya pinjaman dan pendanaan meningkat secara signifikan dengan suku bunga fasilitas penyimpanan dan fasilitas pembiayaan masing-masing meningkat sebesar 0,25% sepanjang tahun.

Terlepas dari tantangan-tantangan tersebut, sektor bisnis menunjukkan tren peningkatan seiring dengan berlanjutnya pemulihan pasca pandemi termasuk segmen bisnis yang menjadi kegiatan usaha Perusahaan. Hal ini membawa dampak positif terhadap pertumbuhan usaha Perusahaan, dimana pada tahun 2023 Perusahaan membukukan pendapatan sebesar Rp4,3 triliun meningkat sebesar 31,17% dari pendapatan tahun sebelumnya sebesar Rp3,2 triliun.

PENJELASAN DIREKSI TERKAIT STRATEGI DAN KEBIJAKAN STRATEGIS TAHUN 2023

Perusahaan memiliki 7 (tujuh) produk dan jasa yang beragam serta memiliki kemampuan dalam menyesuaikan produknya sesuai dengan kebutuhan pelanggan terutama di dalam Pertamina *Group*. Dengan adanya program optimalisasi sinergi di Pertamina *Group*, Perusahaan memanfaatkan peluang tersebut untuk meningkatkan penjualan produk. Untuk itu Direksi senantiasa mendorong seluruh komponen Perusahaan untuk memaksimalkan potensi yang dimiliki Perusahaan dan mengkonversinya menjadi pencapaian yang berkelanjutan dan bernilai tambah.

Sejalan dengan visi Perusahaan Menjadi Perusahaan Kelas Dunia di Bidang *Human Capital, Consulting*, dan Jasa Manajemen lainnya, PTC dalam menjalankan kegiatan usahanya senantiasa mengoptimalkan sumber daya yang dimiliki, baik dari aspek SDM maupun pengelolaan Teknologi Informasi (TI). Perusahaan menyadari bahwa SDM merupakan salah satu sumber daya yang paling berpengaruh terhadap kinerja Perusahaan. Karena itu Perusahaan sangat peduli terhadap upaya peningkatan kompetensi dan motivasi SDM secara berkesinambungan. Hal ini karena keberadaan SDM yang kompeten dan memiliki etos kerja baik, merupakan faktor vital untuk mempertahankan pencapaian positif Perusahaan.

In response to the increase in interest rates by the United States Central Bank, Bank Indonesia raised the BI 7-Day Reverse Rate (BI7DRR) benchmark interest rate by 25 bps to 6% in October, after maintaining it since the beginning of 2023. Despite fluctuations throughout the year, the rate The USD exchange rate against the Rupiah closed at Rp15,397 at the end of 2023, strengthening compared to the exchange rate level at the end of 2022. The fiscal and monetary policies implemented by the Regulator succeeded in maintaining the stability of the Rupiah and curbing the outflow of funds due to rising interest rates.

The increase in interest rates also kept the annual inflation rate of 2.6% under control at the level of 3 ± 1%, despite an increase in the prices of non-subsidized fuel and food. On the other hand, borrowing and funding costs increased significantly with interest rates on storage facilities and financing facilities each increasing by 0.25% during the year.

Despite these challenges, the business sector shows an upward trend as the post-pandemic recovery continues, including the business segment which is the Company's business activity. This has had a positive impact on the Company's business growth, where in 2023 the Company posted revenue of Rp4.3 trillion, an increase of 31.17% from the previous year's revenue of Rp3.2 trillion.

EXPLANATION OF THE BOARD OF DIRECTORS REGARDING STRATEGY AND STRATEGIC POLICIES FOR 2023

The company has 7 (seven) diverse products and services and has the ability to customize its products according to customer needs, especially within the Pertamina Group. With the synergy optimization program at Pertamina Group, the Company is taking advantage of this opportunity to increase product sales. For this reason, the Board of Directors always encourages all components of the Company to maximize the Company's potential and convert it into sustainable achievements and added value.

In line with the Company's vision of becoming a World Class Company in the Field of Human Capital, Consulting and other Management Services, PTC in carrying out its business activities always optimizes its resources, both in terms of HC and Information Technology (IT) management. The Company realizes that HC is one of the resources that has the most influence on the Company's performance. For this reason, the Company is very concerned with efforts to continuously increase HC competency and motivation. This is because the presence of competent Human Capital who have a good work ethic is a vital factor in maintaining the Company's positive achievements.

Pun demikian dengan pengembangan dan pengeloaan Teknologi Informasi, Direksi menilai dengan cepatnya perubahan teknologi, penting bagi Perusahaan untuk memiliki panduan yang jelas dan adaptif untuk memastikan bahwa TI digunakan secara efektif dan efisien untuk mendukung tujuan bisnis Perusahaan secara berkala baik dari segi infrastruktur, aplikasi, keamanan sistem jaringan, hingga sumber daya manusia pengelola TI. Pengelolaan dan Pengembangan TI harus menciptakan kerangka kerja yang komprehensif untuk mengelola, melindungi, dan memanfaatkan teknologi informasi (TI) di Perusahaan.

Lebih lanjut dalam pencapaian visi dan misi yang ditetapkan, Perusahaan menerapkan strategi 3 (tiga) pilar sesuai Rencana Jangka Panjang Perusahaan (RJPP) yang jika dijabarkan secara detail sebagai berikut:

Profitability dengan strategi antara lain:
1. *Growing High-Margin Business Units*
2. *Development Center*
3. *Anorganic Growth*

Transforming Business Processes dengan strategi antara lain:
1. *Digitalization*
2. *Organization & Business Process*

Capturing Extensive Market dengan strategi antara lain:
1. *Leveling Up Marketing Capabilities*
2. *Reaching True Mastery*

PENJELASAN TERKAIT PERANAN DIREKSI DALAM PERUMUSAN STRATEGI DAN KEBIJAKAN STRATEGIS

Penjangkauan segmen pasar yang tidak terbatas melalui *platform* digital Perusahaan dapat mengembangkan produknya untuk mendukung peran strategis bagi Induk Perusahaan. Perusahaan telah mengembangkan *platform* digital seperti asesmen *online* dan digital *training* seperti TRACO dan Gurumaya, serta pengembangan unit bisnis *Information Technology* yang bertujuan untuk dapat membantu digitalisasi kebutuhan konsumen. Pengembangan *platform* digital tersebut merupakan salah satu upaya Perusahaan dalam mendukung komitmen 38 *New Ways of Working*. Produk tersebut diharapkan dapat membantu menjangkau segmen pasar yang lebih luas (tidak terbatas oleh faktor geografis, *borderless*).

Direksi memastikan seluruh strategi tersebut dapat terimplementasikan dengan baik dengan senantiasa melakukan monitoring, diantaranya dengan menyelenggarakan rapat Direksi secara rutin dengan mengundang pimpinan unit kerja terkait sehingga kebijakan Perusahaan dapat tersampaikan ke semua pegawai. Pada tahun 2023, Direksi menyelenggarakan rapat internal sebanyak 16 kali, dan 13 kali rapat gabungan bersama Dewan Komisaris. Direksi menilai penerapan implementasi strategi yang dilakukan Perusahaan telah sesuai dengan arah dan kebijakan yang telah ditetapkan dalam RKAP.

Likewise, with the development and management of Information Technology, the Board of Directors assesses that with the rapid changes in technology, it is important for the Company to have clear and adaptive guidelines to ensure that IT is used effectively and efficiently to support the Company's business objectives on a regular basis in terms of infrastructure, applications, network system security, and IT management human capital. IT Management and Development must create a comprehensive framework for managing, protecting and utilizing information technology (IT) in the Company.

Furthermore, in achieving the stated vision and mission, the Company implements a 3 (three) pillar strategy in accordance with the Company's Long-Term Plan (RJPP), which is described in detail as follows:

Profitability with strategies including:
1. Growing High-Margin Business Units
2. Development Center
3. Inorganic Growth

Transforming Business Processes with strategies including:
1. Digitalization
2. Organization & Business Process

Capturing Extensive Market with strategies including:
1. Leveling Up Marketing Capabilities
2. Reaching True Mastery

EXPLANATION REGARDING THE ROLE OF THE BOARD OF DIRECTORS IN FORMULATING STRATEGY AND STRATEGIC POLICY

Reaching unlimited market segments through digital platforms, the Company can develop its products to support the strategic role of the Parent Company. The company has developed digital platforms such as online assessments and digital training such as TRACO and Gurumaya, as well as developing an Information Technology business unit which aims to help digitalize consumer needs. The development of this digital platform is one of the Company's efforts to support the 38 New Ways of Working commitment. This product is expected to help reach a wider market segment (not limited by geographical factors, borderless).

The Board of Directors ensures that all these strategies can be implemented well by continuously monitoring them, including holding regular Board of Directors meetings by inviting the heads of relevant work units so that Company policies can be conveyed to all employees. In 2023, the Board of Directors has held 16 internal meetings, and 13 joint meetings with the Board of Commissioners. The Board of Directors assesses that the Company's strategy implementation is in accordance with the direction and policies set out in the RKAP.

PROSES YANG DILAKUKAN DIREKSI UNTUK MEMASTIKAN IMPLEMENTASI STRATEGI

Perusahaan terus berfokus untuk menjalin kerjasama dengan Perusahaan afiliasi yang tergabung dalam Pertamina *Group*. Atas adanya permintaan pasca pandemi kondisi ini membantu pemulihan bisnis *Event Management* (MICE). Dikarenakan kegiatan MICE yang sudah direncanakan pada tahun 2020 sampai dengan 2022 dapat diselenggarakan pada tahun 2023 dan selanjutnya. Selanjutnya bisnis MICE telah berhasil dilakukan secara *regular event* dengan *virtual event* sehingga menjadi *hybrid event*.

Pada unit bisnis penyedia Tenaga Alih Daya (TAD) memiliki kondisi dan aktivitas yang terpengaruh signifikan terhadap perubahan regulasi pada aspek Peraturan Ketenagakerjaan yang telah terjadi di tahun 2020 silam. Pada Maret 2023, Peraturan Pemerintah Pengganti Undang – Undang (Perpu) Cipta Kerja No. 2 Tahun 2022 telah disahkan menjadi UU Nomor 6 Tahun 2023 oleh Lembaga legislatif. Atas terbitnya UU tersebut dapat mempengaruhi kinerja unit bisnis penyedia TAD.

Dalam memastikan implementasi strategi tersebut, Direksi melakukan pemantauan terhadap kinerja serta pelaksanaan rencana bisnis dengan proses evaluasi, dan jika diperlukan dilakukan penyesuaian terhadap strategi dan kebijakan yang telah ditetapkan untuk beradaptasi selaras dengan dinamika pasar dan industri. Dalam pelaksanaan proses evaluasi, Direksi melakukan pemantauan dan analisis terhadap kinerja Perusahaan secara berkala. Direksi juga senantiasa melakukan rapat koordinasi bersama unit kerja terkait untuk memonitoring serta mengetahui sejauh mana strategi yang telah ditetapkan Perusahaan telah berjalan sesuai dengan rencana, dan hal-hal apa saja yang menjadi kendala atas implementasi strategi tersebut.

PENCAPAIAN KINERJA PERUSAHAAN TAHUN 2023

Perusahaan terus berupaya untuk mengoptimalkan kinerja Perusahaan sesuai dengan arahan Pemegang Saham. Di akhir tahun 2023, semua divisi mencapai pertumbuhan positif dan dapat mencapai target kegiatan operasional yang ditetapkan dalam RKAP 2023. Perusahaan mampu mengoptimalkan semua produk atau jasa yang dimilikinya. Adapun Produk atau jasa yang disediakan oleh PT Pertamina Training and Consulting pada tahun 2023 terdiri dari 7 (tujuh) kelompok.

1. *Training*
   Pada tahun 2023 jumlah peserta pelatihan sebesar 217% dari RKAP 2023 atau 115% dari Realisasi 2022. Hal ini terjadi dikarenakan Prognosa menggunakan data realisasi laporan keuangan Juli 2023 yang mana permintaan proyek dari *user* masih minim namun telah meningkat apabila dibandingkan dari RKAP 2023 dikarenakan bertambahnya penggunaan TRACO (*modul respectful workplace*) dan bekerjasama dengan PT Telkom Indonesia Tbk untuk pelaksanaan *Public Training*.

PROCESSES CARRIED OUT BY THE BOARD OF DIRECTORS TO ENSURE STRATEGY IMPLEMENTATION

The company continues to focus on establishing collaboration with affiliated companies that are members of the Pertamina Group. Due to post-pandemic demand, this condition helps the recovery of the Event Management (MICE) business. Because MICE activities that have been planned for 2020 to 2022 can be held in 2023 and beyond. Furthermore, the MICE business has been successful in conducting regular events with virtual events so that it has become a hybrid event.

The Outsourced Employment (TAD) provider business unit has conditions and activities that are significantly affected by regulatory changes in aspects of the Employment Regulations that occurred in 2020. In March 2023, Government Regulation in Lieu of Job Creation Law (Government Regulation) No. 2 of 2022 has been ratified as Law Number 6 of 2023 by the legislative body. The issuance of this law could affect the performance of the TAD provider business unit.

In ensuring the implementation of this strategy, the Board of Directors monitors the performance and implementation of the business plan through an evaluation process, and if necessary, adjustments are made to the strategies and policies that have been determined to adapt in line with market and industry dynamics. In implementing the evaluation process, the Board of Directors periodically monitors and analyzes the Company's performance. The Board of Directors also always holds coordination meetings with related work units to monitor and find out to what extent the strategy that has been set by the Company has gone according to plan, and what things are obstacles to the implementation of the strategy.

COMPANY PERFORMANCE ACHIEVEMENTS IN 2023

The Company continues to strive to optimize the Company's performance in accordance with the Shareholders' directions. At the end of 2023, all divisions achieved positive growth and were able to achieve operational activity targets set in the 2023 RKAP. The company was able to optimize all the products or services it had. The products or services provided by PT Pertamina Training and Consulting in 2023 consist of 7 (seven) groups.

1. Training
   In 2023, the number of training participants is 217% of the 2023 RKAP or 115% of the 2022 Realization. This happens because the Prognosis uses realization data from the July 2023 financial report, where project demand from users is still minimal but has increased when compared to the 2023 RKAP due to the increase use of TRACO (respectful workplace module) and collaborate with PT Telkom Indonesia Tbk to implement Public Training.

2. *Consulting*
   PT Pertamina Training and Consulting didesain secara *customized* menyesuaikan dengan kebutuhan pelanggan, untuk memberikan solusi yang dibutuhkan pelanggan. Pada tahun 2023 jumlah proyek *Consulting* sebesar 226% dari RKAP 2023 atau 113% dari Realisasi 2022.
3. *Event Management*
   Produk *Event Management* PT Pertamina Training and Consulting dilaksanakan sesuai dengan kebutuhan dan permintaan pelanggan, untuk mendukung aktivitas MICE yang dibutuhkan oleh pelanggan. Ditahun 2023, *Event Management* sebesar 284% dari RKAP 2023 atau 124% dari Realisasi 2022. Peningkatan tersebut dikarenakan peningkatan permintaan event yang sudah mulai berjalan seperti event MotoGP, Proliga, National Sales Meeting dan GIIAS.
4. *Manpower Supply*
   Produk *Man Power Supply* PT Pertamina Training and Consulting dilaksanakan sesuai dengan permintaan pelanggan, sebagai solusi dalam pengelolaan sumber daya manusia yang dibutuhkan oleh pelanggan. Kandidat pekerja yang disediakan Perusahaan berasal dari berbagai sumber, mulai dari *fresh graduate* hingga pekerja berpengalaman. Produk *Manpower Supply* PT Pertamina Training and Consulting antara lain terdiri dari tenaga administrasi umum, *sales speed up*, tenaga evaluator keuangan, sekretaris, data analis, hingga operator *refueller* pesawat. Di tahun 2023, *Manpower Supply* sebesar 118% dari RKAP 2023 atau 112% dari Realisasi 2022. Hal ini terjadi dikarenakan banyaknya penambahan permintaan *Manpower* di *subholding* C&T dan Anak Perusahaan Pertamina Group lainnya.
5. *Security Services*
   Unit bisnis Jasa Pengamanan PT Pertamina Training and Consulting dibentuk sebagai implementasi penugasan dari PT Pertamina (Persero) sesuai Surat Edaran Menteri BUMN No. SE-03/MBU/2009 tanggal 23 Februari 2009. Izin penyelenggaraan Jasa Pengamanan PT Pertamina Training and Consulting terdiri dari penyediaan tenaga pengamanan, penyelenggaraan diklat pengamanan, konsultansi sistem pengamanan, dan penyediaan perlengkapan pengamanan.

   Saat ini kegiatan bisnis Jasa Pengamanan PT Pertamina Training and Consulting yang sudah berjalan adalah untuk penyediaan tenaga pengamanan (*guard services*) dan pelatihan tenaga keamanan. Di tahun 2023, target jumlah tenaga kerja sebesar 106% dari RKAP 2023 atau 101% dari Realisasi 2022. Peningkatan tersebut terjadi karena adanya penambahan permintaan tenaga pengamanan di 22 Subholding Upstream Region 1, Subholding Upstream Region 4, PT Pertamina Gas Operation North Sumatera Area dan PT Pertamina Gas Operation East Java Area.
6. *Assessment Center*
   Unit bisnis *Assessment Center* PT Pertamina Training and Consulting dibuat sebagai solusi dalam menilai kelayakan *talent* atau sumber daya manusia yang nantinya akan menjabat pada posisi tertentu. Selain itu unit bisnis ini menyelenggarakan jasa tes psikologi,

2. Consulting
   PT Pertamina Training and Consulting is designed in a customized manner to suit customer needs, to provide the solutions that customers need. In 2023 the number of Consulting projects will be 226% of the 2023 RKAP or 113% of the 2022 Realization.
3. Event Management
   PT Pertamina Training and Consulting's Event Management products are implemented according to customer needs and requests, to support MICE activities required by customers. In 2023, Event Management will be 284% of the 2023 RKAP or 124% of the 2022 Realization. This increase is due to the increase in demand for events that have started running, such as the MotoGP, Proliga, National Sales Meeting and GIIAS events.
4. Manpower Supply
   PT Pertamina Training and Consulting Man Power Supply products are implemented in accordance with customer requests, as a solution for managing Human Capital required by customers. The worker candidates provided by the Company come from various sources, ranging from fresh graduates to experienced workers. PT Pertamina Training and Consulting's Manpower Supply products include general administration staff, sales speed ups, financial evaluators, secretaries, data analysts, and aircraft refueller operators. In 2023, Manpower Supply was 118% of the 2023 RKAP or 112% of the 2022 Realization. This occurs due to the large increase in demand for man power in C&T subholdings and other Pertamina Group Subsidiaries.
5. Security Services
   The PT Pertamina Training and Consulting Security Services business unit was formed as an implementation of an assignment from PT Pertamina (Persero) in accordance with the Circular Letter of the Minister of SOE No. SE-03/MBU/2009 dated February 23, 2009. Permit for providing PT Pertamina Training and Consulting Security Services consists of providing security personnel, providing security training, security system consultancy, and providing security equipment.

   Currently, PT Pertamina Training and Consulting's ongoing security services business activity is the provision of security personnel (guard services) and training of security personnel. In 2023, the target number of workers is 106% of the 2023 RKAP or 101% of the 2022 Realization. This increase occurred due to additional demand for security personnel in 22 Subholding Upstream Region 1, Subholding Upstream Region 4, PT Pertamina Gas Operation North Sumatra Area and PT Pertamina Gas Operation East Java Area.
6. Assessment Center
   The PT Pertamina Training and Consulting Assessment Center business unit was created as a solution in assessing the suitability of talent or Human Capital who will later serve in certain positions. Apart from that, this business unit provides psychological testing services,

rekrutmen, pendampingan pengembangan kompetensi, pembuatan kamus kompetensi dan pengembangan sistem *Assessment Center* Perusahaan. Pada tahun 2023, unit bisnis *Assessment Center* mencapai 176% dari RKAP 2023 atau 126% dari Realisasi 2022. Peningkatan tersebut terjadi dikarenakan adanya permintaan asesmen PLC (setingkat Manajer) dan FLC (setingkat Asisten Manajer) di PT Kilang Pertamina Internasional dan PT Perta Bina Medika.

7. *Information Technology*
   Unit bisnis *Information Technology* PT Pertamina Training and Consulting yang merupakan layanan teknologi informasi untuk kebutuhan pengembangan digitalisasi *subholding* dan Anak Perusahaan dalam Pertamina Group maupun konsumen pada pasar *non-captive*. Pada tahun 2023, unit bisnis *Information Technology* mencapai 90% dari RKAP 2023. Pencapaian tersebut atas proyek digitalisasi sistem PT Pertamina (Persero) serta proyek lainnya dari *subholding* dan Anak Perusahaan PT Pertamina (Persero).

recruitment, competency development assistance, creation of competency dictionaries and development of the Company's Assessment Center system. In 2023, the Assessment Center business unit is 176% of the 2023 RKAP or 126% of the 2022 Realization. This increase occurred due to demand for PLC (Manager level) and FLC (Assistant Manager level) assessments at PT Kilang Pertamina Internasional and PT Perta Bina Medica.

7. Information Technology
   PT Pertamina Training and Consulting's Information Technology business unit which is an information technology service for the digitalization development needs of subholdings and subsidiaries within the Pertamina Group as well as consumers in non-captive markets. In 2023, the Information Technology business unit is 90% of the 2023 RKAP. This achievement is due to the PT Pertamina (Persero) system digitalization project as well as other projects from PT Pertamina (Persero) subholdings and subsidiaries.

PERBANDINGAN TARGET DAN REALISASI

Perusahaan telah menetapkan sejumlah target yang telah dituangkan dalam Rencana Kerja dan Anggaran Dasar Perusahaan (RKAP) yang telah disusun pada awal tahun 2023. Dengan kondisi perekonomian yang cukup baik serta diiringi dengan pemulihan kondisi pada beberapa sektor industri, Perusahaan mencatatkan kinerja yang baik. Perusahan berhasil membukukan pendapatan usaha sebesar Rp4.321,14 miliar atau mencapai 155,14% terhadap target sebesar Rp2.785,23 miliar. Laba Usaha yang diperoleh Perusahaan sampai akhir Desember 2023 terealisasi sebesar Rp156,88 miliar atau mencapai 186,57% terhadap target sebesar Rp84,09 miliar.

Sementara itu, per 31 Desember 2023, Perusahaan berhasil membukukan penghasilan/(beban) lain-lain sebesar Rp3,53 miliar atau mencapai 238,80% terhadap target sebesar (Rp 9,10) miliar dan laba sebelum pajak sampai dengan 31 desember 2023 terealisasi sebesar Rp160,42 miliar atau 213,91% terhadap target sebesar Rp74,99 miliar.

COMPARISON OF TARGET AND REALIZATION

The Company has set a number of targets which have been outlined in the Company's Work Plan and Articles of Association (RKAP) which were prepared in early 2023. With fairly good economic conditions and accompanied by recovery in conditions in several industrial sectors, the Company recorded good performance. The company managed to record operating revenues of Rp4,321.14 billion or reached 155.14% of the target of Rp2,785.23 billion. The operating profit obtained by the Company until the end of December 2023 was realized at Rp156.88 billion or reached 186.57% of the target of Rp84.09 billion.

Meanwhile, as of December 31, 2023, the Company managed to record other income/(expenses) of Rp3.53 billion or reached 238.80% of the target of (Rp9.10) billion and, the current profit before tax as of December 31, 2023, was realized at Rp160.42 billion or reached 213.91% of the target of Rp74.99 billion.

KENDALA DAN TANTANGAN YANG DIHADAPI PERUSAHAAN DAN SOLUSINYA

Tahun 2023 merupakan masa yang penuh dengan tantangan bagi Perusahaan. Di tahun tersebut, Perusahaan menghadapi adanya kenaikan harga minyak yang didorong oleh adanya kemajuan ekonomi dan pembatasan produksi minyak bumi. Pembatasan atas suplai minyak yang dilakukan Organization of the Petroleum Exporting Countries (OPEC) dalam melakukan produksi minyak di akhir tahun 2023 dan adanya kebijakan pelarangan ekspor minyak yang dilakukan Rusia turut menjadi kontribusi adanya peningkatan harga minyak dunia. Hal tersebut berpengaruh pada bisnis entitas dalam Pertamina *Group* selaku pelanggan utama Perusahaan. Di lain sisi, adanya peningkatan permintaan pasca pandemi pada bidang jasa menimbulkan peluang baru bagi Perusahaan untuk dapat terus mengembangankan produk dan jasa.

OBSTACLES AND CHALLENGES FACED BY COMPANIES AND THE SOLUTIONS

2023 is a period full of challenges for the Company. In that year, the Company faced an increase in oil prices driven by economic progress and restrictions on oil production. Restrictions on oil supplies carried out by the Organization of the Petroleum Exporting Countries (OPEC) in carrying out oil production at the end of 2023 and the policy of banning oil exports implemented by Russia also contributed to the increase in world oil prices. This affects the business of entities within the Pertamina Group as the Company's main customers. On the other hand, the post-pandemic increase in demand in the services sector creates new opportunities for companies to continue developing products and services.

Dalam usaha pencapaian target tahun 2023, Perusahaan telah menerapkan strategi dan melaksanakan kegiatan produksi sebagai berikut:

1. Beradaptasi dengan permintaan pekerjaan yang dilakukan secara *offline* seperti pelatihan dan penyelenggaraan *event*.
2. Melakukan pengembangan produk pelatihan melalui kerja sama dengan pihak terkait Pertamina *Group*.
3. Menjalankan program untuk mempertahankan kepuasan pelanggan:
   a. Beradaptasi pada kebutuhan pelanggan serta perubahan sistem/prosedur yang berlaku dalam kegiatan pemasaran hingga penagihan.
   b. Meminta umpan balik pelanggan secara langsung setiap akhir kegiatan pekerjaan.
   c. Melakukan pengukuran kepuasan pelanggan melalui survei pihak ketiga.
4. Aktivasi tim *task force* yang ditujukan untuk memaksimalkan kegiatan pemasaran ke Pertamina *Group* maupun *non-captive*.
5. Mengembangkan hubungan strategis dengan pihak di luar Pertamina *Group*.
6. Memberi usulan kepada Induk Perusahaan untuk me-*review* penerapan SK-Sinergi sehingga lebih optimal serta dapat meningkatkan sinergi dalam Pertamina *Group*.
7. Relokasi Gedung kantor Perusahaan di lokasi yang lebih strategis serta melakukan optimalisasi lahan dengan menyediakan fasilitas *Training* maupun *Assessment Center* sehingga PTC dapat meningkatkan nilai tambah, eksposur, memperkuat *brand image* dan mendukung pertumbuhan secara eksponensial.
8. Mengusulkan standardisasi pola penagihan di Pertamina *Group*, serta penerapan mekanisme uang muka untuk penagihan terkait bisnis *Man Power*.
9. Menjual *platform* digital seperti OSI, TRACO dan Gurumaya di Pertamina *Group* maupun pasar *non-captive* serta melakukan perubahan struktur organisasi dengan salah satu poinnya penambahan *senior level (strategic)* berupa *vice president*.

Untuk memastikan serta meningkatkan mutu pelayanan kepada pelanggan, Perusahaan menggunakan mekanisme *feedback* dari pelanggan setelah program selesai dilaksanakan. Perusahaan akan melakukan survei kepuasan pelanggan yang dilaksanakan oleh institusi independen untuk memperoleh informasi yang lebih akurat mengenai tingkat kepuasan pelanggan. Berdasarkan informasi ini, PT Pertamina Training and Consulting kemudian membuat langkah-langkah untuk melaksanakan perbaikan dan meningkatkan layanannya.

GAMBARAN PROSPEK USAHA TAHUN 2024

Proyeksi pertumbuhan ekonomi global pada tahun 2023 mengalami sedikit kenaikan. Atas perbaikan perekonomian global tersebut telah mendorong adanya peningkatan konsumsi energi minyak bumi. Namun, sejak bulan Juli 2023, harga Brent, the West Texas Intermediate (WTI) maupun ICP (Indonesian *Crude Price*) memiliki tren meningkat. Kenaikan harga minyak

In an effort to achieve the 2023 target, the Company has implemented the following strategy and carried out production activities:

1. Adapt to requests for work carried out offline such as training and organizing events.
2. Developing training products through collaboration with related parties Pertamina Group.
3. Running programs to maintain customer satisfaction:
   a. Adapt to customer needs as well as changes in systems/procedures that apply in marketing activities to billing.
   b. Ask for customer feedback directly at the end of each work activity.
   c. Measuring customer satisfaction through third party surveys.
4. Activation of a task force team aimed at maximizing marketing activities to Pertamina Group and non-captives.
5. Develop strategic relationships with parties outside the Pertamina Group.
6. Provide suggestions to the Parent Company to review the implementation of SK-Synergy so that it is more optimal and can increase synergy within the Pertamina Group.
7. Relocating the Company's office building to a more strategic location and optimizing the land by providing Training and Assessment Center facilities so that PTC can increase added value, exposure, strengthen brand image and support exponential growth.
8. Propose standardization of billing patterns in the Pertamina Group, as well as the implementation of an advance payment mechanism for billing related to the Man Power business.
9. Selling digital platforms such as OSI, TRACO and Gurumaya in the Pertamina Group and non-captive markets as well as making changes to the organizational structure with one of the points being the addition of a senior level (strategic) in the form of a vice president.

To ensure and improve the quality of service to customers, the Company uses a feedback mechanism from customers after the program is completed. The company will conduct a customer satisfaction survey carried out by an independent institution to obtain more accurate information regarding the level of customer satisfaction. Based on this information, PT Pertamina Training and Consulting then took steps to carry out improvements and improve its services.

OVERVIEW OF BUSINESS OUTLOOK FOR 2024

Projections for global economic growth in 2023 experience a slight increase. The improvement in the global economy has encouraged an increase in petroleum energy consumption. However, since July 2023, the prices of Brent, the West Texas Intermediate (WTI) and ICP (Indonesian Crude Price) have had an increasing trend. The current increase in oil prices is driven

saat ini didorong oleh dua isu utama, yaitu kemajuan ekonomi dan pembatasan produksi minyak bumi. Kemajuan ekonomi mendorong permintaan/konsumsi minyak dunia mencapai nilai tertinggi.

Pembatasan atas suplai minyak yang dilakukan OPEC dalam hal produksi di akhir tahun 2023 dan kebijakan pelarangan ekspor minyak yang dilakukan oleh Rusia turut berkontribusi terhadap peningkatan harga minyak dunia. Hal tersebut tentunya, dapat berdampak bagi PT Pertamina (Persero) yang semakin sulit menyesuaikan harga BBM umum di tengah kenaikan harga minyak acuan dan akan berdampak pada kondisi ekonomi di Indonesia. Hal ini tentunya sangat berpengaruh pada bisnis PT Pertamina (Persero) dan Perusahaan afiliasinya, di mana kebijakan efisiensi yang berlaku untuk menghadapi kondisi ini akan berpengaruh kepada penurunan *demand* produk-produk PT Pertamina Training and Consulting, terutama di bisnis *Training, Consulting, Assessment Center* dan *Event Management*.

Namun, Perusahaan berkomitmen untuk tetap mengalami pertumbuhan sebagaimana tercantum dalam target yang ditetapkan pada RKAP 2024. Di sisi lain, dengan adanya peningkatan permintaan pasca pandemi yang terjadi pada tahun 2023. Hal ini membantu memulihkan segala aktivitas terutama di lini bisnis *Training, Consulting, Assessment Center* dan *Event Management* yang mana ketika masa pandemi menjalankan sebagian besar aktivitasnya secara *online*.

Pada tahun 2024, Perusahaan telah menyusun rencana bisnisnya dengan proyeksi dampak situasi bisnis yang ada. Perusahaan optimis menargetkan pertumbuhan Pendapatan Usaha dan Laba Bersih yang positif ditahun 2024 jika dibandingkan dengan Prognosa Juli 2023 yang merupakan acuan perhitungan awalnya.

PENJELASAN DIREKSI TERKAIT SUMBER DAYA MANUSIA (SDM) DAN TEKNOLOGI INFORMASI (TI)

Perusahaan telah melakukan perubahan struktur organisasi di mana perubahan tersebut dilakukan dengan tujuan untuk meningkatkan kualitas proses bisnis yang lebih baik. Perubahan tersebut meliputi penambahan posisi Ast. Man Marketing di bawah Direktur Operasi dan Pemasaran.

Aktivitas yang dilakukan selama tahun 2023 demi mendukung pengembangan sumber daya manusia diutamakan melalui pelatihan yang dilakukan secara *offline* yaitu melalui pelatihan sesuai kebutuhan yang terdaftar pada *training need analysis* dan secara *online* melalui webinar, *Sharing Session*, KOMET Webinar dan keikutsertaan dalam Pertamina *Online Learning and Sharing* (POLS), *Culture Change Program, Learning Fest, Risk Management Forum*, Cendekia Project dan Perwira Talks. Selain itu Perusahaan juga ikut serta dalam rangkaian kegiatan asesmen budaya HSE (SUPREME) dan kegiatan asesmen mutu *Quality Management Assessment* (QMA).

by two main issues, namely economic progress and restrictions on oil production. Economic progress has pushed world oil demand/consumption to reach its highest value.

Restrictions on oil supplies carried out by OPEC in terms of production at the end of 2023 and the policy of banning oil exports carried out by Russia also contributed to the increase in world oil prices. This, of course, could have an impact on PT Pertamina (Persero), which is finding it increasingly difficult to adjust general fuel prices amidst rising benchmark oil prices and will have an impact on economic conditions in Indonesia. This of course has a big impact on the business of PT Pertamina (Persero) and its affiliated companies, where the efficiency policies that apply to deal with this condition will have an impact on reducing demand for PT Pertamina Training and Consulting products, especially in the Training, Consulting, Assessment Center and Event Management.

However, the Company is committed to continuing to experience growth as stated in the targets set in the 2024 RKAP. On the other hand, with the increase in demand after the pandemic that occurred in 2023. This helps restore all activities, especially in the Training, Consulting, Assessment Center business lines and Event Management, which during the pandemic carried out most of its activities online.

In 2024, the Company has prepared a business plan with projections of the impact of the existing business situation. The company is optimistic about targeting positive growth in Business Revenue and Net Profit in 2024 when compared to the July 2023 prognosis, which was the initial calculation reference.

BOARD OF DIRECTORS' EXPLANATION REGARDING HUMAN CAPITAL (HC) AND INFORMATION TECHNOLOGY (IT)

The Company has made changes to its organizational structure where these changes were carried out with the aim of improving the quality of business processes. These changes include the addition of the position of Manager Assistant of Marketing under the Director of Operations and Marketing.

Activities carried out during 2023 to support Human Capital development are prioritized through training carried out offline, namely through training according to needs registered in the training need analysis and online through webinars, Sharing Sessions, KOMET Webinar and participation in Pertamina Online Learning and Sharing (POLS), Culture Change Program, Learning Fest, Risk Management Forum, Scholar Project and Officer Talks. Apart from that, the Company also participates in a series of HSE cultural assessment activities (SUPREME) and Quality Management Assessment (QMA) quality assessment activities.

Hingga akhir tahun 2023, Perusahaan melanjutkan penggunaan sistem terintegrasi "*One System Integrated* (OSI)" sebagai aplikasi utama yang mendukung proses bisnis Perusahaan, Aplikasi OSI ini digunakan dalam mengelola proses bisnis Keuangan, *Human Resources*, Legal, IT dan *Profit Center* serta mengintegrasikan data informasi antar proses bisnis melalui berbagai modul. Hingga akhir tahun 2023, Perusahaan juga telah menjalankan program strategis, antara lain:

1. Pengembangan lini bisnis IT.
2. Penyiapan gedung baru PTC dengan peningkatan teknologi IT, antara lain:
   a. *Network Connection* (berbasis *fiber optic*)
   b. Multimedia (Videotron & TV)
   c. *Access control System*
   d. IP *Telephony*
3. *Development* aplikasi OSI dengan modul:
   a. *Service level Agreement*
   b. STK
   c. *Enhancement* Modul KPI
   d. *Enhancement modul Procurement*
   e. *Development* aplikasi modul *budgeting* yang terintegrasi dengan modul keuangan
   f. IT *Asset Management Tools*
4. *Development* aplikasi *security services monitoring systems* (SMJP).

PERKEMBANGAN PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK DI LINGKUP PERUSAHAAN

Penerapan Tata Kelola Perusahaan yang Baik di lingkup Perusahaan juga menjadi landasan yang kuat bagi PTC dalam menghadapi lingkungan bisnis yang dinamis dan penuh tantangan, sehingga PTC mampu melewatinya dengan pencapaian yang positif. Segala keputusan strategis yang dilakukan oleh Dewan Komisaris dan Direksi senantiasa mempertimbangkan prinsip-prinsip Tata Kelola Perusahaan yang Baik, yaitu transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran.

Perusahaan berkomitmen untuk terus menerapkan Tata Kelola yang baik, hal ini dibuktikan dengan meningkatnya capaian skor *Self Assessment Good Corporate Govenance* (GCG) yang dilakukan oleh Perusahaan pada tahun 2023 dengan menindaklanjuti hasil *Assessment* GCG pada tahun sebelumnya, serta dalam implementasi GCG pun dapat melebihi target yang ditetapkan dalam Kontrak Manajemen (KPI) Perusahaan yang merupakan aspek *boundary-reward and consequences* dari Induk Perusahaan.

Until the end of 2023, the Company continued to use the integrated system "One System Integrated (OSI)" as the main application that supports the Company's business processes. This OSI application is used in managing Financial, Human Capital, Legal, IT and Profit Center business processes as well as integrating information data between business processes through various modules. Until the end of 2023, the Company has also implemented strategic programs, including:

1. Development of IT business lines.
2. Preparation of the new PTC building with improved IT technology, including:
   a. Network Connection (fiber optic based)
   b. Multimedia (Videotron & TV)
   c. Access control system
   d. IP Telephony
3. Development of OSI applications with modules:
   a. Service level agreement
   b. STK
   c. KPI Module Enhancement
   d. Enhancement of the Procurement module
   e. Development of a budgeting module application that is integrated with the financial module
   f. IT Asset Management Tools
4. Development of security services monitoring systems (SMJP) applications.

DEVELOPMENTS IN THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE WITHIN THE COMPANY

The implementation of Good Corporate Governance within the Company also provides a strong foundation for PTC in facing a dynamic and challenging business environment, so that PTC is able to overcome it with positive achievements. All strategic decisions made by the Board of Commissioners and Directors always consider the principles of Good Corporate Governance, namely transparency, accountability, responsibility, independence and fairness.

The Company is committed to continuing to implement good governance, this is proven by the increase in the Good Corporate Governance (GCG) Self-Assessment score carried out by the Company in 2023 by following up on the results of the GCG Assessment in the previous year, and in the implementation of GCG it can also exceed the target stipulated in the Company's Management Contract (KPI) which is the boundary-reward and consequences aspect of the Parent Company.

Sebagai bentuk komitmen lain dalam penerapan Tata Kelola Perusahaan yang Baik, Perusahaan senantiasa melakukan sosialisasi penerapan GCG. Kegiatan sosialisasi GCG menjadi agenda rutin setiap bulan yang dilakukan Perusahaan melalui Fungsi *Compliance* PT Pertamina Training and Consulting. Selain kegiatan rutin yang menjadi *mandatory*, sosialisasi juga dilakukan melalui *broadcast e-mail* dan grup *whatsapp*. Di mana sosialisasi yang dilakukan merupakan upaya pemenuhan atas KPI Perusahaan terkait GCG *Implementation*.

As another form of commitment in implementing Good Corporate Governance, the Company continues to socialize the implementation of GCG. GCG socialization activities are a routine agenda every month carried out by the Company through the Compliance Function of PT Pertamina Training and Consulting. Apart from routine activities which are mandatory, socialization is also carried out through e-mail broadcasts and WhatsApp groups. Where the socialization carried out is an effort to fulfill the Company's KPIs related to GCG Implementation.

HASIL ASSESSMENT GCG TAHUN 2023 DAN PERBANDINGANNYA DENGAN TAHUN 2022

Dalam memastikan efektivitas penerapan GCG di lingkungan Perusahaan, PTC secara berkala melakukan penilaian implementasi GCG sebagai wujud mekanisme *check & balance* untuk mengetahui tingkat kecukupan penerapan GCG di Perusahaan. Dengan diterapkannya penilaian ini, Perusahaan mendapatkan gambaran yang lebih komprehensif mengenai area atau fokus pengembangan aspek GCG yang perlu diperhatikan setiap tahunnya.

Penilaian yang dilakukan Perusahaan terdiri dari kriteria yang berlaku secara nasional, yakni Keputusan Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) sebelum diterbitkannya Keputusan Sekretaris Kementerian Badan Usaha Milik Negara Republik Indonesia No. SK-12/S.MBU/08/2023 tanggal 16 Agustus 2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara.

Pada tahun 2023, pelaksanaan *assessment* GCG Perusahaan dilakukan secara mandiri dengan capaian nilai sebesar 88,86 dengan meraih predikat sangat baik, sementara itu tahun 2022 pelaksanaan *assessment* GCG Perusahaan dilakukan PT Dinamika Pasifik Solusindo (DPS Consulting) meraih capaian skor 84.41 dengan predikat baik.

GCG ASSESSMENT RESULTS FOR 2023 AND COMPARISON WITH 2022

In ensuring the effectiveness of GCG implementation within the Company, PTC periodically conducts GCG implementation assessments as a form of check & balance mechanism to determine the level of adequacy of GCG implementation in the Company. By implementing this assessment, the Company gets a more comprehensive picture of the areas or focus for developing GCG aspects that need to be paid attention to every year.

The assessment carried out by the Company consists of criteria that apply nationally, namely Decree of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance before the issuance of Decree of the Secretary of the Ministry of State-Owned Enterprises of the Republic of Indonesia No. SK-12/S.MBU/08/2023 dated August 16, 2023 concerning the Revocation of Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.

In 2023, the Company's GCG assessment was carried out independently with a score of 88.86 with a very good predicate, meanwhile in 2022 the Company's GCG assessment was carried out by PT Dinamika Pasifik Solusindo (DPS Consulting) achieving a score of 84.41 with a good predicate.

PENERAPAN SISTEM PENGENDALIAN INTERNAL

Penerapan Sistem Pengendalian Internal (SPI) dilingkup Perusahaan dirancang dan dijalankan oleh Dewan Komisaris, Direksi, dan anggota manajemen lainnya serta seluruh personel Perusahaan yang ditujukan untuk memberikan keyakinan yang memadai atas tercapainya efektivitas dan efisiensi operasi, keandalan pelaporan keuangan, kepatuhan terhadap hukum, dan peraturan yang berlaku serta penerapan manajemen risiko dan mekanisme pelaksanaan *monitoring* untuk memastikan *check and balance* atas segala rencana dan pelaksanaan kegiatan Perusahaan, dengan tetap berpedoman pada Piagam Internal Audit. yang telah mendapatkan pengesahan dari Direktur Utama PTC dan Komite Audit/Komisaris Independen PTC dan telah disosialisasikan kepada seluruh pekerja PTC.

IMPLEMENTATION OF AN INTERNAL CONTROL SYSTEM

The implementation of the Internal Control System (SPI) within the Company is designed and implemented by the Board of Commissioners, Directors, and other management members as well as all Company personnel aimed at providing adequate confidence in achieving operational effectiveness and efficiency, reliability of financial reporting, compliance with laws and regulations. applicable as well as the implementation of risk management and monitoring implementation mechanisms to ensure checks and balances on all plans and implementation of the Company's activities, while still being guided by the Internal Audit Charter. which has received approval from the President Director of PTC and the Audit Committee/Independent Commissioner of PTC and has been socialized to all PTC employees.

SISTEM MANAJEMEN RISIKO DAN PENERAPAN WHISTLEBLOWING SYSTEM

Direksi dan Dewan Komisaris berperan sebagai badan tata kelola yang memastikan terpenuhinya integritas, kepemimpinan, dan transparansi guna pengawasan organisasi terkait akuntabilitas terhadap pemangku kepentingan. Dalam menjalankan pengelolaan manajemen risiko, Perusahaan telah memiliki Pedoman Internal meliputi: Piagam Dewan Komisaris/Dewan Pengawas, Piagam Direksi, Piagam Manajemen Risiko, Piagam Audit Internal dan Peraturan Pelaksanaan Perusahaan terkait dokumen Tata Hubungan Dewan Komisaris/Dewan Pengawas Induk dan Dewan Komisaris/Dewan Pengawas Anak Perusahaan yang berupa Pedoman Pengelolaan Anak Perusahaan/*Joint Venture* PT Pertamina (Persero).

Sementara dalam penerapan *whistleblowing system* (WBS), Kebijakan penerapan *whistleblowing system* dilakukan oleh Perusahaan, sebagai komitmen Perusahaan untuk memerangi kecurangan ataupun tindakan korupsi dalam kegiatan operasional Perusahaan, dengan senantiasa melakukan sosialisasi dan memberikan *email-email* pengingat melalui *broadcast email*, serta menyediakan saluran pengaduan yang dapat diakses oleh siapa saja, dengan ruang lingkup pengaduan/pengungkapan yang akan ditindaklanjuti melalui mekanisme WBS meliputi: Korupsi, Suap, Gratifikasi, Konflik Kepentingan, Pencurian, Kecurangan, serta Pelanggaran Hukum dan Peraturan Perusahaan.

Para pihak yang memiliki kewenangan untuk menindaklanjuti hasil laporan pengaduan/pengungkapan sebagai berikut:

1. CCO (*Chief Compliance Officer*) jika terlapor adalah Insan PTC selain CCO, *Fungsi Compliance*, Dewan Komisaris, dan Direksi
2. Dewan Komisaris Jika terlapor adalah Direksi
3. Direktur Utama apabila terlapor adalah Dewan Komisaris, Direksi, CCO, dan Fungsi *Compliance*

Pelapor dapat membuat pengaduan, pengungkapan, dan mengirimkannya melalui sarana media WBS sebagai berikut:

Website : https://app.pertamina-ptc.com/compliance/
Email : wbs.ptc@pertamina-ptc.com
Whatsapp : +62877 80090049

PENJELASAN DIREKSI TERKAIT KOMITMEN KEBERLANJUTAN

Pada tahun 2023, Perusahaan berkomitmen untuk menciptakan bisnis yang mampu memberikan dampak positif kepada masyarakat secara luas melalui kegiatan tanggung jawab sosial dan lingkungan, PTC mendorong terciptanya pembangunan dengan memberikan manfaat pada ekonomi, sosial, lingkungan, serta hukum dan tata kelola dengan prinsip yang lebih terintegrasi, terarah, terukur dampaknya serta dapat dipertanggungjawabkan dan merupakan bagian dari pendekatan bisnis Perusahaan.

RISK MANAGEMENT SYSTEM AND IMPLEMENTATION OF WHISTLEBLOWING SYSTEM

The Board of Directors and Board of Commissioners act as governance bodies that ensure the fulfillment of integrity, leadership and transparency for monitoring the organization regarding accountability towards stakeholders. In carrying out risk management, the Company has Internal Guidelines including: Board of Commissioners/Supervisory Board Charter, Board of Directors' Charter, Risk Management Charter, Internal Audit Charter and Company Implementation Regulations related to the relationship between the Board of Commissioners/Parent Supervisory Board and the Board of Commissioners/Supervisory Board of Subsidiaries in the form of PT Pertamina (Persero) Subsidiary/Joint Venture Management Guidelines.

Meanwhile, in implementing the whistleblowing system (WBS), the policy for implementing the whistleblowing system is carried out by the Company, as the Company's commitment to combating fraud or acts of corruption in the Company's operational activities, by always conducting socialization and providing reminder emails via email broadcasts, as well as providing a reliable complaint channel. can be accessed by anyone, with the scope of complaints/disclosures that will be followed up through the WBS mechanism covering: Corruption, Bribery, Gratification, Conflict of Interest, Theft, Fraud, and Violation of Company Laws and Regulations.

The parties who have the authority to follow up on the results of complaints/disclosure reports are as follows:

1. CCO (Chief Compliance Officer) if the reported person is a PTC Personnel other than the CCO, Compliance Function, Board of Commissioners, and Directors
2. Board of Commissioners If the reported party is the Directors
3. The President Director if reported is the Board of Commissioners, Directors, CCO, and Compliance Function

Whistleblowers can make complaints, disclosures and send them via the WBS media as follows:

Website : https://app.pertamina-ptc.com/compliance/
Email : wbs.ptc@pertamina-ptc.com
Whatsapp : +62877 80090049

BOARD OF DIRECTORS' EXPLANATION REGARDING SUSTAINABILITY COMMITMENT

In 2023, the Company is committed to creating a business that is able to have a positive impact on society at large through social and environmental responsibility activities. PTC encourages the creation of development by providing economic, social, environmental, as well as legal and governance benefits with more integrated principles, targeted, measurable and accountable impact and is part of the company's business approach.

Sejak Perusahaan berdiri hingga saat ini, proses *improvement* dan perbaikan keberlanjutan selalu dilaksanakan untuk memastikan adanya peningkatan kualitas produk dan jasa yang dijual. Di sisi lain, era digitalisasi telah membuka lahan kompetisi baru bagi Perusahaan untuk men-*deliver* nilai jualnya. Untuk itu, Perusahaan terus menciptakan dan menerapkan inovasi-inovasi berbasis teknologi pada produk dan jasanya, maupun proses bisnisnya. Inovasi yang dilakukan Perusahaan diharapkan dapat menciptakan keunggulan bersaing di pasar dengan tanpa mengesampingkan kepedulian sosial dan keselamatan lingkungan bagi seluruh *stakeholder*.

Since the Company was established until now, the process of improvement and sustainability improvements has always been carried out to ensure an increase in the quality of the products and services sold. On the other hand, the digitalization era has opened up new areas of competition for companies to deliver their sales value. For this reason, the Company continues to create and implement technology-based innovations in its products and services, as well as its business processes. It is hoped that the innovation carried out by the Company can create a competitive advantage in the market without neglecting social concerns and environmental safety for all stakeholders.

INFORMASI PERUBAHAN KOMPOSISI DAN SUSUNAN DIREKSI

Komposisi dan jumlah anggota Direksi ditetapkan oleh Surat Keputusan Pemegang Saham secara Sirkuler (RUPS Sirkuler) oleh Pemegang saham dengan memperhatikan visi, misi PTC untuk memungkinkan pengambilan keputusan yang efektif, tepat dan cepat serta dapat dipertanggungjawabkan untuk melaksanakan operasional Perusahaan dengan efektif dan penuh strategi.

Pada awal tahun 2023 terdapat kekosongan posisi Direktur Keuangan Perusahaan, dan terjadi perubahan komposisi Anggota Direksi berdasarkan Surat Keputusan Pemegang Saham secara Sirkuler tanggal 21 September 2023 yakni pengangkatan Sdr. Kurnia Pinayungan sebagai Direktur Keuangan Perusahaan, sehingga jumlah Anggota Direksi yang semula 2 (dua) menjadi 3 (tiga) orang.

Pada triwulan terakhir tahun 2023, terdapat pemberhentian dengan hormat Sdri. Indah Kurnianingsih berdasarkan Surat Direktur SDM PT Pertamina (Persero) tanggal 24 Oktober 2023 selaku perwakilan Pemegang Saham, dikarenakan periode masa jabatannya telah berakhir, seperti yang tertuang dalam Surat Keputusan Pemegang Saham secara Sirkuler tanggal 21 Oktober 2020, sehingga jumlah anggota Direksi di akhir tahun 2023 menjadi 2 (dua) orang kembali.

INFORMATION ON CHANGES IN THE COMPOSITION AND STRUCTURE OF THE BOARD OF DIRECTORS

The composition and number of members of the Board of Directors are determined by a Circular Shareholder Decree (Circular GMS) by shareholders with regard to the vision and mission of PTC to enable effective, precise and fast and accountable decision making to carry out the Company's operations effectively and with full strategy.

At the beginning of 2023, there was a vacancy in the position of Company's Director of Finance, and there was a change in the composition of the members of the Board of Directors based on the Circular Shareholder Decree dated September 21, 2023, namely the appointment of Mr. Kurnia Pinayungan as the Company's Finance Director, bringing the number of Directors from 2 (two) to 3 (three) people.

In the last quarter of 2023, there was an honorable dismissal of Ms. Indah Kurnianingsih based on the Letter of the Director of HC of PT Pertamina (Persero) dated October 24, 2023 as the Shareholder's representative, because her term of office has ended, as stated in the Circular Shareholder Decree dated October 21, 2020, so the number of members of the Board of Directors at the end of 2023 become 2 (two) people again.

Kronologis Perubahan Susunan Direksi di Sepanjang Tahun 2023
Chronology of Changes in the Composition of the Board of Directors Throughout 2023

Periode 1 Januari 2023 - 20 September 2023 Period January 1, 2023-September 20, 2023	20 September 2023 – 20 Oktober 2023 September 20, 2023–October 20, 2023	Periode 20 Oktober 2023 – 31 Desember 2023 Period October 20, 2023 – December 31, 2023	Keterangan Information
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	-
	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023 effectively served as Director of Finance since September 20, 2023

Kronologis Perubahan Susunan Direksi di Sepanjang Tahun 2023
Chronology of Changes in the Composition of the Board of Directors Throughout 2023

Periode 1 Januari 2023 - 20 September 2023 Period January 1, 2023-September 20, 2023	20 September 2023 – 20 Oktober 2023 September 20, 2023– October 20, 2023	Periode 20 Oktober 2023 – 31 Desember 2023 Period October 20, 2023 – December 31, 2023	Keterangan Information
Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)	Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)		Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023 Indah Kurnianingsih has no longer served as Director of Operation and Marketing since October 20, 2023

Dengan demikian komposisi dan susunan Direksi sampai dengan 31 Desember 2023 adalah sebagai berikut:

Thus, the composition and structure of the Board of Directors until December 31, 2023 is as follows:

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Term of Office
Muhammad Shabran Fauzani	Direktur Utama President Director	Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 16 Desember 2022 Circular Shareholder Decree (KPPS) dated December 16, 2022	16 Desember 2022 – 15 Desember 2025 December 16, 2022 – December 15, 2025
Kurnia Pinayungan	Direktur Keuangan Director of Finance	Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 20 September 2023 Circular Shareholder Decree (KPSSS) dated September 20, 2023	20 September 2023 – 19 September 2026 September 20, 2023 – September 19, 2026

APRESIASI DAN PENUTUP

PT Pertamina Training and Consulting berhasil meraih kinerja yang sangat baik di tahun 2023 yang penuh dinamika. Keberhasilan tersebut tak lepas dari dukungan seluruh Perwira Perusahaan yang telah bekerja keras dengan dedikasi yang tinggi. Atas nama Perusahaan, Kami memberikan apresiasi dan mengucapkan terima kasih kepada seluruh pihak yang telah membantu Perusahaan mewujudkan kinerja tersebut, khususnya kepada seluruh Perwira PTC, Dewan Komisaris, Pemegang Saham, Regulator, Mitra Kerja dan Pelanggan, serta pihak-pihak lain yang tidak bisa Kami sebutkan satu per satu. Semoga kinerja yang baik ini dapat terus dipertahankan dan ditingkatkan di masa-masa mendatang.

APPRECIATION AND CLOSURE

PT Pertamina Training and Consulting succeeded in achieving excellent performance in 2023 which was full of dynamics. This success cannot be separated from the support of all Company Officers who have worked hard with high dedication. On behalf of the Company, we express our appreciation and thanks to all parties who have helped the Company realize this performance, especially to all PTC Officers, Board of Commissioners, Shareholders, Regulators, Partners and Customers, as well as other parties that we cannot mention them one by one. Hopefully this good performance can continue to be maintained and improved in the future.

Jakarta, 29 April 2024
Jakarta, April 29, 2024

PT Pertamina Training and Consulting

MUHAMMAD SHABRAN FAUZANI

Direktur Utama
President Director

Wisnu Wardhana
Komisaris
Commissioners

Kurnia Pinayungan
Direktur Keuangan
Director of Finance

Amir Faisal
Komisaris Utama dan Komisaris Independen
President Commissioners and Independent Commis

Muhammad Shabran Fauzani
Direktur Utama
President Director

Yudi Somantri
Direktur Operasi dan Pemasaran
Operation and Marketing Director

Inas Nasrullah Zubir
Komisaris Independen
Independent Commissioner

Surat Pernyataan Anggota Dewan Komisaris dan Anggota Direksi tentang Tanggung Jawab PT Pertamina 2023 atas Laporan Tahunan Training and Consulting

Sesuai prinsip tata kelola perusahaan yang baik dan peraturan Perundang-undangan yang berlaku di Indonesia, PT Pertamina Training and Consulting menerbitkan Laporan Tahunan 2023. Laporan menyajikan informasi mengenai kinerja perusahaan, penerapan tata kelola perusahaan, pelaksanaan kinerja keberlanjutan, laporan keuangan konsolidasian untuk periode 1 Januari sampai 31 Desember 2023, serta informasi lain yang relevan dan signifikan bagi para pemangku kepentingan.

Kami, segenap Direksi dan Dewan Komisaris yang bertanda tangan di bawah ini sesuai dengan periode penugasan, menyatakan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan 2023 PT Pertamina Training and Consulting.

Demikian pernyataan ini dibuat dengan sebenarnya.

Based on the principles of good corporate governance and applicable laws and regulations in Indonesia, PT Pertamina Training and Consulting presents the 2023 Annual Report. The report presents information on company performance, implementation of corporate governance, implementation of sustainability performance, consolidated financial statements for the period or January 1 to December 31, 2023, as well as other relevant and significant information for stakeholders.

We, the undersigned below, as the Board of Directors and Board of Commissioners in accordance with our terms of office, declare that we are fully responsible for the correctness of the contents of the 2022 Annual Report of PT Pertamina Training and Consulting.

This statement is hereby made in all truthfulness.

Jakarta, 29 April 2024
Jakarta, April 29, 2024

Dewan Komisaris
Board of Commissioners

Amir Faisal
Komisaris Utama dan Komisaris Independen (1 Januari-31 Desember 2023)
President Commissioners and Independent Commissioner (January 1-December 31, 2023)

Wisnu Wardhana
Komisaris (1 Januari-31 Desember 2023)
Commissioners (January 1-December 31, 2023)

Inas Nasrullah Zubir
Komisaris Independen (1 Januari-31 Desember 2023)
Independent Commissioner (January 1-December 31, 2023)

Statement Letter from the Board of Commissioners and the Board of Directors on Responsibility for the 2023 Annual Report of PT Pertamina Training And Consulting

Sesuai prinsip tata kelola perusahaan yang baik dan peraturan Perundang-undangan yang berlaku di Indonesia, PT Pertamina Training and Consulting menerbitkan Laporan Tahunan 2023. Laporan menyajikan informasi mengenai kinerja perusahaan, penerapan tata kelola perusahaan, pelaksanaan kinerja keberlanjutan, laporan keuangan konsolidasian untuk periode 1 Januari sampai 31 Desember 2023, serta informasi lain yang relevan dan signifikan bagi para pemangku kepentingan.

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This statement is hereby made in all truthfulness.

Jakarta, 29 April 2024
Jakarta, April 29, 2024

Direksi
Directors

Muhammad Shabran Fauzani
Direktur Utama (1 Januari-31 Desember 2023)
President Director (January 1-December 31, 2023)

Kurnia Pinayungan
Direktur Keuangan (20 September-31 Desember 2023)
Director of Finance (September 20-December 31, 2023)

Indah Kurnianingsih
Direktur Operasi dan Pemasaran (1 Januari-20 Oktober 2023)
Operation and Marketing Director (January 1-October 20, 2023)

PTC
PERTAMINA

03

PROFIL PERUSAHAAN

COMPANY PROFILE

INFORMASI UMUM PERUSAHAAN
GENERAL CORPORATE INFORMATION

Nama Perusahaan Company Name	:	**PT Pertamina Training and Consulting**
Nama Panggilan Perusahaan Company Nickname	:	PTC
Tanggal Pendirian Date of Establishment	:	19 Februari 1999 February 19, 1999
Bidang Usaha Line of Business	:	Jasa Services
Dasar Hukum Pendirian Legal Basis of Establishment	:	Akta Pendirian No. 11 tanggal 19 Februari 1999 Notaris, Ny. Sulami Mustafa, S.H., di Jakarta Deed of Establishment No. 11 dated February 19, 1999 drawn up before the Notary Mrs. Sulami Mustafa, S.H., in Jakarta
Maksud dan Tujuan Pendirian Aims and Objectives of Establishment	:	• Jasa Konsultasi bidang manajemen untuk pemberdayaan sumber daya manusia dan tenaga kerja. • Jasa Konsultasi bidang manajemen, administrasi *engineering* dan kesisteman. • Jasa Konsultasi bidang pengelolaan manajemen perusahaan serta kegiatan usaha terkait. • Menjalankan usaha-usaha di bidang usaha jasa pada umumnya kecuali jasa dalam bidang hukum dan pajak. • Usaha Jasa Pengamanan berupa Jasa Konsultasi Keamanan *(Security Consultancy)*. Usaha Jasa Pengamanan Peralatan Keamanan *(Service Devices)*, Usaha Jasa Pelatihan Keamanan *(Security Training)*, dan Usaha Jasa Penyediaan Tenaga Pengamanan *(Guard Services)*. • Jasa Rekrutmen dan penyediaan tenaga kerja. • Jasa penyelenggara acara/*Event Organizer* seperti mengadakan pertemuan, rapat, seminar, *Workshop* dan kegiatan terkait. • Consulting services of Management field for empowering human resources and workforce. • Consulting services in the fields of management, engineering administration and systems. • Consulting services in the field of company management and related business activities. • Carrying out businesses in the service business sector in general except services in the legal and tax sectors. • Security Services Business in the form of Security Consultancy Services. Security Equipment Security Services Business (Service Devices), Security Training Services Business (Security Training), and Security Personnel Provision Services Business (Guard Services). • Recruitment and workforce supply services. • Event organizer services such as holding meetings, conferences, seminars/workshops and related activities.
Kepemilikan Saham Share Ownership	:	• PT Pertamina (Persero) 91,00% • PT Pertamina Pedeve Indonesia 9,00%
Modal Dasar Authorized Capital	:	Rp5.000.000.000
Modal Ditempatkan Issued Capital	:	Rp3.000.000.000
Jumlah Karyawan Total Employees	:	317 orang (2023) 317 employees (2023)
Alamat Address	:	Jl. M.H. Thamrin Kav. 55 RT.009/RW.005, Kel. Gondangdia, Kec. Menteng, Jakarta Pusat, Daerah Khusus Ibukota Jakarta 10350
Telepon Phone	:	+6221 3514977
Email	:	ptc.business@pertamina-ptc.com
Situs Web Website	:	www.pertamina-ptc.com
Media Sosial Social media	:	Facebook : @ptc.pertamina Instagram : @ptc_id LinkedIn : PT Pertamina Training and Consulting

RIWAYAT SINGKAT PERUSAHAAN
BRIEF HISTORY OF THE COMPANY

PT Pertamina Training and Consulting ("Perusahaan" atau "PTC") berdiri pada 19 Februari 1999 dengan nama PT Patra Tridaya berdasarkan Akta Pendirian No. 11 tanggal 19 Februari 1999 yang dibuat di hadapan Ny. Sulami Mustafa, S.H., Notaris di Jakarta dengan tujuan untuk mendukung kegiatan usaha PT Pertamina (Persero) dalam bentuk layanan jasa pelatihan dan konsultasi. Saham Perusahaan saat itu mayoritas dimiliki oleh Yayasan Patra Cendikia.

Pada 27 Maret 2002, melalui Keputusan Pemegang Saham secara Sirkuler, terjadi perubahan komposisi kepemilikan saham saham, yang semula Yayasan Patra Cendikia, menjadi PT Pertamina (Persero) dengan kepemilikan saham sebanyak 15.000 lembar saham dan sisanya dibagi menjadi beberapa pemilik.

Pada tanggal 28 Februari 2003, melalui Rapat Umum Pemegang Saham Luar Biasa, Pemegang Saham memutuskan untuk mengubah nama PT Patra Tridaya menjadi PT Pertamina Training and Consulting (PTC). Perubahan nama ini disahkan melalui Akta Notaris No. 1 tanggal 4 Juni 2003, yang disahkan di hadapan

PT Pertamina Training and Consulting ("Company" or "PTC") was established on February 19, 1999 under the name PT Patra Tridaya based on Deed of Establishment No. 11 dated 19 February 1999 made before Mrs. Sulami Mustafa, S.H., Notary in Jakarta with the aim of supporting PT Pertamina (Persero) business activities in the form of training and consulting services. At that time, the majority of the Company's shares were owned by Patra Cendikia Foundation.

On March 27 2002, through a Circular Shareholder Decree, there was a change in the composition of share ownership, from Patra Cendikia Foundation, to PT Pertamina (Persero) with share ownership of 15,000 shares and the remainder being divided among several owners.

On February 28 2003, through the Extraordinary General Meeting of Shareholders, Shareholders decided to change the name of PT Patra Tridaya to PT Pertamina Training and Consulting (PTC). This name change was ratified through Notarial Deed No. 1 dated June 4 2003, which was ratified before Notary Drs. Andy A.

Notaris Drs. Andy A. Agus, SH, di Jakarta, dan mendapatkan persetujuan dari Menteri Kehakiman dan Hak Asasi Manusia RI Nomor C-20458 HT.01.04. TH 2003 tanggal 28 Agustus 2003.

Pada tahun 2005, PTC memperluas usaha ke bidang Pemasok Tenaga Alih Daya (*Manpower Supply*) dengan merekrut *Certified Refueller Operator* untuk Depot Pengisian Pesawat Udara Bandara Soekarno-Hatta. Dua tahun kemudian, pada tahun 2007, PTC menambah usaha dengan menjadi *Event Organizer* untuk acara Hari Pelanggan Pertamina. Kemudian, pada tahun 2008, Pertamina menunjuk PTC untuk memberikan pelatihan kepada pekerja SPBU dengan mendirikan Akademi SPBU di Surabaya.

Pada tahun 2016, PTC memperluas portofolionya dengan mendirikan unit bisnis Pusat Penilaian (*Assessment Center*). Jasa dan layanan PTC meliputi jasa *training, consulting, Manpower supply, security services, event management, assessment center.* dan *information technology* (bisnis IT dimulai tahun 2022). Didukung oleh tenaga profesional yang kompeten dan jaringan kemitraan domestik dan internasional, PTC bertekad memberikan solusi bagi pelanggan di pasar domestik maupun internasional dalam mengembangkan potensi sumber daya manusia yang unggul dan berdaya saing global, serta memberikan solusi bisnis untuk kinerja dan hasil yang lebih optimal.

INFORMASI PERUBAHAN NAMA PADA TAHUN BUKU

Tidak terjadi perubahan nama Perusahaan pada tahun buku. Perubahan nama terjadi pada tahun 2003 disebabkan terjadinya perubahan kepemilkan saham, yang semula PT Patra Tridaya menjadi PT Pertamina Training and Consulting (PTC).

Agus, SH, in Jakarta, and received approval from the Minister of Justice and Human Rights of the Republic of Indonesia Number C-20458 HT.01.04. TH 2003 dated August 28 2003.

In 2005, PTC expanded its business into the field of Manpower Supply by recruiting Certified Refueller Operators for the Soekarno-Hatta Airport Aircraft Filling Depot. Two years later, in 2007, PTC added business by becoming an Event Organizer for the Pertamina Customer Day event. Then, in 2008, Pertamina appointed PTC to provide training to gas station workers by establishing a gas station academy in Surabaya.

In 2016, PTC expanded its portfolio by establishing the Assessment Center business unit. PTC services and services include training, consulting, Manpower supply, security services, event management, assessment center, and information technology (IT business started in 2022). Supported by competent professional staff and a network of domestic and international partnerships, PTC is determined to provide solutions for customers in the domestic and international markets in developing the potential of excellent and globally competitive human resources, as well as providing business solutions for more optimal performance and results.

INFORMATION ON NAME CHANGES IN THE FISCAL YEAR

There was no change in the Company's name during the fiscal year. The name change occurred in 2003 due to a change in share ownership, from PT Patra Tridaya to PT Pertamina Training and Consulting (PTC).

PT Patra Tridaya — **1999**

Akta Pendirian No. 11 tanggal 19 Februari 1999
Deed of Establishment No. 11 dated 19 February 1999

PT Pertamina Training and Consulting (PTC) — **2003**

Akta Perubahan Anggaran Dasar No. 1 tanggal 4 Juni 2003
Deed of Amendment to Articles of Association No. 1 dated June 4, 2003

KEGIATAN USAHA
BUSINESS SEGMENTS

MAKSUD DAN TUJUAN PERUSAHAAN

Sesuai Pasal 3 Anggaran Dasar Perusahaan yang terakhir mengalami perubahan dan disahkan melalui Akta No. 5 Tanggal 11 Februari 2020 yang dibuat oleh Yulkhaizar Panuh S.H., Notaris di Jakarta, dan telah mendapatkan pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia Keputusan No. AHU-0013152.AH.01.02.TAHUN 2020, maksud dan tujuan Perusahaan adalah:

1. Penyedia Sumber Daya Manusia dan Manajemen Fungsi Sumber Daya Manusia (78300);
2. Aktivitas Penyeleksian dan Penempatan Tenaga Kerja Dalam Negeri (78101);
3. Aktivitas Konsultasi Manajemen Lainnya (70209);
4. Jasa Pendidikan Manajemen dan Perbankan (85491);
5. Pendidikan Lainnya Swasta (85499);
6. Jasa Sertifikasi (71201);
7. Penyelenggaraan Pertemuan, Perjalanan Insentif, Konferensi dan Pameran (82301);
8. Pendidikan Teknis Swasta (85497);
9. Pendidikan Bimbingan Belajar dan Konseling Swasta (85495);
10. Aktivitas Profesional, Ilmiah dan Teknis Lainnya YTDL (7490);
11. Aktivitas Penyediaan Tenaga Kerja Waktu Tertentu (78200);
12. Aktivitas Penyedia Gabungan Jasa Administrasi Kantor (82110);
13. Aktivitas Jasa Sistem Keamanan (80200);
14. Aktivitas Penyedia Gabungan Jasa Penunjang Fasilitas (81100);
15. Aktivitas Keamanan Swasta (80100);
16. Aktivitas Pemrograman Komputer Lainnya (62019);
17. Kegiatan Penunjang Pendidikan (85600).

COMPANY AIMS AND OBJECTIVES

In accordance with Article 3 of the Company's Articles of Association, the latest amendment was made and ratified through Deed No. 5 dated 11 February 2020 made by Yulkhaizar Panuh S.H., Notary in Jakarta, and has received approval from the Minister of Law and Human Rights of the Republic of Indonesia Decree no. AHU-0013152.AH.01.02.TAHUN 2020, the Company's aims and objectives are:

1. Human resources provider and management (78300);
2. Domestic worker selection and placement (78101);
3. Other management consulting activities (70209);
4. Management and banking education services (85491);
5. Other private education (85499);
6. Certification services (71201);
7. Organization of meetings, incentive trips, conferences and exhibitions (82301);
8. Private technical education (85497);
9. Private tutoring and counseling education (85495);
10. Other professional, scientific and technical activities (7490);
11. Provision of non-permanent labors (78200);
12. Provision of combined office administration service (82110);
13. Security system service (80200);
14. Activities of Combined Facilities Support Services Provider (81100);
15. Private Security Activities (80100);
16. Other computer programming activities (62019);
17. Educational support activities (85600).

KEGIATAN USAHA BERDASARKAN ANGGARAN DASAR DAN YANG DIJALANKAN PADA TAHUN BUKU

Untuk melaksanakan maksud dan tujuan tersebut di atas, Perusahaan dapat melaksanakan kegiatan usaha yaitu:

BUSINESS SEGMENTS ACCORDING TO THE ARTICLES OF ASSOCIATION AND THOSE CARRIED OUT IN THE FISCAL YEAR

To carry out the aims and objectives mentioned above, the Company can carry out business activities, namely:

Kegiatan Usaha Business Segments	Telah Dijalankan Carried Out	Belum Dijalankan Not Carried Out Yet
Menjalankan usaha dalam bidang kegiatan penyediaan sumber daya manusia dan jasa serta manajemen sumber daya manusia untuk pemberi kerja; Carrying out business in the field of activities providing human resources and services as well as human resource management for employers;	v	
Menjalankan usaha dalam kegiatan pendaftaran, penyeleksian dan penempatan tenaga kerja dalam negeri di berbagai bidang usaha yang dilakukan melalui aktivitas bursa antar kerja, mekanisme antarkerja lokal dan antar kerja antar daerah oleh LPTKS (LembagaPenempatan Tenaga Kerja Swasta). Termasuk pula penyedlaan tenaga kerja eksekutif kepada pihak lain atas dasar kontrak Carrying out business activities in registration, selection and placement of domestic workers in various business fields which are carried out through inter-employment exchange activities, local inter-employment mechanisms and inter-regional inter-employment mechanisms by the LPTKS (Private Workforce Placement Agency). This also includes providing executive labor to other parties on a contractual basis	v	
Menjalankan usaha dalam bidang ketentuan bantuan nasihat, bimbingan dan operasional usaha serta permasalahan organisasi dan manajemen lainnya seperti perencanaan strategi dan organisasi; keputusan berkaitan dengan keuangan; tujuan dan kebijakan pemasaran; perencanaan, praktik dan kebljakan sumber daya manusia; perencanaan penjadwalan dan pengontrolan produksi. Carrying out business in the field of providing advice, guidance and business operations as well as other organizational and management issues such as strategic and organizational planning; decisions relating to finances; marketing objectives and policies; human resource planning, practices and policies; scheduling planning and production control.	v	
Menjalankan usaha dalam bidang kegiatan pendidikan manajemen dan perbankan yang diselenggarakan swasta. Carrying out business in the field of management education and banking activities organized by the private sector.	v	
Menjalankan usaha dalam bidang kegiatan pendidikan lainnya yang diselenggarakan swasta yang belum dicakup dalam kelompok 85491 s.d. 85498. Carrying out business in other fields of educational activities carried out by the private sector which are not yet covered in group of 85491 to 85498.	v	
Menjalankan usaha dalam bidang kegiatan lembaga sertifikasi produk, sistem manajemen mutu, HACCP *(Hazard Analysis and Critical Control Points),* sistem manajemen lingkungan, sistem manajemen keamanan pangan, ekolabel, sistem manajemen keamanan informasi, sistem manajemen keselamatan dan kesehatan kerja (SMK3), sistem sertifikasi pangan organik, sistem pengolahan hutan produksi lestari, sistem verifikasi legalitas kayu dan lain-lain. Carrying out business in the field of product certification agency activities, quality management systems, HACCP (Hazard Analysis and Critical Control Points), environmental management systems, food safety management systems, ecolabels, information security management systems, occupational safety and health management systems (SMK3), systems organic food certification, sustainable production forest processing system, wood legality verification system and others.		v
Menjalankan usaha dalam bidang usaha pengaturan, promosi dan/atau pengelolaan acara, seperti ajasa pelayanan bagi suatu pertemuan sekelompok orang (negarawan, usahawan, cendekiawan dan sebagainya). Carrying out business in the field of organizing, promoting and/or managing events, such as providing services for a meeting of a group of people (statesmen, entrepreneurs, intellectuals and so on).	v	
Menjalankan usaha dalam bidang kegiatan pendidikan teknik diselenggarakan swasta antara lain jasa pendidikan atau kursus desain, desain grafis, desain interior, elektronika, *engineering,* instalasi listrik, konstruksi, las, mekanik otomotif mobil dan motor, sekolah mengemudi kendaraan bermotor (mengemudi), pemetaan, perminyakan, rancang/tata bangunan, risët, teknik, teknik industri, teknik kelautan, teknik mesin, teknik sipil, teknisi alat berat, teknisi handphone, teknisi komputer, telekomunikasi dan lain-lain. Carrying out business in the field of privately held technical education activities includes educational services or design courses, graphic design, interior design, electronics, engineering, electrical installation, construction, welding, automotive mechanics for cars and motorbikes, motor vehicle driving schools (driving), mapping, petroleum, building design/arrangement, research, engineering, industrial engineering, marine engineering, mechanical engineering, civil engineering, heavy equipment technicians, mobile phone technicians, computer technicians, telecommunications and others.		v

Kegiatan Usaha Business Segments	Telah Dijalankan Carried Out	Belum Dijalankan Not Carried Out Yet
Menjalankan usaha dalam bidang pendidikan bimbingan belajar dan konseling yang dilakukan oleh pihak swasta. Carrying out business in the field of tutoring and counseling education carried out by the private sector.	v	
Menjalankan usaha dalam bidang kegiatan profesional, ilmiah dan teknik lainnya yang tidak diklasifikasikan di tempat lain, seperti jasa konsultasi ilmu pertanian (agronomist), konsultasi lingkungan, konsultasi teknik lain dan kegiatan konsultan selain konsultan arsitek, teknik dan manajemen. Carrying out business in the field of professional, scientific and other technical activities not classified elsewhere, such as agricultural science consulting services (agronomists), environmental consulting, other technical consulting and consulting activities other than architectural, engineering and management consulting.	v	
Menjalankan usaha dalam bidang kegiatan penyediaan tenaga kerja untuk pemberi kerja pada jangka waktu tertentu dalam rangka penambahan tenaga kerja, penyediaan tenaga kerja merupakan pegawai tidak tetap atau sementara yang membantu suatu unit. Carrying out business in the field of providing labor for employers for a certain period of time in order to increase the workforce, the labor supply is temporary or contract employees who help a unit.	v	
Menjalankan usaha dalam bidang penyediaan gabungan jasa administrasi perkantoran sehari-hari, seperti penerimaan tamu, perencanaan keuangan, pemeliharaan catatan dan tagihan rekening, jasa personalia dan surat menyurat. Carrying out business in the field of providing a combination of daily office administration services, such as reception, financial planning, maintenance of account records and bills, personnel services and correspondence.		v
Menjalankan usaha dalam bidang kegiatan jasa sistem keamanan, seperti pengawasan sistem tanda bahaya keamanan elektronik, seperti tanda bahaya kebakaran dan pencurian, termasuk pemeliharaannya; pemasangan, perbaikan, pembangunan kembali dan pengaturan perlengakapan kunci mekanik atau elektronik, ruangan besi dan peti besi. Carrying out business in the field of security system services, such as monitoring electronic security alarm systems, such as fire and theft alarms, including their maintenance; installation, repair, rebuilding and arrangement of mechanical or electronic lock equipment, iron room and safes.	v	
Menjalankan usaha dalam bidang secara khusus menyediakan sebuah gabungan jasa penunjang, seperti pembersihan interior umum, pemeliharaan, pembuangan sampah, penjagaan dan pengamanan, pengiriman surat, penerimaan tamu, pencucian pakaian dan jasa yang berhubungan untuk menunjang operasional dalam fasilitas klien. Carrying out business in the field specifically provides a combination of supporting services, such as general interior cleaning, maintenance, rubbish disposal, guarding and security, mail delivery, guest reception, laundry and related services to support operations in client facilities.		v
Menjalankan usaha dalam bidang jasa penyidikan, pengawasan, penjagaan dan kegiatan atau perlindungan untuk keselamatan perorangan dan harta milik. Carrying out business in the field of investigation, supervision, guarding and activities or protection for the safety of individuals and property.		v
Menjalankan usaha dalam bidang konsultasi yang berkaitan dengan analisis, desain dan pemrograman dari sistem yang siap pakai lainnya (selain yang sudah dicakup di kelompok 62011 dan 62012). Carrying out business in the field of consulting related to the analysis, design and programming of other ready-to-use systems (other than those covered in groups of 62011 and 62012).	v	
Menjalankan usaha dalam bidang pemberian saran dan bantuan operasional pada dunia pendidikan, seperti jasa konsultasi pendidikan, jasa penyuluhan dan bimbingan pendidikan, jasa evaluasi uji pendidikan, jasa uji pendidikan dan organisasi program pertukaran pelajar. Carrying out business in the field of providing operational advice and assistance in the world of education, such as educational consulting services, educational counseling and guidance services, educational test evaluation services, educational testing services and organization of student exchange programs.		v

Kegiatan Usaha Berdasarkan KBLI

Berdasarkan dengan Perizinan Berusaha Berbasis Risiko dengan Nomor Induk Berusaha (NIB): 9120406751951, yang diterbitkan oleh Kepala Badan Koordinasi Penanaman Modal Kementerian Investasi kepada PTC, sesuai Undang-Undang Nomor 11 tahun 2020 tentang Cipta Kerja, pengklasifikasian aktivitas atau kegiatan ekonomi yang dilakukan Perusahaan diantaranya:

BUSINESS SEGMENT ACCORDING TO KBLI

Based on the Risk-Based Business License with Business Identification Number (NIB): 9120406751951 issued by the Head of the Investment Coordinating Board of the Ministry of Investment to PTC, in accordance with Law No. 11 of 2020 concerning Job Creation, the classification of economic activities carried out by the Company includes:

- Aktivitas Pemrograman Komputer Lainnya (KBLI 62019)
- Aktivitas Konsultasi Manajemen Lainnya (KBLI 70209)
- Aktivitas Penyeleksian dan Penempatan Tenaga Kerja Dalam Negeri (KBLI 78101)
- Aktivitas Penyediaan Tenaga Kerja Waktu Tertentu (KBLI 78200)
- Kegiatan Penunjang Pendidikan (KBLI 85500)
- Aktivitas Penyediaan Tenaga Kerja Waktu Tertentu (KBLI 78200)
- Penyediaan Sumber Daya Manusia dan Manajemen Fungsi Sumber Daya Manusia (KBLI 78300)
- Aktivitas Penyedia Gabungan Jasa Administrasi Kantor (KBLI 82110)
- Aktivitas Konsultasi Manajemen Lainnya (KBLI 70209)
- Jasa Penyelenggara Pertemuan, Perjalanan Insentif, Konferensi dan Pameran (MICE) (KBLI 82301)
- Pendidikan Lainnya Swasta (KBLI 85499)
- Aktivitas Penyediaan Tenaga Kerja Waktu Tertentu (KBLI 78200)
- Aktivitas Keinsinyuran dan Konsultasi Teknis YBD (KBLI 71102)
- Aktivitas Keamanan Swasta (KBLI 80100)
- Aktivitas Jasa Sistem Keamanan (KBLI 80200)
- Jasa Sertifikasi (KBLI 71201)
- Aktivitas Profesional, Ilmiah dan Teknis Lainnya YTDL (KBLI 74909)

- Other Computer Programming Activities (KBLI 62019)
- Other Management Consulting Activities (KBLI 70209)
- Activities for Selection and Placement of Domestic Workers (KBLI 78101)
- Activities for Permanent Workers Provision (KBLI 78200)
- Education Support Activities (KBLI 85500)
- Activities for Permanent Workers Provision (KBLI 78200)
- Provision of Human Capital and Management of Human Capital Function (KBLI 78300)
- Activities of Joint Office Administration Service Provision (KBLI 82110)
- Other Management Consulting Activities (KBLI 70209)
- Services for Organizing Meetings, Incentive Travel, Conferences, and Exhibitions (MICE) (KBLI 82301)
- Other Private Education (KBLI 85499)
- Activities for Permanent Workers Provision (KBLI 78200)
- YBD Engineering and Technical Consultation Activities (KBLI 71102)
- Private Security Activities (KBLI 80100)
- Security System Service Activities (KBLI 80200)
- Certification Services (KBLI 71201)
- Other Professional, Scientific and Technical Activities YTDL (KBLI 74909)

Produk dan Jasa Layanan

Sesuai kegiatan usaha di atas, produk dan jasa yang diberikan oleh Perusahaan adalah sebagai berikut:
Kegiatan Usaha PTC

PRODUCTS AND SERVICES

In accordance with the business activities above, the products and services provided by the Company are as follows:

1. *Training*

Perusahaan menyediakan jasa pelatihan teknik maupun pelatinan non-teknik dengan menggunakan beberapa metode pelatihan yang dilakukan secara *offline* atau tatap muka, webinar atau berbasis *e-learning*. Metode pelatihan tersebut adalah:

- *Learning Partner*, memberi dan memastikan klien mendapatkan solusi terbaik terkait bisnis. Berfokus untuk mendorong kinerja organisasi sembari membangun hubungan dengan berbagai pemangku kepentingan. Berikut jasa yang ditawarkan:
  - » Pelatihan *Leadership*
  - » Pelatihan SDM
  - » Pelatihan Perkapalan
  - » Pelatihan Perminyakan
  - » Pelatihan HSSE
  - » Pelatihan AVIASI
  - » Pelatihan *Technical Broad*
  - » Pelatihan *Non-Technical*
  - » *Directorship*

- Jasa Produk Unggulan untuk Sertifikasi
  - » Pelatihan dan Sertifikasi *Coaching* BNSP
  - » Pelatihan dan Sertifikasi Verifikator TKDN
  - » Pelatihan *Intermediate* dan Uji Kompetensi & Sertifikasi Teknisi AC Ruangan
  - » Pelatihan dan Sertifikasi SKOP2DPU/RDT
  - » Pelatihan dan Sertifikasi Bekerja di Ketinggian Tingkat II
  - » Pelatihan dan Sertifikasi Pengelolaan Limbah
  - » Pelatihan dan Sertifikasi IMO Level II
  - » Ahli Perawatan Sumur
  - » Pelatihan *Basic Sea Survival*
  - » Pelatihan dan Sertifikasi IADC *Well Control Drilling Supervisor*
  - » Pelatihan dan Sertifikasi IADC *Well Control Oil* & Gas Operator *Representative*
  - » *Training* dan Sertifikasi Operator K3 Migas
  - » Iadc *Well Control Oil & Gas* Operator *Representative*

- *E-Learning Platform, Learning Management System* (LMS) atau yang dikenal dengan Traco. Menyediakan latihan teknis dan *non*-teknis berbasis *online* yang dapat diakses melalui *website* ataupun *mobile application*.

The Company provides technical and non-technical training services using several training methods which are conducted offline or face to face, webinars or e-learning based. The training methods are:

- Learning Partner, providing and ensuring clients get the best business-related solutions. Focus on driving organizational performance while building relationships with various stakeholders. The following services are offered:
  - » Leadership Training
  - » HC training
  - » Shipping Training
  - » Training for Petroleum Business
  - » HSSE training
  - » AVIATION training
  - » Broad Technical Training
  - » Non-Technical Training
  - » Directorship

- Leading Services for Certification
  - » BNSP Coaching Training and Certification
  - » TKDN Verifier Training and Certification
  - » Intermediate Training and Competency Test & Certification of Room AC Technicians
  - » SKOP2DPU/RDT Training and Certification
  - » Training and Certification for Working at High Altitude Level II
  - » Waste Management Training and Certification
  - » IMO Level II Training and Certification
  - » Well Maintenance Expert
  - » Basic Sea Survival Training
  - » IADC Well Control Drilling Supervisor Training and Certification
  - » IADC Well Control for Oil & Gas Operator Representative Training and Certification
  - » Training and Certification of Oil and Gas OHS Operators
  - » Iadc Well Control For Oil & Gas Operator Representative

- E-Learning Platform, Learning Management System (LMS), namely Traco provides online-based technical and non-technical training that can be accessed via web or mobile application.

2. *Consulting*

Perusahaan menawarkan konsutasi dengan kualitas terbaik untuk menunjang kebutuhan reputasi, standarisasi, bisnis dan pengembangan teknologi informasi untuk meningkatkan kualitas Perusahaan. Didukung dengan para konsultan terbaik dan *professional* di bidangnya, *Consulting* menjadi salah satu layanan yang berbasis mutu dan teknologi terbaik untuk membantu mewujudkan pencapaian Perusahaan. Jasa layanan *consulting* yang ditawarkan sebagai berikut:

- Pengembangan Organisasi
- Sistem Manajemen K3LL
- Pengembangan Sistem Tata Kerja
- Sistem Manajemen Mutu
- Studi Kelayakan
- Penelitian Pasar
- Manajemen Proyek
- Audit Energi
- *Front-End Engineering Design*
- Pengembangan Aplikasi Teknologi Informasi

The Company offers the best consulting service to support the needs of reputation building, standardization, business and information technology development to improve the quality of the Company. Supported by the best and professional consultants in their fields, Consulting is one of the best quality and technology-based services to help realizing the Company's achievements. The consulting services include the following:

- Organizational Development
- HSSE Management System
- Development of Working System
- Quality Management System
- Feasibility Study
- Market Research
- Project Management
- Energy audits
- Front End Engineering Design
- Information Technology Application Development

3. *Manpower Supply*

Perusahaan menyediakan jasa penempatan tenaga kerja *(Manpower Supply)* dengan tujuan menciptakan tenaga kerja yang unggul, terbaik dan berpengalaman pada bidangnya. Jasa tersebut untuk mencari tenaga kerja terbaik dari kategori *fresh graduate*, tenaga kerja profesional, hingga tenaga kerja berpengalaman. Jasa Tenaga kerja yang kami sediakan diantaranya adalah:

- *Engineers*
- Operator Kilang LNG
- Teknisi *Maintenance*
- Tenaga kerja migas
- Operator pengisian bahan bakar pesawat
- *Crew rig* pengeboran minyak
- Tenaga ahli manajemen dan teknik
- Tenaga kerja jasa penunjang keuangan
- Tenaga kerja jasa penunjang hukum
- Tenaga kerja jasa penunjang administrasi

The Company provides Manpower supply with the aim of realizing excellent, best, and experienced Manpower in their respective fields. The Manpower supplied by the Company include fresh graduates, professionals, and experienced employees for the following positions:

- Engineers
- LNG Plant Operators
- Maintenance Technicians
- Oil and gas crews
- Aircraft refueling operators
- Oil drilling rig crews
- Management and engineering experts
- Finance supports
- Legal supports
- Administrative supports

Berikut jasa penempatan kerja *(Manpower Supply)* yang pernah dilakukan oleh Perusahaan di antaranya:

- *Certified Refueller* Operator untuk Fungsi Aviasi PT Pertamina (Persero)

The Company's record for the Manpower supplied in various companies/institutions can be seen as follows:

- Certified Refueller Operator for Aviation Function PT Pertamina (Persero)

- Admin Operasi dan *Supporting* fungsi EOSS PT Pertamina (Persero)
- TKJP dan *Salesman Speed Up Outlet* untuk PT Pertamina Lubricant
- Tenaga Ahli, TKJP Administrasi, Pemeliharaan, HSSE, *Pipeline Checker* untuk PT Pertamina Gas
- Konsultan Senior untuk Direktorat Mega proyek Pengolahan dan Petrokimia PT Pertamina (Persero)
- Konsultan Penelitian di fungsi *Downstream Research & Technology Center* PT Pertamina (Persero)
- Tenaga *Content Writer* Fungsi *Promotion dan Marketing Communication* PT Pertamina (Persero)
- TKJP dan QAQC *Specialist* untuk PT Pertamina EP
- TKJP dan Admin *Specialist* untuk PT Pertamina EP Cepu
- TKJP Operasional dan Pemeliharaan untuk Sulfur *Recovery Unit* Arun PT Pertamina Hulu Energi
- TKJP Operasional dan Administrasi PT Pertamina Hulu Sanga-Sanga
- Jasa Tenaga Kerja Jasa Penunjang (TKJP) Disabiliitas PT Pertamina
- TKJP Aspek HSSE pada CDU *Light Distillate Section Upgrading Project* di RDMP RU VI Balongan
- TKJP *Community Development Officer* MOR I - VIII PT Pertamina (Persero)
- TKJP Pemantauan Medis dan Skrining untuk Pencegahan dan Penanganan Penyebaran COVID-19 PT Pertamina MOR VII
- Jasa Pengelolaan Pertashop Fungsi *Retail Sales Region* I - VIII *Subholding Commercial* & Trading PT Pertamina (Persero)
- Konsultan *Project* Program *Employee Assistance Program* (EAP) RU II Dumai
- TKJP *Checker* CBM BPT dan *Checker* SPBE PT Pertamina MOR VII

- Operational Admin and EOSS Supporting function of PT Pertamina (Persero)
- TKJP and Salesman Speed Up Outlet for PT Pertamina Lubricant
- Experts, Administrative TKJP, Maintenance, HSSE, Pipeline Checkers for PT Pertamina Gas
- Senior Consultant for the Directorate of Processing and Petrochemical Megaprojects of PT Pertamina (Persero)
- Research Consultant in the Downstream Research & Technology Center function for PT Pertamina (Persero)
- Content Writers for Promotion and Marketing Communication Function for PT Pertamina (Persero)
- TKJP and QAQC Specialist for PT Pertamina EP
- TKJP and Admin Specialist for PT Pertamina EP Cepu
- Operational and Maintenance TKJP for Sulfur Recovery Unit of Arun at PT Pertamina Hulu Energi
- Operational and Administrative TKJP for PT Pertamina Hulu Sanga-Sanga
- Disability Support Services (TKJP) for PT Pertamina.
- TKJP HSSE Aspect of the CDU Light Distillate Section Upgrading Project at RDMP RU VI Balongan
- TKJP Community Development Officer MOR I - VIII for PT Pertamina (Persero)
- TKJP Medical Monitoring and Screening for the Prevention and Handling of the Spread of COVID-19 for PT Pertamina MOR VII
- Pertashop Management Services Retail Sales Function Region I - VIII Subholding Commercial & Trading for PT Pertamina (Persero)
- RU II Dumai Employee Assistance Program (EAP) Project Consultant
- TKJP Checker CBM BPT and SPBE Checker of MOR VII for PT Pertamina

4. Security Services

Perusahaan menyediakan jasa pengamanan untuk mengamankan dan melindungi objek penting dari berbagai ancaman dan tindakan pelanggaran hukum milik konsumen. Jasa yang ditawarkan Perusahaan sesuai dengan izin operasional dari Badan Usaha Jasa Pengamanan (BUJP) yang dikeluarkan oleh Kepolisian Republik Indonesia.

Surat izin yang dikeluarkan oleh Kepala Badan Pemeliharaan Keamanan Kepolisian Republik Indonesia unit bagian Direktur Bimas Nomor SI/2600/III/2016 tentang izin operasional BUJP Perusahaan untuk wilayah Polda Jawa Timur antara lain:

- Penyedia Jasa Tenaga Pengamanan *(Security Guard Supplier)*
- Jasa Konsultan Pengamanan *(Security Consulting)*
- *Aviation Security*
- ISPS CODE IMO 3.24

The Company provides security services to secure and protect vital objects of the clients from various threats and legal violations. The services offered by the Company are in accordance with the operational permit from the Security Service Business Entity (BUJP) issued by the Indonesian National Police.

Permits issued by the Head of the Security Maintenance Agency for the Republic of Indonesia National Police unit section of the Director of Bimas Number SI/2600/III/2016 concerning operational permits for the Company's BUJP for the East Java Regional Police area include:

- Security Guard Supplier
- Security Consulting
- Aviation Security
- ISPS CODE IMO 3.24

- Bela Diri Polri
- Uji Kompetensi & Kesamaptaan
- *Hospitality Security*
- *Basic Sea Survival*
- Keselamatan & Kesehatan Kerja (K3)
- Sistem Manajemen Pengamanan

Perusahaan menawarkan produk jasa keamanan diantaranya:
- Penyediaan Jasa Tenaga Pengamanan
- Pendidikan dan Pelatihan di Bidang Keamanan *(Security Training and Educating)*
- Jasa Konsultan Pengamanan *(Security Consulting)*
- Jasa Pengadaan Peralatan Keamanan *(Security Equipment Provider)*

Jenis Pelatihan Jasa Pengamanan yang ditawarkan oleh Perusahaan, diantaranya:
- Pendidikan & Pelatihan Gada Pratama
- Pendidikan & Pelatihan Gada Madya
- Pendidikan & Pelatihan Gada Utama
- VIP-VVIP/ADC Protokoler
- *Basic Safety Security*
- *Basic Investigation*
- *Basic Security Intelligence Oil Ship*
- TKTKP *Terror* Bom

Selain itu, Perusahaan memiliki izin untuk menyelenggarakan jasa keamanan di berbagai daerah, diantaranya wilayah DKI Jakarta, Sumatera Utara, Riau, Jawa Barat, Jawa Tengah, Jawa Timur, Sumatera Selatan, Kalimantan Timur, dan Papua. Perusahaan juga memiliki rekomendasi dan mengembangkan untuk wilayah Maluku Utara, dan Kalimantan Utara.

- Self Defense Training by the Police
- Physical Aptitude & Competency Test
- Hospitality Security
- Basic Sea Survival
- Occupational Safety & Health (OHS)
- Security Management System

The Company offers the following security services:
- Provision of Security Services
- Security Training and Educating
- Security Consulting Services
- Security Equipment Procurement

Types of Security Service Training offered by the
- Company, including:
- Gada Pratama Education & Training
- Gada Madya Education & Training
- Gada Utama Education & Training
- VIP-VVIP/ADC Protocol
- Basic Safety Security
- Basic Investigation
- Basic Security Intelligence for Oil Tanker Ship
- TKTKP of Terrorism Bombing

In addition, the Company has obtained licenses to provide security services in various regions, including DKI Jakarta, North Sumatra, Riau, West Java, Central Java, East Java, South Sumatra, East Kalimantan and Papua.
The Company has also obtained recommendations and is developing its services in North Maluku and North Kalimantan.

5. *Event Management*

Perusahaan menyediakan jasa *Event Management* untuk mendukung kegiatan Perusahaan konsumen. Sejatinya kegiatan MICE (*Meeting, Incentive, Conference, Exhibition*) tidak dapat dipisahkan dari aktivitas bisnis. Oleh karena itu Perusahaan menyediakan jasa penyelenggaraan acara untuk mendukung kegiatan MICE. Jasa yang Perusahaan tawarkan seperti seminar, konferensi, gala *dinner*, pameran, promosi, peluncuran produk, pergelaran olahraga, pertemuan, penghargaan ataupun penganugerahan dan lain sebagainya.

The company provides Event Management services to support consumer company activities. In fact, MICE (Meeting, Incentive, Conference, Exhibition) activities cannot be separated from business activities. Therefore, the Company provides event organizing services to support MICE activities. The services the Company offers include seminars, conferences, gala dinners, exhibitions, promotions, product launches, sporting events, meetings, awards or awards and so on.

6. *Assessment Center*

Pusat penilaian merupakan metode pengembangan SDM untuk menjadi unggul dan berkompenten. Perusahaan menawarkan jasa dengan metode pengukuran atau identifikasi kompetisi mengenai perilaku pekerja untuk mengetahui kriteria pekerjaan. Dari hasil pengukuran ini kemudian diintegrasikan kepada tim Asesor untuk menjamin objektivitas dan validitas hasil pengukuran. Layanan *Assesment Center* yang ditawarkan Perusahaan diantaranya:

- *Online Assessment Service*
  Proses *Assessment* komprehensif yang dilakukan dengan keseluruhan pelaksanaan *test* melalui aplikasi berbasis internet.
- *Development Center*
  Program pengembangan untuk meningkatkan kompetensi peserta.
- *Psychological Assessment*
  Psychological Assessment sebagai alat atau sarana untuk bisa memahami secara utuh aspek-aspek psikologis individu.
- *Talent Management*
  Pengelolaan sumber daya manusia berbasis kompetensi berkaitan erat dengan pengelolaan *Talent Management.*
- *Behavioral Competency Dictionary*
  Jasa untuk menyusun kamus kompetensi perilaku, yang disesuaikan dengan kondisi perusahaan. Kamus kompetensi menggambarkan pengelompokan pengetahuan, keahlian dan perilaku yang menentukan keberhasilan atau kegagalan seseorang dalam pekerjaan.

The assessment center aims to create excellent and comptent Human Capital. The Company offers services to measure or identify the competition regarding employee behavior for certain job criteria. The measurement results are then integrated into the assessor team to ensure the objectivity and validity of the measurement results. The Assessment Center services offered by the Company include:

- Online Assessment Service
  The comprehensive assessment process is carried out through an internet-based application.
- Development Center
  Development program to improve the participants' competency.
- Psychological Assessment
  Psychological Assessment serves as a tool or means to fully understand the psychological aspects of an individual.
- Talent Management
  Competency-based human capital management is closely related to Talent Management.
- Behavioral Competency Dictionary
  Preparation of behavioral competency dictionary is adapted to the conditions of the Company. The competency dictionary classifies the knowledge, skills and behaviors to deterimine one's success or failure at work.

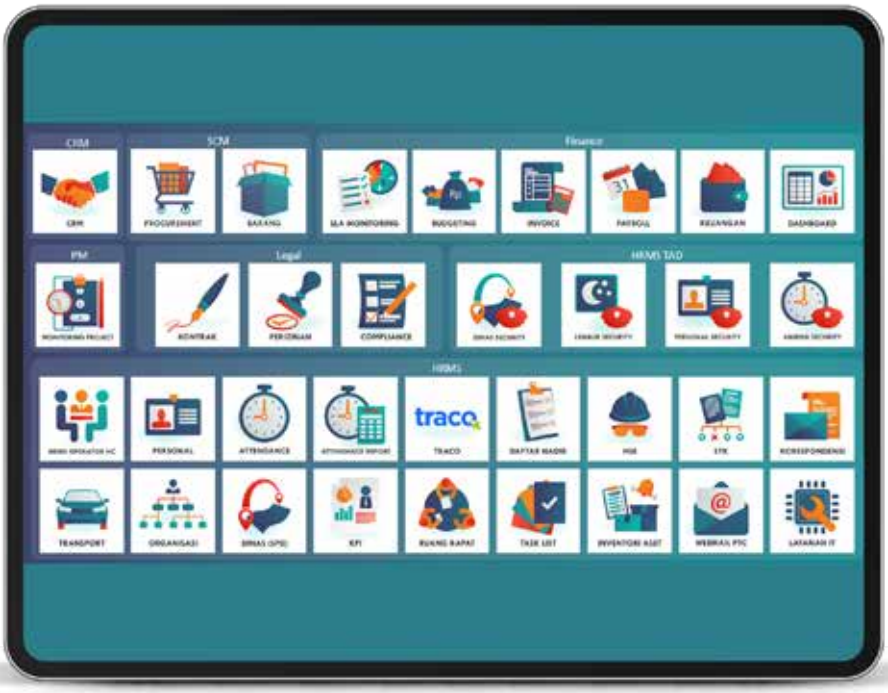
7. *Information Technology*

Teknologi informasi merupakan salah satu aspek yang penting untuk mendukung perkembangan dan kemajuan Perusahaan serta keberlanjutan usaha Perusahaan ditengah lingkungan bisnis yang dinamis. Adapun produk dan jasa Teknologi Informasi yang ditawarkan oleh Perusahaan antara lain:

1. Produk IT
   a. IT *Support*: OSI, OSI *Man Power*
      OSI adalah aplikasi ERP yang dikembangkan secara mandiri dengan bisnis proses yang diatur untuk menyesuaikan pengelolaan operasional yang berjalan di PTC.

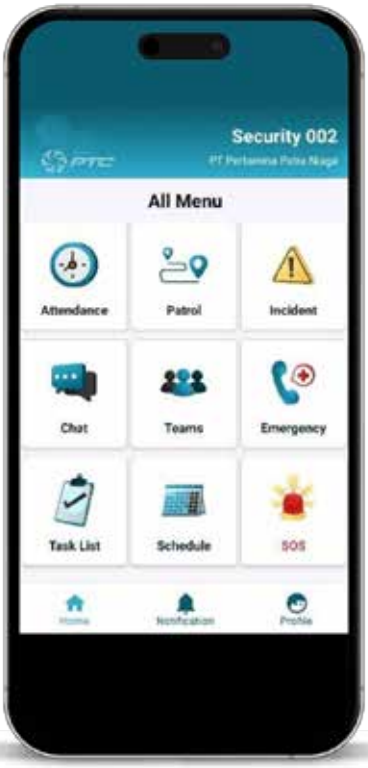
Information technology is an important aspect to support the Company's development and progress as well as the sustainability of the Company's business amidst a dynamic business environment. The Information Technology products and services offered by the Company include:

1. IT Products
   a. IT Support: OSI, OSI Man Power
      OSI is an ERP application that was developed independently with business processes that are arranged to suit the operational management that runs at PTC.



b. IT *Commercial*: SMJP
SMJP (Sistem Monitoring Jasa Pengaman) merupakan aplikasi berbasis web dan *mobile* yang dirancang untuk memonitoring kegiatan dan pengelolaan pengamanan yang dilakukan oleh *security*.

b. IT Commercial: SMJP
SMJP (Security Services Monitoring System) is a web and mobile-based application designed to monitor security activities and management carried out by security.



2. Jasa
   a. Jasa *Development* Aplikasi
      Adalah layanan IT yang menyediakan pengembangan aplikasi IT dan bertanggung jawab dalam seluruh proses pengembangan aplikasi baik *web apps* maupun *mobile apps, Apps Security, Apps Integration* dan *Apps Policy*.
   b. Jasa *Penetration Test*
      Adalah layanan IT untuk melakukan uji aplikasi untuk mengetahui seberapa kuat dan aman sistem/aplikasi dari serangan peretas.
   c. Jasa Pengelolaan Tenaga Ahli *Development*, *Manage & Support* IT
      Adalah layanan yang menyediakan pengelolaan tenaga kerja berbasis IT untuk membantu kegiatan layanan infrastuktur, pengembangan aplikasi, *IT Governance* hingga pemeliharaan aplikasi.
   d. Consultant/ManPower
      Adalah layanan yang menyediakan tenaga konsultan dan manpower IT.
   e. Apps Product
      Adalah produk-produk aplikasi yang telah dibangun oleh tim IT antara lain Traco, Gurumaya dan SMJP.

2. Services
   a. Application Development Services
      It is an IT service that provides IT application development and responsible for the entire application development process, both web apps and mobile apps, Apps Security, Apps Integration and Apps Policy.
   b. Penetration Test Services
      It is an IT service to carry out application tests to find out how strong and safe the system/application is from hacker attacks.
   c. IT Development, Manage & Support Expert Staff Management Services
      It is a service that provides IT-based workforce management to assist with infrastructure service activities, application development, IT Governance and application maintenance.
   d. Consultant/ManPower
      It is a service that provides IT consultants and manpower.
   e. Apps Product
      It is application products that have been built by the IT team, including Traco, Gurumaya and SMJP.

WILAYAH OPERASI PERUSAHAAN
COMPANY OPERATIONAL AREA

WILAYAH OPERASIONAL PTC PER 31 DESEMBER 2023
PTC OPERATIONAL AREA AS OF DECEMBER 31, 2023

11 Jayapura
10 Makassar

VISI, MISI, DAN BUDAYA PERUSAHAAN
VISION, MISSION AND CORPORATE CULTURE

REVIU VISI DAN MISI OLEH MANAJEMEN PERUSAHAAN

Visi dan Misi Perusahaan diberlakukan berdasarkan Surat Keputusan Perusahaan Surat Keputusan Perusahaan No. Kpts-030/PTC10000/2019-S1 tanggal 24 Mei 2019. Visi dan Misi Perusahaan senantiasa direviu secara berkala dengan melibatkan Direksi, Dewan Komisaris dan jajaran manajemen lainnya untuk memastikan relevansinya dengan perkembangan bisnis Perusahaan. Hingga akhir tahun 2023, Manajemen Perusahaan berpendapat bahwa Visi dan Misi Perusahaan masih relevan dengan perkembangan Perusahaan.

REVIEW OF VISION AND MISSION BY COMPANY MANAGEMENT

The Company's Vision and Mission are implemented based on the Company Decree No. Kpts-030/PTC10000/2019-S1 dated May 24, 2019. The Company's Vision and Mission are always reviewed periodically by involving the Board of Directors, Board of Commissioners and other management levels to ensure their relevance to the Company's business development. Until the end of 2023, Company Management is of the opinion that the Company's Vision and Mission are still relevant to the Company's development.

Visi/Vision

Menjadi perusahan kelas dunia di bidang *Human Capital, Consulting*, dan Jasa Manajemen lainnya.

To become a world-class company in human capital, consulting, and other management services.

Penjelasan Visi/Vision Explanation

Visi PT Pertamina Training and Consulting telah ditetapkan oleh Direktur Utama PT Pertamina Training and Consulting tertuang dalam Surat Keputusan Nomor: Kpts-086/PTC-10000/2020-S0 pada 2 November 2020 tentang Penerapan Nilai-Nilai Utama *(Core Values)* AKHLAK, dan Penyempurnaan Visi, Misi, di Perusahaan serta ditinjau berkala setiap tahunnya.

The vision of PT Pertamina Training and Consulting has been determined by the President Director of PT Pertamina Training and Consulting as stated in Decree Number: Kpts-086/PTC-10000/2020-S0 on November 2, 2020 concerning the Implementation of Core Values (AKHLAK), and Refinement of the Company's Vision, Mission and periodically reviewed every year.

Misi/Mission

- **Menjalankan usaha di bidang *Human Capital, Consulting*, dan Jasa Manajemen lainnya**
- **Membangun kompetensi berbasis pada perkembangan ilmu pengetahuan, teknologi, dan aspek HSSE**
- **Memberikan nilai tambah bagi pemangku kepentingan *(stakeholder)***
- Conducting business in human capital, consulting, and other management services.
- Building competencies based on the development of science, technology, and HSSE aspect.
- Providing added value for stakeholders.

Strategi Pencapaian Visi dan Misi

PT Pertamina Training and Consulting menerapkan strategi 3 pilar sesuai Rencana Jangka Panjang Perusahaan (RJPP) sebagai berikut:

1. *Profitability* dengan strategi antara lain:
   a. *Growing High-Margin Business Units*
   b. *Development Center*
   c. *Anorganic Growth*
2. *Transforming Business Processes* dengan strategi antara lain:
   a. *Digitalization*
   b. *Organization & Business Process*
3. *Capturing Extensive Market* dengan strategi antara lain:
   a. *Leveling Up Marketing Capabilities*
   b. *Reaching True Mastery*

Vision and Mission Achievement Strategy

PT Pertamina Training and Consulting implements a 3 pillar strategy according to the Company's Long Term Plan (RJPP) as follows:

1. Profitability with strategies including:
   a. Growing High-Margin Business Units
   b. Development Center
   c. Anorganic Growth
2. Transforming Business Processes with strategies including:
   a. Digitalization
   b. Organization & Business Process
3. Capturing Extensive Market with strategies including:
   a. Leveling Up Marketing Capabilities
   b. Reaching True Mastery

TATA NILAI DAN BUDAYA PERUSAHAAN

Tata Nilai dan Budaya Perusahaan yang diterapkan Perusahaan mengadopsi tata nilai Induk Perusahaan, yaitu PT Pertamina (Persero,) sebagaimana ditetapkan dalam Surat Edaran Menteri BUMN Nomor SE 7/MBU/07/2020 tanggal 1 Juli 2020. Tata Nilai dan Budaya Perusahaan tersebut kemudian dikukuhkan melalui Surat Keputusan Direksi PTC Nomor Kpts-086/PTC-10000/2020-S0 tanggal 2 November 2020.

CORPORATE VALUES AND CULTURE

The Corporate Values and Culture implemented by the Company adopted the values of the Parent Company, namely PT Pertamina (Persero,) as stipulated in the Circular Letter of the Minister of SOE Number SE 7/MBU/07/2020 dated 1 July 2020. These Corporate Values and Culture were then confirmed through Decree of the PTC Board of Directors Number Kpts-086/PTC-10000/2020-S0 dated November 2, 2020.

Tata Nilai dan Budaya Perusahaan PTC
PTC Corporate Values and Culture

A	K	H	L	A	K
Amanah Trustworthy	**Kompeten** Competent	**Harmonis** Harmonious	**Loyal**	**Adaptif** Adaptive	**Kolaboratif** Collaborative
Memegang teguh kepercayaan yang diberikan Upholding the trust given	Terus belajar dan mengembangkan kapabilitas Keep learning and developing capabilities	Saling peduli dan menghargai perbedaan Caring for each other and respecting differences	Berdedikasi dan mengutamakan kepentingan bangsa dan negara Being dedicated and prioritizing the interests of the nation and state	Terus berinovasi dan antusias dalam menggerakan ataupun menghadapi perubahan Keep innovating and being enthusiastic in moving or facing changes	Membangun kerjasama yang sinergis Building synergistic cooperation

SOSIALISASI DAN INTERNALISASI NILAI-NILAI SERTA BUDAYA PERUSAHAAN

Perusahaan senantiasa melaksanakan program sosialisasi dan internalisasi Nilai Inti dan Budaya Perusahaan. Dalam rangka memberikan pengetahuan *(knowing)* dan menanamkan serta meningkatkan pemahaman *(understanding)* seluruh insan Perusahaan mengenai nilai inti Perusahaan. Perusahaan secara berkala melaksanakan program sosialisasi dan internalisasi Nilai dan Budaya Perusahaan. Sepanjang tahun 2023, sosialisasi dan internalisasi dilakukan secara daring.

DISSEMINATION AND INTERNALIZATION OF CORPORATE VALUES AND CULTURE

The Company continues to carry out dissemination and internalization programs for its Core Values and Corporate Culture. In order to provide knowledge and instill and increase understanding of all Company personnel regarding the Company's core values. The Company periodically carries out socialization and internalization programs for Corporate Values and Culture. Throughout 2023, socialization and internalization will be carried out online.

AKHLAK
BULAN CENDEKIA
Honor Your Values To Growth & Learn
Sosialisasi Project Charter AKHLAK
12 JULI 2023
09.00 - selesai
https:cendekia
Narasumber
Audy Cipta
AoC Div, HCM
MC
Anggita
AoC Div, SPRM
www.pertamina-ptc.com
ptc_id
PTC
Terima Kasih
Meeting chat

KEANGGOTAAN DALAM ASOSIASI
ASSOCIATION MEMBERSHIP

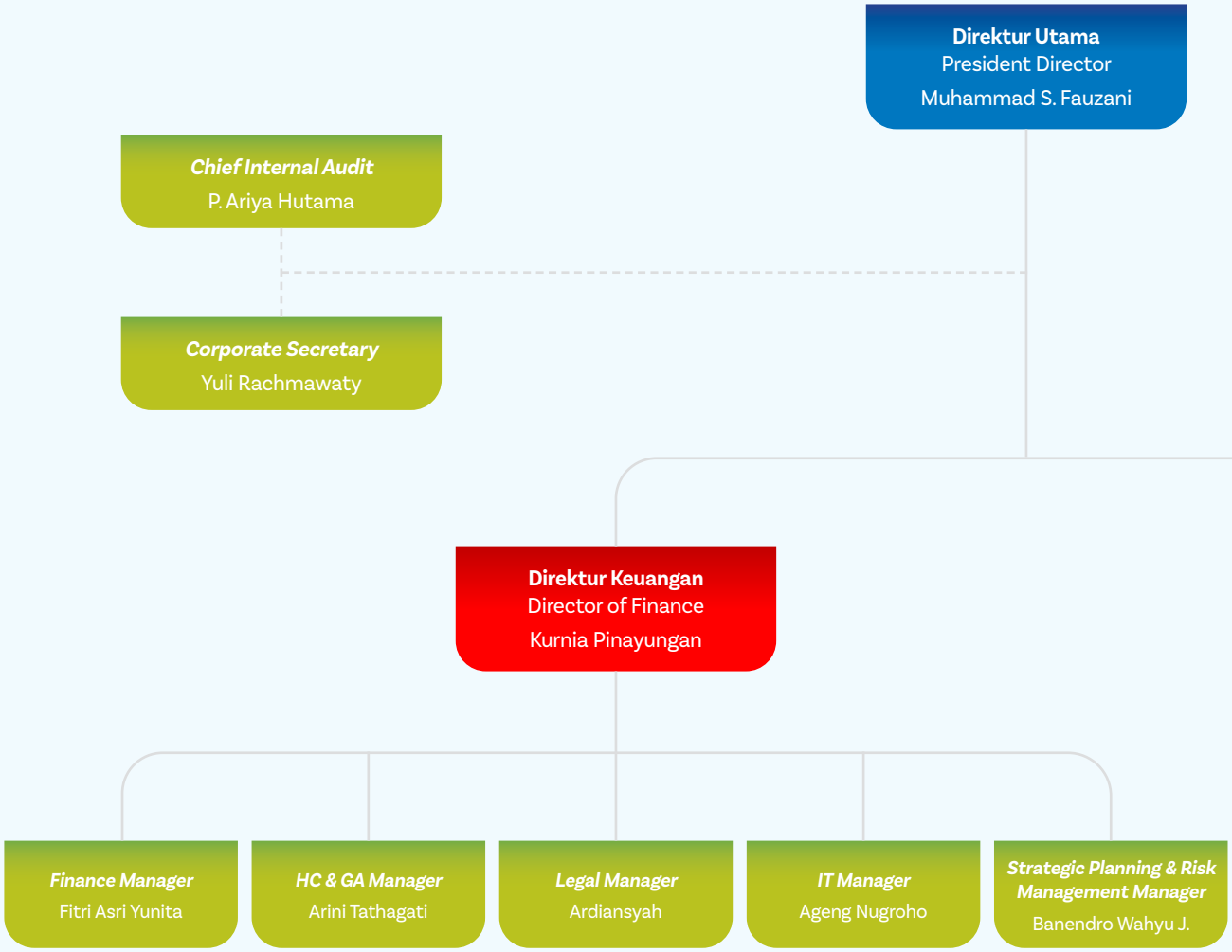
Di tahun 2023, Perusahaan tergabung ke dalam beberapa asosiasi. Berikut keanggotaan asosiasi yang diikuti Perusahaan:

In 2023, the Company is registered as members in the several associations. The following are the association memberships that the Company participates in:

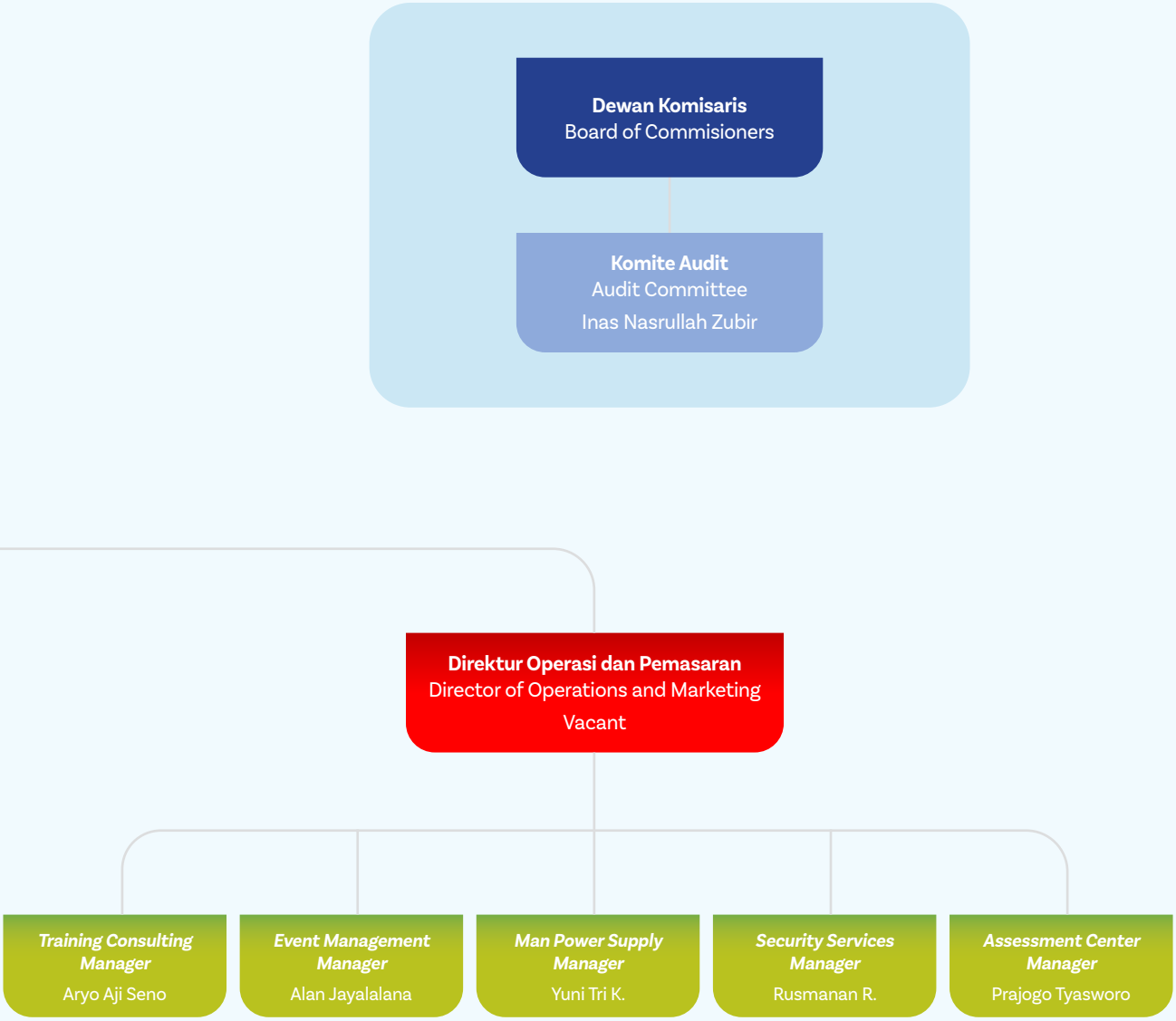
No	Asosiasi Association	Nomor Perizinan Membership No.	Masa Berlaku Validity Period	Dikeluarkan Oleh Issued By
Nasional National				
1	INKINDO (Ikatan Nasional Konsultan Indonesia) National Association of Indonesian Consultants (NAIC)	11373/P/2307.DKI	13 Desember 2022-31 Desember 2023 13 December 2022-31 December 2023	INKINDO DKI JAKARTA
2	KADIN (Kamar Dagang dan Industri Indonesia) Indonesian Chamber of Commerce and Industry	20201-03059396	1 Januari 2023-31 Desember 2023 1 January 2023-31 December 2023	KADIN Provinsi DKI Jakarta KADIN of DKI Jakarta Province

STRUKTUR ORGANISASI
ORGANIZATIONAL STRUCTURE

Struktur Organisasi Perusahaan per 31 Desember 2023, telah ditetapkan melalui Surat Keputusan Direksi No. Kpts-010/PTC-10000/2022-S3-7 tanggal 29 Maret 2022 sebagaimana terlampir di bawah ini.



The Company's Organizational Structure as of December 31, 2023, has been determined through Board of Directors' Decree No. Kpts-010/PTC-10000/2022-S3-7 dated March 29, 2022 as attached below.



PROFIL DEWAN KOMISARIS
BOARD OF COMMISSIONERS PROFILE

Amir Faisal

Komisaris Utama dan Komisaris Independen
President Commissioner and Independent Commissioner

Periode Jabatan
27 September 2022 – 26 September 2025, Periode Pertama

Data Pribadi
Warga Negara Indonesia
Usia 49 tahun per 31 Desember 2023

Domisili
Jakarta, Indonesia

Dasar Pengangkatan
- Sebagai Komisaris Independen berdasarkan Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 27 September 2022
- Sebagai Komisaris Utama dan Komisaris Independen berdasarkan Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 16 Desember 2022

Riwayat Pendidikan
- S1 Ilmu Ekonomi ST Ilmu Ekonomi (STIE) International Business Management Indonesia (BMI), Jakarta (2001)
- Diploma, Public Relation, ST Ilmu Komunikasi (STIKOM) Inter Studi, Jakarta (1997)

Riwayat Pekerjaan
- Komisaris Utama dan Komisaris Indenpenden PT Pertamina Training and Consulting (2022)
- Komisaris Independen PT Pertamina Training and Consulting (2022)
- Komisaris PT Pelindo Marine Service (2019-2022)
- Komisaris di PT ACS Aerofood (2018-2019)
- Komisaris PT Pelindo Energi Logistik (2018-2019)
- Komisaris PT Berkah Industri Mesin Angkat (2017-2018)
- CEO PT Aceh Boga Sejahtera (2016-Sekarang)
- CEO & Founder The Atjeh Connection Resto & Coffee (2015-Sekarang)

Sertifikasi
Certified Anti-Fraud Professional (Berlaku sampai 24 Oktober 2025 diterbitkan oleh Certification Official Seal of Asia Anti-Fraud)

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi ataupun pemegang saham lainnya

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
September 27, 2022 – September 26, 2025, First Period

Personal Data
Indonesian citizens
Age 49 years old as of December 31, 2023

Domicile
Jakarta, Indonesia

Basis of Appointment
- Served as an Independent Commissioner based on the Circular Shareholder Decree (KPSSS) dated September 27, 2022
- Served as President Commissioner and Independent Commissioner based on the Circular Shareholder Decree (KPSSS) dated December 16, 2022

Educational Background
- Bachelor of Economics ST Economics (STIE) International Business Management Indonesia (BMI), Jakarta (2001)
- Diploma, Public Relations, ST Communication Science (STIKOM) Inter Studi, Jakarta (1997)

Employment History
- President Commissioner and Independent Commissioner of PT Pertamina Training and Consulting (2022)
- Independent Commissioner of PT Pertamina Training and Consulting (2022)
- Commissioner of PT Pelindo Marine Service (2019-2022)
- Commissioner of PT ACS Aerofood (2018-2019)
- Commissioner of PT Pelindo Energi Logistik (2018-2019)
- Commissioner of PT Berkah Industri Mesin Angkat (2017-2018)
- CEO of PT Aceh Boga Sejahtera (2016-Present)
- CEO & Founder of The Atjeh Connection Resto & Coffee (2015-Present)

Certification
Certified Anti-Fraud Professional (Valid until October 24, 2025 issued by Certification Official Seal of Asia Anti-Fraud)

Concurrent Position
Has no concurrent positions

Affiliation
Has no affiliations with the Board of Commissioners, Board of Directors or other shareholders

Share Ownership of PT Pertamina Training and Consulting
None

Wisnu Wardhana

Komisaris
Commissioner

Periode Jabatan
6 April 2022 – 5 April 2025, Periode Pertama

Data Pribadi
Warga Negara Indonesia
Usia 48 tahun per 31 Desember 2023

Domisili
Jakarta Timur, Indonesia

Dasar Pengangkatan
Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 6 April 2022

Riwayat Pendidikan
- Business Administration & Communication Salem University, West Virginia Amerika Serikat (1999)

Riwayat Pekerjaan
- Komisaris PT Pertamina Training and Consulting (2022)
- Komisaris Independen di PT Bina Karya (Persero) (2021)
- Deputy Director Sports & Entertainment Division PT Jakarta Propertindo (Jakpro) (2021)
- Sports Director INASGOC (2017-2019)
- Senior Vice President Financial Institutions Division Head of Banks PT Bank Danamon Indonesia (2017)
- Manager Investasi di AIG Insurance di New York (2001)

Sertifikasi
Certified Anti-Fraud Professional (Berlaku sampai 24 Oktober 2025 diterbitkan oleh Certification Official Seal of Asia Anti-Fraud)

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi ataupun pemegang saham lainnya

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
April 6, 2022 – April 5, 2025, First Period

Personal Data
Indonesian citizens
Age 48 years old as of December 31, 2023

Domicile
East Jakarta, Indonesia

Basis of Appointment
Circular Shareholder Decree (KPSSS) April 6, 2022

Educational Background
- Business Administration & Communication Salem University, West Virginia United States (1999)

Employment History
- Commissioner of PT Pertamina Training and Consulting (2022)
- Independent Commissioner of PT Bina Karya (Persero) (2021)
- Deputy Director Sports & Entertainment Division PT Jakarta Propertindo (Jakpro) (2021)
- Sports Director INASGOC (2017-2019)
- Senior Vice President Financial Institutions Division Head of Banks PT Bank Danamon Indonesia (2017)
- Investment Manager at AIG Insurance in New York (2001)

Certification
Certified Anti-Fraud Professional (Valid until October 24, 2025 issued by Certification Official Seal of Asia Anti-Fraud)

Concurrent Positions
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners, Directors or other shareholders

Share Ownership of PT Pertamina Training and Consulting
None

Inas Nasrullah Zubir

Komisaris Independen
Independent Commissioner

Periode Jabatan
19 September 2023 – 20 September 2026, Periode Kedua

Data Pribadi
Warga Negara Indonesia
Usia 64 tahun per 31 Desember 2023

Domisili
Tangerang Selatan, Indonesia

Dasar Pengangkatan
- Pengangkatan Pertama: Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 11 September 2020
- Pengangkatan Terakhir: Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 21 September 2023

Riwayat Pendidikan
- S1 Teknik Sipil Institut Teknologi Nasonal, Bandung (1986)

Riwayat Pekerjaan
- Dewan Komisaris PT Pertamina Training and Consulting (September 2020-Sekarang)
- Wakil Ketua Komisi VI DPR RI (2014–2019)
- Ketua Fraksi Hanura DPR RI (2018-2019)
- Anggota Komisi VII DPR RI (2014-2016)
- Komisaris Utama PT Spectra Samudra Line (1999-2004)
- Senior Marketing PT Genteng Alpen (1985-1988)

Sertifikasi
Certified Anti-Fraud Professional (Berlaku sampai 24 Oktober 2025 diterbitkan oleh Certification Official Seal of Asia Anti-Fraud)

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris dan Direksi, merupakan tenaga perbantuan Pemegang Saham, PT Pertamina (Persero). Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi ataupun pemegang saham lainnya

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
September 19, 2023 – 20 September 2026, Second Period

Personal Data
Indonesian citizens
Age 64 years old as of December 31, 2023

Domicile
South Tangerang, Indonesia

Basis of Appointment
- First Appointment: Circular Shareholder Decree (KPSSS) dated September 11, 2020
- Last Appointment: Circular Shareholder Decree (KPSSS) dated September 21, 2023

Educational Background
- Bachelor's Degree in Civil Engineering, National Institute of Technology, Bandung (1986)

Employment History
- Board of Commissioners of PT Pertamina Training and Consulting (September 2020-Present)
- Deputy Chairman of Commission VI DPR RI (2014–2019)
- Chairman of the Hanura Fraction DPR RI (2018-2019)
- Member of Commission VII DPR RI (2014-2016)
- President Commissioner of PT Spectra Samudra Line (1999-2004)
- Senior Marketing PT Genteng Alpen (1985-1988)

Certification
Certified Anti-Fraud Professional (Valid until October 24, 2025 issued by Certification Official Seal of Asia Anti-Fraud)

Concurrent Position
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners and Directors, is a supporting staff of the Shareholders, PT Pertamina (Persero). Has no affiliation with the Board of Commissioners, Directors or other shareholders

Share Ownership of PT Pertamina Training and Consulting
None

PROFIL DIREKSI
BOARD OF DIRECTORS PROFILE

Muhammad Shabran Fauzani

Direktur Utama
President Director

Periode Jabatan
16 Desember 2022 – 15 Desember 2025

Data Pribadi
Warga Negara Indonesia
Usia 49 tahun per 31 Desember 2023

Domisili
Jakarta Timur, Indonesia

Dasar Pengangkatan
Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 16 Desember 2022

Riwayat Pendidikan
- *Master of Applied Finance*, Monash University, Melbourne – Australia (2001)
- *Diploma in Treasury Management, Finance & Treasury Association*, Melbourne – Australia (2001)
- S1 Ekonomi Manajemen, Universitas Trisakti, DKI Jakarta (1997)

Riwayat Pekerjaan
- Direktur Utama PT Pertamina Training and Consulting (2022)
- Chief Financial Officer PT Pelita Air Service (2021-2022)
- VP Financing PT Pertamina (Persero) (2020-2021)
- President Commissioner PT Prima Armada Raya (PAR) (2018-2020)
- Finance and Human Capital Director PT Patra Jasa (2018-2020)
- Anggota Komite Management Risiko & SDM PT Pertamina Hulu Energi (2015-2018)
- Corporate Financing Manager PT Pertamina (Persero) (2017-2018)

Sertifikasi
Tidak ada

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris dan Direksi, merupakan tenaga perbantuan Pemegang Saham, PT Pertamina (Persero)

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
December 16, 2022 – December 15, 2025

Personal Data
Indonesian citizens
Age 49 years old as of December 31, 2023

Domicile
East Jakarta, Indonesia

Basis of Appointment
Circular Shareholder Decree (KPSSS) December 16 2022

Educational Background
- Master of Applied Finance, Monash University, Melbourne – Australia (2001)
- Diploma in Treasury Management, Finance & Treasury Association, Melbourne – Australia (2001)
- Bachelor of Economics in Management, Universitas Trisakti, DKI Jakarta (1997)

Employment History
- President Director of PT Pertamina Training and Consulting (2022)
- Chief Financial Officer of PT Pelita Air Service (2021-2022)
- VP Financing of PT Pertamina (Persero) (2020-2021)
- President Commissioner of PT Prima Armada Raya (PAR) (2018-2020)
- Finance and Human Capital Director of PT Patra Jasa (2018-2020)
- Member of the Risk Management & HR Committee of PT Pertamina Hulu Energi (2015-2018)
- Corporate Financing Manager of PT Pertamina (Persero) (2017-2018)

Certification
None

Concurrent Positions
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners and Directors, is a supporting staff of the Shareholders, PT Pertamina (Persero)

Share Ownership of PT Pertamina Training and Consulting
None

Kurnia Pinayungan

Direktur Keuangan
Director of Finance

Periode Jabatan
20 September 2023 – 19 September 2026, Periode Pertama

Data Pribadi
Warga Negara Indonesia
Usia 47 tahun per 31 Desember 2023

Domisili
Jakarta Timur, Indonesia

Dasar Pengangkatan
- Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 21 September 2023

Riwayat Pendidikan
- S2 Ekonomi Magister Manajemen, Universitas Diponegoro, Semarang (2015)
- S1 Ekonomi Akuntansi, Universitas Diponegoro, Semarang (2002)
- D-III Perpajakan, Universitas Diponegoro, Semarang (1998)

Riwayat Pekerjaan
- Manager PMO PT Pertamina (Persero) (2021-2023)
- Manager Order to Cash PT Pertamina (Persero) (2020-2021)
- Manager Record to Report PT Pertamina (Persero) (2020)
- Manager Management Accounting PT Lubricants (2019-2020)
- Finance & Business Support Director PT Omdopelita Aircraft Services (2017-2019)
- Assistant Manager Consolidated Financial Statement PT Pertamina (Persero) (2016)
- Assistant Manager General Ledger Account PT Pertamina (Persero) (2012-2016)
- Assistant Manager Financial Accounting PT Pertamina (Persero) (2011-2012)
- Pemeriksa Bank Bank Indonesia (2001-2003)

Sertifikasi
- Sertifikasi Kompetensi – Akuntan Negara Beregister – Jakarta
- Sertifikasi Kompetensi – Certified Public Accountant of Indonesia – Jakarta

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris dan Direksi, merupakan tenaga perbantuan Pemegang Saham, PT Pertamina (Persero)

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
September 20, 2023 – 19 September 2026, First Period

Personal Data
Indonesian citizens
Age 47 years old as of December 31, 2023

Domicile
East Jakarta, Indonesia

Basis of Appointment
- Circular Shareholder Decree (KPSSS) dated September 21, 2023

Educational Background
- Master of Economics Master of Management, Universitas Diponegoro, Semarang (2015)
- Bachelor of Economics in Accounting, Universitas Diponegoro, Semarang (2002)
- D-III Taxation, Universitas Diponegoro, Semarang (1998)

Employment History
- PMO Manager of PT Pertamina (Persero) (2021-2023)
- Manager Order to Cash of PT Pertamina (Persero) (2020-2021)
- Manager Record to Report of PT Pertamina (Persero) (2020)
- Management Accounting Manager of PT Lubricants (2019-2020)
- Finance & Business Support Director of PT Omdopelita Aircraft Services (2017-2019)
- Assistant Manager Consolidated Financial Statement of PT Pertamina (Persero) (2016)
- Assistant Manager General Ledger Account of PT Pertamina (Persero) (2012-2016)
- Assistant Manager Financial Accounting of PT Pertamina (Persero) (2011-2012)
- Bank Auditor of Bank Indonesia (2001-2003)

Certification
- Competency Certification – Registered State Accountant – Jakarta
- Competency Certification – Certified Public Accountant of Indonesia - Jakarta

Concurrent Position
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners and Directors, is a supporting staff of the Shareholders, PT Pertamina (Persero)

Share Ownership of PT Pertamina Training and Consulting
None

Indah Kurnianingsih*

Direktur Operasi dan Pemasaran
Director of Operations and Marketing

Periode Jabatan
21 Oktober 2020 – 20 Oktober 2023, Periode Pertama

Data Pribadi
Warga Negara Indonesia
Usia 45 tahun per 31 Desember 2023

Domisili
Jakarta Timur, Indonesia

Dasar Pengangkatan
Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 21 Oktober 2020

Riwayat Pendidikan
- S-1 Psikologi, Universitas Indonesia (2003)

Riwayat Pekerjaan
- Direktur Operasi & Pemasaran, PT Pertamina Training and Consulting (2020-2023)
- Nomination & Remuneration Committee for Commissioner, PT Patra Jasa (2018-2020)
- Manager Performance & Competency, PT Pertamina (Persero) (2018-2020)
- Senior Human Capital Business Partner Fuel Marketing & Distribution, PT Pertamina (Persero) (2017)

Sertifikasi
Tidak ada

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris dan Direksi, merupakan tenaga perbantuan Pemegang Saham, PT Pertamina (Persero)

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
October 21, 2020 – October 20, 2023, First Period

Personal Data
Indonesian citizens
Age 45 years old as of December 31, 2023

Domicile
East Jakarta, Indonesia

Basis of Appointment
Circular Shareholder Decree (KPSSS) dated 21 October 2020

Educational Background
- Bachelor of Psychology, Universitas Indonesia (2003)

Employment History
- Director of Operations & Marketing, PT Pertamina Training and Consulting (2020-2023)
- Nomination & Remuneration Committee for Commissioner, PT Patra Jasa (2018-2020)
- Performance & Competency Manager, PT Pertamina (Persero) (2018-2020)
- Senior Human Capital Business Partner Fuel Marketing & Distribution, PT Pertamina (Persero) (2017)

Certification
None

Concurrent Positions
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners and Directors, is a supporting staff of the Shareholders, PT Pertamina (Persero)

Share Ownership of PT Pertamina Training and Consulting
None

*Tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran per 20 Oktober 2023
*No longer serves as Director of Operations and Marketing as of October 20, 2023

Yudi Somantri*

Direktur Operasi dan Pemasaran
Director of Operations and Marketing

Periode Jabatan
20 Februari 2024 – 19 Februari 2027, Periode Pertama

Data Pribadi
Warga Negara Indonesia
Usia 47 tahun per 31 Desember 2023

Domisili
Jakarta Selatan, Indonesia

Dasar Pengangkatan
Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 20 Februari 2024

Riwayat Pendidikan
- S-1 Hubungan Internasional, Universitas Gadjah Mada (2002)
- S-2 Human Resources Management, University of Manchester (2011)

Riwayat Pekerjaan
- Manager Organization Development, PT Pertamina (Persero) (2021-2024)
- Manager Human Capital, PT PEPC JTB (2019-2021)
- Unit Manager HCRU VI, PT Pertamina Jawa I Balongan (2018-2019)
- Manager SDM, PT Pertamina Retail (2017)

Sertifikasi
Tidak ada

Rangkap Jabatan
Tidak memiliki rangkap jabatan

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi dengan Dewan Komisaris dan Direksi, merupakan tenaga perbantuan Pemegang Saham, PT Pertamina (Persero)

Kepemilikan Saham PT Pertamina Training and Consulting
Tidak ada

Term of Office:
February 20, 2024 – February 19, 2027, First Period

Personal Data
Indonesian citizens
Age 47 years old as of December 31, 2023

Domicile
South Jakarta, Indonesia

Basis of Appointment
Circular Shareholder Decree (KPSSS) dated February 20, 2024

Educational Background
- Bachelor of International Relations, Universitas Gadjah Mada (2002)
- Masters in Human Resources Management, University of Manchester (2011)

Employment History
- Manager Organization Development, PT Pertamina (Persero) (2021-2024)
- Human Capital Manager, PT PEPC JTB (2019-2021)
- HCRU VI Unit Manager, PT Pertamina Jawa I Balongan (2018-2019)
- HR Manager, PT Pertamina Retail (2017)

Certification
None

Concurrent Position
Has no concurrent positions

Affiliation
Has no affiliation with the Board of Commissioners and Directors, is a supporting staff of the Shareholders, PT Pertamina (Persero)

Share Ownership of PT Pertamina Training and Consulting
None

*Mulai menjabat sebagai Direktur Operasi dan Pemasaran per 20 Februari 2024
*Started serving as Director of Operations and Marketing as of February 20, 2024

PERUBAHAN KOMPOSISI ANGGOTA DIREKSI DAN ALASAN PERUBAHANNYA

Pada awal tahun 2023 terdapat kekosongan posisi Direktur Keuangan Perusahaan, dan terjadi perubahan komposisi Anggota Direksi berdasarkan Surat Keputusan Pemegang Saham secara Sirkuler tanggal 21 September 2023 yakni pengangkatan Sdr. Kurnia Pinayungan sebagai Direktur Keuangan Perusahaan, sehingga jumlah Anggota Direksi yang semula 2 (dua) menjadi 3 (tiga) orang.

Pada triwulan terakhir tahun 2023, terdapat pemberhentian dengan hormat Sdri. Indah Kurnianingsih berdasarkan Surat Direktur SDM PT Pertamina (Persero) tanggal 24 Oktober 2023 selaku perwakilan Pemegang Saham, dikarenakan periode masa jabatannya telah berakhir, seperti yang tertuang dalam Surat Keputusan Pemegang Saham secara Sirkuler tanggal 21 Oktober 2020, sehingga jumlah anggota Direksi di akhir tahun 2023 menjadi 2 (dua) orang kembali.

CHANGES IN THE COMPOSITION OF MEMBERS OF THE BOARD OF DIRECTORS AND REASONS FOR THE CHANGES

At the beginning of 2023, there was a vacancy in the position of Company's Director of Finance, and there was a change in the composition of the members of the Board of Directors based on the Circular Shareholder Decree dated September 21, 2023, namely the appointment of Mr. Kurnia Pinayungan as the Company's Finance Director, bringing the number of Directors from 2 (two) to 3 (three) people.

In the last quarter of 2023, there was an honorable dismissal of Ms. Indah Kurnianingsih based on the Letter of the Director of HC of PT Pertamina (Persero) dated October 24, 2023 as the Shareholder's representative, because her term of office has ended, as stated in the Circular Shareholder Decree dated October 21, 2020, so the number of members of the Board of Directors at the end of 2023 become 2 (two) people again.

Kronologis Perubahan Susunan Direksi di Sepanjang Tahun 2023
Chronology of Changes in the Composition of the Board of Directors Throughout 2023

Periode 1 Januari 2023 - 20 September 2023 Period January 1, 2023-September 20, 2023	20 September 2023 – 20 Oktober 2023 September 20, 2023–October 20, 2023	Periode 20 Oktober 2023 – 31 Desember 2023 Period October 20, 2023 – December 31, 2023	Keterangan Information
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	-
	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023 effectively served as Director of Finance since September 20, 2023
Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)	Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)		Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023 Indah Kurnianingsih has no longer served as Director of Operation and Marketing since October 20, 2023

Dengan demikian komposisi dan susunan Direksi sampai dengan 31 Desember 2023 adalah sebagai berikut:

Thus, the composition and structure of the Board of Directors until December 31, 2023 is as follows:

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Term of Office
Muhammad Shabran Fauzani	Direktur Utama President Director	Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 16 Desember 2022 Circular Shareholder Decree (KPPS) dated December 16, 2022	16 Desember 2022 – 15 Desember 2025 December 16, 2022 – December 15, 2025
Kurnia Pinayungan	Direktur Keuangan Director of Finance	Surat Keputusan Pemegang Saham Secara Sirkuler (KPSSS) Tanggal 20 September 2023 Circular Shareholder Decree (KPSSS) dated September 20, 2023	20 September 2023 – 19 September 2026 September 20, 2023 – September 19, 2026

PERUBAHAN SUSUNAN ANGGOTA DIREKSI DAN/ATAU ANGGOTA DEWAN KOMISARIS YANG TERJADI SETELAH TAHUN BUKU BERAKHIR

Setelah Tahun Buku Berakhir terdapat perubahan pada posisi Direktur Operasi dan Pemasaran. Indah Kurnianingsih secara resmi tidak lagi menjabat per 20 Oktober 2023. Posisi tersebut digantikan oleh Yudi Somantri yang mulai menjabat 20 Februari 2024.

CHANGES IN THE COMPOSITION OF MEMBERS OF THE BOARD OF DIRECTORS AND/OR MEMBERS OF THE BOARD OF COMMISSIONERS THAT OCCUR AFTER THE FINANCIAL YEAR ENDS

After the Fiscal Year Ended, there were changes to the position of Director of Operations and Marketing. Indah Kurnianingsih officially no longer served as of October 20, 2023. This position was replaced by Yudi Somantri who start serving on February 20, 2024.

PROFIL PEJABAT EKSEKUTIF
EXECUTIVE OFFICERS PROFILE

Yuli Rachmawaty
Pjs. Corporate Secretary
Acting Corporate Secretary

Menjabat sejak 1 November 2023 – Sekarang Served since November 1, 2023 – Present		
Usia Age	:	49 tahun per 31 Desember 2023 49 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Manajemen Keuangan dan Perbankan, STIE Perbanas (2002) Bachelor's Degree in Financial Management and Banking, STIE Perbanas (2002)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	• Surat Keputusan Direksi No. SP3S94/PTC-10000/2023-S3.5 tanggal 31 Oktober 2023 • Surat Keputusan Direksi No. SP3S104/PTC-10000/2023-S3.5 tanggal 30 November 2023 • Surat Keputusan Direksi No. SP3S022/PTC-10000/2023-S3.5 tanggal 1 November 2023 • Board of Directors' Decree No. SP3S94/PTC-10000/2023-S3.5 dated October 31, 2023 • Board of Directors' Decree No. SP3S104/PTC-10000/2023-S3.5 dated November 30, 2023 • Board of Directors' Decree No. SP3S022/PTC-10000/2023-S3.5 dated December 1, 2023

P. Ariya Hutama
Chief Audit Executive

Menjabat sejak 6 Juli 2021 – Sekarang Served since July 6, 2021 - Present		
Usia Age	:	50 tahun per 31 Desember 2023 50 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Ekonomi Akuntansi Universitas Jayabaya Jakarta (1997) Bachelor of Economics in Accounting, Universitas Jayabaya, Jakarta (1997)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. SKMJ-03805/K20520/2021-S8 tanggal 1 Juli 2021 Board of Directors Decree No. SKMJ-03805/K20520/2021-S8 dated July 1, 2021

Alan Jayalalana
Manajer Penyelenggara Acara
Manager of Event Management

Menjabat sejak 1 Agustus 2018 – Sekarang Served since August 1, 2018 - Present		
Usia Age	:	52 tahun per 31 Desember 2023 52 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S2 Financial Management, Sekolah Tinggi Manajemen Labora (2003) Masters in Financial Management, Labora College of Management (2003)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-159/PTC-10000/2018-S3.1 tanggal 1 Agustus 2018 Board of Directors Decree No. Kpts-159/PTC-10000/2018-S3.1 dated August 1, 2018

Yuni Tri Kurnianingsih Setiawan

Manajer Pengelola Alih Daya
Manager of Manpower Supply

Menjabat sejak 1 Oktober 2020– Sekarang Served since October 1, 2020 - Present		
Usia Age	:	54 tahun per 31 Desember 2023 54 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S2 Manajemen Keuangan, Universitas Trisakti (2000) Masters in Financial Management, Universitas Trisakti (2000)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-072/PTC-10000/2020-S3.1 tanggal 1 Oktober 2020 Board of Directors Decree No. Kpts-072/PTC-10000/2020-S3.1 dated October 1, 2020

Fitri Asri Yunita

Manajer Keuangan
Manager of Finance

Menjabat sejak 15 Oktober 2018– Sekarang Served since October 15, 2018 - Present		
Usia Age	:	38 tahun per 31 Desember 2023 38 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Ekonomi Akuntansi, Universitas Nasional (2007) Bachelor of Economics in Accounting, Universitas Nasional (2007)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-169/PTC-10000/2018-S1 tanggal 15 Oktober 2018 Board of Directors Decree No. Kpts-169/PTC-10000/2018-S1 dated October 15, 2018

Ardiansyah

Pjs. Manajer Legal
Acting Legal Manager

Menjabat sejak 1 Desember 2023 – Sekarang Served since December 1, 2023-present		
Usia Age	:	34 tahun per 31 Desember 2023 34 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	• S2 Hukum Legal, Universitas Pembangunan Nasional Veteran Jakarta (2015) • S1 Hukum Perdata, Universitas Krisnadwipayana (1993) • Master's Degree in Legal Studies, Universitas Pembangunan Nasional Veteran Jakarta • Bachelor of Civil Law, Universitas Krisnadwipayana (1993)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. SP3S021/PTC-11000/2024-S3.5 tanggal 31 Januari 2023 Board of Directors Decree No. SP3S021/PTC-11000/2024-S3.5 dated January 31, 2023

Rusmanan R

Manajer Jasa Pengamanan
Manager of Security Services

Menjabat sejak 1 Agustus 2018– Sekarang Served since August 1, 2018 - Present		
Usia Age	:	51 tahun per 31 Desember 2023 51 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Ekonomi, Universitas Persada Indonesia atau YAI (1997) Bachelor of Economics, Universitas Persada Indonesia or YAI (1997)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-158/PTC-10000/2018-S3.1 tanggal 1 Agustus 2018 Board of Directors Decree No. Kpts-159/PTC-10000/2018-S3.1 dated August 1, 2018

Aryo Aji Seno

Pjs. Manajer Training & Consulting
Acting Manager of Training & Consulting

Menjabat sejak 1 Desember 2023 – Sekarang Served since December 1, 2023 – Present		
Usia Age	:	29 tahun per 31 Desember 2023 29 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Teknik Perkapalan Universitas Indonesia Bachelor of Marine Engineering, Universitas Indonesia
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. SP3S020/PTC-12000/2024-S3.5 tanggal 30 November 2023 Board of Directors Decree No. SP3S020/PTC-12000/2024-S3.5 dated November 30, 2023

Arini Tathagati

Manajer Human Capital & General Affair
Manager of Human Capital & General Affair

Menjabat sejak 1 Oktober 2020– Sekarang Served since October 1, 2020 - Present		
Usia Age	:	47 tahun per 31 Desember 2023 47 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	• S2 Teknik Kimia, Institut Teknologi Bandung (2002) • S1 Teknik Kimia, Institut Teknologi Bandung (1999) • Masters in Chemical Engineering, Institut Teknologi Bandung (2002) • Bachelor's Degree in Chemical Engineering, Institut Teknologi Bandung (1999)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi Surat Keputusan Direksi No. Kpts-076/PTC-10000/2020-S3.1 tanggal 1 Oktober 2020 Directors' Decree Directors' Decree No. Kpts-076/PTC-10000/2020-S3.1 dated October 1, 2020

Banendro Wahyu Jatmiko

Manager of Strategic Planning & Risk Management

Menjabat sejak 6 Juli 2021– Sekarang Served since July 6, 2021 - Present		
Usia Age	:	46 tahun per 31 Desember 2023 46 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Akuntansi, Universitas Airlangga (2004) Bachelor's Degree in Accounting, Universitas Airlangga (2004)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-021/PTC-10000/2020-S3.1 tanggal 1 Juli 2020 Board of Directors Decree No. Kpts-021/PTC-10000/2020-S3.1 dated July 1, 2020

Ageng Nugroho

Manajer Information Technology

Menjabat sejak 1 Mei 2022 – Sekarang Served since May 1, 2022 – Present		
Usia Age	:	38 tahun per 31 Desember 2023 38 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	S1 Elektronika dan Instrumentasi, Universitas Gadjah Mada (2008) Bachelor of Electronics and Instrumentation, Universitas Gadjah Mada (2008)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. SKMJ-02178/K20520/2022-S8 tanggal 1 Mei 2022 Board of Directors Decree No. SKMJ-02178/K20520/2022-S8 dated May 1, 2022

Prajogo Tyasworo

Manajer Assessment Center

Menjabat sejak 1 Februari 2021 – Sekarang Served since February 1, 2021 – Present		
Usia Age	:	54 tahun per 31 Desember 2023 54 years old as of December 31, 2023
Kewarganegaraan Citizenship	:	Warga Negara Indonesia Indonesian Citizens
Riwayat Pendidikan Educational Background	:	• S2 Magister Manajemen, Universitas Gadjah Mada (1996) • S1 Psikologi, Universitas Gadjah Mada (1994) • Masters in Management, Universitas Gadjah Mada (1996) • Bachelor's Degree in Psychology, Universitas Gadjah Mada (1994)
Dasar Hukum Pengangkatan Legal Basis of Appointment	:	Surat Keputusan Direksi No. Kpts-003/PTC-10000/2021-S3.1 tanggal 1 Februari 2021 Board of Directors Decree No. Kpts-003/PTC-10000/2021-S3.1 dated February 1, 2021

KOMPOSISI PEMEGANG SAHAM
SHAREHOLDERS COMPOSITION

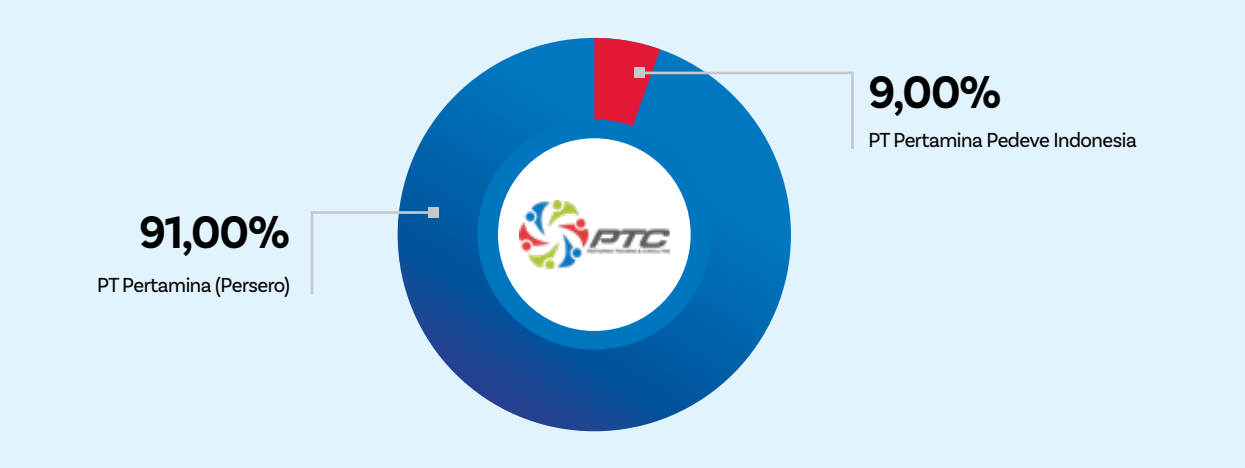
KOMPOSISI KEPEMILIKAN SAHAM PTC

COMPOSITION OF PTC SHARE OWNERSHIP

Kepemilikan Saham PTC per 31 Desember 2023
PTC Share Ownership as of December 31, 2023

Nama Pemegang Saham Name of Shareholder	Status Pemegang Saham Status of Shareholder	Jumlah Saham (lembar) Number of Shares (shares)	Modal Ditempatkan dan Disetor Penuh Issued and fully paid-up capital (Rp)	Komposisi Kepemilikan Ownership Composition (%)
			Nilai Nominal Saham = Rp100.000/lembar saham Nominal Value of Shares = IDR 100,000/share	
Kepemilikan saham 5% atau lebih Share ownership of 5% or more				
PT Pertamina	Perseroan Terbatas Limited Liability Company	27.300	2.730.000.000	91,00%
PT Pertamina Pedeve Indonesia		2.700	270.000.000	9,00%
Kepemilikan saham di bawah 5% Share ownership below 5%				
-	-	-	-	-
Jumlah *Total*		**30.000**	**3.000.000.000**	**100,00%**

Komposisi Pemegang Saham PTC per 31 Desember 2023
Composition of PTC Shareholders as of December 31, 2023



KOMPOSISI 20 PEMEGANG SAHAM TERBESAR

Sampai dengan 31 Desember 2023, PTC merupakan Perseroan Terbatas (PT) yang 91,00% sahamnya dimiliki oleh PT Pertamina (Persero) selaku pemegang saham utama Perusahaan, sementara sisanya dimiliki oleh PT Pertamina Pedeve Indonesia 9,00% saham. PTC tidak menerbitkan sahamnya untuk dimiliki oleh publik maupun oleh manajemen atau karyawan. Dengan demikian, tidak terdapat informasi mengenai komposisi 20 (dua puluh) pemegang saham terbesar.

COMPOSITION OF THE 20 LARGEST SHAREHOLDERS

Until December 31, 2023, PTC is a Limited Liability Company (PT) which has 91.00% shares are owned by PT Pertamina (Persero) as the major shareholder of the Company, while the remaining 9.00% shares are owned by PT Pertamina Pedeve Indonesia. PTC does not issue its shares to be owned by the public or by management or employees. Thus, there is no information regarding the composition of the 20 (twenty) largest shareholders.

KOMPOSISI PEMEGANG SAHAM 5% ATAU LEBIH

Sampai dengan 31 Desember 2023, PTC merupakan Perseroan Terbatas (PT) yang 91,00% sahamnya dimiliki oleh PT Pertamina (Persero) selaku pemegang saham utama Perusahaan, sementara sisanya dimiliki oleh PT Pertamina Pedeve Indonesia sebesar 9,00% saham. PTC tidak menerbitkan sahamnya untuk dimiliki oleh publik maupun oleh manajemen atau karyawan. Dengan demikian, komposisi pemegang saham 5% atau lebih Perseroan adalah PT Pertamina selaku pemegang saham utama dan pengendali Perusahaan, serta PT Pertamina Pedeve Indonesia, sebagaimana yang dijelaskan pada uraian komposisi pemegang saham.

SHAREHOLDER COMPOSITION OF 5% OR MORE

Until December 31, 2023, PTC is a Limited Liability Company (PT) which has 91.00% shares are owned by PT Pertamina (Persero) as the major shareholder of the Company, while the remaining 9.00% shares are owned by PT Pertamina Pedeve Indonesia. PTC does not issue its shares to be owned by the public or by management or employees. Thus, the composition of shareholders of 5% or more of the Company is PT Pertamina as the major and controlling shareholder of the Company, and PT Pertamina Pedeve Indonesia, as explained in the description of the composition of shareholders.

KELOMPOK PEMEGANG SAHAM MASYARAKAT KURANG DARI 5%

Sampai dengan 31 Desember 2023, PTC merupakan Perseroan Terbatas (PT) yang 91,00% sahamnya dimiliki oleh PT Pertamina (Persero) selaku pemegang saham utama Perusahaan, sementara sisanya dimiliki oleh PT Pertamina Pedeve Indonesia sebesar 9,00% saham. PTC tidak menerbitkan sahamnya untuk dimiliki oleh publik maupun oleh manajemen atau karyawan. Dengan demikian, tidak terdapat informasi terkait kelompok pemegang saham masyarakat kurang dari 5%.

PUBLIC SHAREHOLDER GROUP LESS THAN 5%

Until December 31, 2023, PTC is a Limited Liability Company (PT) which has 91.00% shares are owned by PT Pertamina (Persero) as the major shareholder of the Company, while the remaining 9.00% shares are owned by PT Pertamina Pedeve Indonesia. PTC does not issue its shares to be owned by the public or by management or employees. Thus, there is no information regarding the community shareholder group of less than 5%.

KEPEMILIKAN SAHAM PERUSAHAAN OLEH DEWAN KOMISARIS DAN DIREKSI

Perusahaan tidak terdapat kepemilikan saham oleh Direksi, Komisaris dan Manajemen Perusahaan. Selain itu karena saham Perusahaan tidak diperdagangkan kepada publik, tidak terdapat anggota masyarakat yang memiliki saham Perusahaan.

OWNERSHIP OF COMPANY SHARES BY THE BOARD OF COMMISSIONERS AND DIRECTORS

The company does not have share ownership by the Directors, Commissioners and Company Management. In addition, because the Company's shares are not publicly traded, there are no members of the public who own the Company's shares.

Kepemilikan Saham PTC oleh Dewan Komisaris dan Direksi Per 31 Desember 2023
PTC Share Ownership by the Board of Commissioners and Directors as of 31 December 2023

Nama Name	Jabatan Position	Jumlah Saham (lembar) Number of Shares (shares)	Persentase Kepemilikan Ownership Percentage (%)
Dewan Komisaris Board of Commissioners			
Amir Faisal	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	Nihil	Nihil
Wisnu Wardhana	Komisaris Commissioner	Nihil	Nihil
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	Nihil	Nihil
Direksi Board of Directors			
Muhammad Shabran Fauzani	Direktur Utama President Director	Nihil	Nihil
Kurnia Pinayungan	Direktur Keuangan Director of Finance	Nihil	Nihil
Indah Kurnianingsih*	Direktur Operasi dan Pemasaran Director of Operations and Marketing	Nihil	Nihil

*Tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran per 20 Oktober 2023
*No longer served as Director of Operations and Marketing as of October 20, 2023

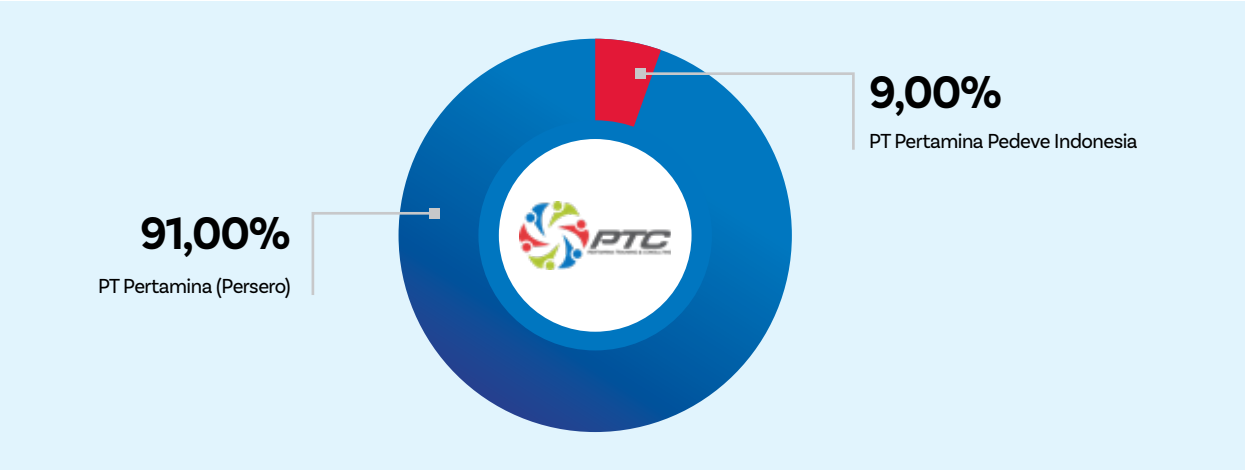
INFORMASI PEMEGANG SAHAM UTAMA DAN PENGENDALI

PT Pertamina (Persero) adalah Perusahaan BUMN yang bergerak dibidang energi dan menjadi salah satu penyumbang deviden terbesar di Indonesia. Memiliki bisnis dari hulu sampai hilir yang terintegrasi, mulai dari eksplorasi dan produksi, pengelolaan, distribusi dan pemasaran. PT Pertamina (Persero) memili kantor pusat yang berlokasi di Jl. Medan Merdeka Timur 1A, Jakarta 10110. PT Pertamina (Persero) merupakan pemegang saham utama dan pengendali Perusahaan dengan kepemilikan sebesar 91,00%, atau sebanyak 2.730.000.000 lembar saham.

INFORMATION ON MAJOR AND CONTROLLING SHAREHOLDERS

PT Pertamina (Persero) is a state-owned company operating in the energy sector and is one of the largest dividend contributors in Indonesia. Having an integrated upstream to downstream business, starting from exploration and production, management, distribution and marketing. PT Pertamina (Persero) has its head office located on Jl. Medan Merdeka Timur 1A, Jakarta 10110. PT Pertamina (Persero) is the major and controlling shareholder of the Company with ownership of 91.00%, or 2,730,000,000 shares.

Komposisi Pemegang Saham PTC per 31 Desember 2023
Composition of PTC Shareholders as of December 31, 2023



DAFTAR ENTITAS ANAK/ENTITAS ASOSIASI, DAN JOINT VENTURE (JV)

LIST OF SUBSIDIARIES/ASSOCIATES AND JOINT VENTURES (JV)

Hingga 31 Desember 2023, Perusahaan tidak memiliki entitas anak, entitas asosiasi, atau ventura bersama dan Kerja Sama Operasi (KSO) sehingga laporan ini tidak menyajikan informasi terkait entitas anak, atau pun ventura bersama dan KSO.

Namun, Perusahaan memiliki penyertaan saham dalam unit usaha di kelompok usaha Pertamina sebagai berikut:

As of December 31, 2023, the Company does not have subsidiaries, associates, or joint ventures and Joint Operations (KSO) so this report does not present information regarding subsidiaries, or joint ventures and KSOs.

However, the Company had equity participation in business units in the Pertamina business group as follows:

Nama Entitas Company Name	:	**PT Prima Armada Raya**
Alamat Address	:	Gedung Patra Jasa, Jl. Jend. Gatot Subroto, Kav. 32-34, Lt. Dasar Ruang B, RT.6/RW.3, Kuningan, Kuningan Tim., Kecamatan Setiabudi, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12950
Kepemilikan Saham Share Ownership	:	0,05%
Bidang Usaha Line of Business	:	Penyewaan kendaraan jangka panjang dan jasa perbengkelan Long-term rental and repair services of vehicles
Total Aset Total Assets	:	Rp1.086 triliun (belum diaudit) Rp1,086 trillion (unaudited)
Status Operasi Operational Status	:	Beroperasi Operating

PT Prima Armada Raya adalah perusahaan layanan transportasi di Indonesia yang menyediakan solusi transportasi yang mencakup penyewaan kendaraan untuk korporasi, alat berat, logistik dan jasa perbengkelan.

Lokasi usaha PT Prima Armada Raya mencakup Aceh, Medan, Jambi, Palembang, Jakarta, Bandung, Cirebon, Semarang, Denpasar, Tarakan, dan Samarinda. Di akhir tahun 2023, kepemilikan saham PT Prima Armada Raya adalah PT Patra Jasa sebesar 99,95%, dan PTC sebesar 0,05%.

PT Prima Armada Raya is a transportation service company in Indonesia that provides transportation solutions of vehicle rental for corporations, heavy equipment, logistics, and workshop services.

PT Prima Armada Raya's operations cover Aceh, Medan, Jambi, Palembang, Jakarta, Bandung, Cirebon, Semarang, Denpasar, Tarakan and Samarinda. At the end of 2022, PT Prima Armada Raya's share ownership consisted of PT Patra Jasa with 99.95%, and PTC with 0.05%.

STRUKTUR GRUP
GROUP STRUCTURE

KRONOLOGI PENERBITAN DAN/ATAU PENCATATAN SAHAM
SHARE LISTING AND/OR ISSUANCE CHRONOLOGY

Sampai akhir 31 Desember 2023, Perusahaan tidak mencatatkan atau memperjualbelikan saham kepada publik sehingga laporan ini tidak menyajikan informasi terkait kronologi penerbitan saham (termasuk private placement) dan/atau pencatatan saham dari awal penerbitan sampai dengan akhir tahun buku, kronologi penerbitan dan/atau pencatatan efek lainnya dari awal penerbitan sampai dengan akhir tahun buku dan lembaga penunjang pasar modal.

As of December 31, 2023, the Company's shares were not publicly listed, thus, information regarding share listing (including private placement) and/or issuance chronology from the issuance date to the end of the fiscal year, securities issuance and/or listing chronology from the issuance date to the end of the fiscal year and capital market supporting institutions.

KRONOLOGI PENERBITAN DAN/ATAU PENCATATAN EFEK LAINNYA
OTHER SECURITIES ISSUANCE AND/OR LISTING CHRONOLOGY

Sampai akhir 31 Desember 2023, Perusahaan tidak mencatatkan efek lainnya di bursa efek mana pun sehingga informasi terkait hal tersebut tidak dapat ditampilkan dalam laporan ini.

As of December 31, 2023, the Company did not list other securities on any stock exchange so that information on this matter cannot be disclosed in this report.

KANTOR AKUNTAN PUBLIK
PUBLIC ACCOUNTING FIRM

Sampai akhir 31 Desember 2023, Perusahaan tidak mencatatkan efek lainnya di bursa efek mana pun sehingga informasi terkait hal tersebut tidak dapat ditampilkan dalam laporan ini.

As of December 31, 2023, the Company did not list other securities on any stock exchange so that information on this matter cannot be disclosed in this report.

Nama Kantor Akuntan Publik Name of Public Accounting Firm	**KAP Amir Abadi Jusuf, Aryanto, Mawar & Rekan**
Nama Akuntan Publik Name of Public Accountant	Tombang Lumban Gaol
Alamat Address	Gedung Plaza Asia Lt. 10 Jl. Jend. Sudirman Kav. 59, Desa/Kelurahan Senayan, Kec. Kebayoran baru, Kota Adm. Jakarta Selatan, Provinsi DKI Jakarta
Periode Penugasan Assignment Period	2022 – 2024
Jasa Audit Audit Service	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2023 General audit of the Company's Consolidated Financial Statements for the fiscal year ending December 31, 2023
Jasa Lainnya Other Services	-
Biaya Fee	Rp300.000.000,- IDR 300,000,000,-

LEMBAGA DAN/ATAU PROFESI PENUNJANG
SUPPORTING INSTITUTIONS AND/OR PROFESSIONALS

Daftar Lembaga dan Profesi Penunjang Perusahaan
List of Company Supporting Institutions and Professionals

Nama dan Alamat Name and Address		Jenis dan Bentuk Jasa Types and Forms of Services
Notaris Notary	**Lenggogeni Helmy SH, M.Kn**	Pembuatan Akta Notaris Preparing Notarial Deeds

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATIONS

Penghargaan yang Diperoleh di Tahun 2023
Awards Received in 2023

Tanggal Perolehan Awarded Date	Nama Penghargaan Award Title	Penyelenggara Awarding Institution
23 Februari 2023 February 23, 2023	Best Offering dan Best Performance Best Offering and Best Performance	PT Pertamina Patra Niaga
18 April 2023 April 18, 2023	Program Mudik Gratis bersama BUMN Free Homecoming Program with SOEs	DAMRI
23 Mei 2023 May 23, 2023	Best Labour Supply	PT Pertamina Patra Niaga Regional Sumbagsel
31 Agustus 2023 August 31, 2023	PO Terbanyak Golongan Usaha Besar Most POs in the Large Business Group	PT Pertamina Patra Niaga Regional Sumbagut
22 November 2023 November 22, 2023	Top LHKPN AP Services	Fungsi Compliance PT Pertamina (Persero) PT Pertamina (Persero) Compliance Function

Sertifikasi yang Masih Berlaku di Tahun 2023
Valid Certification in 2023

Tanggal Dikeluarkannya Sertifikasi Certification Issue Date	Jenis Sertifikat Certification Type	Dikeluarkan Oleh Issued by	Masa Berlaku Hingga Validity Period
6 Agustus 2021 August 6, 2021	Kualifikasi SMHSE Kontraktor Contractor SMHSE Qualification	Pertamina EP	5 Agustus 2023 August 5, 2023
11 Februari 2022 February 11, 2022	ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP) Anti-Bribery Management System	SUCOFINDO International Certification Service	10 Februari 2025 February 10, 2025
27 September 2023 September 27, 2026	ISO 9001:2015	PT LRQA Business Assurance and Inspection Services Indonesia	26 September 2026 September 26, 2026

INFORMASI PADA SITUS WEB PERUSAHAAN
INFORMATION ON THE COMPANY WEBSITE

Informasi mengenai Perusahaan dapat diakses melalui situs www.pertamina-ptc.com yang memuat informasi mengenai profil, kegiatan operasional dan kinerja Perusahaan. Situs web ini disajikan dalam Bahasa Indonesia. Berikut fitur menu pada website, mencakup:

1. Informasi Umum Perusahaan;
2. Informasi Bisnis Perusahaan;
3. Informasi Tata Kelola Perusahaan; dan
4. Informasi Tanggung Jawab Sosial Perusahaan.

Information about the Company can be accessed via the website www.pertamina-ptc.com which contains information regarding the Company's profile, operational activities and performance. This website is presented in Indonesian. The following menu features on the website include:

1. General Company Information;
2. Company Business Information;
3. Corporate Governance Information; And
4. Corporate Social Responsibility Information.

Uraian Menu	Ketersediaan Availability	Keterangan Description
Profil Profile	√	Terdapat sub menu: • Profile Perusahaan • Sejarah • Visi, Misi & Tata Nilai • Struktur • Penghargaan & Sertifikat Contains the sub menu of: • Company Profile • History • Vision, Mission & Values • Structure • Awards & Certificates
GCG	√	Terdapat sub menu: • Tata Kelola Perusahaan • Struktur GCG • Manual Kebijakan Perusahaan • Kode Etik • Pengelolaan Benturan Kepentingan • Gratifikasi • Manajemen Risiko • Mekanisme Pengaduan • Laporan Tahunan & Keuangan Contains the sub menu of: • Corporate governance • GCG structure • Corporate Policy Manual • Code of Conduct • Conflicts of Interest Management • Gratuity • Risk management • Complaints Mechanism • Annual Reports & Financial Statements
HSSE	√	Berisikan informasi tentang Health, Safety, Security dan Environment (HSSE) Contains information on Health, Safety, Security and Environment (HSSE).
Bisnis Business	√	Terdapat sub menu: /Contains the sub menu of • *Training* • *Consulting* • *Manpower Supply* • *Security Services* • *Event organizer* • *Assessment Center* • Costumer Kami / Our Customer
Media	√	Berisikan informasi terkait press rilis ataupun artikel lainnya tentang Perusahaan Contains information on press releases or other articles related to the Company
Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Social and Environmental Responsibility (TJSL)	√	Berisikan informasi terkait program Tanggung Jawab Sosial Lingkungan (TJSL) Contains information on Corporate Social and Environmental Responsibility (TJSL) program
Karir Career	√	Berisikan informasi terkait rekrutmen tenaga kerja yang dibutuhkan oleh Perusahaan Contains information of employee recruitment of the Company
Hubungi Kami Contact Us	√	Berisikan Informasi kontak dan alamat Perusahaan Contains information on the Company contact and address.

√ = tersedia pada situs web Perusahaan
x = belum tersedia pada situs web Perusahaan
v = available on the Company's website
x = not yet available on the Company's website

PTC

04

FUNGSI PENUNJANG BISNIS

BUSINESS SUPPORT FUNCTIONS

SUMBER DAYA MANUSIA
HUMAN CAPITAL

TATA KELOLA SUMBER DAYA MANUSIA

Sejalan dengan visi, misi, dan target Perusahaan, Perusahaan berkomitmen untuk senantiasa menaruh perhatian penuh terhadap peningkatan kemampuan dan kapasitas Sumber Daya Manusia (SDM). Perusahaan menyadari bahwa SDM merupakan salah satu sumber daya yang paling berpengaruh terhadap kinerja Perusahaan. Karena itu Perusahaan sangat peduli terhadap upaya peningkatan kompetensi dan motivasi SDM secara berkesinambungan. Hal ini karena keberadaan SDM yang kompeten dan memiliki etos kerja baik, merupakan faktor vital untuk mempertahankan pencapaian positif Perusahaan.

Peran Sumber Daya Manusia sangat penting dalam mencapai visi dan misi Perusahaan, serta pencapaian pertumbuhan bisnis. Sejalan dengan misi Perusahaan yakni Menjadi Perusahaan kelas dunia di bidang *Human Capital, Consulting* dan Jasa Manajemen lain-nya, oleh karena itu pengelolaan SDM Perusahaan dilakukan secara terencana, terukur dan berkesinambungan dengan mengedepankan upaya pengembangan dan kualitas sumber daya manusia, melalui berbagai kegiatan pelatihan dan pendidikan untuk meningkatkan kompetensi karyawan.

HUMAN CAPITAL GOVERNANCE

In line with the Company's vision, mission and targets, the Company is committed to always paying full attention to increasing the capabilities and capacity of Human Capital (HC). The Company realizes that HC is one of the resources that has the most influence on the Company's performance. For this reason, the Company is very concerned with efforts to continuously increase HC competency and motivation. This is because the presence of competent Human Capital who have a good work ethic is a vital factor in maintaining the Company's positive achievements.

The role of Human Capital is very important in achieving the Company's vision and mission, as well as achieving business growth. In line with the Company's mission, namely to become a world class company in the fields of Human Capital, Consulting and other Management Services, therefore the Company's HC management is carried out in a planned, measurable and sustainable manner by prioritizing efforts to develop and quality Human Capital, through various training activities and education to improve employee competency.

Dalam pengelolaan dan pengembangan SDM, Perusahaan melakukannya secara efektif dan menyeluruh serta selaras dengan regulasi ketenagakerjaan dan peraturan perundang-undang yang berlaku, meliputi pelaksanaan pemberian remunerasi serta jaminan kesehatan yang memadai, penyediaan lingkungan kerja yang layak, hingga jaminan persamaan hak yang bebas dari praktik diskriminatif. Dalam praktiknya, Perusahaan juga senantiasa mempertimbangkan *best practices* penerapan Tata Kelola Perusahaan melalui implementasi prinsip *Good Corporate Governance*.

In managing and developing Human Capital, the Company does so effectively and thoroughly and in line with labor regulations and applicable laws and regulations, including providing adequate remuneration and health insurance, providing a decent working environment, and guaranteeing equal rights that are free from discriminatory practices. In practice, the Company also always considers best practices for implementing Corporate Governance through implementing the principles of Good Corporate Governance.

TUJUAN PENGEMBANGAN SDM

Perusahaan menyadari bahwa SDM yang unggul adalah aset penting yang harus dimiliki. Perusahaan memiliki upaya dalam meningkatkan kompetensi SDM yang sesuai, hal ini untuk memastikan tercapainya strategi dan target Perusahaan. Oleh karena itu, Perusahaan memiliki tujuan dalam pengembangan SDM diantaranya:

1. Memiliki SDM yang kompeten dan unggul
2. Memiliki SDM yang produktif
3. Memiliki SDM solid dan bersemangat untuk mencapai tujuan Perusahaan

HC DEVELOPMENT OBJECTIVES

Companies realize that excellent Human Capital are an important asset that must be owned. The Company makes efforts to increase appropriate HC competency, this is to ensure the achievement of the Company's strategy and targets. Therefore, the Company has objectives in developing Human Capital including:

1. Have competent and excellent Human Capital
2. Have productive Human Capital
3. Have solid Human Capital and a passion to achieve the Company's goals

ROADMAP PENGELOLAAN SDM

Perusahaan merancang *roadmap* pengelolaan SDM mencakup pemetaan rencana jangka pendek dan jangka panjang yang bertujuan untuk mencapai tujuan bisnis yang ditetapkan oleh Perusahaan. *Roadmap* tersebut menjadi gambaran strategis yang mendetail tentang arah pengelolaan dan pengembangan SDM. *Roadmap* disusun dengan mempertimbangkan aspek internal dan eksternal, termasuk proyeksi perkembangan industri di tahun mendatang dan kebutuhan keorganisasian seiring perkembangan tersebut, serta secara berkala dilakukan penyesuaian terhadap perkembangan yang terjadi pada bisnis Perusahaan.

HC MANAGEMENT ROADMAP

The Company designs an HC management roadmap including short-term and long-term plan mapping aimed at achieving business goals set by the Company. The roadmap is a detailed strategic picture of the direction of HC management and development. The roadmap is prepared by considering internal and external aspects, including projections of industrial developments in the coming year and organizational needs in line with these developments, as well as regular adjustments to developments occurring in the Company's business.

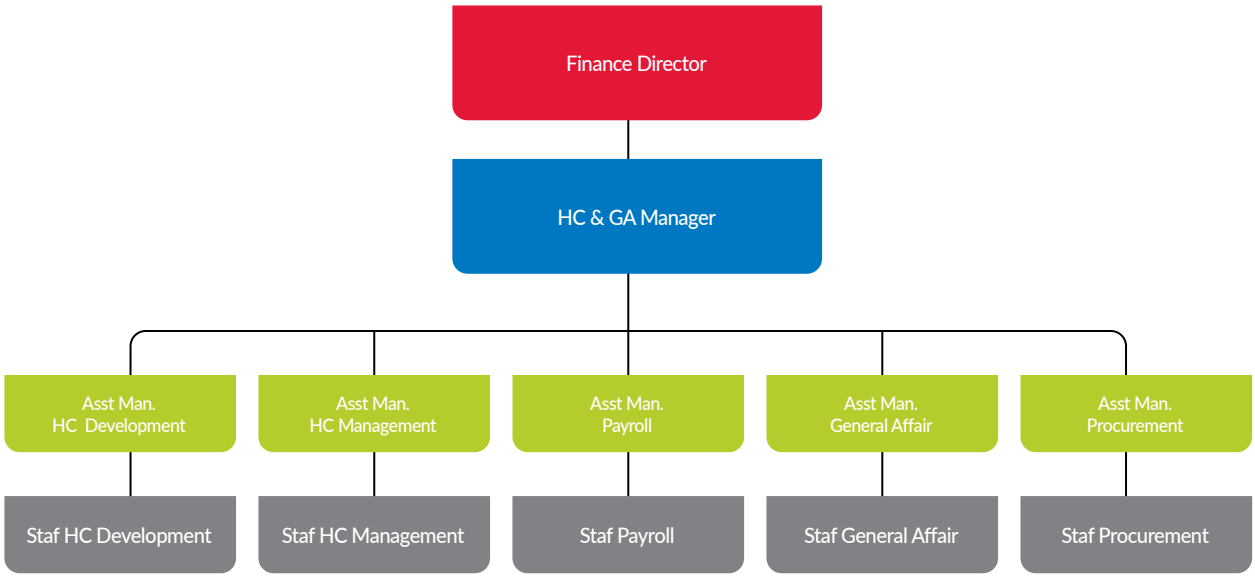
PENANGGUNG JAWAB PENGELOLAAN SDM

Berkaitan dengan pengelolaan SDM, Perusahaan telah menetapkan Divisi *Human Capital & General Affair* sebagai penanggung jawab seluruh proses pengelolaan dan pengembangan SDM, mulai dari proses perencanaan hingga melakukan evaluasi atas efektivitas dari setiap program kerja yang dijalankan. Hal tersebut juga dilakukan untuk memenuhi sasaran strategis yang telah ditetapkan Perusahaan.

RESPONSIBLE FOR HC MANAGEMENT

In relation to HC management, the Company has appointed the Human Capital & General Affairs Division as the person responsible for the entire HC management and development process, starting from the planning process to evaluating the effectiveness of each work program implemented. This is also done to fulfill the strategic targets set by the Company.

Struktur Organisasi Pengelola SDM Tahun 2023
HC Management Organizational Structure for 2023



Berikut Profil Kepala Divisi *Human Capital and General Affair* (HC&GA).

The following is the profile of the Head of the Human Capital and General Affairs Division (HC&GA).

Nama | Name : **Arini Tathagati**

Kewarganegaraan Citizenship	Indonesia
Domisili Domicile	Jakarta Selatan South Jakarta
Usia Age	47 Tahun | Years old
Riwayat Pendidikan Educational Background	• S1 - Teknik Kimia, Institut Teknologi Bandung – 1999 • S2 - Teknik Kimia, Institut Teknologi Bandung – 2002 • Bachelor of Chemical Engineering, Institut Teknologi Bandung – 1999 • Masters - Chemical Engineering, Institut Teknologi Bandung – 2002
Riwayat Pekerjaan Employment History	• 2013 - 2020: Manager SPRM PTC • 2020 - Sekarang: Manager HC & GA PTC • 2013 - 2020: Manager SPRM PTC • 2020 - Present: Manager HC & GA PTC
Sertifikasi Pelatihan Training Certification	• Sertifikat Human Resources Management for Manager (2022) • Sertifikat Risk Management Professional (2019) • Human Capital Management for Manager Certificate (2022) • Risk Management Professional Certificate (2019)

Tugas dan Tanggung Jawab Divisi *Human Capital and General Affair*

Tugas dan tanggung jawab Divisi *Human Capital & General Affair* Perusahaan diantaranya:

1. Memberikan acuan dan arahan bagi PTC dalam pengelolaan SDM yang adil, transparan, konsisten, dan berkesinambungan.
2. Menjamin terpenuhinya kebutuhan SDM yang handal, professional, kompeten, dan terpercaya sesuai kebutuhan bisnis PTC.

Duties and Responsibilities of the Human Capital and General Affairs Division

The duties and responsibilities of the Company's Human Capital & General Affairs Division include:

1. Provide references and direction for PTC in fair, transparent, consistent and sustainable HC management.
2. Ensure that the needs for reliable, professional, competent and trustworthy Human Capital are met according to PTC's business needs.

3. Menjamin pengelolaan SDM yang berkesinambungan sesuai dengan prinsip-prinsip *Good Corporate Governance*, Tata Nilai Perusahaan dan prinsip-prinsip *Health Safety Security & Environment*
4. Memastikan terpenuhinya fasilitas kerja, layanan umum, dan pengadaan untuk menjaga kelancaran aktivitas operasional Perusahaan.

SASARAN KERJA ASET DAN SUMBER DAYA MANUSIA

Sasaran Kerja Aset dan Sumber Daya Manusia yang ingin dicapai Perusahaan pada tahun 2023 adalah sebagai berikut:

1. Meningkatkan keahlian dan kompetensi SDM terutama di bidang bisnis dan manajemen, dengan target Learning Days minimum 200 *man-hours* per orang.
2. Pelatihan sesuai dengan *Training Need Analysis*
3. Melakukan program internalisasi budaya AKHLAK ke pekerja.
4. *Work Load Analysis/ Job Evaluation* untuk level strategi Perusahaan.
5. Rencana pindah lokasi kerja (gedung kantor) demi mendukung kegiatan operasional sehari-hari yang memicu pertumbuhan bisnis Perusahaan.
6. Peningkatan kualitas fasilitas bisnis *Assessment Center* (standardisasi) untuk mendukung rencana Perusahaan dalam menjangkau pasar BUMN.

PROGRAM STRATEGIS 2023

Pada tahun 2023, *Divisi Human Capital* and *General Affairs* telah menyusun program kerja untuk menunjang operasional Perusahaan agar dapat berjalan dengan lebih efektif dan efisien. Di tahun 2023, Perusahaan berkomitmen untuk meningkatkan kompetensi bisnisnya dengan berfokus pada peningkatan kemampuan bersaing melalui penguatan pengetahuan di bidang pemasaran, komunikasi, dan kepemimpinan.

Perusahaan juga berkomitmen untuk meningkatkan peran strategisnya dalam lingkup pengelolaan *Human Capital* di Pertamina Group. Dalam mendukung komitmen Perusahaan tersebut, akan dilakukan *work load analysis* (WLA) dan penyesuaian organisasi dengan penambahan fungsi *non-captive* serta kebutuhan jabatan level senior leader setara *Vice President* (VP) dengan *scope* dan tanggung jawab lebih *heavy* ke strategis untuk menjawab tantangan bisnis kedepan terutama optimalisasi *pasar non-captive*.

Selain peningkatan efektivitas struktur organisasi, Perusahaan juga menyusun program kerja peningkatan kompetensi individu pekerja dengan menyelenggarakan pelatihan secara *inhouse*, mengikutsertakan Pekerja kepada pelatihan-pelatihan yang diselenggarakan untuk publik, serta mengikutsertakan Pekerja pada program pengembangan Pekerja di Pertamina *Group*. Daftar pelatihan yang dimaksud adalah sebagai berikut:

3. Ensure sustainable HC management in accordance with the principles of Good Corporate Governance, Company Values and Health Safety Security & Environment principles
4. Ensure the fulfillment of work facilities, public services and procurement to maintain the Company's operational activities smoothly.

ASSETS AND HUMAN CAPITAL WORK TARGETS

The Asset and Human Capital Work Targets that the Company wishes to achieve in 2023 are as follows:

1. Improve HC skills and competencies, especially in the fields of business and management, with a minimum Learning Days target of 200 man-hours per person.
2. Training in accordance with Training Need Analysis
3. Carrying out a program to internalize AKHLAK culture to workers.
4. Work Load Analysis/ Job Evaluation for Company strategy level.
5. Plans to move work location (office building) to support daily operational activities that trigger the Company's business growth.
6. Improving the quality of the Assessment Center business facilities (standardization) to support the Company's plans to reach the BUMN market.

2023 STRATEGIC PROGRAM

In 2023, the Human Capital and General Affairs Division has developed a work programme to support the Company's operations to run more effectively and efficiently. In 2023, the Company is committed to improving its business competencies by focusing on enhancing its competitive capabilities through strengthening knowledge in marketing, communication, and leadership.

The company is also committed to increasing its strategic role within the scope of Human Capital management in the Pertamina Group. In support of the Company's commitment, work load analysis (WLA) will be carried out and organizational adjustments with the addition of non-captive functions as well as the need for a senior level leader position equivalent to Vice President (VP) with a heavier to strategic scope and responsibility to answer future business challenges, especially non-captive market optimization.

In addition to improving the effectiveness of the organisational structure, the Company also developed a work programme to improve the competence of individual employees by conducting in-house training, involving employees in trainings held for the public, and involving employees in the Pertamina Group's employee development programme. The list of training in question is as follows:

1. Pelatihan bidang keterampilan teknis:
   a. *Microsoft Office* (terutama Ms Excel).
   b. *Project Management.*
   c. *Copy Writing.*
2. Pelatihan bidang *softskill*:
   a. *Leadership.*
   b. *Communication Skill.*
   c. *Presentation Skill.*
   d. *Problem Solving.*
   e. *Customer Focus.*
3. Pelatihan dengan lingkup khusus:
   a. Brevet Pajak (A, B, & C).
   b. Pendidikan Khusus Profesi Advokat.
   c. K3 Umum, Peran Kebakaran, & Lingkungan Kerja.
   d. Audit Sistem Manajemen Keamanan.
   e. Verifikator TKDN.
   f. *Training on Trainers.*
4. Sertifikasi:
   a. *Meeting, Incentive, Conference & Exhibition* (MICE).
   b. *Assessor Assessment Center* dan *Feedback Assessment Center.*
   c. *Risk Management Officer* dan *Risk Management Professional.*
   d. *Forensic Auditing.*

1. Training in technical skills areas:
   a. Microsoft Office (especially Ms Excel).
   b. Project Management.
   c. Copywriting.
2. Soft skills training:
   a. Leadership.
   b. Communication Skills.
   c. Presentation Skills.
   d. Problem Solving.
   e. Customer Focus.
3. Training with special scope:
   a. Tax Brevet (A, B, & C).
   b. Special education advocate profession.
   c. General K3, Fire Role, & Work Environment.
   d. Security Management System Audit.
   e. TKDN Verifier.
   f. Training on Trainers.
4. Certification:
   a. Meetings, Incentives, Conferences & Exhibitions (MICE).
   b. Assessor Assessment Center and Feedback Assessment Center.
   c. Risk Management Officer and Risk Management Professional.
   d. Forensic Auditing.

MANAJEMEN SUMBER DAYA MANUSIA

Perusahaan senantiasa berupaya untuk mengelola Sumber Daya Manusia yang dimiliki secara terintegrasi dan berkelanjutan, dalam rangka mencapai tujuan dan arah Perusahaan yang telah ditetapkan Manajemen. Dalam pelaksanaannya, Perusahaan menerapkan Program Pengelolaan dan Pengembangan SDI sejalan dengan perkembangan dan kebutuhan Perusahaan berdasarkan arahan Direksi dan bertujuan untuk terus meningkatkan kinerja Perusahaan.

Manpower Planning

Manpower Planning merupakan salah satu proses yang dilakukan oleh Divisi *Human Capital & General Affairs* untuk mencapai kepentingan Perusahaan. *Manpower Planning* sendiri adalah sebuah proses yang dilakukan untuk dapat memastikan bahwa jumlah, kualitas dan jenis tenaga kerja yang dibutuhkan oleh Perusahaan sesuai dengan kebutuhan operasionalnya. Proses dari *Manpower Planning* melibatkan analisis terhadap kebutuhan tenaga kerja masa depan berdasarkan proyeksi pertumbuhan bisnis, perubahan teknologi, dan faktor-faktor lain yang mempengaruhi permintaan akan tenaga kerja.

Manpower Planning juga mempertimbangkan faktor-faktor seperti kebijakan organisasi, regulasi ketenagakerjaan, perkembangan ekonomi, dan tren pasar tenaga kerja. Selama proses ini, organisasi dapat mengidentifikasi kekosongan posisi, mengidentifikasi keterampilan yang dibutuhkan, mengembangkan strategi untuk merekrut, mengembangkan, atau mempertahankan tenaga kerja yang dibutuhkan, serta mengevaluasi dan memantau efektivitas dari kebijakan dan program-program ketenagakerjaan yang diterapkan.

HUMAN CAPITAL MANAGEMENT

The Company always strives to manage its Human Capital in an integrated and sustainable manner, in order to achieve the Company's goals and directions set by Management. In its implementation, the Company implements the Human Capital Management and Development Program in line with the Company's developments and needs based on the direction of the Board of Directors and aims to continue to improve the Company's performance.

Manpower Planning

Manpower Planning is one of the processes carried out by the Human Capital & General Affairs Division to achieve the Company's interests. Manpower Planning itself is a process carried out to ensure that the number, quality and type of Labor required by the Company is in accordance with its operational needs. The process of Manpower Planning involves analyzing future Labor needs based on projected business growth, technological changes, and other factors that influence demand for labor.

Manpower Planning also considers factors such as organizational policies, employment regulations, economic developments, and labor market trends. During this process, organizations can identify vacancies, identify required skills, develop strategies to recruit, develop, or retain the required Labor, and evaluate and monitor the effectiveness of implemented employment policies and programs.

Rekrutmen dan Tingkat *Turnover* Karyawan

Dalam rangka menunjang keberlanjutan usaha, rekrutmen menjadi salah satu proses penting. Sebab, melalui program rekrutmen yang baik, Perusahaan akan mendapatkan SDM yang sesuai dengan kebutuhan PTC, baik dari segi kompetensi ataupun karakter. Hal tersebut sekaligus menunjang Perusahaan dalam mencapai visi, misi, dan target yang telah ditetapkan. Berkaitan dengan proses rekrutmen, Perusahaan berkomitmen untuk menjaga transparansi dan tidak mendiskriminasi calon karyawan. Dimana calon karyawan yang berkualitas dan berpotensi tersebut dapat berasal dari internal maupun eksternal Perusahaan, selama memenuhi persyaratan yang telah ditetapkan.

Pada tahun 2023, Perusahaan telah melakukan rekrutmen sebanyak 57 orang. Calon karyawan yang dinyatakan lolos seleksi tahap rekrutmen akan menjalani serangkaian kegiatan orientasi Perusahaan sebelum ditempatkan di satuan kerja masing-masing. Sementara tingkat *turnover* karyawan sebanyak 8% Tingkat *turnover* karyawan yang rendah mencerminkan tingkat kepuasan kerja di lingkungan Perusahaan tinggi.

Recruitment and Employee Turnover Rate

In order to support business sustainability, recruitment is an important process. Because, through a good recruitment program, the Company will get Human Capital that suit PTC's needs, both in terms of competency and character. This also supports the Company in achieving the vision, mission and targets that have been set. Regarding the recruitment process, the Company is committed to maintaining transparency and not discriminating against prospective employees. Where qualified and potential employee candidates can come from internal or external to the Company, as long as they meet the established requirements.

In 2023, the Company recruited 57 people. Prospective employees who are declared to have passed the recruitment selection stage will undergo a series of Company orientation activities before being placed in their respective work units. Meanwhile, the employee turnover rate is 8% The low employee turnover rate reflects the high level of job satisfaction in the company environment.

Tabel Karyawan Baru Perusahaan 2023-2022
Table of New Company Employees in 2023-2022

Uraian Description	2023			2022		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Karyawan Tetap Permanent Employees	97	60	157	98	63	161
Karyawan Tidak Tetap Contract Employees	82	78	160	66	63	129
Total	**179**	**138**	**317**	**164**	**126**	**290**

Tabel Perpindahan Karyawan 2023 - 2022
Table of Employee Turnover in 2023 - 2022

Uraian Description	2023			2022		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Pensiun Retired	1	0	1	1	0	1
Mutasi/Tugas Karya Mutation/Special Assignment	0	0	0	2	0	2
Meninggal Passed Away	0	0	0	0	0	0
Mengundurkan Diri/ Habis Kontrak Resignation/End of Contract	5	6	11	3	3	6
Total	**6**	**6**	**12**	**6**	**3**	**9**

Komposisi Karyawan

Berikut perincian komposisi karyawan berdasarkan pengelompokan kategori menurut usia, tingkat pendidikan, dan wilayah kerja

Employee Composition

The following is a breakdown of employee composition based on category groupings according to age, education level and work area

Table Komposisi Berdasarkan Usia Tahun 2023
Table of Composition by Age in 2023

Tingkat Usia Age Level	Pekerja Pengelola Management Worker	
	PWTT	PWT
≥ 50 Tahun | Years old	16	12
≤ 50 Tahun | Years old	35	7
≤ 40 Tahun | Years old	64	17
≤ 30 Tahun | Years old	42	124
Total	**157**	**160**

Table Komposisi Berdasarkan Tingkat Pendidikan 2023
Table of Composition by Education Level 2023

Tingkat Usia Age Level	Pekerja Pengelola Management Worker	
	PWTT	PWT
Pasca Sarjana Postgraduate	13	6
Sarjana Bachelor	114	108
Diploma	21	14
SLTA High School	9	31
SLTP Junior High School	0	1
Total	**157**	**160**

Penilaian Kinerja

Perusahaan senantiasa menerapkan penilaian kinerja yang dilakukan secara konsisten dan terukur, hal ini dalam rangka menyelaraskan kinerja karyawan dengan target yang ditetapkan. Penilaian ini, dijadikan sebagai sarana komunikasi untuk menjelaskan kinerja atau target yang diharapkan Perusahaan. Penyelenggaraan penilaian karyawan ini merupakan sarana pengembangan pribadi karyawan sekaligus berfungsi untuk menilai efektivitas sistem dan pedoman yang ada di Perusahaan. Penilaian karyawan menghasilkan rekomendasi yang menjadi acuan bagi karyawan dan Perusahaan untuk mencapai hasil yang lebih baik. Penilaian kinerja karyawan juga dijadikan sebagai acuan dalam penyusunan rencana pengembangan karyawan guna meningkatkan kinerja Perusahaan.

Performance Assessment

The company always implements performance assessments that are carried out consistently and measurably, this is in order to align employee performance with the targets set. This assessment is used as a means of communication to explain the Company's expected performance or targets. Carrying out this employee assessment is a means of personal development for employees and also serves to assess the effectiveness of existing systems and guidelines in the Company. Employee assessments produce recommendations that become a reference for employees and the Company to achieve better results. Employee performance assessments are also used as a reference in preparing employee development plans to improve the Company's performance.

Hubungan industrial

Perusahaan senantiasa menjaga hubungan industrial sebagai sebuah sistem hubungan kerja yang sehat, harmonis, dan konstruktif antara pegawai dengan Perusahaan. Hubungan industrial ini dibangun berdasarkan asas saling menghormati, guna menciptakan keseimbangan antara pemenuhan hak dan pelaksanaan kewajiban terhadap Perusahaan. Dalam hal ini, Perusahaan memposisikan seluruh karyawan sebagai mitra strategis dalam rangka membangun dan memelihara hubungan kerja yang harmonis melalui komunikasi yang teratur dan berkelanjutan.

Industrial Relationship

The Company always maintains industrial relationship as a system of healthy, harmonious and constructive working relations between employees and the Company. This industrial relationship is built on the principle of mutual respect, in order to create a balance between fulfilling rights and implementing obligations towards the Company. In this case, the Company positions all employees as strategic partners in order to build and maintain harmonious working relationships through regular and continuous communication.

Kebijakan Kesetaraan Gender, Pekerja Dibawah Umur dan Pekerja Paksa

Perusahaan memiliki kode etik yang menjamin interaksi kerja antar karyawan dapat dijalankan tanpa praktik diskriminatif antara sesama karyawan, dengan dukungan bagi penciptaan hubungan industrial yang harmonis antara Perusahaan dan karyawan. Perusahaan berkomitmen untuk menjalankan pengelolaan SDM secara bertanggung jawab mencakup pemenuhan terhadap hak-hak karyawan secara menyeluruh. Manajemen Perusahaan menjamin tersedianya lingkungan kerja yang aman, kondusif dan layak, serta fasilitas pendukung yang baik. Perusahaan memastikan tidak mempekerjakan anak dibawah umur, dan tidak adanya kerja paksa di lingkungan Perusahaan. Perusahaan juga senantiasa memberikan setiap karyawan kesempatan kerja serta peluang karier yang setara, tanpa pembedaan terkait latar belakang identitas karyawan, mencakup identitas jenis kelamin, etnis, agama, hingga keterbatasan fisik.

Policy on Gender Equality, Child Labor, and Forced Labor

The Company has a code of conducts that ensures work interactions between employees can be carried out without discriminatory practices between fellow employees, with support for the creation of harmonious industrial relations between the Company and employees. The company is committed to carrying out responsible HC management including fulfilling employee rights as a whole. Company management guarantees the provision of a safe, conducive and decent work environment, as well as good supporting facilities. The Company ensures that it does not employ minors and that there is no forced labor within the Company. The company also always provides every employee with equal work opportunities and career opportunities, without distinction regarding employee identity background, including gender identity, ethnicity, religion, and even physical limitations.

Kebijakan Remunerasi dan Kesejahteraan Karyawan

Perusahaan menjalankan pengelolaan SDM melalui pemenuhan kesejahteraan karyawan. Perusahaan memastikan tiap-tiap karyawan telah mendapat besaran remunerasi secara layak, sesuai ketentuan yang berlaku mencakup ketentuan terkait besaran Upah Minimum. Rincian terkait bentuk kesejahteraan bagi karyawan telah dijelaskan didalam sub-bab Laporan Keberlanjutan bagian Upah Minimun Regional.

Policy on Employee Remuneration and Welfare

The company carries out HC management through fulfilling employee welfare. The company ensures that each employee has received an adequate amount of remuneration, in accordance with applicable regulations including provisions related to the amount of Minimum Wage. Details regarding the form of welfare for employees have been explained in the Sustainability Report sub-chapter in the Regional Minimum Wage section.

Bentuk Tunjangan Form of Allowance	**Karyawan Tetap** Permanent employees	**Karyawan Kontrak** Contract employees
Tunjangan Daerah Regional Allowance	✓	✓
Tunjangan Posisi Position Allowance	✓	✓
Tunjangan Jabatan Positional Allowance	✓	-
Tunjangan Hari Raya Holiday Allowance	✓	✓
Tunjangan Pajak Penghasilan Income Tax Allowance	✓	✓
Tunjangan Cuti Tahunan Annual leave Allowance	✓	-
BPJS Ketenagakerjaan BPJS of Employment	✓	✓

Bentuk Tunjangan Form of Allowance	Karyawan Tetap Permanent employees	Karyawan Kontrak Contract employees
BPJS Kesehatan BPJS Health	✓	✓
Asuransi Kesehatan Health Insurance	✓	✓
Pendanaan Pensiun Pension Funding	✓	-
Kompensasi Akhir Kontrak End of Contract Compensation	-	✓
Perjalanan Dinas Travel Allowance	✓	✓

PROGRAM PENDIDIKAN DAN PENGEMBANGAN KOMPETENSI PEGAWAI

Perusahaan meyakini, Sumber Daya Manusia SDM yang mumpuni merupakan ujung tombak dalam upaya mewujudkan visi dan misi Perusahaan. Untuk itu, Perusahaan senantiasa berupaya menjaga dan menumbuhkan loyalitas dan produktivitas karyawan. Secara reguler setiap tahun Perusahaan memfasilitasi karyawan di semua level jabatan dengan melakukan pengembangan terhadap kompetensi. Pelatihan dan pengembangan karyawan diarahkan untuk meningkatkan kompetensi pekerja dalam bidang kepemimpinan, administrasi perkantoran, perpajakan, dan kompetensi spesifik penunjang lainnya.

Program pengembangan kompetensi karyawan dilaksanakan sesuai kebutuhan organisasi Perusahaan terhadap kapabilitas dan kompetensi karyawan, melalui penyelenggaraan baik yang dilakukan secara internal maupun melalui kerja sama dengan pihak eksternal. Berikut merupakan beberapa program terkait pengembangan kompetensi yang telah dilakukan selama Tahun 2023:

PROGRAM OF EDUCATION AND COMPETENCY DEVELOPMENT FOR THE EMPLOYEES

The Company believes that qualified Human Capital are the spearhead in efforts to realize the Company's vision and mission. For this reason, the Company always strives to maintain and grow employee loyalty and productivity. On a regular basis every year the Company facilitates employees at all levels of positions by developing competencies. Employee training and development is directed at increasing employee competency in the fields of leadership, office administration, taxation and other specific supporting competencies.

The employee competency development program is implemented in accordance with the Company's organizational needs for employee capabilities and competencies, through implementation both internally and through collaboration with external parties. The following are several programs related to competency development that have been carried out during 2023:

Realisasi Pelatihan
Training Realization

No	Nama Pelatihan Training Name	Tanggal Pelaksanaan Date of Implementation	Jumlah Peserta Total Participants
1	*Training* My SAP	2 Februari 2023 February 2, 2023	9 orang/people
2	*Full-Day Offline Discussion* Perkembangan Terbaru Hukum Ketenagakerjaan di Indonesia pasca Perppu Cipta Kerja Divisi Legal & HC GA Full-Day Offline Discussion Latest Developments in Employment Law in Indonesia after the Job Creation Perppu Legal & HC GA Division	7 Februari 2023 February 7, 2023	4 orang/people
3	Pelatihan & Sertifikasi Gada Utama Direksi & Divisi Security Services Gada Utama Training & Certification for Directors and Security Services Division	12 - 17 Februari 2023 February 12 – 17, 2023	7 orang/people
4	Pelatihan Peningkatan Kompetensi Instruktur Lembaga Kursus dan Pelatihan Divisi Training & Consulting Training to Improve Instructor Competency for Course and Training Institutions, Training & Consulting Division	27 Februari - 3 Maret 2023 February 27 – March 3, 2023	1 orang/people
5	*Training* & Sertifikasi *Verifikator* TKDN Divisi HC & GA dan Training & Consulting TKDN Verifier Training & Certification for HC & GA and Training & Consulting Division	6 - 15 Maret 2023 March 6 – 15, 2023	3 orang/people

Realisasi Pelatihan
Training Realization

No	Nama Pelatihan Training Name	Tanggal Pelaksanaan Date of Implementation	Jumlah Peserta Total Participants
6	Uji Sertifikasi KNK Divisi HC & GA KNK Certification Test for HC & GA Division	6 Februari 2023 February 6, 2023	1 orang/people
7	*Training* dan Sertifikasi HC Supervisor Divisi HC & GA HC Supervisor Training and Certification for HC & GA Division	15 - 17 Maret 2023 March 15 – 17 2023	1 orang/people
8	*Upskilling* Perhitungan TKDN Dalam Rangka Perencanaan Pengadaan Barang dan Jasa untuk Anak Perusahaan Divisi HC & GA Upskilling TKDN Calculations in the Context of Planning the Procurement of Goods and Services for Subsidiaries of the HC & GA Division	6 - 7 Maret 2023 March 6 – 7, 2023	1 orang/people
9	Pelatihan Perhitungan *Social Return on Investment* (SROI) Divisi Corporate Secretary Training on Calculating Social Return on Investment (SROI) for the Corporate Secretary Division	9 Maret 2023 March 9, 2023	1 orang/people
10	Pelatihan dan Supervisi Dukungan Psikologis Awal (DPA) Divisi AC & TC Training and Supervision of Initial Psychological Support (DPA) AC & TC Division	9 Maret 2023 March 9, 2023	7 orang/people
11	*Presentation Skills Training* Divisi Profit Center Presentation Skills Training of Profit Center Division	14 Maret 2023 March 14, 2023	16 orang/people
12	Pelatihan *Counseling Skills & Techniques* Divisi AC & TC Counseling Skills & Techniques Training AC & TC Division	13 - 14 Maret 2023 March 13 – 14, 2023	3 orang/people
13	Pelatihan *Counseling Skills & Techniques* Divisi AC & TC *Batch II* Counseling Skills & Techniques Training AC & TC Division Batch II	16 - 17 Maret 2023 March 16 – 17, 2023	3 orang/people
14	Cendekia I: *Industrial Relationship* "Kontrak Pekerja Tenaga Ahli Daya" Scholar I: Industrial Relationship "Power Expert Worker Contract"	Thursday, 13 April 2023	82 orang/people
15	Sertifikasi MICE Divisi Event Organizer MICE Certification of Event Organizer Division	22 Mei 2023 May 22, 2023	6 orang/people
16	Pelatihan & Sertifikasi CCP Divisi Corporate Secretary Training & CCP Certification of Corporate Secretary Division	23 - 26 Mei 2023 May 23 – 26, 2023	1 orang/people
17	Pelatihan *First Aider* Divisi Corporate Secretary First Aider Training for Corporate Secretary Division	29 - 30 Mei 2023 dan 5 Juni 2023 May 29 – 30, 2023 and June 5, 2023	1 orang/people
18	Pelatihan Gada Utama Divisi Security Services Main Gada Training of Security Services Division	7 - 12 Mei 2023 May 7 – 12, 2023	2 orang/people
19	*Training Marketing Development* Program Session 1 Training Marketing Development Program Session 1	19 Juni 2023 June 19, 2023	30 orang/people
20	Pelatihan *Fraud Auditing* 1 Fraud Auditing Training 1	6 - 9 Juni 2023 June 6 – 9, 2023	2 orang/people
21	Pelatihan *Fraud Auditing* 2 Fraud Auditing Training 2	13 - 16 Juni 2023 June 13 – 16, 2023	2 orang/people
22	Pelatihan & Sertifikasi Audit Forensik Forensic Audit Training & Certification	21 - 23 Juni 2023 June 21 – 23, 2023	2 orang/people
23	*Mandatory Class* TRACO: *Corporate Life Saving Rules* (CLSR) & HSSE *Golden Rules* TRACO	5 Juni 2023 - 30 Juni 2023 June 5, 2023 – June 30, 2023	250 orang/people
24	*Mandatory Class* TRACO: *New Employee Orientation*	12 Juni 2023 - 30 Juni 2023 June 12, 2023 - June 30, 2023	30 orang/people
25	*Mandatory Class* TRACO: Sosialisasi *Good Corporate Governance*	19 Juni - 19 Juli 2023 June 19 – July 19, 2023	250 orang/people

Realisasi Pelatihan
Training Realization

No	Nama Pelatihan Training Name	Tanggal Pelaksanaan Date of Implementation	Jumlah Peserta Total Participants
26	Bulan Cendekia *Series* 1: Implementasi AKHLAK dan Sosialisasi Program Kerja Budaya Scholars Month Series 1: Implementation of AKHLAK and Socialization of the Cultural Work Program	12 Juli 2023 July 12, 2023	148 orang/People
27	Bulan Cendekia *Series* 2: Ketentuan dan Tata Cara Perhitungan TKDN Scholar's Month Series 2: Terms and Procedures for Calculating TKDN	18 Juli 2023 July 18 2023	141 orang/people
28	Bulan Cendekia *Series* 3: *Fraud Awareness & Whistleblowing System* (WBS) Scholar Month Series 3: Fraud Awareness & Whistleblowing System (WBS)	25 Juli 2023 Jul 25, 2023	118 orang/people
29	*Training Marketing Development* Program *Session* 2	20 Juli 2023 July 20, 2023	27 orang/people
30	*Mandatory Class* TRACO: SUPREME (*Sustainability Pertamina Expectations for* HSSE *Management Excellence*) 2023	26 Juli - 26 Agustus 2023 July 26 – August 26, 2023	250 orang/people
31	*Learning Fest* 2.0 2023 *Day 1*: CEO *Talkshow*	31 Juli 2023 July 31, 2023	965 orang/people
32	*Learning Fest* 2.0 2023 *Day* 2: *Living Core Values* AKHLAK & One Pertamina	1 Agustus 2023 August 1, 2023	349 orang/people
33	*Training Brevet* AB Divisi Finance AB Brevet Training Finance Division	21 Juli - 9 Oktober 2023 July 21 – October 9, 2023	3 orang/people
34	*Training* Pajak *Grey Area* Divisi Finance Gray Area Tax Training of Finance Division	29 Juli 2023 July 29, 2023	2 orang/people
35	*Learning Fest* 2.0 2023 *Day* 3: *Leadership Ideation*	2 Agustus 2023 August 2, 2023	186 orang/people
36	*Learning Fest* 2.0 2023 *Day* 4: *Respectful Workplace Interpersonal Skill*	3 Agustus 2023 August 3, 2023	176 orang/people
37	*Learning Fest* 2.0 2023 *Day* 5: *Emotional Intelligence - Balancing Worklife at Home*	4 Agustus 2023 August 4, 2023	163 orang/people
38	*Training Safety Leadership*	7 September 2023 September 7, 2023	22 orang/people
39	Workshop & Sosialisasi Modul i-AM Workshop and Socialization of i-AM Module	7 September 2023 September 7, 2023	151 orang/people
40	*Training Effective Inventory & Warehouse Management* Divisi HC & GA Effective Inventory & Warehouse Management Training for HC & GA Division	11 - 12 September 2023 September, 11 - 12 2023	1 orang/people
41	Bulan Cendekia *Series* 1: *Respectful Workplace Initiatives* Scholars Month Series 1: Respectful Workplace Initiatives	5 Oktober 2023 October 12, 2023	149 orang/people
42	Bulan Cendekia *Series* 2: *Decision Making & Situational Leadership* Scholar's Month Series 2: Decision Making & Situational Leadership	12 Oktober 2023 October 12, 2023	144 orang/people
43	Bulan Cendekia *Series* 3: ESG in Pertamina Group Scholar Month Series 3: ESG in Pertamina Group	19 Oktober 2023 October 19, 2023	114 orang/people
44	Bulan Cendekia Series 4: *Team-work Makes the Dream Work* Scholar Month 4: Team-work Makes the Dream Work	31 Oktober 2023 October 31, 2023	135 orang/people
45	*Designing Training* Program Divisi HC & GA Designing Training Program for HC & GA Division	25 - 27 Oktober 2023 October 25 – 27, 2023	1 orang/people
46	*Risk Based* Audit Divisi Internal Audit Risk Based Audit for Internal Audit Division	4 - 5 Oktober 2023 October 4 -5, 2023	1 orang/people

Realisasi Pelatihan
Training Realization

No	Nama Pelatihan Training Name	Tanggal Pelaksanaan Date of Implementation	Jumlah Peserta Total Participants
47	*Finance for Non-Finance* Divisi *Manpower Supply* Finance for Non-Finance of Manpower Supply Division	31 Oktober - 2 November 2023 October 31 – November 2, 2023	1 orang/people
48	Pelatihan dan Sertifikasi Indonesia Internal Audit Practitioner Indonesian Internal Audit Practitioner Training and Certification	26 Oktober 2023 October 26, 2023	1 orang/people
49	Sertifikasi MICE Divisi Event Organizer MICE Certification of Event Organizer Division	6 Oktober 2023 October 6, 2023	4 orang/people
50	Pelatihan CRMP Divisi SPRM CRMP Training of SPRM Division	16 - 19 Oktober 2023 October 16 – 19, 2023	1 orang/people
51	*Mandatory Class* TRACO: FERM	25 September - 25 Oktober 2023 September 25 – October 25, 2023	250 orang/people
52	*Training Public Speaking*	7 November 2023 November 7, 2023	30 orang/people
53	*Design Thinking for Innovation In-Class Training* Divisi SPRM	15 - 16 November 2023 November, 15 - 16 2023	1 orang/people
54	Pelatihan dan Sertifikasi TKDN Divisi Manpower Supply TKDN Training and Certification of Manpower Supply Division	13 - 17 November dan 20 - 21 November 2023 November, 13 - 17 and November 20 – 21, 2023	2 orang/people
55	*Financial Statement Analysis in Class Training* Divisi SPRM Financial Statement Analysis In Class Training of SPRM Division	14 - 15 November 2023 November 14 – 15, 2023	2 orang/people
56	*Loop Leader as Coach Program* Divisi Manpower Supply Loop Leader as Coach Program of Manpower Supply Division	15 - 16 November 2023 November 15 – 16, 2023	2 orang/people
57	*Lead Auditor* ISO 9001 Divisi SPRM Lead Auditor ISO 9001 of SPRM Division	20-24 November 2023 November 20-24, 2023	2 orang/people
58	*Edu Marathon*	20 Desember 2023 December 20, 2023	250 orang/people
59	*Junior Management Development Program*	28 Desember 2023 - 31 Januari 2024 December 28 – January 31, 2024	35 orang/people

Rencana dan Realisasi Jadwal Pendidikan dan Pelatihan Tahun 2023
Plans and Realization of Education and Training Schedule in 2023

Keterangan Information	Rencana Plan	Realisasi Realization	%
Program	130	106	82%
Peserta Participant	2492	4704	192&

INVESTASI PROGRAM PENGEMBANGAN KOMPETENSI KARYAWAN

Di tahun 2023, Perusahaan telah merealisasikan biaya pengembangan kompetensi bagi karyawan sebesar Rp691.822.917.- atau mencapai 61% terhadap target yang telah ditetapkan, yaitu sebesar sebesar Rp1.134.198.826.-

INVESTMENT IN EMPLOYEE COMPETENCY DEVELOPMENT PROGRAM

In 2023, the Company has realized competency development costs for employees amounting to Rp691,822,917.- or reaching 61% of the target that has been set, namely Rp1,134,198,826.-

RENCANA PENGEMBANGAN SDM KE DEPAN

Peningkatan kualitas pelaksanaan Pengelolaan SDM secara berkelanjutan terus dilakukan. Pada tahun 2024, strategi dan program unggulan yang akan dilaksanakan adalah sebagai berikut:

1. Persiapan Masa Purna Karya (PMPK)
2. *Leadership Skill*
3. *Coaching and Mentoring Style*
4. Pelatihan ESG *(Environmental, Social, and Governance)*
5. Bulan Cendekia
6. *Learning Fest* 3.0 2024
7. *Edu Marathon* 2.0 2024

FUTURE HC DEVELOPMENT PLAN

Continuous improvements in the quality of HC Management implementation continue to be carried out. In 2024, the excellent strategies and programs that will be implemented are as follows:

1. Preparation for the Retirement Period (PMPK)
2. Leadership Skills
3. Coaching and Mentoring Style
4. ESG (Environmental, Social and Governance) training
5. Scholar's Month
6. Learning Fest 3.0 2024
7. Edu Marathon 2.0 2024

Penerapan Standar SUPREME

SUPREME (*Sustainability Pertamina Expectations for* HSSE *Management Excellence*) merupakan Sistem Manajemen Pengendalian Risiko yang terintegrasi, terstruktur dan sistematis. SUPREME diperlukan untuk memastikan praktik-praktik Sistem & Proses Pengendalian Risiko HSSE terbaik di Pertamina dan industri berkelas dunia terimplementasikan secara efektif pada tingkat Korporat, Direktorat, Unit Operasi dan Anak Perusahaan. SUPREME juga diperlukan untuk memastikan bahwa praktik-praktik HSSE tersebut memberikan kontribusi terhadap terkendalinya risiko kecelakaan dan menjaga keberlanjutan bisnis secara keseluruhan sesuai dengan kebijakan HSSE Pertamina.

Implementation of SUPREME Standards

SUPREME (Sustainability Pertamina Expectations for HSSE Management Excellence) is an integrated, structured and systematic Risk Control Management System. SUPREME is needed to ensure that the best HSSE Risk Control System & Process practices in Pertamina and world-class industry are implemented effectively at the Corporate, Directorate, Operational Unit and Subsidiary levels. SUPREME is also needed to ensure that HSSE practices contribute to controlling the risk of accidents and maintaining overall business sustainability in accordance with Pertamina's HSSE policy.

Sistem Manajemen HSSE PERTAMINA SUPREME telah dievaluasi terhadap pemenuhan peraturan perundangan yang berlaku seperti antara lain UU No. 1/1970, UU No. 13/2003, UU No. 32/2009, PP No. 50/2012-SMK3, Perkap POLRI No. 24/2007, serta standar sistem manajemen internasional seperti ISO Series dan ISRS *Assessment* Tools DNV. SUPREME telah ditetapkan sebagai Pertamina Practice (PP) oleh Pertamina *Standardization* & *Certification* (PSC) dengan Nomor PS-Sy-0001-15-2019.

The Management System of PERTAMINA SUPREME HSSE has been evaluated for compliance with applicable laws and regulations such as Law no. 1/1970, Law no. 13/2003, Law no. 32/2009, PP no. 50/2012-SMK3, Police Chief Regulation No. 24/2007, as well as international management system standards such as the ISO Series and ISRS Assessment Tools DNV. SUPREME has been designated as Pertamina Practice (PP) by Pertamina Standardization & Certification (PSC) with Number PS-Sy-0001-15-2019.

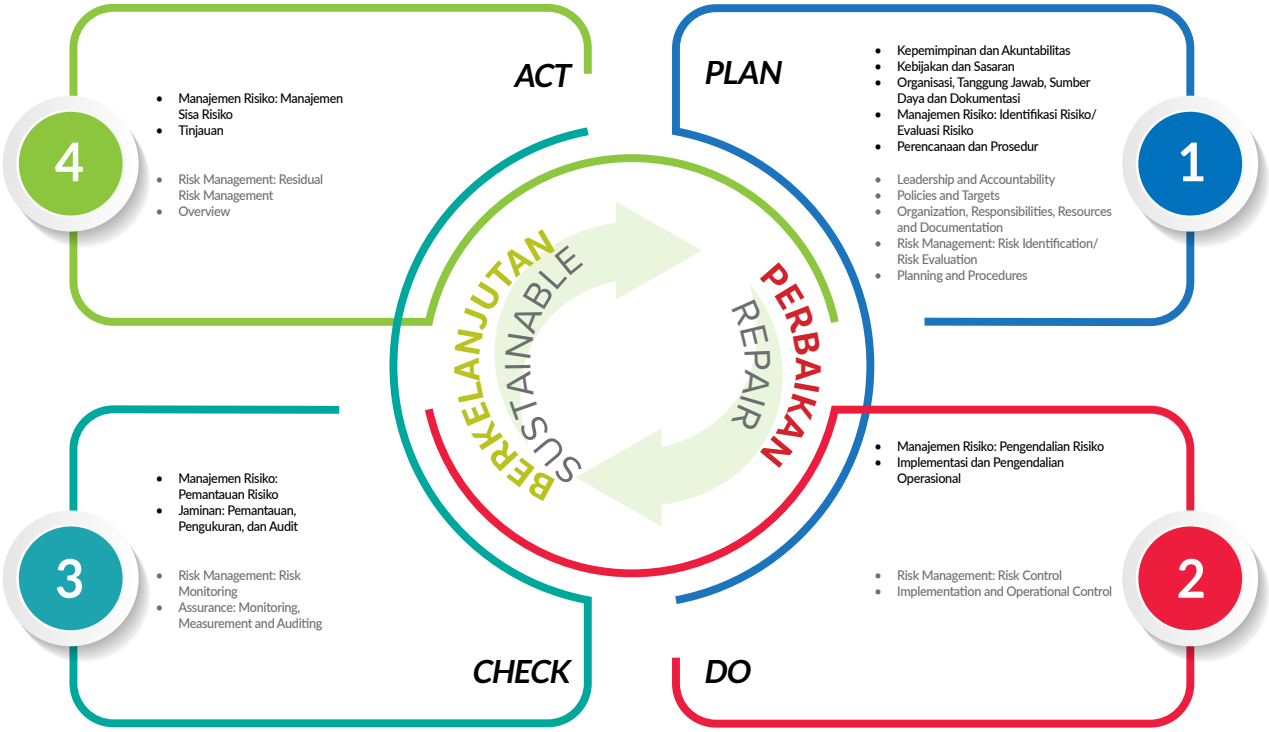
Prinsip-prinsip dasar yang paling penting dari Sistem Manajemen diterapkan dalam SUPREME. Dengan demikian SUPREME dikembangkan mengikuti kaidah-kaidah *Plan-Do-Check-Act*

The most important basic principles of Management Systems are implemented in SUPREME. Thus SUPREME was developed following the principles of Plan-Do-Check-Act (PDCA). SUPREME

(PDCA). SUPREME terdiri dari 8 (delapan) proses, 45 (empat puluh lima) Sub Proses dan 190 (seratus sembilan puluh) ekspektasi yang saling terkait. Delapan proses tersebut adalah

consists of 8 (eight) processes, 45 (forty five) Sub Processes and 190 (one hundred and ninety) interrelated expectations. The eight processes are:

PROSES 1 PROCESS 1	**KEPEMIMPINAN DAN AKUNTABILITAS** LEADERSHIP AND ACCOUNTABILITY
PROSES 2 PROCESS 2	**KEBIJAKAN DAN SASARAN** POLICIES AND TARGETS
PROSES 3 PROCESS 3	**ORGANISASI, TANGGUNG JAWAB, SUMBER DAYA, DAN DOKUMEN** ORGANIZATION, RESPONSIBILITIES, RESOURCES AND DOCUMENTS
PROSES 4 PROCESS 4	**MANAJEMEN RISIKO** RISK MANAGEMENT
PROSES 5 PROCESS 5	**PERENCANAAN DAN PROSEDUR** PLANNING AND PROCEDURES
PROSES 6 PROCESS 6	**IMPLEMENTASI DAN PENGENDALIAN OPERASIONAL** IMPLEMENTATION AND OPERATIONAL CONTROL
PROSES 7 PROCESS 7	**JAMINAN : PEMANTAUAN, PENGUKURAN DAN AUDIT** ASSURANCE PROCESS: MONITORING, MEASUREMENT AND AUDIT
PROSES 8 PROCESS 8	**TINJAUAN** OVERVIEW



Dalam penerapan SUPREME, proses audit internal dilakukan menggunakan SUPREME *Internal Audit Protokol* (SIAP) secara reguler sesuai dengan standar yang menjadi rujukan. Hasil Audit Internal SUPREME dikomunikasikan berdasarkan pada lima tipe warna, yaitu hijau tua, hijau muda, kuning, oranye dan merah. Pencapaian warna keseluruhan hasil audit *(Overall Achievement Conclusion)* menunjukan kemampuan Organisasi dalam mengelola seluruh proses, *Housekeeping dan Process Safety Barrier* berbasis pengendalian risiko dan *generative culture*. Berdasarkan hasil audit SUPREME yang telah dilaksanakan, PT Pertamina Training and Consulting memperoleh *achievement conclusion* dengan rating warna *Orange*. Kondisi pencapaian tersebut menunjukan bahwa kondisi implementasi dari proses-proses yang diaudit masih membutuhkan *improvement*/ perbaikan.

In implementing SUPREME, the internal audit process is carried out using the SUPREME Internal Audit Protocol (SIAP) on a regular basis in accordance with the reference standards. SUPREME Internal Audit results are communicated based on five color types, namely dark green, light green, yellow, orange and red. Achievement of overall audit results (Overall Achievement Conclusion) shows the Organization's ability to manage all processes, Housekeeping and Process Safety Barriers based on risk control and generative culture. Based on the results of the SUPREME audit that was carried out, PT Pertamina Training and Consulting obtained an achievement conclusion with an Orange color rating. This condition of achievement shows that the implementation conditions of the audited processes still require improvement.

PENERAPAN STANDAR KKEP

KKEP adalah standar/petunjuk teknis pencapaian fokus kinerja ekselen bagi internal bisnis Pertamina yang diharapkan akan dapat mendorong terciptanya sinergi dan dukungan nyata Subholding/Unit Bisnis/Unit Operasi/Anak Perusahaan bagi pencapaian visi dan misi Pertamina. Kriteria ini memiliki tiga tujuan penting yaitu:

1. Menjaga fokus pencapaian kinerja *Subholding*/Unit Bisnis/ Unit Operasi/Anak Perusahaan agar selaras dan mendukung pencapaian visi Pertamina sebagai perusahaan energi nasional kelas dunia serta pencapaian aspirasi Pertamina menjadi Perusahaan Energi Global Terdepan Dengan Nilai Valuasi Pasar $100bn
2. Memandu *Subholding*/Unit Operasi/Anak Perusahaan dalam proses perbaikan kinerja yang fokus penciptaan nilai *(value)* bagi perusahaan, pelanggan, dan *stakeholder*.
3. Menciptakan peluang pembelajaran, inovasi, dan sinergi di antara *Subholding*/Unit Operasi/Anak Perusahaan melalui proses *self performance assessment* berdasarkan Kriteria Kinerja Ekselen Pertamina (KKEP), sehingga dapat memperkuat kompetensi bisnis internal perusahaan.

IMPLEMENTATION OF KKEP STANDARDS

KKEP is a technical standard/guideline for achieving a focus on excellent performance for Pertamina's internal business which is expected to encourage the creation of synergy and real support for Subholdings/Business Units/Operating Units/ Subsidiaries for the achievement of Pertamina's vision and mission. This criterion has three important objectives, namely:

1. Maintain a focus on achieving the performance of Subholdings/Business Units/Operating Units/Subsidiaries so that they are aligned with and support the achievement of Pertamina's vision as a world-class national energy company as well as achieving Pertamina's aspirations to become a Leading Global Energy Company with a Market Valuation Value of $100bn
2. Guide Subholdings/Operating Units/Subsidiaries in the performance improvement process that focuses on creating value for the company, customers and stakeholders.
3. Creating opportunities for learning, innovation and synergy between Subholdings/Operating Units/Subsidiaries through a self-performance assessment process based on Pertamina's Excellent Performance Criteria (KKEP), so as to strengthen the company's internal business competency.

Dari hasil penilaian tersebut, PT Pertamina Training and Consulting berada dalam KKEP 7 cell dengan predikat *Solidifying* yang berarti: Organisasi dalam tahap penguatan, di mana *objective* dari sebagian besar Inisiatif atau Sistem telah selaras dengan visi dan sasaran strategis Perusahaan. Inisiatif atau sistem telah dikaji dengan cukup komprehensif termasuk tinjauan risiko bisnis & operasional.

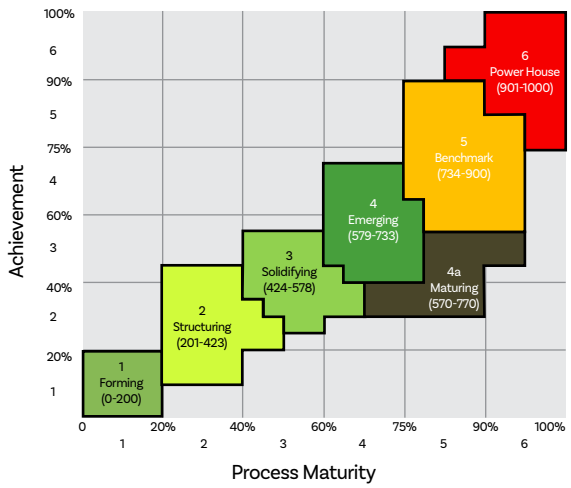
Sebagian besar Inisiatif atau Sistem telah didukung oleh pengalaman internal termasuk masukan dari *stakeholder*. Pekerja dan/atau Mitra telah terlibat aktif dalam pencapaian target kinerja, komunikasi kinerja dijalankan secara periodik dan konsisten. Hanya sedikit dari rencana kerja yang terkendala. Inovasi cukup efektif mendukung realisasi Inisiatif atau Sistem. Sebagian Kecil hasil kinerja fokus strategis telah memiliki data pembanding yang relevan. Sudah terlihat keselarasan pada sebagian kecil indikator kinerja penting/strategis dengan target/proyeksi kinerja dan beberapa telah memiliki data pembanding yang relevan. Sebagian kecil hasil kinerja telah menunjukkan pencapaian yang positif sesuai dengan target/proyeksi.

From the results of this assessment, PT Pertamina Training and Consulting is in KKEP 7 cells with the title Solidifying, which means: The organization is in the strengthening stage, where the objectives of most Initiatives or Systems are aligned with the company's strategic vision and targets. The initiative or system has been reviewed quite comprehensively including a review of business & operational risks.

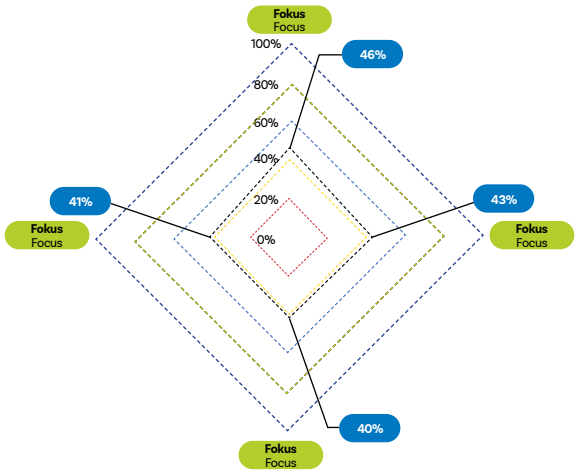
Most Initiatives or Systems have been supported by internal experience including input from stakeholders. Employees and/or Partners have been actively involved in achieving performance targets, performance communication is carried out periodically and consistently. Only a few of the work plans were hampered. Innovation is quite effective in supporting the realization of Initiatives or Systems. A small number of strategic focus performance results have relevant comparative data. There is already visible alignment of a small number of important/strategic performance indicators with performance targets/projections and some already have relevant comparative data. A small number of performance results have shown positive achievements in accordance with targets/projections.

Kriteria Criteria	***Process***	***Result***	***Focus***
KEPEMIMPINAN DAN KEBERLANJUTAN BISNIS LEADERSHIP AND BUSINESS SUSTAINABILITY			
I.1 Visi dan Strategi Organisasi I.1 Organizational Vision and Strategy	55%	38%	46%
I.2 Aspek Legal & Regulasi I.2 Legal & Regulatory Aspects	56%	38%	
I.3 Keberlanjutan Bisnis I.3 Business Sustainability	57%	35%	
OPERASIONAL EKSELEN OPERATIONAL EXCELLENCE			
2.1 Proses Bisnis Business Process	54%	30%	43%
2.2 Produk & Operasional Products & Operations	50%	38%	
2.3 Data, Analisis & Informasi Data, Analysis & Information	55%	30%	
FOKUS TENAGA KERJA LABOR FOCUS			
3.1 Organisasi Kompetitif Competitive Organization	55%	28%	40%
3.2 Kepuasan dan Keterlibatan Tenaga Kerja Labor Satisfaction and Engagement	54%	25%	
FOKUS PELANGGAN CUSTOMER FOCUS			
4.1 Persyaratan & Harapan Pelanggan Customer Requirements and Expectations	54%	30%	41%
4.2 Keterlibatan Pelanggan Customer Engagement	58%	23%	

KKEP 7 Cell



HASIL ASSESSMENT PT PTC
ASSESSMENT RESULTS OF PT PTC



Hasil dari penilaian tersebut menunjukan PT Pertamina Training and Consulting berhasil melakukan pengelolaan *business competition* untuk meningkatkan kinerja pemasaran dengan target pasar *non-captive* sebesar 100% pada pengembangan aplikasi *training online*, khususnya untuk produk *Training Management* dan *Assessment Center* melalui proyek penguatan *brand* TRACO sebagai satu-satunya *platform online learning* pasar *captive* dan pengembangan aplikasi Gurumaya sebagai *platform online learning* pasar *non-captive* yang telah dilengkapi dengan studi kelayakan bisnis sebagai salah satu cara organisasi untuk menjawab tantangan bisnis sesuai lingkungan kompetitif yang dihadapi yang ditunjukan oleh tercapainya *indicator*/target *Key Performance Indicator* (KPI) "TRACO *Participation Index*" dengan realisasi target yaitu 100%. *Platform online learning* ini telah berhasil menangkap peluang pasar dan kebutuhan pelanggan pada masa *pandemic* dan *new normal.*

The results of this assessment show that PT Pertamina Training and Consulting has succeeded in managing business competition to improve marketing performance with a non-captive market target of 100% in developing online training applications, especially for Training Management and Assessment Center products through a project to strengthen the TRACO brand as one of the the only captive market online learning platform and the development of the Gurumaya application as a non-captive market online learning platform which has been equipped with a business feasibility study as one way for organizations to answer business challenges according to the competitive environment they face as shown by achieving Key Performance Indicator (KPI) indicators/targets "TRACO Participation Index" with target realization of 100%. This online learning platform has succeeded in capturing market opportunities and customer needs during the pandemic and new normal.

TEKNOLOGI INFORMASI
INFORMATION TECHNOLOGY

KEBIJAKAN PENGELOLAAN DAN PENGEMBANGAN TEKNOLOGI INFORMASI

Teknologi informasi merupakan salah satu aspek yang penting untuk mendukung perkembangan dan kemajuan Perusahaan serta keberlanjutan usaha Perusahaan ke depan di tengah lingkungan bisnis yang dinamis. Peran penting TI dalam mencapai tujuan bisnis, Pengelolaan dan Pengembangan TI harus menciptakan kerangka kerja yang komprehensif untuk mengelola, melindungi, dan memanfaatkan teknologi informasi (TI) di Perusahaan. Dengan cepatnya perubahan teknologi, penting bagi Perusahaan untuk memiliki panduan yang jelas dan adaptif untuk memastikan bahwa TI digunakan secara efektif dan efisien untuk mendukung tujuan bisnis Perusahaan secara berkala baik dari segi infrastruktur, aplikasi, keamanan sistem jaringan, hingga sumber daya manusia pengelola TI.

Dalam era di mana ancaman keamanan siber semakin meningkat, Perusahaan menegaskan kebutuhan akan perlindungan infrastruktur TI dan data sensitif demi memastikan keamanan dalam setiap penggunaan teknologi. Dengan mempertimbangkan aspek-aspek seperti perawatan sistem, pembaruan perangkat lunak, dan pengelolaan risiko, perusahaan bertujuan untuk memastikan bahwa TI tetap relevan, aman dan berkinerja tinggi dalam jangka panjang.

Pengelolaan terhadap teknologi informasi diharapkan mampu terlaksana secara adaptif guna merespons tantangan, dan diharapkan mampu menghadirkan daya saing yang sangat kuat untuk Perusahaan. Untuk itu, Perusahaan senantiasa menyusun dan memelihara dengan baik tata kelola teknologi informasi (IT *Good Governance*) sehingga akan mempermudah dan menungkatkan efektifitas proses komunikasi, pengambilan keputusan serta pelaksana kegiatan operasional perusahaan.

TATA KELOLA TEKNOLOGI INFORMASI

Perseroan menerapkan Tata kelola pengembangan TI dengan berdasarkan regulasi dan kebijakan internal Perusahaan yang berlaku. Tata kelola TI Perusahaan meliput

1. Penetapan peran teknologi informasi bagi perusahaan
2. Perencanaan TI
   a. IT *Master Plan*
   b. *Capacity Planning*
3. Pengelolaan Sumber daya dan data informasi TI
4. Pengelolaan Resiko TI
5. Pengelolaan Proyek TI
6. Penanganan *request* dan insiden
7. Keamanan informasi

POLICY ON INFORMATION TECHNOLOGY MANAGEMENT AND DEVELOPMENT

Information technology is an important aspect to support the Company's development and progress as well as the sustainability of the Company's business in the future amidst a dynamic business environment. The important role of IT in achieving business goals, IT Management and Development must create a comprehensive framework for managing, protecting and utilizing information technology (IT) in the Company. With the rapid changes in technology, it is important for the Company to have clear and adaptive guidelines to ensure that IT is used effectively and efficiently to support the Company's business objectives on a regular basis both in terms of infrastructure, applications, network system security, and IT management Human Capital.

In an era which cyber security threats are increasing, the Company emphasizes the need to protect IT infrastructure and sensitive data to ensure security in every use of technology. By considering aspects such as system maintenance, software updates and risk management, companies aim to ensure that IT remains relevant, secure and high-performing in the long term.

Management of information technology is expected to be carried out adaptively to respond to challenges, and is expected to be able to provide very strong competitiveness for the Company. For this reason, the Company always prepares and maintains good information technology governance (IT Good Governance) so that it will simplify and increase the effectiveness of the communication process, decision making and implementation of the company's operational activities.

INFORMATION TECHNOLOGY GOVERNANCE

The Company implements IT development governance based on applicable Company regulations and internal policies. Corporate IT governance covers

1. Determining the role of information technology for the company
2. IT planning
   a. IT Master Plan
   b. Capacity Planning
3. Management of IT information resources and data
4. IT Risk Management
5. IT Project Management
6. Handling requests and incidents
7. Information security

TUJUAN PENGEMBANGAN TI

Berdasarkan pedoman TI, Perusahaan memiliki tujuan dalam pengembangan TI. Berikut tujuan pengembangan TI Perusahaan:

1. Mewujudkan kesamaan persepsi tentang pengelolaan Teknologi Informasi di lingkungan Perusahaan dan digunakan sebagai acuan bagi pengguna sarana dan jasa teknologi;
2. Sebagai pedoman dan acuan dalam pengelolaan Teknologi Informasi;
3. Sebagai kelengkapan Tata Kelola Teknologi Informasi Perusahaan.

IT DEVELOPMENT GOALS

Based on IT guidelines, the Company has goals in IT development. The following are the Company's IT development objectives:

1. Create a common perception regarding Information Technology management within the Company and use it as a reference for users of technology facilities and services;
2. As a guide and reference in managing Information Technology;
3. As a complement to Company Information Technology Governance.

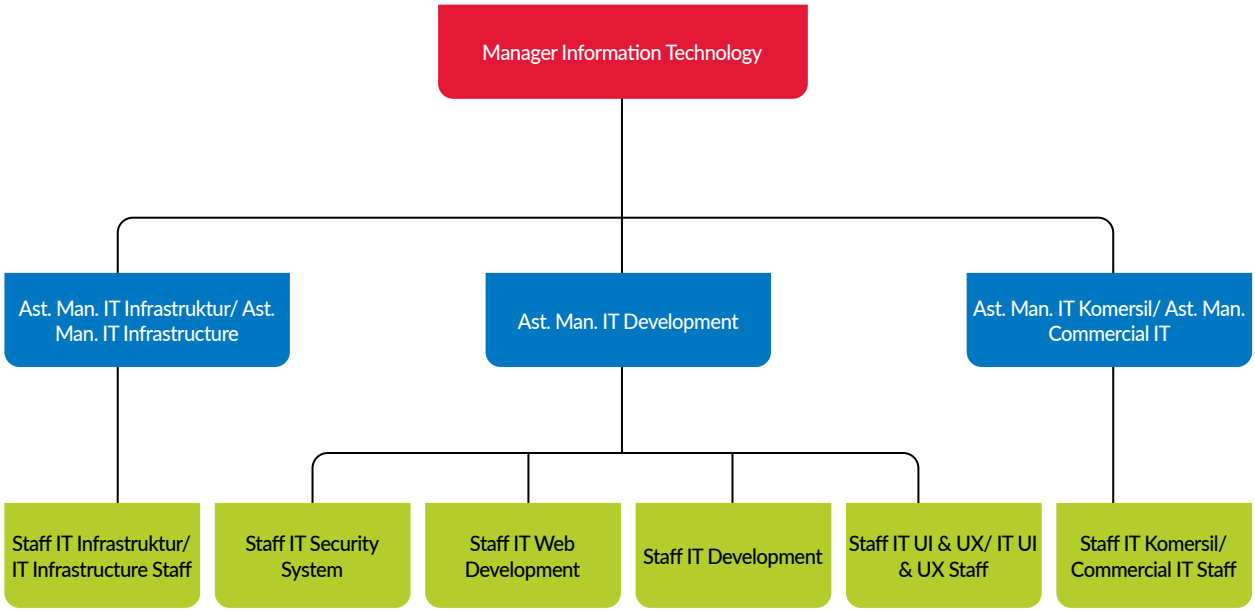
PENGELOLA SISTEM TI PERUSAHAAN

Mempertimbangkan penyelenggaraan TI ini begitu besar cakupannya, Perusahaan menilai diperlukan suatu divisi tersendiri. Oleh Karena itu, sistem TI di lingkup Perusahaan, dikelola oleh Divisi IT didukung oleh 3 (tiga) fungsi yaitu IT *Infrastructure*, IT *Development*, dan IT *Commercial.*

COMPANY IT SYSTEMS MANAGER

Considering that IT implementation is so large in scope, the Company considers that a separate division is needed. Therefore, the IT system within the Company is managed by the IT Division, supported by 3 (three) functions, namely IT Infrastructure, IT Development and IT Commercial.

Struktur Organisasi Pengelola Sistem TI Perusahaan per 31 Desember 2023
Organizational Structure of Company IT Systems Management as of December 31, 2023



Adapun lingkup tugas dan tanggung jawab masing-masing fungsi IT adalah sebagai berikut:

Tugas IT *Infrastructure*:

1. Mengelola operasional layanan IT Infrastruktur yang meliputi:
2. Layanan *end user support* (*notebook, printer, software, lisensi, email* dll.)
   a. Layanan *server* (*cloud* dan *on premise*)
   b. Layanan *network* (LAN, WAN, Internet)
   c. Layanan Multimedia (*smart screen*, videotron dan CCTV)
   d. Layanan *Telephony*
   e. Layanan *access control system*

The scope of duties and responsibilities of each IT function is as follows:

IT Infrastructure Duties:

1. Manage operational IT infrastructure services which include:
2. End user support services (notebooks, printers, software, licenses, email etc.)
   a. Server services (cloud and on premise)
   b. Network services (LAN, WAN, Internet)
   c. Multimedia Services (smart screen, videotron and CCTV)
   d. Telephony Services
   e. Access control system services

3. Menganalisa perkembangan teknologi dan *best practices* arsitektur IT
4. Mengelola spesifikasi, standar pengembangan, dan keamanan infrastruktur IT
5. Mengelola keamanan infrastruktur IT
6. Melaksanakan *support* pada *event* Perusahaan
7. Mengelola biaya operasional IT Infrastruktur

Tugas IT *Development*:

1. Mengelola Proses *Development* Aplikasi (*web & mobile*), meliputi:
   a. Analisa kebutuhan
   b. penyusunan desain UI/UX aplikasi
   c. Mendesain asset grafis sebagai pelengkap aplikasi
   d. Melakukan pemrograman data
   e. Melakukan tes keamanan pada aplikasi, meliputi namun tidak terbatas pada *vulnerability assessment, stress test,* dan *penetration test*
   f. Mengkoordinir seluruh proses *deployment* serta *monitoring* terhadap layanan dan solusi IT yang telah dikembangkan
2. Melakukan R&D untuk fitur aplikasi baru
3. Mengelola *web security*
4. Menyelesaikan *request* atau insiden Layanan IT terkait aplikasi
5. Mengelola biaya operasional IT *Development*

Tugas IT *Commercial*:

1. Mengkoordinir dan menjalankan strategi pemasaran produk IT yang efektif
2. Mengelola proyek terkait jasa di bidang IT yang meliputi: Proses Tender, Eksekusi pekerjaan, pemenuhan *deliverable* dan penagihan
3. Mengelola biaya operasional dan proyek IT komersial
4. Mengumpulkan *resources man power* & vendor untuk dijadikan bank data kebutuhan *project*
5. Melakukan Analisa terkait dengan kebutuhan proyek dan melakukan kerja sama dengan vendor atau tenaga ahli dalam rangka pemenuhan proyek IT
6. Melakukan pengembangan produk yang dapat dikomersialisasikan dan menyusun Biaya layanan
7. Melaksanakan proses administrasi serta rekrutmen untuk pengadaan dan pengelolaan TAD bidang IT
8. Mengevaluasi terhadap seluruh kegiatan

3. Analyze technological developments and IT architecture best practices
4. Manage specifications, development standards and IT infrastructure security
5. Manage IT infrastructure security
6. Carrying out support at company events
7. Manage IT Infrastructure operational costs

IT Development Duties:

1. Manage the Application Development Process (web & mobile), including:
   a. Needs analysis
   b. preparation of application UI/UX design
   c. Design graphic assets as a complement to the application
   d. Perform data programming
   e. Carrying out security tests on applications, including but not limited to vulnerability assessments, stress tests, and penetration tests
   f. Coordinate the entire deployment process and monitor the IT services and solutions that have been developed
2. Conduct R&D for new application features
3. Manage web security
4. Resolve IT Service requests or incidents related to applications
5. Manage IT Development operational costs

Commercial IT Duties:

1. Coordinate and implement an effective IT product marketing strategy
2. Manage projects related to services in the IT sector which include: Tender Process, Work Execution, Fulfillment of Deliverables and Billing
3. Manage operational costs and commercial IT projects
4. Collect human power & vendor resources to become a data bank for project needs
5. Conduct analysis related to project needs and collaborate with vendors or experts in order to fulfill IT projects
6. Develop products that can be commercialized and prepare service fees
7. Carry out administration and recruitment processes for procurement and management of TAD in the IT sector
8. Evaluate all activities

Berikut Profil Manajer Teknologi Informasi Perusahaan

The following is the Profile of the Company's Information Technology Manager

Nama | Name : Ageng Nugroho

Kewarganegaraan Citizenship	Indonesia
Domisili Domicile	Jakarta Timur East Jakarta
Usia Age	38 tahun | years old
Dasar Pengangkatan Basis of Appointment	Surat Keputusan Direksi No. SKMJ-02178/K20520/2022-S8 tanggal 1 Mei 2022 Board of Directors Decree No. SKMJ-02178/K20520/2022-S8 dated May 1, 2022
Riwayat Pendidikan Educational Background	S1 Elektronika dan Instrumentasi, Universitas Gadjah Mada (2008) Bachelor of Electronics and Instrumentation, Universitas Gadjah Mada (2008)
Riwayat Pekerjaan Employment History	• Manajer Informasi Teknologi (2022-Sekarang) • Business Support Analyst, PT Pertamina (Persero) (2018-2020) • Officer Region Operation Demand & Supply Management, PT Pertamina (Persero) (2020-2022) • Information Technology Manager (2022-Present) • Business Support Analyst, PT Pertamina (Persero) (2018-2020) • Regional Operation Demand & Supply Management Officer, PT Pertamina (Persero) (2020-2022)
Sertifikasi Pelatihan Training Certification	ITIL® Foundation Certificate in IT Service Management (ITILF), Axelos (2015) ITIL® Foundation Certificate in IT Service Management (ITILF), Axelos (2015)

Tugas dan Tanggung Jawab Manager TI

Tugas dan tanggung jawab Manajer TI Perusahaan di antaranya:

1. Membantu Perusahaan dalam hal evaluasi dan solusi terhadap perangkat lunak;
2. Bertindak sebagai penghubung dan penentu spesifik perangkat lunak dan perangkat keras antara vendor dan Perusahaan;
3. Merekomendasikan dan mengevaluasi tugas, pekerjaan dan fungsi yang akan dicapai dalam hal penggunaan/pembelian perangkat lunak baru;
4. Membantu memberikan persyaratan dan spesifikasi perangkat keras dan perangkat lunak;
5. Melakukan instalasi, *troubleshooting*, dan *maintenance* terhadap perangkat lunak standar yang digunakan oleh Perusahaan;
6. Memastikan kepatuhan terhadap kebijaksanaan penggunaan *hardware* dan *software* Perusahaan oleh semua pengguna perangkat keras/lunak Perusahaan.

IT Manager Duties and Responsibilities

The duties and responsibilities of the Company IT Manager include:

1. Assisting the Company in evaluating and providing software solutions;
2. Act as a liaison and determine software and hardware specifics between vendors and the Company;
3. Recommend and evaluate tasks, work and functions to be achieved in terms of using/purchasing new software;
4. Assist providing hardware and software requirements and specifications;
5. Carry out installation, troubleshooting and maintenance of standard software used by the Company;
6. Ensure compliance with the Company's hardware and software usage policy by all users of the Company's hardware/software.

JUMLAH KARYAWAN ORGANISASI TI

Sampai dengan 31 Desember 2023, jumlah karyawan organisasi TI berjumlah 13 Orang. Keseluruhan karyawan organisasi TI berkomitmen untuk memberikan manfaat yang maksimal dalam mendukung tercapainya arah dan tujuan strategis Perusahaan.

NUMBER OF EMPLOYEES OF IT ORGANIZATION

As of December 31, 2023, the number of employees in the IT organization are 13 employees. All IT organization employees are committed to providing maximum benefits in supporting the achievement of the Company's strategic direction and goals.

No	Jabatan Position	Jumlah Total
1	Manager	1
2	Assistant Manager	3
3	Staff	9
Total		**13**

ROADMAP PENGEMBANGAN TI

Perusahaan telah membuat *roadmap* TI pengembangan Teknologi Informasi dalam jangka waktu rencana 1 tahun dan 5 tahun. *Roadmap* disusun sesuai Rencana Divisi IT Perusahaan tertuang dalam sebuah program yang disebut ICT *Master Plan*. ICT *Master Plan* Perusahaan merujuk pada Rencana Jangka Panjang Perusahaan (RJPP) PTC dan selaras dengan ICT *Master Plan* milik Perusahaan induk. *Roadmap* selain dijadikan sebagai referensi bagi Perusahaan dalam menyusun program kerja dan investasi agar efektif serta lebih terarah dan tepat sasaran, juga diharapkan dapat menyelaraskan teknologi dengan tujuan bisnis sehingga dapat membantu untuk meningkatkan efisiensi dan produktifitas operasional.

IT DEVELOPMENT ROADMAP

The company has created an IT roadmap for Information Technology development within a 1 year and 5 year plan period. The roadmap is prepared according to the Company's IT Division Plan contained in a program called the ICT Master Plan. The Company's ICT Master Plan refers to PTC's Long Term Company Plan (RJPP) and is in line with the parent Company's ICT Master Plan. Apart from being used as a reference for the Company in preparing work and investment programs so that they are effective and more focused and targeted, the Roadmap is also expected to be able to align technology with business objectives so that it can help to increase operational efficiency and productivity.

PROGRAM STRATEGIS 2023

Berdasarkan arahan Rencana Jangka Panjang Perusahaan (RJPP) dan *roadmap* TI, Perusahaan melalui Divisi IT telah menyusun program strategis pengembangan TI Perusahaan untuk tahun 2023, yakni sebagai berikut:

STRATEGIC PROGRAM FOR 2023

Based on the direction of the Company's Long Term Plan (RJPP) and IT roadmap, the Company through the IT Division has prepared a strategic program for the Company's IT development for 2023, namely as follows:

No	Program	Pencapaian Achievement
1	IT *Business line Development*	Pada tahun 2023, Bisnis IT komersil sudah berjalan dan mampu mengelola *project* IT sebanyak 9 Proyek In 2023, the commercial IT business has carried out and able to manage 9 IT projects
2	Penyiapan gedung baru PTC dengan peningkatan teknologi IT	• *Network Connection* (berbasis fiber optic) • Multimedia (Videotron & TV) • *Access control System* • IP *Telephony* • Network Connection (fiber optic based) • Multimedia (Videotron & TV) • Access control system • IP Telephony

No	Program	Pencapaian Achievement
3	Pengembangan Aplikasi	Pada Tahun 2023, aplikasi OSI telah dilakukan pengembangan dengan menambahkan modul: • *Service level Agreement* • STK • *Enhancement* Modul KPI • *Enhancement Procurement* • *Enhancement* aplikasi *web base rekrutmen* In 2023, the OSI application has been developed by adding modules: • Service level agreement • STK • Enhancement of the KPI Module • Enhancement Procurement • Enhancement of the recruitment web base application
4	Penerapan *Cyber Security*/ Keamanan IT	• Sudah dipasang WAF (*Web Apps Firewall*) • Barikode, sebagai *firewall* tambahan untuk *website* rekrutmen • Dilakukan Penetration Test sebelum aplikasi *launching* • Diberlakukan VPN untuk sistem jaringan • Melakukan Instalasi Antivirus pada setiap *Device* • WAF (Web Apps Firewall) has been installed • aricode, as an additional firewall for recruitment websites • A penetration test is carried out before the application is launched • Apply VPN to the network system • Install Antivirus on each device

PELAKSANAAN INISIATIF STRATEGIS SERTA PENGEMBANGAN TEKNOLOGI INFORMASI 2023

Implementasi penerapan Teknologi Informasi yang dilakukan Perusahaan merupakan sebuah proses yang dilakukan untuk memastikan penggunaan IT berjalan dengan efektif dan efisien, sehingga dapat memitigasi risiko sekaligus tetap memberikan nilai tambah bagi Perusahaan. Pada tahun 2023, Perusahaan melakukan pengembangan TI sebagai berikut:

1. *Development of OSI Budgeting Module Application Integrated with Finance Module*
2. *Development of Security Services Monitoring Systems*
3. *IT Asset Management Tools*

INVESTASI TEKNOLOGI INFORMASI

Pada tahun 2023 Perusahaan tidak melakukan investasi di bidang TI. Meski demikian Perusahaan senantiasa mengoptimalkan penggunaan TI dalam rangka mengakselerasi percepatan dan pertumbuhan kinerja Perusahaan.

RENCANA PENGEMBANGAN TEKNOLOGI INFORMASI PERUSAHAAN KE DEPAN

Sejalan dengan meningkatnya peranan teknologi informasi bagi Perusahaan dalam menjalankan kegiatan operasionalnya, hal ini membuat Teknologi Informasi tidak hanya berperan sebagai alat pendukung melainkan dapat menjadi elemen utama atau pendorong bagi Perusahaan untuk mencapai tujuan bisnis. Untuk itu, Perusahaan telah menyusun rencana pengembangan Teknologi Informasi untuk tahun 2024.

IMPLEMENTATION OF STRATEGIC INITIATIVES AND INFORMATION TECHNOLOGY DEVELOPMENT IN 2023

The implementation of Information Technology by the Company is a process carried out to ensure that the use of IT runs effectively and efficiently, so that it can mitigate risks while still providing added value to the Company. In 2023, the Company will carry out IT development as follows:

1. Development of OSI Budgeting Module Application Integrated with Finance Module
2. Development of Security Services Monitoring Systems
3. IT Asset Management Tools

INFORMATION TECHNOLOGY INVESTMENT

In 2023 the Company did not invest in IT field. However, the Company continues to optimize the use of IT in order to accelerate the acceleration and growth of the Company's performance.

PLANS OF COMPANY INFORMATION TECHNOLOGY DEVELOPMENT IN FUTURE

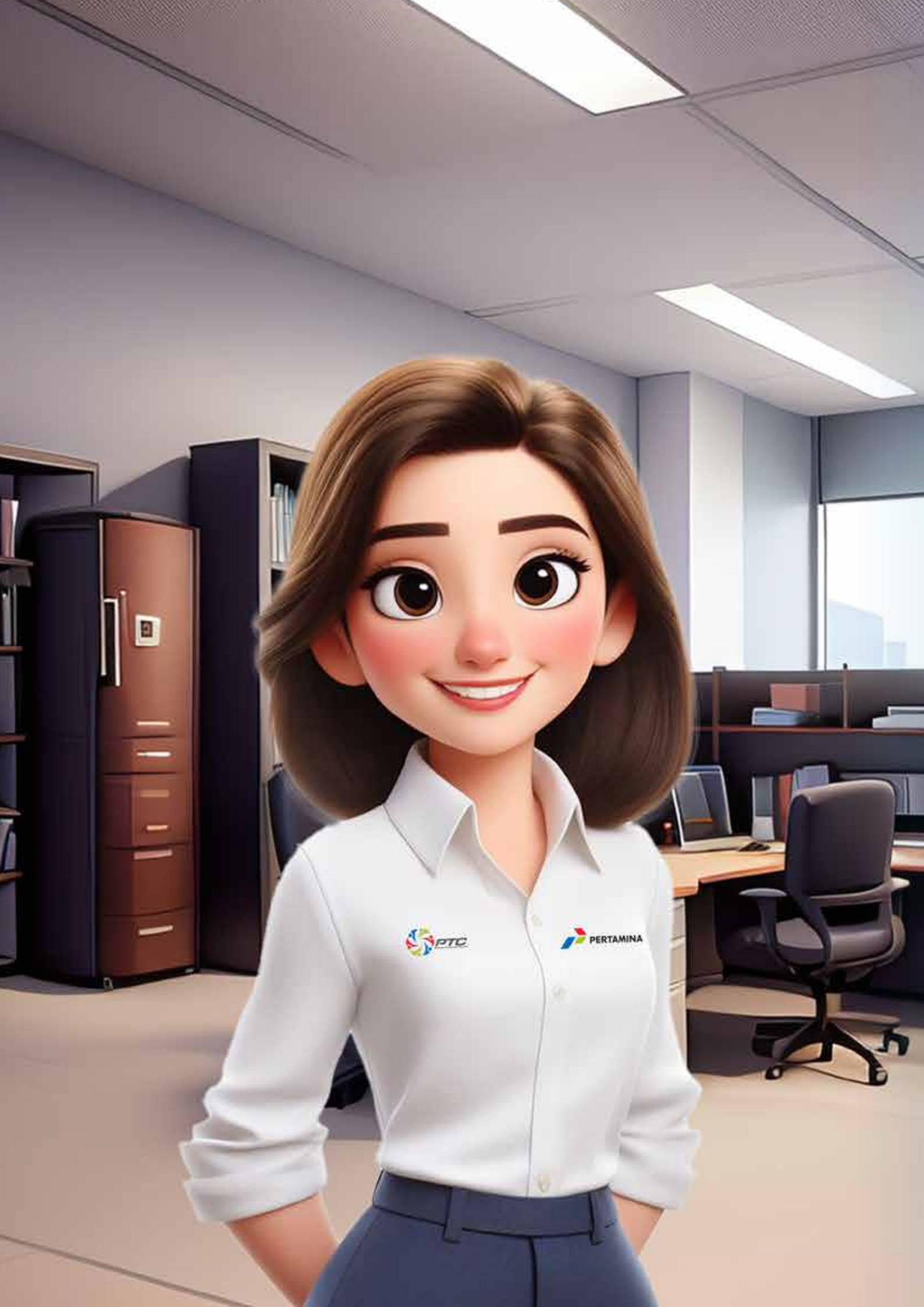
In line with the increasing role of information technology for the Company in carrying out its operational activities, this means that Information Technology does not only act as a supporting tool but can become the main element or driving force for the Company to achieve business goals. For this reason, the Company has prepared an Information Technology development plan for 2024.

Rencana pengembangan Teknologi Informasi disusun adalah sebagai berikut:

1. Digitalisasi proses bisnis Perusahaan antara lain:
   a. Simplifikasi proses *Invoice*
   b. *Data Visualization Dashboard*
2. Integrasi OSI dengan SAP-SD
3. Implementasi SD-WAN untuk koneksi antara kantor PTC dan kantor *representative* di unit
4. Penggunaan *alternative cloud*
5. Komersialisasi aplikasi *security services monitoring systems*

The Information Technology development plan is prepared as follows:

1. Digitalization of the Company's business processes, including:
   a. Simplify the Invoice process
   b. Data Visualization Dashboard
2. OSI integration with SAP-SD
3. Implementation of SD-WAN for connection between the PTC office and representative offices in the unit
4. Use of alternative clouds
5. Commercialization of security services monitoring systems applications


PTC
PERTAMINA

05

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

TINJAUAN PEREKONOMIAN DAN INDUSTRI
ECONOMIC AND INDUSTRIAL OVERVIEW

ANALISIS PEREKONOMIAN GLOBAL DAN NASIONAL

Dalam laporan International Monetary Fund (IMF) memproyeksikan pertumbuhan ekonomi global tumbuh stabil di level 3,1% (yoy) pada tahun 2023 dan 2024. Menurut IMF, pertumbuhan ekonomi global tahun ini ditopang oleh adanya perbaikan kondisi Amerika Serikat, China dan negara-negara berkembang. IMF memberikan gambaran terkait ekonomi global tahun 2024 yaitu "*resilient but slow*" atau tangguh meski melambat. Harga bahan bakar dan non-bakar akan turun pada 2024-2025 dan tingkat suku bunga akan menurun di negara-negara maju. IMF memperkirakan harga rata-rata minyak bumi turun di angka 2,3% (yoy) pada 2024 dan harga komoditas non-bakar turun 0,9% (yoy).

Lebih lanjut, IMF memproyeksikan inflasi global akan turun dari 6,8% (yoy) pada 2023 menjadi 5,8% (yoy) pada tahun 2024. Namun masih ada sejumlah risiko yang bisa mengganggu optimisme pertumbuhan ekonomi, risiko yang mencakup meluasnya konflik jalur Gaza dan Laut Merah, cuaca ekstrem yang bisa mengganggu ketahanan pangan, serta memburuknya kondisi sektor properti.

GLOBAL AND NATIONAL ECONOMIC ANALYSIS

In the International Monetary Fund (IMF) report, global economic growth is projected to grow steadily at 3.1% (yoy) in 2023 and 2024. According to the IMF, global economic growth this year will be supported by improvements in conditions in the United States, China and developing countries. The IMF provides a picture regarding the global economy in 2024, namely "resilient but slow". Fuel and non-fuel prices will fall in 2024-2025 and interest rates will decline in developed countries. The IMF estimates that the average price of petroleum will fall by 2.3% (yoy) in 2024 and the price of non-combustible commodities will fall by 0.9% (yoy).

Furthermore, the IMF projects that global inflation will fall from 6.8% (yoy) in 2023 to 5.8% (yoy) in 2024. However, there are still a number of risks that could disrupt optimism about economic growth, risks that include the expansion of the Gaza Strip conflict. and the Red Sea, extreme weather that could disrupt food security, as well as worsening conditions in the property sector.

Berdasarkan hasil laporan Bank Indonesia pertumbuhan perekonomian Indonesia pada tahun 2023 tetap tumbuh baik dan berdaya tahan terhadap dampak rambatan kondisi global yang menurun dan ketidakpastian yang tinggi.

Dalam *Worlds Economic Outlook* (WEO) edisi Januari 2024, IMF mengestimasikan ekonomi Indonesia tumbuh 5,0% (yoy) pada 2023 dan 2024. Nilai tukar Rupiah pada akhir 2023 tercatat menguat 1,11% (*point to point)* dibandingkan dengan akhir tahun 2022. Stabilitas nilai tukar Rupiah terjaga didukung kebijakan stabilisasi yang ditempuh Bank Indonesia di tengah kuatnya dolar AS. Inflasi turun lebih cepat dan terkendali dalam kisaran sasaran. Dengan konsistensi kebijakan moneter *pro-stability* dengan pemerintah Pusat dan Daerah, inflasi semua kelompok dapat dikendalikan. Inflasi turun hingga mencapai 1,80% (yoy) pada Desember 2023 dipengaruhi oleh *imported inflation* yang rendah, ekspektasi inflasi yang terjangkar dalam sasaran, dan kapasitas perekonomian yang masih besar dan dapat merespons permintaan domestik.

Sementara di tahun 2023, pertumbuhan ekonomi Indonesia tetap kuat di tengah perlambatan ekonomi global. Badan Pusat Statistik (BPS) mencatat, pertumbuhan ekonomi triwulan IV 2023 tumbuh sebesar 5,04% (yoy), meningkat dibandingkan dengan pertumbuhan pada triwulan sebelumnya sebesar 4,94% (yoy). Dengan perkembangan tersebut, pertumbuhan ekonomi Indonesia secara keseluruhan tahun 2023 tercatat tumbuh kuat sebesar 5,05% (yoy). Pertumbuhan ekonomi yang meningkat pada triwulan IV 2023 didukung oleh hampir seluruh komponen PDB.

ANALISIS INDUSTRI DAN POSISI PERUSAHAAN DALAM INDUSTRI

PT Pertamina Training and Consulting (PTC) merupakan salah satu bagian dari anak perusahaan PT Pertamina (Persero) dalam kategori Finance and Services. Berfokus pada pengembangan sumber daya manusia melalui jasa pelatihan, konsultasi, dan manajemen human capital sebagai solusi. Dalam industri jasa pelatihan dan konsultasi bidang manajemen, serta produktivitas dan sumber daya manusia, perusahaan menyediakan program pelatihan *technical* maupun *non-technical* dengan menggunakan 3 (tiga) pilihan metode pelatihan yaitu offline atau tatap muka, webinar, dan *e-learning*. Selanjutnya adanya program konsultasi yang menunjang kebutuhan reputasi, standarisasi, bisnis, dan pengembangan teknologi informasi untuk meningkatkan kualitas perusahaan klien. Selain itu, menyediakan jasa penempatan tenaga kerja sesuai dengan kebutuhan perusahaan klien.

Perusahaan memiliki keunggulan dari produk sertifikasi yang dibutuhkan dan mencakup banyak lini divisi operasional perusahaan klien. Selain itu, penggunaan *Learning Management System* (LMS) yang menyediakan training teknis dan non-teknis berbasis online yang dapat diakses melalui *website* ataupun *mobile application*. Dalam sistem pembelajaran secara online sudah memiliki fitur *Traco* yang dapat memudahkan proses pembelajaran dilakukan dimanapun dan kapanpun. Selanjutnya,

Based on the results of the Bank Indonesia report, Indonesia's economic growth in 2023 will continue to grow well and be resilient to the impact of declining global conditions and high uncertainty.

In the January 2024 edition of the World's Economic Outlook (WEO), the IMF estimates that the Indonesian economy will grow 5.0% (yoy) in 2023 and 2024. The Rupiah exchange rate at the end of 2023 was recorded to have strengthened 1.11% (point to point) compared to the end of 2022. Stability of the Rupiah exchange rate was maintained supported by the stabilization policy pursued by Bank Indonesia amidst the strong US dollar. Inflation fell more quickly and was controlled within the target range. With consistent pro-stability monetary policy with the Central and Regional governments, inflation for all groups can be controlled. Inflation fell to 1.80% (yoy) in December 2023, influenced by low imported inflation, inflation expectations that were anchored within the target, and economic capacity that was still large and able to respond to domestic demand.

Meanwhile in 2023, Indonesia's economic growth will remain strong amidst the global economic slowdown. The Central Statistics Agency (BPS) noted that economic growth in the fourth quarter of 2023 grew by 5.04% (yoy), an increase compared to growth in the previous quarter of 4.94% (yoy). With these developments, Indonesia's overall economic growth in 2023 recorded strong growth of 5.05% (yoy). The increasing economic growth in the fourth quarter of 2023 is supported by almost all GDP components.

INDUSTRY ANALYSIS AND COMPANY POSITION IN THE INDUSTRY

PT Pertamina Training and Consulting (PTC) is a part of the subsidiary PT Pertamina (Persero) in the Finance and Services category. Focuses on developing Human Capital through training, consulting and Human Capital management services as a solution. In the training and consulting services industry in the fields of management, as well as productivity and Human Capital, the company provides technical and non-technical training programs using 3 (three) training methods, namely offline or face-to-face, webinars and e-learning. Furthermore, there is a consulting program that supports reputation, standardization, business and information technology development needs to improve the quality of client companies. Apart from that, providing workforce placement services according to the needs of client companies.

The company has the advantage of the required certification products and covers many of the client company's operational division lines. Apart from that, the use of a Learning Management System (LMS) which provides online-based technical and non-technical training which can be accessed via the website or mobile application. The online learning system already has a Traco feature which can make the learning process easier anywhere and anytime. Furthermore, company consulting

layanan konsultasi perusahaan yang didukung para konsultan terbaik dan professional dibidangnya dapat membantu perusahaan klien dalam melakukan pengembangan sistem tata kerja (STK), penelitian pasar, pengembangan aplikasi teknologi informasi, dan sebagainya. Lalu dalam menyediakan kandidat tenaga kerja, perusahaan mencari dari berbagai sumber, mulai dari *fresh graduate* hingga tenaga kerja berpengalaman dari berbagai divisi yang merupakan tenaga ahli maupun tenaga kerja jasa penunjang (TKJP). PTC telah menyebarkan ribuan tenaga ahli daya (TAD) ke seluruh wilayah Indonesia dengan kebutuhannya masing-masing.

services supported by the best and professional consultants in their fields can assist client companies in developing work system systems (STK), market research, developing information technology applications, and so on. Then, in providing job candidates, companies look for various sources, from fresh graduates to experienced workers from various divisions who are experts and supporting service workers (TKJP). PTC has deployed thousands of power experts (TAD) throughout Indonesia with their respective needs.

Dalam melakukan *benchmarking*, PTC melakukan studi kepada Perusahaan yang memiliki bidang usaha serupa. PTC melakukan perhitungan *benchmark* kinerja dengan membandingkan tingkat profitabilitas Perusahaan melalui indikator *Net Profit Margin* (NPM), berikut merupakan perhitungan *benchmarking* kinerja yang dilakukan:

In conducting benchmarking, PTC conducts studies on companies that have similar business fields. PTC performs performance benchmark calculations by comparing the Company's level of profitability through the Net Profit Margin (NPM) indicator. The following is the performance benchmarking calculation carried out:

Perusahaan Company	PTC	Hoffmen	Persada	Dyandra Media Int
Negara (Mata Uang) Country (Currency)	**Indonesia (IDR)**	Indonesia (IDR)	Indonesia (IDR)	Indonesia (IDR)
Bidang Usaha Business fields	**Human Consulting, dan Jasa Lainnya** Human Consulting, and Other Services	Jasa Keamanan, Jasa Kebersihan dan Jasa Manajemen Parkir Security Services, Cleaning Services and Parking Management Services	Jasa Tenaga Alih Daya Outsourcing Services	Integrated provider o event solutions (MICE)
Revenue	**3.294.289.383.995**	161.856.738.362	700.938.992.980	1.210.481.160.296
Net Profit	**81.861.965.704**	1.061.205.811	4.473.510.034	30.662.044.291
Net Profit Margin	**2,48%**	0,66%	0,64%	2,53%

Berdasarkan tabel di atas, PTC melakukan *benchmarking* kepada 3 (tiga) Perusahaan yaitu Hoffmen, Persada dan Dyandra Media Int dengan memperhitungkan Revenue dan Net Profit. Berdasarkan perhitungan yang telah dilakukan, didapatkan bahwa PTC memiliki nilai NPM yang lebih unggul dibandingkan Perusahaan lainnya.

Based on the table above, PTC benchmarked 3 (three) companies, namely Hoffmen, Persada and Dyandra Media Int by calculating Revenue and Net Profit. Based on the calculations that have been carried out, it was found that PTC has an excellent NPM value compared to other companies.

TINJAUAN OPERASIONAL
OPERATIONAL OVERVIEW

STRATEGI PERUSAHAAN

Strategi Perusahaan disusun dan ditinjau secara berkala dalam rangka mewujudkan Perusahaan yang memiliki performa unggul, serta meminimalisir masalah dan hambatan baik dari internal maupun internal. Strategi Perusahaan juga mendukung proses organisasi Perusahaan untuk lebih efektif dan efisien dengan mengembangkan kemampuan adaptasi Perusahaan dalam menghadapi berbagai tantangan. Strategi Perusahaan disusun dengan mempertimbangkan visi dan misi serta RKAP yang telah disusun oleh Perusahaan dalam RKAP 2023.

Dalam usaha pencapaian target tahun 2023, Perusahaan telah menetapkan strategi pengembangan segmen tahun 2023 yang tertuang dalam RKAP tahun 2023. Berikut strategi pengembangan segmen tahun 2023:

1. Beradaptasi dengan permintaan pekerjaan yang dilakukan secara *offline* seperti pelatihan dan penyelenggaraan *event*.
2. Melakukan pengembangan produk pelatihan melalui kerjasama dengan pihak terkait Pertamina *Group*.
3. Menjalankan program untuk mempertahankan kepuasan pelanggan:
   a. Beradaptasi pada kebutuhan pelanggan serta perubahan sistem/prosedur yang berlaku dalam kegiatan pemasaran hingga penagihan.
   b. Meminta umpan balik pelanggan secara langsung setiap akhir kegiatan pekerjaan.
   c. Melakukan pengukuran kepuasan pelanggan melalui survei pihak ketiga.
4. Aktivasi tim *task force* yang ditujukan untuk memaksimalkan kegiatan pemasaran ke Pertamina *Group* maupun *non-captive*.
5. Mengembangkan hubungan strategis dengan pihak di luar Pertamina *Group*.
6. Memberi usulan kepada Induk Perusahaan untuk me-*review* penerapan SK – Sinergi sehingga lebih optimal serta dapat meningkatkan sinergi dalam Pertamina *Group*.
7. Relokasi Gedung kantor Perusahaan di lokasi yang lebih strategis serta melakukan optimalisasi lahan dengan menyediakan fasilitas Training maupun Assessment Center sehingga PTC dapat meningkatkan nilai tambah, eksposur, memperkuat *brand image* dan mendukung pertumbuhan secara eksponensial.
8. Mengusulkan standarisasi pola penagihan di Pertamina *Group*, serta penerapan mekanisme uang muka untuk penagihan terkait bisnis Man Power.
9. Menjual *platform digital* seperti OSI, TRACO dan GURUMAYA di Pertamina *Group* maupun pasar *non-captive* serta melakukan perubahan struktur organisasi dengan salah satu poinnya penambahan senior level (*strategic*) berupa vice president.

CORPORATE STRATEGY

The Company's strategy is prepared and reviewed periodically in order to create a Company that has excellent performance, as well as minimizing internal and external problems and obstacles. The Company's strategy also supports the Company's organizational processes to be more effective and efficient by developing the Company's adaptability in facing various challenges. The Company's strategy is prepared by considering the vision and mission as well as the RKAP that has been prepared by the Company in the 2023 RKAP.

In an effort to achieve the 2023 target, the Company has established a segment development strategy for 2023 which is contained in the 2023 RKAP. The following is the segment development strategy for 2023:

1. Adapt to requests for work carried out offline such as training and organizing events.
2. Developing training products through collaboration with related parties Pertamina Group.
3. Running programs to maintain customer satisfaction:
   a. Adapt to customer needs as well as changes in systems/procedures that apply in marketing activities to billing.
   b. Ask for customer feedback directly at the end of each work activity.
   c. Measuring customer satisfaction through Third Parties surveys.
4. Activation of a task force team aimed at maximizing marketing activities to Pertamina Group and non-captives.
5. Develop strategic relationships with parties outside the Pertamina Group.
6. Provide suggestions to the Parent Company to review implementation SK – Synergy so that it is more optimal and can increase synergy within the Pertamina Group.
7. Relocating the Company's office building to a more strategic location and optimizing the land by providing Training and Assessment Center facilities so that PTC can increase added value, exposure, strengthen brand image and support exponential growth.
8. Propose standardization of billing patterns in the Pertamina Group, as well as the implementation of an advance payment mechanism for billing related to the Man Power business.
9. Selling digital platforms such as OSI, TRACO and GURUMAYA in the Pertamina Group and non-captive markets as well as making changes to the organizational structure with one of the points being the addition of a senior level (strategic) in the form of a vice president.

Rencana Strategi Pengembangan Segmen tahun 2024

Rencana Target Operasi

Dalam RKAP di tahun 2024, Perusahaan menyusun target operasionalnya dengan rincian sebagai berikut:

Segment Development Strategy Plan for 2024

Operation Target Plan

In the 2024 RKAP, the Company prepares its operational targets with the following details:

Tabel 1. Target Kinerja Operasional Perusahaan
Table 1. Targets of Company Operational Performance

Unit Bisnis Business unit	Indikator Kinerja Operasional Operational Performance Indicators	Realisasi 2023 Realization 2023	Prognosa 2023 Prognosis 2023	RKAP 2024
Training	Jumlah Peserta Total Participants	61.237	40.224	44.000
Consulting	Jumlah Proyek Total Projects	147	108	105
Event Management	Jumlah Proyek Total Projects	1.315	779	869
Assessment Center	Jumlah Asesi Total Accessions	3.162	1.836	2.940
Manpower Supply	Jumlah Tenaga Kerja Total Manpower	11.234	11.234	11.503
Security Services	Jumlah Tenaga Kerja Total Manpower	8.350	8.282	8.568
Information Technology	Jumlah Proyek Total Projects	9	10	12

Di tahun 2024, Perusahaan berencana untuk menyesuaikan target jumlah pekerjaan berdasarkan dengan kondisi Perusahaan 2023.

In 2024, the Company plans to adjust the target of total jobs based on the Company's 2023 conditions.

Rencana Produksi dan Pemasaran

Perusahaan menyusun rencana produksi pada tahun 2024 sebagai berikut:

1. Melakukan *Training* dan *Assessment Center* secara *offline* dan online dengan terus memanfaatkan *platform* digital.
2. Kegiatan produksi bisnis *Manpower Supply* dan Jasa Pengamanan yang umumnya bersifat kontrak jangka panjang serta *Event Management* menjadi *backbone* perolehan pendapatan Perusahaan.
3. Pengembangan produk dan jasa terfokus pada bisnis selain MPS dan JP:
   a. Penyempurnaan *tools* pelatihan dan asesmen *online*.
   b. *Bundling* produk yang disediakan oleh masing-masing unit bisnis.
4. Melakukan peningkatan kualitas tenaga pengamanan bisnis Jasa Pengamanan melalui pelatihan Gada Madya, Gada Utama, dan pelatihan HSE.
5. Penyempurnaan sistem internal PT Pertamina Training and Consulting:
   a. Penyempurnaan proses bisnis internal Perusahaan dengan tujuan untuk meningkatkan kualitas servis dan mempercepat proses penagihan.
   b. Pengembangan modul dalam sistem *One System Integrated* (OSI) sebagai pendukung kegiatan bisnis Perusahaan.

Production and Marketing Plan

The company has prepared a production plan for 2024 as follows:

1. Conduct offline and online Training and Assessment Centers by continuing to utilize digital platforms.
2. Manpower Supply and Security Services business production activities which are generally long-term contracts as well as Event Management are the backbone of the Company's revenue generation.
3. Product and service development focused on businesses other than MPS and JP:
   a. Improvement of online training and assessment tools.
   b. Bundling of products provided by each business unit.
4. Improving the quality of security personnel for the Security Services business through Gada Madya, Gada Utama, and HSE training.
5. Improvement of PT Pertamina Training and Consulting's internal system:
   a. Improving the Company's internal business processes with the aim of improving service quality and speeding up the billing process.
   b. Developing modules in the One System Integrated (OSI) system to support the Company's business activities.

c. Penyewaan Gedung Oil Center untuk penambahan kapasitas tenaga kerja.

6. Mempertahankan kepuasan pelanggan dengan target 80,00% (4,0 skala likert).
7. Meningkatkan kesadaran akan budaya HSE kepada seluruh Pekerja untuk menjamin setiap kegiatan operasional Perusahaan berlangsung dengan aman, dengan target *zero accident*.
8. Mengimplementasikan CSMS (*Contractor Safety Management System*) kepada pemasok Perusahaan sebagai bagian dari jaminan kualitas pelayanan ke pelanggan.

Untuk mendukung rencana produksi Perusahaan tersebut dibutuhkan strategi pemasaran Perusahaan di tahun 2024 seperti:

1. Memperluas jaringan *associate partner* untuk pengembangan program dan pemasaran.
2. Mempertahankan Pangsa Pasar dan meningkatkan penetrasi kepada segmen pelanggan yang sudah dikuasai.
3. Pembuatan katalog produk secara cetak maupun digital.
4. Melakukan *update database* dan mengidentifkasi kebutuhan pelanggan bisnis.
5. Meningkatkan penetrasi dan ekstensifikasi pada *Governance Sector*.
6. Pengembangan IT Commercial sebagai langkah *New Ways of Working*.
7. Memperkuat *brand platform* pelatihan *online*.
8. Memasarkan produk *platform online* pelatihan dan asesmen terutama ke pasar Pertamina *Group* namun tidak membatasi ke pasar di luar Pertamina *Group*.
9. Memperkenalkan produk pelatihan dan asesmen ke pasar *non-captive*.

c. Rental of the Oil Center Building to increase workforce capacity.

6. Maintain customer satisfaction with a target of 80.00% (4.0 Likert scale).
7. Increase awareness of HSE culture among all employees to ensure that all Company operational activities take place safely, with a target of zero accidents.
8. Implement CSMS (Contractor Safety Management System) for the Company's suppliers as part of guaranteeing quality of service to customers.

To support the Company's production plans, the Company's marketing strategy is needed in 2024, such as:

1. Expand the associate partner network for program development and marketing.
2. Maintain market share and increase penetration into customer segments that are already controlled.
3. Creation of printed and digital product catalogs.
4. Update the database and identify business customer needs.
5. Increase penetration and extensification in the Governance Sector.
6. Commercial IT development as a step in New Ways of Working.
7. Strengthen the online training platform brand.
8. Marketing online training and assessment platform products, especially to the Pertamina Group market but not limiting it to markets outside the Pertamina Group.
9. Introduce training and assessment products to non-captive markets.

TINJAUAN KINERJA PER SEGMEN USAHA
OVERVIEW OF PERFORMANCE PER BUSINESS SEGMENT

Yang disebut dengan segmen operasi atau segmen usaha adalah komponen Perusahaan yang;

1. Terlibat dalam aktivitas bisnis yang menghasilkan pendapatan dan menimbulkan beban (termasuk pendapatan dan beban terkait dengan transaksi komponen lain di Perusahaan);
2. Operasinya dikaji ulang secara rutin dan berkala oleh pengambil keputusan operasional terkait alokasi tentang sumber daya dan penilaian kinerjanya; serta
3. Memiliki informasi keuangan yang dapat dipisahkan dari segmen operasi lainnya.

SEGMEN USAHA MENURUT ANGGARAN DASAR PERUSAHAAN

Segmen Usaha Perusahaan diatur dalam Anggaran Dasar Perusahaan Sesuai dengan Pernyataan Keputusan Pemegang Saham Secara Sirkuler tanggal 11 Februari 2020, maka segmen usaha perusahaan adalah sebagai berikut:

1. Penyedia sumber daya manusia dan manajemen fungsi sumberdaya manusia.
2. Aktivitas penyeleksian dan penempatan tenaga kerja dalam negeri.
3. Aktivitas konsultasi manajemen lainnya.
4. Jasa pendidikan manajemen dan perbankan.
5. Pendidikan lainnya swasta.
6. Jasa sertifikasi.
7. Penyelenggaraan pertemuan, perjalanan insentif, konferensi, dan pameran.
8. Pendidikan teknis swasta.
9. Pendidikan bimbingan belajar dan konseling swasta.
10. Aktivitas profesional, ilmiah, dan teknis lainnya.
11. Aktivitas penyediaan tenaga kerja waktu tertentu.
12. Aktivitas penyedia gabungan jasa administrasi kantor.
13. Aktivitas jasa sistem keamanan.
14. Aktivitas pemrograman komputer lainnya.
15. Kegiatan penunjang Pendidikan.

SEGMEN USAHA YANG DILAPORKAN

Pembahasan tinjauan menurut segmen usaha dalam laporan ini didasarkan pada perolehan kegiatan menurut kontrak baru atau kontrak berjalan pada tahun 2023. Berdasarkan pendapatan dalam laporan keuangan teraudit tahun 2023 maka segmen usaha perusahaan terdiri dari enam segmen sebagai berikut :

1. *Training Services*
2. *Consultation Services*
3. *Event Management*
4. *Manpower Supply*

The operating segment or business segment is a component of the Company that;

1. Engage in business activities that generate revenue and incur expenses (including income and expenses related to other component transactions in the Company);
2. Operations are reviewed routinely and periodically by operational decision makers regarding resource allocation and performance assessment; as well as
3. Have financial information that can be separated from other operating segments.

BUSINESS SEGMENTS ACCORDING TO THE COMPANY'S ARTICLES OF ASSOCIATION

The Company's Business Segments are regulated in the Company's Articles of Association. In accordance with the Circular Shareholder Decision Statement dated 11 February 2020, the company's business segments are as follows:

1. Human Capital provider and management of Human Capital functions.
2. Activities for selecting and placing domestic workers.
3. Other management consulting activities.
4. Management and banking education services.
5. Other education is private.
6. Certification services.
7. Organizing meetings, incentive trips, conferences and exhibitions.
8. Private technical education.
9. Private tutoring and counseling education.
10. Other professional, scientific and technical activities.
11. Activities to provide labor for a certain time.
12. Joint provider activities of office administration services.
13. Security system service activities.
14. Other computer programming activities.
15. Educational support activities.

REPORTED BUSINESS SEGMENTS

The review discussion by business segment in this report is based on the acquisition of activities under new contracts or current contracts in 2023. Based on the revenue in the audited financial statements for 2023, the company's business segments consist of six segments as follows:

1. Training Services
2. Consultation Services
3. Event Management
4. Manpower Supply

5. *Security Services*
6. *Assessment Center*
7. *Information Technology Services*

5. Security Services
6. Assessment Center
7. Information Technology Services

Realisasi Segmen Usaha
Business Segment Realization

Segmen Usaha Business Segment	Satuan Unit	Realisasi 2023 Realization 2023			Realisasi 2022 Realization 2022		
		RKAP	Realisasi Realization	Persentase Percentage	RKAP	Realisasi Realization	Persentase Percentage
Training Services	Peserta Participant	28.200	61.237	217,15%	20.000	53.277	266,39%
Consulting Services	Proyek Project	65	147	226,15%	77	130	168,83%
Event Management	Proyek Project	463	1.315	284,02%	337	1.063	315,43%
Manpower Supply	TKJP	9.500	11.234	118,25%	9.000	10.009	111,21%
Security Services	TKJP	7.900	8.350	105,70%	6.779	8.276	122,08%
Assessment Center	Peserta Participant	1.800	3.162	175,67%	1.200	2.503	208,58%
Information Technology Service	Proyek Project	10	9	90,00%	N/A	N/A	N/A

Kontribusi Pendapatan menurut Segmen Usaha
Revenue Contribution by Business Segment

Segmen Usaha Business Segment	Kontribusi Audit 2023 2023 Audit Contribution		Kontribusi Audit 2022 Kontribusi Audit 2022		Pertumbuhan Pertumbuhan	
	Rp (Juta) Rp (Million)	Persentase Percentage	Rp (Juta) Rp (Million)	Persentase Percentage	Rp (Juta) Rp (Million)	Persentase Percentage
Training Services	152.831	3,54%	59.714	1,81%	93.117	155,94%
Consulting Services	225.011	5,21%	150.916	4,58%	74.086	49,09%
Manpower Supply	1.591.693	36,84%	1.289.660	39,15%	302.033	23,42%
Event Management	1.285.033	29,74%	866.106	26,29%	418.927	48,37%
Security Services	1.047.136	24,23%	920.167	27,93%	126.969	13,80%
Assessment Center	11.716	0,27%	7.726	0,23%	3.990	51,64%
Information Technology Service	7.717	0,18%	N/A	N/A	7.717	100,00%
Jumlah Total	4.321.139	100,00%	3.294.289	100%	1.026.850	31,17%

Pendapatan perusahaan pada tahun 2023 dari seluruh segmen usaha mengalami peningkatan 31,17% dari pendapatan tahun 2022, kontributor terbesar peningkatan secara persentase kenaikan adalah segmen usaha jasa pelatihan, sebesar 155,94%, sedangkan kontibutor peningkatan terbesar dalam nominal pendapatan adalah segmen usaha penyelenggara acara.

Adapun pencapaian pendapatan Perusahaan per segmen usaha di tahun 2023, terhadap target RKAP adalah sebagai berikut:

Jasa Pelatihan

Pendapatan jasa pelatihan sebesar Rp152 miliar atau 312,64% dari RKAP 2023, disebabkan adanya peningkatan transaksi secara yoy Desember dari: (a) Sub-*holding Commercial & Trading* sebesar 39% dengan kontributor utama berasal dari pelatihan *DEX Sales Winforce* dan *educational* program (tugas belajar), (b) *holding* sebesar 25% dengan kontributor utama berasal dari program pelatihan *online* dan pengelolaan pelatihan UMKM melalui Rumah BUMN, dan (c) Sub-*holding Refinery & Petrochemical* sebesar 23% dengan kontributor utama berasal dari pelatihan *inspector academy* dan pelatihan persiapan masa purna karya.

Jasa Konsultasi

Pendapatan Konsultasi sebesar Rp225 miliar atau 185,72% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara yoy Desember dari: (a) Sub-*Holding Commercial & Trading* sebesar 42% dengan kontributor utama berasal dari konsultasi manajemen umum dan konsultasi manajemen SDM, (b) *Holding* sebesar 33% dengan kontributor utama berasal dari konsultasi manajemen umum dibidang komunikasi, dan (c) Sub-*holding Integrated Marine Logistic* sebesar 15% dengan kontributor utama berasal dari konsultasi manajemen umu untuk *business development.*

Pengelola Tenaga Alih Daya

Pendapatan tenaga alih daya sebesar Rp1,59 triliun atau 124,33% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara yoy Desember dari: (a) Sub-*Holding Commercial & Trading* sebesar 46% dengan kontributor utama berasal dari pengelolaan TAD di PT Pertamina Lubricant dan pengelolaan CRO *Aviation* DPPU seluruh Indonesia, (b) Sub-*holding upstream* sebesar 26% dengan kontributor utama berasal dari Pengelolaan TAD di PT Pertamina Hulu Sanga-Sanga.

Penyelenggara Acara

Pendapatan penyelenggara acara sebesar Rp1,29 triliun atau 285,56% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara yoy Desember dari: (a) Sub-*holding Commercial & Trading* sebesar 44% dan *holding* sebesar 37% dengan kontributor utama berasal dari *event* rutin tahunan yang diselenggarakan oleh Pertamina.

The company's revenue in 2023 from all business segments will increase by 31.17% from revenue in 2022, the largest contributor to the increase in percentage terms was the training services business segment, at 155.94%, while the largest contributor to the increase in nominal revenue was the event organising business segment.

The Company's revenue achievement per business segment in 2023, against the RKAP target, is as follows:

Training Services

Training services revenue amounted to Rp152 billion or 312.64% of the 2023 RKAP, due to an increase in December yoy transactions from: (a) Sub-holding Commercial & Trading by 39% with the main contributor coming from DEX Sales Winforce training and educational programs (tasks learning), (b) holding of 25% with the main contributor coming from online training programs and MSME training management through BUMN Houses, and (c) Refinery & Petrochemical Sub-holding of 23% with the main contributor coming from inspector academy training and preparatory training retirement period.

Consulting Services

Consulting Revenue amounted to Rp225 billion or 185.72% of the 2023 RKAP due to an increase in December yoy transactions from: (a) Sub-Holding Commercial & Trading by 42% with the main contributor coming from general management consulting and HR management consulting, (b) Holding of 33% with the main contributor coming from general management consulting in the field of communications, and (c) Sub-holding Integrated Marine Logistics of 15% with the main contributor coming from general management consulting for business development.

Manpower Supply

Manpower Supply revenue amounted to Rp1.59 trillion or 124.33% of the 2023 RKAP due to an increase in December yoy transactions from: (a) Sub-Holding Commercial & Trading by 46% with the main contributor coming from TAD management at PT Pertamina Lubricant and management of CRO Aviation DPPU throughout Indonesia, (b) Upstream sub-holding of 26% with the main contributor coming from TAD Management at PT Pertamina Hulu Sanga-Sanga.

Event Management

Event management revenue amounted to Rp1.29 trillion or 285.56% of the 2023 RKAP due to an increase in December yoy transactions from: (a) Commercial & Trading sub-holding of 44% and holding of 37% with the main contributor coming from annual routine events organized by Pertamina.

Jasa Pengamanan

Pendapatan Jasa Pengamanan sebesar Rp1,05 triliun atau 119,60% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara yoy Desember terkait pengelolaan TAD pengamanan dari: (a) Sub-*holding Commercial & Trading* sebesar 35% dan (b) Sub-*Holding Refinery & Petrochemical* sebesar 22%.

Jasa Pusat Penilaian

Pendapatan jasa pusat penilaian sebesar Rp11 miliar atau 157,91% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara yoy desember terkait pengelolaan TAD pengamanan dari: (a) *holding* sebesar 67% dengan kontributor utama berasal dari *assessment* ELC dan (b) Sub-*holding Upstream* sebesar 31% dengan kontributor utama dari *assessment* PLC.

Jasa Information Technology Service (IT)

Pendapatan jasa sebesar Rp7,7 miliar atau 100,00% dari RKAP 2023 disebabkan adanya peningkatan transaksi secara y0y desember terkait proyek digitalisasi sistem PT Pertamina (Persero) serta proyek lainnya dari Subholding dan Anak Perusahaan PT Pertamina (Persero).

SEGMEN PELATIHAN

Segmen pelatihan menjadi salah satu fokus Perusahaan untuk peningkatan keterampilan Sumber Daya Manusia (SDM) dan kegiatan jasa pelatihan. Pelatihan ini mencakup *in house training*, *public training*, lokakarya, dan seminar. Pelatihan merupakan bisnis utama PTC yang dikembangkan untuk meningkatkan kompetensi peserta, khususnya dalam mendukung kegiatan operasional entitas induk, PT Pertamina (Persero), dan kelompok usahanya.

Hingga akhir Desember 2023, segmen usaha pelatihan telah mendapatkan capaian sebagai berikut:

1. Peserta pelatihan sampai akhir Desember 2023 adalah sebanyak 61.237 peserta dibandingkan target RKAP sebanyak 28.200.
2. Pendapatan yang diperoleh segmen Jasa Pelatihan pada tahun 2023 mencapai Rp152,83 miliar. Pendapatan ini mengalami pertumbuhan dari tahun 2022 yang sebesar Rp59,71 miliar.

Profitabilitas Segmen Pelatihan

Pada tahun 2023, segmen usaha pelatihan membukukan pendapatan sebesar Rp89,97miliar dengan mengalami peningkatan 50,67% dari tahun sebelumnya atau mencapai184,06% terhadap target RKAP 2023 sebesar Rp48,88 miliar. Dengan jumlah biaya pokok usaha sebesar Rp2,66 miliar maka segmen ini menghasilkan laba kotor sebesar Rp87,31 miliar mengalami peningkatan 717,67% bila dibandingkan tahun sebelumnya, dan melebihi target RKAP 2023 sebesar 922,46%.

Security Services

Security Services Revenue amounted to Rp1.05 trillion or 119.60% of the 2023 RKAP due to an increase in December yoy transactions related to the management of security TAD from: (a) Commercial & Trading Sub-holding by 35% and (b) Refinery Sub-Holding & Petrochemical by 22%.

Assesment Center

Assesment center revenue amounted to Rp11 billion or 157.91% of the 2023 RKAP due to an increase in transactions in December yoy related to the management of security TAD from: (a) holding of 67% with the main contributor coming from ELC assessment and (b) Upstream Sub-holding of 31% with the main contributor from the PLC assessment.

Information Technology Service (IT)

Service revenue of Rp7.7 billion or 100.00% of the 2023 RKAP was due to an increase in transactions on a y0y basis in December related to the PT Pertamina (Persero) system digitisation project and other projects from Subholding and Subsidiaries of PT Pertamina (Persero).

TRAINING SEGMENT

The training segment is one of the Company's focuses for improving Human Capital (HC) skills and training service activities. This training includes in-house, public training, workshops and seminars. Training is PTC's main business which was developed to increase participant competency, especially in supporting the operational activities of the parent entity, PT Pertamina (Persero), and its business groups.

Until the end of December 2023, the training business segment has achieved the following achievements:

1. Training participants until the end of December 2023 were 61,237 participants compared to the RKAP target of 28,200.
2. Revenue earned by the Training Services segment in 2023 will reach Rp152.83 billion. This income will experience growth from 2022 which amounted to Rp59.71 billion.

Training Segment Profitability

In 2023, the training business segment recorded revenue of Rp89.97 billion, an increase of 50.67% from the previous year or reaching 184.06% of the 2023 RKAP target of Rp48.88 billion. With total operating costs of Rp2.66 billion, this segment generated a gross profit of Rp87.31 billion, an increase of 717.67% compared to the previous year, and exceeding the 2023 RKAP target of 922.46%.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit Audited	2022 Teraudit Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	152.831	59.714	48.884	93.117	155,94%
Biaya Pokok Usaha Cost of Revenues	127.409	49.036	39.419	78.373	159,83%
Laba (Rugi) Bruto Gross Profit (Loss)	25.422	10.678	9.465	14.744	138,08%

Secara keseluruhan, profitabilitas segmen pelatihan mengalami peningkatan sebesar 138,08% dibandingkan tahun sebelumnya.

Untuk mempertahankan keunggulan tersebut, maka Divisi Training & Consulting tetap berupaya meningkatkan kinerja segmen usaha dengan cara sebagai berikut:

1. Menjaga hubungan baik dengan pelanggan untuk mendapatkan pekerjaan berulang.
2. Menawarkan jasa pelatihan dengan inovasi termutakhir.
3. Memaksimalkan jejaring di antara Direksi kelompok usaha Pertamina.
4. Memaksimalkan sinergi dengan kelompok usaha Pertamina.
5. Mengoptimalkan penjualan dan pemanfaatan pembelajaran daring "TRACO" sebagai salah satu perangkat pelatihan yang mampu bersaing dalam era digital.
6. Memaksimalkan pemasaran di pasar *captive* yang masih belum bekerja sama dengan PTC dengan cara menangkap peluang produk digital.
7. Secara selektif mencari potensi proyek di pasar non-Pertamina.

SEGMEN JASA KONSULTASI

Segmen Konsultasi mencakup bidang manajemen, teknik, administrasi, enjiniring, kesisteman, dan pengembangan bisnis. Produk Konsultasi Perusahaan didesain secara khusus menyesuaikan dengan kebutuhan pelanggan, untuk memberikan solusi yang dibutuhkan. Jenis produk konsultasi perusahaan antara lain konsultasi manajemen, kajian, studi, pengembangan kesisteman, penyusunan sistem tata kerja, dan pelaksanaan survei.

Kinerja Segmen Jasa Konsultasi

Hingga akhir Desember 2023, segmen usaha jasa konsultasi telah mendapatkan capaian sebagai berikut:

1. Segmen jasa konsultasi berhasil mendapatkan 147 proyek yang sebelumnya dari target RKAP 2023 sebanyak 65 proyek.
2. Segmen jasa konsultasi berhasil membukukan pendapatan sebesar Rp225,01 miliar, pendapatan tersebut lebih tinggi dibandingkan periode sebelumnya di tahun 2022, sebesar Rp150,92 miliar.

Overall, the profitability of the training segment increased by 138.08% compared to the previous year.

To maintain this excellence, the Training & Consulting Division continues to strive to improve business segment performance in the following ways:

1. Maintain good relationships with customers to get repeat work.
2. Offering training services with the latest innovations.
3. Maximize networking among the Directors of the Pertamina business group.
4. Maximizing synergy with the Pertamina business group.
5. Optimizing sales and utilization of "TRACO" online learning as a training tool that is able to compete in the digital era.
6. Maximize marketing in captive markets that have not yet collaborated with PTC by capturing digital product opportunities.
7. Selectively look for potential projects in non-Pertamina markets.

CONSULTING SERVICES SEGMENT

The Consulting segment covers the fields of management, engineering, administration, engineering, systems and business development.The Company's Consulting Products are designed specifically to suit customer needs, to provide the required solutions. Types of company consulting products include management consulting, research, studies, system development, work system preparation, and survey implementation.

Consulting Services Segment Performance

Until the end of December 2023, the consulting services business segment has achieved the following achievements:

1. The consulting services segment succeeded in obtaining 147 projects, compared to the 2023 RKAP target of 65 projects.
2. The consulting services segment managed to record revenue of Rp225.01 billion, this revenue was higher than the previous period in 2022, amounting to Rp150.92 billion.

Permintaan Jasa Konsultasi yang dilaksanakan di tahun 2023 mengalami peningkatan yang disebabkan oleh meningkatnya jumlah lapangan pekerjaan. Beberapa proyek jasa konsultasi tahun 2023 yang memiliki nilai kontrak yang signifikan adalah jasa konsultan program jasa konsultan Kampanye Komunikasi Publik BBM & LPG Subsidi (Rp34 miliar) dan jasa konsultan Kajian Pengembangan Bisnis *Storage & Trading* dengan skema KSO *Processing* (Rp14,2 miliar).

Demand for Consulting Services carried out in 2023 will increase due to the increase in the number of job opportunities. Several consulting service projects in 2023 that have significant contract values are consulting services for the Subsidized BBM & LPG Public Communication Campaign program consulting services (Rp34 billion) and Storage & Trading Business Development Study consulting services with the KSO Processing scheme (Rp14.2 billion).

Profitabilitas Segmen Jasa Konsultasi

Pendapatan yang diperoleh segmen usaha konsultasi pada tahun 2023 mencapai Rp165,72 miliar, meningkat 9,81% dari pendapatan tahun 2022, atau mencapai 136,78% dari target RKAP 2023 sebesar 121,15 miliar. Dengan jumlah biaya pokok usaha sebesar Rp150,81 miliar maka segmen ini menghasilkan laba kotor sebesar Rp14,91 miliar. Angka ini meningkat 7,49% dibandingkan tahun sebelumnya, dan melebihi target RKAP 2023 sebesar 129,34%.

Profitability of the Consulting Services Segment

Revenue earned by the consulting business segment in 2023 reached Rp165.72 billion, an increase of 9.81% from revenue in 2022, or reaching 136.78% of the 2023 RKAP target of 121.15 billion. With total operating costs of Rp150.81 billion, this segment generated a gross profit of Rp14.91 billion. This figure increased 7.49% compared to the previous year, and exceeded the 2023 RKAP target of 129.34%.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	225.011	150.915	121.159	74.096	49,09%
Biaya Pokok Usaha Cost of Revenues	204.678	137.040	109.628	67.638	49,36%
Laba (Rugi) Bruto Gross Profit (Loss)	20.333	13.875	11.531	6.458	46,54%

Secara keseluruhan, profitabilitas segmen konsultasi mengalami peningkatan dibandingkan tahun sebelumnya sebesar 46,54% menjadi Rp20,33 miliar dibandingkan tahun 2022 yang sebesar Rp13,88 miliar.

Overall, the profitability of the consulting segment increased compared to the previous year by 46.54% to Rp20.33 billion compared to 2022 which was Rp13.88 billion.

SEGMEN JASA PENYELENGGARAAN ACARA

PTC memiliki segmen jasa Penyelenggaraan Acara. Segmen usaha ini menawarkan untuk memenuhi kebutuhan kegiatan pameran, konvensi, insentif, dan pameran. Selain itu, Perusahaan juga menawarkan jasa pengelolaan dan penyelenggaraan kegiatan rapat, seminar, *workshop, corporate gathering*, peresmian dan peluncuran produk, pertandingan golf, makan malam, pertunjukan, program kunjungan kampus, serta sponsorship.

Kinerja Segmen Jasa Penyelenggara Acara Sampai dengan akhir tahun 2023, segmen usaha pengelolaan acara berhasil mendapatkan 1.315 proyek atau sebesar 284,02% dari target RKAP 2023 sebanyak 463 proyek. Jumlah proyek ini lebih tinggi 290,21%% dibandingkan tahun 2022 yaitu 337 proyek.

EVENT MANAGEMENT SERVICES SEGMENT

PTC has an Event Management services segment. This business segment offers to meet the needs of exhibitions, conventions, incentives and exhibitions. Apart from that, the Company also offers services for managing and organizing meetings, seminars, workshops, corporate gatherings, product inaugurations and launches, golf matches, dinners, performances, campus visit programs, and sponsorships.

Performance of the Event Management Services Segment Until the end of 2023, the event management business segment succeeded in obtaining 1,315 projects or 284.02% of the 2023 RKAP target of 463 projects. The total projects are 290.21% higher compared to 2022, namely 337 projects.

Profitabilitas Segmen Jasa Penyelenggaraan Acara

Pada tahun 2023, segmen usaha pengelolaan acara membukukan pendapatan sebesar Rp1.285,03 miliar meningkat 48,37% dari tahun sebelumnya atau mencapai 285,85% terhadap target RKAP 2023. Dengan jumlah biaya pokok usaha sebesar Rp1.163,73 miliar maka segmen ini menghasilkan laba kotor sebesar Rp121,31 miliar. Angka ini meningkat 48,72% bila dibandingkan tahun sebelumnya, dan melebihi target RKAP 2023 sebesar 184,02%.

Profitability of the Event Organizer Services Segment

In 2023, the event organizer business segment recorded revenue of Rp1,285.03 billion, an increase of 48.37% from the previous year or reaching 285.85% of the 2023 RKAP target. With total business costs of Rp1,163.73 billion, this segment generated gross profit amounting to Rp92.22 billion. This figure increased 48.72% compared to the previous year, and exceeded the 2023 RKAP target of 184.02%

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	1.285.033	866.106	450.000	418.927	48,37%
Biaya Pokok Usaha Cost of Revenues	1.163.727	784.543	407.290	379.184	48,33%
Laba (Rugi) Bruto Gross Profit (Loss)	121.305	81.563	42.710	39.742	48,72%

Secara keseluruhan, profitabilitas segmen penyelenggaraan acara mengalami peningkatan dibandingkan tahun 2022 yang sebesar Rp81,56 miliar meningkat 48,72% menjadi Rp121,31 miliar. Untuk mempertahankan keunggulan tersebut, manajemen tetap berupaya memenuhi target RKAP 2023, dengan beberapa faktor pendukung seperti menjaga harga untuk tetap kompetitif, melakukan pembangunan hubungan dan jaringan dengan secara terjadwal dan konsisten, mengikuti perkembangan teknologi yang berhubungan dengan *event technology*, dan manager serta team *event organizer* langsung melakukan eksekusi ke lapangan.

Overall, the profitability of the event organizing segment has increased compared to 2022, which amounted to Rp81.56 billion, an increase of 48.72% to Rp121.31 billion. To maintain this advantage, management continues to strive to meet the 2023 RKAP target, with several supporting factors such as maintaining prices to remain competitive, building relationships and networks on a scheduled and consistent basis, following technological developments related to event technology, and event managers and teams the organizer immediately carried out the execution in the field.

SEGMEN JASA PENGELOLAAN TENAGA ALIH DAYA

Dalam memenuhi permintaan pelanggan PTC menawarkan segmen usaha Tenaga Alih Daya. Segmen ini menyediakan jasa rekrutmen, penyediaan dan pengelolaan tenaga kerja dilakukan secara profesional sesuai kebutuhan pelanggan. Kandidat tenaga kerja yang dikelola berasal dari berbagai latar belakang, mulai dari lulusan baru sampai pekerja berpengalaman. Perusahaan mengelola tenaga alih daya dengan berbagai fungsi, mulai tenaga administrasi umum, operator refueller Jet-A1, evaluator keuangan, analis data, tenaga penjualan untuk produk pelumas, pengemudi, tenaga penyelam, dan konsultan ahli.

MANPOWER SUPPLY SERVICES SEGMENT

In meeting customer demand, PTC offers the Outsourcing business segment. This segment provides recruitment services, provision and management of workforce carried out professionally according to customer needs. Managed workforce candidates come from various backgrounds, ranging from new graduates to experienced workers. The company manages outsourcing personnel with various functions, starting from general administration personnel, Jet-A1 refueller operators, financial evaluators, data analysts, sales personnel for lubricant products, drivers, divers and expert consultants.

Kinerja Segmen Pengelolaan Tenaga Alih Daya

Jumlah tenaga kerja yang dikelola sampai dengan akhir 2023 sebanyak 11.234 TKJP atau 118,25% dari target RKAP 2023 sebanyak 9.500 TKJP. Jumlah tenaga kerja yang dikelola Perusahaan meningkat 12,24% dibandingkan realisasi periode yang sama tahun sebelumnya sebanyak 10.009 TKJP.

Manpower Supply Segment Performance

The total Manpower managed by the end of 2023 is 11,234 TKJP or 118.25% of the 2023 RKAP target of 9,500 TKJP. The total workers managed by the Company increased by 12.24% compared to the realization in the same period the previous year of 10,009 TKJP.

Tenaga kerja yang dikelola di tahun 2023 dan perbandingannya dengan tahun 2022, adalah sebagai berikut:

The workforce managed in 2023 and the comparison with 2022 are as follows:

Klien Client	Realisasi 2023 Realization 2023	Realisasi 2022 Realization 2022	Pertumbuhan Growth Persentase Percentage
PWTT Aviasi Permanent Workers Aviation	447	456	-1,97%
PWT Aviasi Non-Permanent Workers Aviation	196	189	3,70%
PWT PHE GRUP Non-Permanent Workers of PHE GRUP	912	843	8,19%
PWT Pertagas Non-Permanent Workers of Pertagas	699	664	5,27%
PWT Lubricant Non-Permanent Workers of Lubricant	1.663	1.853	-10,25%
PWT Adm *Support* (TKJP EOS) Non-Permanent Workers in Adm Support (TKJP EOS)	220	222	-0,90%
PWT Pertashop Non-Permanent Workers in Pertashop	247	253	-2,37%
PWT Anak Perusahaan Lainnya Non-Permanent Workers in Other Subsidiaries	1.948	1.267	53,75%
Commercial & Trading Sub-Holding	3.428	2.876	19,19%
Holding	1.324	1.386	-4,47%
Total	**11.234**	**10.009**	**12,24%**

Profitabilitas Segmen Jasa Pengelolaan Tenaga Alih Daya

Pendapatan yang diperoleh segmen usaha pengelolaan tenaga alih daya pada tahun 2023 sebesar Rp1.591,69 miliar, meningkat 23,42% dari tahun sebelumnya atau mencapai 124,33% terhadap target RKAP 2023 sebesar Rp1.208,24 miliar. Dengan jumlah biaya pokok usaha sebesar Rp1.491,44 miliar maka segmen ini menghasilkan laba kotor sebesar Rp85,31 miliar. Angka ini meningkat 28,27% bila dibandingkan tahun sebelumnya, dan melebihi target RKAP 2023 sebesar 26,70%.

Profitability of the Manpower Supply Services Segment

Revenue earned by the outsourcing power management business segment in 2023 amounted to Rp1,591.69 billion, an increase of 23.42% from the previous year or reaching 124.33% of the 2023 RKAP target of Rp1,208.24 billion. With total operating costs of Rp1,491.44 billion, this segment generated a gross profit of Rp85.31 billion. This figure increased by 28.27% compared to the previous year, and exceeded the 2023 RKAP target of 26.70%.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth Nominal	Persentase Percentage
Pendapatan Revenue	1.591.693	1.289.660	1.280.243	302.033	23,42%
Biaya Pokok Usaha Cost of Revenues	1.491.442	1.211.503	1.201.117	279.938	23,11%
Laba (Rugi) Bruto Gross Profit (Loss)	100.251	78.156	79.126	22.095	28,27%

SEGMEN JASA PENGAMAN

PTC menyediakan segmen Jasa pengaman untuk melayani kebutuhan klien dalam mengamankan dan melindungi obyek vital di wilayah kerjanya dari berbagai ancaman dan tindakan pelanggaran hukum, demi menjaga keamanan dan stabilitas di lingkungan. Saat ini Perusahaan memiliki ijin untuk menyelenggarakan jasa pengamanan di wilayah DKI Jakarta, Sumatera Utara, Riau, Jawa Barat, Jawa Tengah, Jawa Timur, Sumatera Selatan, Kalimantan Timur, dan Papua. Perusahaan juga memiliki rekomendasi untuk wilayah Maluku Utara dan Kalimantan Utara.

Kinerja Segmen Jasa Pengaman

Jumlah tenaga pengamanan yang dikelola pada 2023 sebanyak 8.350 orang atau sebesar 105,70% dari target. Jumlah tenaga kerja meningkat 74 orang atau 0,89% dibandingkan tahun sebelumnya sebanyak 8.276 orang.

Cakupan tenaga pengamanan yang dikelola sampai dengan akhir bulan Desember 2023 meliputi manajer pengamanan, investigator, asisten manajer pengamanan, koordinator lapangan, staf pengamanan, penata lapangan, staf administrasi wilayah, staf administrasi, anggota pengamanan, pengawas, komandan regu, tenaga bantuan lokasi, dan penyelia SDM.

Profitabilitas Segmen Jasa Pengaman

Pendapatan yang diperoleh segmen usaha pengelolaan jasa pengamanan tahun 2023 sebesar Rp1.047,14 miliar, meningkat 13,80% dari tahun sebelumnya atau mencapai 119,60% dari target RKAP 2023 sebesar Rp875,53 miliar. Dengan jumlah biaya pokok usaha sebesar Rp980,46 miliar maka segmen ini menghasilkan laba kotor sebesar Rp66,68 miliar. Angka ini meningkat 12,37% jika dibandingkan tahun sebelumnya.

SECURITY SERVICES SEGMENT

PTC provides the security services segment to serve clients' needs in securing and protecting vital objects in their work area from various threats and unlawful acts, in order to maintain security and stability in the environment. Currently the Company has a permit to provide security services in the DKI Jakarta, North Sumatra, Riau, West Java, Central Java, East Java, South Sumatra, East Kalimantan and Papua areas. The company also has recommendations for the North Maluku and North Kalimantan regions.

Security Services Segment Performance

The total security personnel managed in 2023 will be 8,350 people or 105.70% of the target. The total workers increased by 74 people or 0.89% compared to the previous year of 8,276 people.

The scope of security personnel managed until the end of December 2023 includes security managers, investigators, assistant security managers, field coordinators, security staff, field administrators, regional administration staff, administration staff, security members, supervisors, team commanders, location assistance personnel, and HC supervisor.

Profitability of the Security Services Segment

Revenue earned by the security services management business segment in 2023 amounted to Rp1,047.14 billion, an increase of 13.80% from the previous year or reaching 119.60% of the 2023 RKAP target of Rp875.53 billion. With total operating costs of Rp980.46 billion, this segment generated a gross profit of Rp66.68 billion. This figure increased 12.37% compared to the previous year.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	1.047.135	920.167	875.535	126.968	13,80%
Biaya Pokok Usaha Cost of Revenues	980.455	860.825	810.782	119.630	13,90%
Laba (Rugi) Bruto Gross Profit (Loss)	66.679	59.342	64.753	7.337	12,37%

Secara keseluruhan, profitabilitas segmen pengelolaan jasa pengamanan mengalami peningkatan 12,37% dibandingkan tahun sebelumnya Rp59 miliar, dikarenakan adanya jumlah penambahan proyek yang berasal dari SH *Upstream* & SH C&T.

Overall, the profitability of the security services management segment increased by 12.37% compared to the previous year of Rp59 billion, due to the number of additional projects originating from SH Upstream & SH C&T.

SEGMEN JASA PUSAT PENILAIAN

Perusahaan menawarkan jasa untuk mengukur kompetensi evaluasi perilaku pekerja yang dibutuhkan organisasi di lingkungan pemerintahan maupun bisnis. Jasa Pusat Penilaian sudah beroperasi sejak Juli 2016.

Sampai akhir Desember 2023, jasa penilaian telah mendapatkan 659 proyek baru. Jumlah ini jika dibandingkan dengan jumlah proyek pada bulan yang sama tahun sebelumnya sebanyak 344 proyek serta menyelesaikan seluruh proyek jangka panjang tahun 2022 dan tahun-tahun sebelumnya.

Kinerja Segmen Pusat Penilaian

Jumlah asesi yang dikelola sebanyak 3.162 atau mencapai 75,67% dari target RKAP 2023 sebanyak 1.800 asesi. Jumlah asesi ini melampaui raihan jumlah asesi pada tahun sebelumnya sebanyak 2.503 peserta atau 26,33%. Cakupan asesi yang dikelola sampai dengan akhir Desember 2023 meliputi perusahaan dalam kelompok usaha Pertamina maupun non-Pertamina.

Profitabilitas Segmen Pusat Penilaian

Pendapatan yang diperoleh segmen usaha pusat penilaian tahun 2023 sebesar Rp11,71 miliar atau meningkat 57,91% dari target RKAP 2023 sebesar 7,42 miliar. Dengan jumlah biaya pokok usaha sebesar Rp7,681 miliar maka segmen ini menghasilkan laba kotor sebesar Rp4,035 miliar. Angka ini meningkat 2,53% bila dibandingkan tahun sebelumnya.

ASSESSMENT CENTER SEGMENT

The company offers services to measure employee behavioral evaluation competencies needed by organizations in government and business environments. The Assessment Center service has been operating since July 2016.

Until the end of December 2023, the assessment service has received 659 new projects. This number is compared to the total projects in the same month of the previous year of 344 projects and the completion of all long-term projects in 2022 and previous years.

Assessment Center Segment Performance

The total assessments managed was 3,162 or reached 75.67% of the 2023 RKAP target of 1,800 assessments. This number of assessments exceeded the total assessments achieved in the previous year of 2,503 participants or 26.33%. The scope of the assessment managed until the end of December 2023 includes companies in the Pertamina and non-Pertamina business groups.

Assessment Center Segment Profitability

Revenue earned by the assessment center business segment in 2023 was Rp11.71 billion or an increase of 57.91% from the 2023 RKAP target of Rp7.42 billion. With total operating costs of Rp7.681 billion, this segment generated a gross profit of Rp4.035 billion. This figure increased by 2.53% compared to the previous year.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	11.716	7.726	7.420	3.990	51,64%
Biaya Pokok Usaha Cost of Revenues	7.681	3.791	4.955	3.890	102,62%
Laba (Rugi) Bruto Gross Profit (Loss)	4.035	3.935	2.465	100	2,53%

Secara keseluruhan, profitabilitas segmen pusat penilaian mengalami peningkatan dibandingkan tahun sebelumnya terutama disebabkan oleh adanya peningkatan daya minat dan permintaan terkait dengan *assessment* pekerja di *level strategic* dengan jumlah tahun 2022 dengan jumlah 133 dan tahun 2023 berjumlah 229 dengan jumlah kenaikan sebesar 2,53%. Pada tahun 2023, segmen pusat penilaian berhasil mencatatkan laba bersih sebesar Rp11,71 juta.

Overall, the profitability of the assessment center segment has increased compared to the previous year, mainly due to an increase in interest and demand related to employee assessment at the strategic level, with the number in 2022 amounting to 133 and in 2023 amounting to 229 with a total increase of 2.53%. In 2023, the assessment center segment managed to record a net profit of Rp11.71 million.

SEGMEN JASA IT

Profitabilitas Segmen Jasa IT

Pendapatan yang diperoleh segmen usaha jasa IT tahun 2023 sebesar Rp7,72 miliar atau meningkat 100,00%. Dengan jumlah biaya pokok usaha sebesar Rp6,36 miliar maka segmen ini menghasilkan laba kotor sebesar Rp1,35 miliar. Angka ini meningkat 100,00% bila dibandingkan tahun sebelumnya.

IT SERVICES SEGMENT

IT Services Segment Profitability

Revenue earned by the IT services business segment in 2023 was Rp7.72 billion an increase of 100.00%. With total operating costs of Rp6.36 billion, this segment generated a gross profit of Rp1.35 billion. This figure increased 100.00% compared to the previous year.

Uraian Description	2023 Teraudit 2023 Audited	2022 Teraudit 2022 Audited	RKAP 2023	Pertumbuhan Growth	
				Nominal	Persentase Percentage
Pendapatan Revenue	7.717	N/A	1.990	7.717	100,00%
Biaya Pokok Usaha Cost of Revenues	6.364		971	6.364	
Laba (Rugi) Bruto Gross Profit (Loss)	1.352		1.018	1.352	

TINJAUAN KEUANGAN
FINANCIAL OVERVIEW

Ulasan kinerja keuangan Perusahaan disusun berdasarkan data Laporan Keuangan PT Pertamina Training and Consulting periode 31 Desember 2023 dan 2022, yang disajikan sesuai dengan prinsip-prinsip akuntansi keuangan yang berlaku umum di Indonesia (PSAK).

Laporan Keuangan tersebut telah diaudit oleh Kantor AMIR ABADI JUSUF, ARYANTO, MAWAR & REKAN dan memperoleh opini wajar untuk semua hal yang material untuk posisi keuangan PT Pertamina Training and Consulting pada tanggal 31 Desember 2023, serta kinerja keuangan dan arus kas untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan standar akuntansi keuangan di Indonesia.

The Company's financial performance review was prepared based on data from the Financial Report of PT Pertamina Training and Consulting for the period December 31, 2023 and 2022, which was presented in accordance with generally accepted financial accounting principles in Indonesia (PSAK).

The Financial Report has been audited by the Office of AMIR ABADI JUSUF, ARYANTO, MAWAR & REKAN and obtained a fair opinion on all material matters for the financial position of PT Pertamina Training and Consulting as of December 31, 2023, as well as its financial performance and cash flow for the year ends on that date, in accordance with financial accounting standards in Indonesia.

LAPORAN KEUANGAN

Dalam Menyusun laporan keuangan disajikan berdasarkan dengan prinsip-prinsip akuntansi keuangan yang berlaku umum di Indonesia (PSAK) untuk tahun yang berakhir pada 31 Desember 2023 dan 2022.

Laporan Keuangan Perusahaan telah diaudit oleh Kantor Akuntan Publik Purwantono, Sungkoro, dan Surja dan memperoleh opini wajar untuk semua hal yang material untuk posisi keuangan PT Pertamina Training and Consulting pada tanggal 31 Desember 2023, serta kinerja keuangan dan arus kas untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan standar akuntansi keuangan di Indonesia.

Jumlah Aset Perusahaan per 31 Desember 2023, tercatat sebesar Rp1.220,27 miliar, meningkat sebesar 35,23% atau setara dengan 317,93 miliar dibandingkan tahun 2022 sebesar Rp902,34 miliar.

FINANCIAL STATEMENTS

In preparing financial statements presented based on generally accepted financial accounting principles in Indonesia (PSAK) for the years ending December 31, 2023 and 2022.

The Company's Financial Statements have been audited by the Purwantono, Sungkoro, and Surja Public Accounting Firm and obtained a fair opinion on all material matters for the financial position of PT Pertamina Training and Consulting as of December 31, 2023, as well as its financial performance and cash flow for the year ended on that date, in accordance with financial accounting standards in Indonesia.

Total Company Assets as of December 31, 2023, were recorded at Rp1,220.27 billion, an increase of 35.23% or the equivalent of 317.93 billion compared to 2022 of Rp902.34 billion.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Aset Lancar Current assets	1.184.305	890.861	293.444	32,94%
Aset Tidak Lancar Non-Current Assets	35.968	11.478	24.490	213,36%
Jumlah Aset Total Assets	**1.220.273**	**902.339**	**317.934**	**35,23%**

Aset Lancar

Jumlah Aset Lancar Perusahaan per 31 Desember 2023 tercatat sebesar Rp1.184,3 miliar meningkat 32.94% dibandingkan tahun sebelumnya sebesar Rp890,86 miliar.

Current Assets

The Company's Total Current Assets as of December 31, 2023 were recorded at Rp1,184.3 billion, an increase of 32.94% compared to the previous year of Rp890.86 billion.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Kas dan Setara Kas Cash and Cash Equivalents	158.740	145.559	13.181	9,06%
Piutang usaha Pihak Berelasi Related Parties Trade Receivables	262.849	211.329	51.520	24,38%
Piutang Usaha Pihak Ketiga Third Parties Trade Receivables	840	791	49	6,19%
Piutang Usaha Belum Difakturkan Berelasi Unbill Receivables Related Parties	682.778	499.812	182.966	36,61%
Piutang Usaha Belum Difakturkan Pihak Ketiga Unbill Receivables Third Parties	15.193	762	14.431	1893,83%
Beban Dibayar di Muka dan Uang Muka Prepayments and Advances	5.553	9.069	-3.516	-38,77%
Persediaan Inventory	45	43	2	4,65%
Pajak Dibayar di Muka Prepaid Taxe	58.307	23.496	34.811	148,16%
Jumlah Aset Lancar Total Current Assets	1.184.305	890.861	293.444	32,94%

Kas dan Setara Kas

Per 31 Desember 2023, jumlah kas dan setara kas perusahaan adalah sebesar Rp158,74 miliar meningkat 9,06% dibandingkan tahun sebelumnya sebesar Rp145,56 miliar. Peningkatan kas dan setara kas disebabkan karena adanya surplus arus kas dari aktivitas operasi tahun 2023.

Cash and Cash Equivalents

As of December 31, 2023, the company's cash and cash equivalents amounted to Rp158.74 billion, an increase of 9.06% compared to the previous year of Rp145.56 billion. The increase in cash and cash equivalents was due to a cash flow surplus from operating activities in 2023.

Piutang Usaha

Jumlah Piutang Usaha Perusahaan pada tahun 2023 mencapai Rp263,70 miliar naik 24,31% dibanding tahun 2022 sebesar Rp212,12 miliar. Peningkatan piutang usaha ini disebabkan naiknya pendapatan dari tahun 2023 dibandingkan dengan tahun 2022.

Trade Receivables

The Company's total trade receivables in 2023 reached Rp263.70 billion, an increase of 24.31% compared to 2022 of Rp212.12 billion. This increase in trade receivables was due to an increase in income from 2023 compared to 2022.

Piutang Usaha Yang Belum Ditagihkan

Jumlah piutang usaha yang belum ditagihkan pada tahun 2023 sebesar Rp697,97 miliar naik sebesar Rp197,40 atau 39,43% dibandingkan dengan tahun 2022 sebesar Rp500,57miliar.

Unbilled Trade Receivable

The amount of unbilled trade receivables in 2023 is Rp697.97 billion, an increase of Rp197.40 or 39.43% compared to 2022 of Rp500.57 billion.

Aset Tidak Lancar

Pada tahun 2023, PTC mencatatkan peningkatan jumlah aset tidak lancar sebesar 213,36% dibandingkan tahun 2022. Jumlah Aset Tidak Lancar pada tahun 2023 adalah sebesar Rp35,97 miliar, sedangkan tahun 2022 adalah sebesar Rp11,48 miliar. Peningkatan jumlah aset tidak lancar Perusahaan ini disebabkan oleh naiknya aset hak guna akibat dampak penerapan PSAK 73.

Non-Current Assets

In 2023, PTC recorded an increase in the number of non-current assets of 213.36% compared to 2022. Total Non-Current Assets in 2023 were Rp35.97 billion, while in 2022 they were Rp11.48 billion. The increase in the number of non-current assets of the Company was caused by an increase in right of use assets due to the impact of implementing PSAK 73.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Kas yang Dibatasi Penggunaannya Restricted Cash	2.179	-	2.179	100%
Aset Pajak Tangguhan Deferred Tax Assets	12.757	10.199	2.558	25,08%
Aset Tetap Fixed Assets	16	35	-19	-54,29%
Aset Hak Guna Right-of-Use Assets	20.996	1.224	19.772	1615,36%
Aset Tidak Lancar Lainnya Other Non-Current Assets	20	20	0	0,00%
Jumlah Aset Tidak Lancar Total Non-Current Assets	**35.968**	**11.478**	**24.490**	**213,36%**

Jumlah Liabilitas

Jumlah liabilitas Perusahaan per 31 Desember 2023 adalah sebesar Rp718,78miliar, mengalami peningkatan 44,62% dibandingkan tahun sebelumnya sebesar Rp497,01 miliar. Peningkatan jumlah liabilitas ini disebabkan oleh naiknya liabilitas jangka pendek dan liabilitas jangka panjang di tahun 2023.

Total Liabilities

The Company's total liabilities as of December 31, 2023 were Rp718.78 billion, an increase of 44.62% compared to the previous year of Rp497.01 billion. This increase in total liabilities was caused by an by an increase in current liabilities and non-current liabilities in 2023.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Liabilitas Jangka Pendek Current Liabilities	699.115	493.599	205.516	41,64%
Liabilitas Jangka Panjang Non-current Liabilities	19.664	3.412	16.252	476,32%
Jumlah Liabilitas Total Liabilities	**718.779**	**497.010**	**221.769**	**44,62%**

Liabilitas Jangka Pendek

Jumlah liabilitas jangka pendek Perusahaan per 31 Desember 2023 tercatat sebesar Rp699,12 miliar meningkat 41,64% dibandingkan tahun sebelumnya sebesar Rp493,60 miliar. Peningkatan liabilitas jangka pendek ini secara umum dikontribusi kenaikan hutang usaha, biaya yang masih harus dibayar, hutang pajak, dan liabilitas sewa jangka pendek.

Current Liabilities

The Company's total current liabilities as of December 31, 2023 were recorded at Rp699.12 billion, an increase of 41.64% compared to the previous year of Rp493.60 billion. This increase in current liabilities was generally contributed by an increase in trade payables, accrued expenses, taxes payable and short-term Lease Liabilities.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Utang Usaha Pihak Berelasi Related Parties Trade Payable	30.721	20.930	9.791	46,78%
Utang Usaha Pihak Ketiga Trade Payable Third Parties	135.676	120.345	15.331	12,74%
Beban Akrual Accrued Expenses	516.384	342.981	173.403	50,56%
Utang Bank Jangka Pendek Short Term Bank Loan	-	-	-	-
Utang Pajak Penghasilan Badan Corporate Income Tax	197	229	(32)	-13,97%
Utang Pajak Lain-lain Other Taxes	8.664	7.875	789	10,02%
Liabilitas Sewa Lease Liabilities	7.473	1.238	6.235	503,63%
Jumlah Liabilitas Jangka Pendek Total Current liabilities	**699.115**	**493.599**	**205.516**	**41,64%**

Liabilitas Jangka Panjang

Jumlah liabilitas jangka panjang Perusahaan per 31 Desember 2023 tercatat sebesar Rp19,66 miliar, meningkat Rp16,25 miliar atau 476,32% dibanding tahun sebelumnya sebesar Rp3,41 miliar. Peningkatan ini disebabkan oleh naiknya liabilitas sewa jangka panjang atas penerapan PSAK 73 baik untuk sewa gedung maupun kendaraan yang lebih dari 1 (satu) tahun.

Non-current liabilities

The Company's total non-current liabilities as of December 31, 2023 were recorded at Rp19.66 billion, an increase of Rp16.25 billion or 476.32% compared to the previous year of Rp3.41 billion. This increase was caused by an increase in long-term Lease Liabilities due to the implementation of PSAK 73 for both building and vehicle rentals for more than 1 (one) year.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Liabilitas Sewa Lease Liabilities	13.818	90	13.728	15253,33%
Kewajiban Imbalan Pasca-Kerja Post-Employment Benefit Obligations	5.846	3.322	2.524	75,98%
Jumlah Liabilitas Jangka Panjang Total of Non-current liabilities	**19.664**	**3.412**	**16.252**	**476,32%**

Ekuitas

Jumlah Ekuitas Perusahaan per 31 Desember 2023, mengalami peningkatan 23,73% menjadi Rp 501,49 miliar dibandingkan tahun sebelumnya sebesar Rp405,33 miliar. Peningkatan ini berasal dari laba tahun 2023 setelah dikurangi pembayaran deviden tahun 2022. Untuk pembayaran deviden tahun 2022 mengalami kenaikan 61,38% dari tahun lalu.

Equity

Total Company Equity as of December 31, 2023, increased 23.73% to Rp501.49 billion compared to the previous year of Rp405.33 billion. This increase comes from profits in 2023 after deducting dividend payments in 2022. Dividend payments in 2022 increased by 61.38% from last year.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Modal Saham Share Capital	3.000	3.000	0	0
Modal Donasi Donation Capital	204	204	0	0
Saldo Laba Dicadangkan Retained Earnings Appropriated	14.736	14.736	0	0
Saldo Laba Belum Dicadangkan Retained Earnings Unappropriated	483.554	387.388	96.166	24,82%
Jumlah Ekuitas Total Equity	**501.494**	**405.328**	**96.166**	**23,73%**

LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN

Pada tahun 2023, Perusahaan mencatatkan pendapatan sebesar Rp4.312,14 miliar meningkat sebesar 31,17% dari pendapatan tahun sebelumnya sebesar Rp3294,29 miliar. Pada tahun 2023 Perusahaan berhasil meningkatkan pendapatan seluruh segmen usaha dari tahun sebelumnya, Perusahaan juga membuka segmen usaha baru yakni segmen usaha teknologi informasi.

Berikut komposisi Pendapatan Bersih Perusahaan tahun 2022-2023 sebagaimana terlampir di bawah ini.

PROFIT (LOSS) AND OTHER COMPREHENSIVE INCOME

In 2023, the Company recorded revenue of Rp4,312.14 billion, an increase of 31.17% from the previous year's revenue of Rp3,294.29 billion. In 2023 the Company managed to increase the revenue of all business segments from the previous year, the Company also opened a new business segment, namely the information technology business segment.

The following is the composition of the Company's Net Income for 2022-2023 as attached below.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Jasa Pelatihan Training Services	152.831	59.714	93.117	155,94%
Jasa Konsultasi Consulting Services	225.011	150.915	74.096	49,10%
Pengelola Tenaga Alih Daya Manpower Supply	1.591.693	1.289.660	302.033	23,42%
Penyelenggara Acara Event Organizer	1.285.033	866.106	418.927	48,37%
Jasa Pengamanan Security Services	1.047.135	920.168	126.967	13,80%
Jasa Penilaian Assessment Center	11.716	7.725	3.991	51,66%
Teknologi Informasi Information Technology	7.717	-	7.717	100%
Jumlah Total	**4.321.139**	**3.294.289**	**1.026.850**	**31,17%**

Beban Pokok Pendapatan

Per 31 Desember 2023, jumlah Beban Pokok Pendapatan Perusahaan tercatat sebesar Rp3.981,76 miliar meningkat Rp935,02 miliar atau 30,69% dibanding tahun sebelumnya sebesar Rp3.046,74 miliar. Seiring dengan kenaikan pendapatan tahun 2023, namun kenaikan beban pokok pendapatan tahun 2023 lebih kecil dari kenaikan pendapatannya, hal ini disebabkan keberhasilan Perusahaan melakukan *shifting* portofolio bisnis dengan terus mendorong kenaikan pendapatan segmen usaha non TAD yang memiliki margin lebih besar, sehingga berdampak pada kenaikan *Gross Profit Margin* (GPM) PTC tahun 2023 secara keseluruhan, dari 7,51% di tahun 2022 menjadi 7,85% ditahun 2023.

Cost of Revenue

As of December 31, 2023, the Company's Cost of Revenue was recorded at Rp3,981.76 billion, a increase of Rp935.02 billion or 30.69% compared to the previous year of Rp3,046.74 billion. Along with the increase in income in 2023, the increase in cost of revenue in 2023 is smaller than the increase in revenue, this is due to the Company's success in shifting its business portfolio by continuing to drive an increase in the revenue of the non-TAD business segment which has a higher margin, which has an impact on the overall increase in PTC's Gross Profit Margin (GPM) in 2023, from 7.51% in 2022 to 7.85% in 2023.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Gaji Operasional Operational Salaries	2.308.630	1.935.498	373.132	19,28%
Honorarium	560.601	344.214	216.387	62,86%
Fasilitas Operasi Operational Facilities	261.455	129.053	132.402	102,60%
Perlengkapan Operasional Operational Equipment	565.028	466.094	98.934	21,23%
Transportasi Operasional Operational Transport	9.542	4.839	4.703	97,19%
Akomodasi Accommodation	132.883	90.778	42.105	46,38%
Perjalanan Dinas Post-Employment Benefits	142.594	74.249	68.345	92,05%
Imbalan Pasca-Kerja Post-Employment Benefits	-	1.150	-	-
Lain-Lain (masing-masing di bawah Rp1.000) Others (each below Rp1,000)	1.027	865	162	18,73%
Jumlah Beban Pokok Pendapatan Total Cost of Revenue	3.981.760	3.046.740	935.020	30,69%

Laba Kotor

Seiring dengan peningkatan pendapatan Perusahaan per 31 Desember 2023, laba kotor yang dibukukan Perusahaan juga mengalami peningkatan sebesar 37,10% menjadi Rp339,28 miliar dari tahun sebelumnya Rp247,55 miliar. Peningkatan disebabkan oleh pada tahun 2023 perusahaan berupaya untuk mendorong peningkatan pendapatan dari segmen usaha non TAD lebih besar sehingga terjadi *shifting* portofolio bisnis tahun 2023, di mana segmen usaha non TAD naik menjadi 38,93% yang awalnya sebesar 32,92%. Perubahan portofolio bisnis tersebut menyebabkan kenaikan GPM perusahaan secara total.

Gross Profit

Along with the increase in the Company's revenue as of December 31, 2023, the gross profit recorded by the Company also increased by 37.10% to Rp339.28 billion from the previous year's Rp247.55 billion. The increase was caused by the company's efforts to encourage a greater increase in revenue from the non-TAD business segment in 2023, resulting in a shift in the business portfolio in 2023, where the non-TAD business segment rose to 38.39%. These changes in the business portfolio caused an increase in GPM.

Laba Sebelum Pajak Penghasilan

Perusahaan membukukan laba sebelum pajak penghasilan sebesar Rp160,42 miliar, meningkat 51,44% dari tahun sebelumnya sebesar Rp105,92 miliar. Peningkatan dikarenakan menjaga kenaikan biaya usaha tidak lebih besar dari kenaikan pendapatan, serta keberhasilan perusahaan dalam *cash management* di tahun 2023 sehingga mampu menaikkan pendapatan deposito dan giro sebanyak Rp4,04 miliar.

Profit Before Income Tax

The company recorded a profit before income tax of Rp160.42 billion, an increase of 51.44% from the previous year of Rp105.92 billion. The increase was due to keeping the increase in operating costs not greater than the increase in revenue as well as the company's success in cash management in 2023 so that it was able to increase deposit and current account income by Rp4.04 billion.

Beban Pajak Penghasilan

Per 31 Desember 2023, Beban Pajak Penghasilan Perusahaan tercatat sebesar Rp43,77 miliar, meningkat 81,88% dari tahun 2022 yang mencapai Rp24,06 miliar. Peningkatan disebabkan oleh naiknya laba sebelum pajak penghasilan.

Income Tax Expense

As of December 31, 2023, the Company's Income Tax Expense was recorded at Rp43.77 billion, an increase of 81.88% from 2022 which reached Rp24.06 billion. The increase was caused by an increase in profit before income tax.

Laba Tahun Berjalan

Laba Tahun Berjalan yang berhasil dibukukan Perusahaan per 31 Desember 2023 adalah sebesar Rp116,65 miliar mengalami peningkatan sebesar 42,50% dibanding tahun sebelumnya sebesar Rp81,86 miliar. Peningkatan dikarenakan oleh efisiensi, adanya pengurangan bunga, meningkatnya program-program jasa produk PTC.

Profit for the Year

The profit for the year recorded by the Company as of December 31, 2023 was Rp116.65 billion, an increase of 42.50% compared to the previous year of Rp81.86 billion. The increase was due to efficiency, reduced interest, increased PTC product service programs.

Pendapatan Komprehensif Tahun Berjalan

Pendapatan Komprehensif Tahun Berjalan per 31 Desember 2023 tercatat sebesar Rp116,63 miliar yang mengalami peningkatan sebesar 33,92% dibanding tahun sebelumnya sebesar Rp82,71 miliar. Peningkatan disebabkan oleh adanya kenaikan dan penurunan dari OCI yang disebabkan oleh pengukuran kembali atas kewajiban imbalan pasca kerja yang dilakukan oleh akutuaris.

Comprehensive Income for the Year

Comprehensive Income for the Year as of December 31, 2023 was recorded at Rp116.63 billion, an increase of 33.92% compared to the previous year of Rp82.71 billion. The increase was caused by increases and decreases in OCI caused by remeasurement of post-employment benefit obligations carried out by the actuary.

ARUS KAS

Jumlah Kas dan Setara Kas Perusahaan per 31 Desember 2022 tercatat sebesar Rp116,65 miliar dan mengalami peningkatan sebesar 9,06% dibanding tahun sebelumnya sebesar Rp145,56 miliar. Peningkatan disebabkan oleh naiknya pendapatan usaha tahun 2023 dibandingkan dengan tahun 2022.

CASH FLOW

The Company's total cash and cash equivalents as of December 31 2022 was recorded at Rp116.65 billion and increased by 9.06% compared to the previous year of Rp145.56 billion. The increase was caused by an increase in revenue in 2023 compared to 2022.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	2023	2022	Pertumbuhan Growth	
			Nominal	Persentase Percentage
Arus Kas Cash Flow	158.740	145.559	13.181	9,06%
Arus Kas Dari Aktivitas Operasi Cash Flow from Operating Activities	37.627	131.474	(93.847)	-71,38%
Arus Kas Dari Aktivitas Pendanaan Cash Flow from Financing Activities	(24.443)	(14.932)	(9.511)	63,70%

Arus Kas dari Aktivitas Operasi

Arus Kas Bersih yang diperoleh Perusahaan dari Aktivitas Operasi per 31 Desember 2023 mencapai Rp37,63 miliar mengalami penurunan sebesar 71,38% dibanding tahun sebelumnya sebesar Rp131,47 miliar. Pada akhir tahun 2022 perusahaan melakukan akselerasi piutang secara maksimal sehingga OCF pada akhir tahun 2022 cukup besar. Untuk tahun 2023 perusahaan tetap melakukan akselerasi secara maksimal terhadap piutang, namun perusahaan juga melakukan perbaikan dalam pembayaran utang kepada pemasok. Hal ini dilakukan untuk menjaga hubungan baik dngan pemasok yang selama ini pembayarannya tertunda, sehingga OCF pada akhir 2023 menjadi sebesar Rp37,6 Miliar.

Cash Flow from Operating Activities

Net Cash Flow obtained by the Company from Operating Activities as of December 31, 2023 reached Rp37.63 billion, a decrease of 71.38% compared to the previous year of Rp131.47 billion. At the end of 2022, the company accelerated its receivables maximally so that the OCF at the end of 2022 was quite large. For 2023, the company continued to accelerate its receivables optimally, but the company also made improvements in paying debts to suppliers. This is done to maintain good relationship with suppliers whose payments have been delayed, so that the OCF at the end of 2023 was Rp37.6 billion.

Arus Kas untuk Aktivitas Pendanaan

Arus kas bersih yang digunakan Perusahaan untuk aktivitas pendanaan per 31 Desember 2023 adalah sebesar Rp24,44 miliar, meningkat 63,70% dari tahun sebelumnya sebesar Rp14,93 miliar. Peningkatan disebabkan oleh naiknya pembayaran deviden kepada pemegang saham dengan persentase deviden pay out ratio sebesar 25%. Pembayaran deviden naik sebesar 61,38% dari tahun lalu.

Cash Flow for Financing Activities

The net cash flow used by the Company for financing activities as of December 31, 2023 was Rp24.44 billion, an increase of 63.70% from the previous year of Rp14.93 billion. The increase was caused by an increase in dividend payments to shareholders with a dividend payout ratio of 25%. Dividend payments increased by 61.38% from last year.

KEMAMPUAN MENGHASILKAN LABA KEMAMPUAN MEMBAYAR UTANG DAN TINGKAT KOLEKTIBILITAS PIUTANG

ABILITY TO GENERATE PROFIT ABILITY TO PAY DEBTS AND RECEIVABLES COLLECTIBILITY RATE

Kemampuan Membayar Utang

Perusahaan mengutamakan pemenuhan hak-hak kredit yang ditunjukkan dengan pembayaran pokok pinjaman dan bunga secara tepat waktu. Komitmen ini didorong dengan upaya Perusahaan dalam mengelola likuiditas dan melakukan pemantauan atas waktu jatuh tempo pembayaran pokok dan wajib bunga pinjaman.

Ability to Pay Debt

The company prioritizes fulfilling credit rights as demonstrated by timely payment of loan principal and interest. This commitment is driven by the Company's efforts to manage liquidity and monitor the maturity of principal and mandatory loan interest payments.

Kemampuan Perusahaan dalam memenuhi seluruh kewajiban baik kewajiban jangka panjang maupun jangka pendek diukur melalui beberapa rasio antara lain rasio likuiditas dan rasio solvabilitas. Rasio likuiditas digunakan untuk mengukur kemampuan melunasi kewajiban jangka pendek, sedangkan rasio solvabilitas digunakan untuk digunakan untuk mengukur kemampuan memenuhi seluruh kewajiban.

The Company's ability to fulfill all obligations, both long-term and short-term, is measured through several ratios, including liquidity ratios and solvency ratios. The liquidity ratio is used to measure the ability to pay off short-term obligations, while the solvency ratio is used to measure the ability to meet all obligations.

Kemampuan Membayar Utang Jangka Pendek

Likuiditas Perusahaan diukur dengan menggunakan Rasio Kas, Rasio Lancar dan Rasio Cepat. Pada tahun 2023, realisasi rasio-rasio tersebut secara berurutan adalah sebagai berikut.

Ability to Pay Short Term Debt

Company liquidity is measured using the Cash Ratio, Current Ratio and Quick Ratio. In 2023, the realization of these ratios sequentially will be as follows.

Tabel Rasio Likuiditas 2022-2023
Table of Liquidity Ratio 2022-2023

Uraian Description	2023 (%)	2022 (%)	Perubahan Change (%)
Rasio Kas Cash Ratio	22,7%	29.5%	-23,0%
Rasio Lancar Current Ratio	169,4%	180.5%	-6,1%
Rasio Cepat Quick Ratio	169,4%	180.5%	-6,1%

Secara keseluruhan, rasio likuiditas perusahaan masih sangat baik meskipun terjadi penurunan dari tahun sebelumnya yakni tahun 2022. Hal ini terlihat dari rasio-rasio profitabilitas tabel di atas.

Overall, the company's liquidity ratios are still very good even though there has been a decline from the previous year, namely 2022. This can be seen from the profitability ratios in the table above.

Kemampuan Membayar Utang Jangka Panjang

Ability to Pay Long Term Debt

Secara keseluruhan, Likuiditas Perusahaan cukup baik, hal ini terlihat dari rasio lancar yang masih memiliki angka lebih besar dari 100,00%. Rasio solvabilitas bertujuan untuk menunjukkan kemampuan Perusahaan dalam membayar kewajiban-kewajibannya.

Overall, the Company's liquidity is quite good, this can be seen from the current ratio which is still greater than 100.00%. The solvency ratio aims to show the Company's ability to pay its obligations.

Kemampuan Perusahaan ini dapat diukur melalui rasio liabilitas terhadap ekuitas yang dihitung dengan cara membandingkan jumlah liabilitas dengan jumlah ekuitas, serta rasio liabilitas terhadap aset yang dapat dihitung dengan cara membandingkan jumlah liabilitas dengan jumlah aset.

The Company's capability can be measured through the liabilities to equity ratio which is calculated by comparing the total liabilities with the total equity, as well as the liabilities to assets ratio which can be calculated by comparing the total liabilities with the total assets.

Secara keseluruhan, kemampuan Perusahaan untuk menyelesaikan utang jangka panjangnya masih cukup baik dilihat dari Utang Perusahaan yang masih dapat ditutup dengan Aset dari Perusahaan.

Overall, the Company's ability to settle its long-term debt is still quite good as seen from the Company's Debt which can still be covered with the Company's Assets.

Tingkat Kolektibilitas Piutang

Receivables Collectibility Rate

Tingkat kolektibilitas piutang dipengaruhi oleh kemampuan Perseroan dalam menagih piutang yang dimiliki. Semakin kecil nilai periode penagihannya menunjukkan semakin baiknya kemampuan Perseroan dalam mengumpulkan piutangnya.

The Receivables Collectibility Rate is influenced by the Company's ability to collect its receivables. The smaller the value of the collection period, the better the Company's ability to collect its receivables.

Tabel Tingkat Kolektibilitas Piutang 2022-2023
Table of Receivables Collectibility Rate 2022-2023

Uraian Billing Period	2023 (hari) (day)	2022 (hari) (day)	Kenaikan/Penurunan Increase/Decrease		
			Selisih Difference	Persentase Percentage (%)	
Periode Penagihan Billing Period	81	81	0	0%	-

Periode sampai dengan 31 Desember 2023, periode penagihan piutang tetap stabil dari 81 hari di tahun 2022 dan tetap berada di 81 hari. Hal ini menunjukkan bahwa walaupun pendapatan tahun 2023 naik cukup signifikan dari tahun lalu. Perusahaan masih mampu untuk mempertahankan tingkat kolektabilitas dari tahun lalu, *nature business* perusahaan sebagai perusahaan jasa di mana 61% dari portofolio pendapatan di tahun 2023 berasal dari segmen usaha TAD, di mana perusahaan harus membayarkan gaji TAD terlebih dahulu dan baru dapat melakukan proses *invoicing* dan penagihan pada bulan selanjutnya. Hal ini menyebabkan tingkat *collection period* perusahaan agak sulit untuk diturunkan.

For the period up to December 31, 2023, the receivables collection period remained stable from 81 days in 2022 and remained at 81 days. This shows that although income in 2023 will increase quite significantly from last year. The company is still able to maintain the level of collectability from last year, the nature of the company's business as a service company where 61% of the revenue portfolio in 2023 comes from the TAD business segment, where the company must pay TAD salaries first and then can carry out the invoicing and collection process in the following month. This makes the company's collection

STRUKTUR MODAL
CAPITAL STRUCTURE

RINCIAN STRUKTUR MODAL

Komposisi struktur modal Perseroan pada tahun 2023 berasal dari liabilitas sebesar 58,90% dan ekuitas sebesar 41,10%. Komposisi ini mengalami perubahan dari tahun 2022. Adapun rincian struktur modal Perseroan pada tahun 2023 dan 2022 disajikan sebagai berikut.

CAPITAL STRUCTURE DETAILS

The composition of the Company's capital structure in 2023 will come from liabilities of 58.90% and equity of 41.10%. This composition has changed from 2022. The details of the Company's capital structure in 2023 and 2022 are presented as follows.

Uraian Description	2023		2022		Kenaikan/Penurunan Increase/Decrease	
	Nominal (Rp-juta) (Rp-million)	Komposisi Composition (%)	Nominal (Rp-juta) (Rp-million)	Komposisi Composition (%)	Nominal (Rp-juta) (Rp-million)	Persentase Percentage (%)
Liabilitas Liabilities	718.779	58,90%	497.010	55,08%	221.769	44,62%
Ekuitas Equity	501.494	41,10%	405.328	44,92%	96.166	23,73%
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	1.220.273	100,00%	902.339	100,00%	317.934	35,23%

KEBIJAKAN MANAJEMEN ATAS STRUKTUR MODAL

Sampai dengan akhir tahun 2023, struktur modal Perusahaan didominasi oleh ekuitas, yang meliputi ekuitas pemegang saham induk, yang terdiri dari modal yang ditempatkan, laba ditahan dan komponen ekuitas lainnya Perusahaan memastikan kemampuan untuk melanjutkan keberlangsungan usaha dengan mengelola risiko modal. Selain itu, Perusahaan juga memaksimalkan keuntungan para Pemegang Saham melalui optimalisasi saldo utang dan ekuitas.

MANAGEMENT POLICY ON CAPITAL STRUCTURE

Until the end of 2023, the Company's capital structure is dominated by equity, which includes parent shareholder equity, which consists of issued capital, retained earnings and other equity components. The Company ensures the ability to continue business continuity by managing capital risks. Apart from that, the Company also maximizes profits for Shareholders through optimizing debt and equity balances.

DASAR PEMILIHAN KEBIJAKAN MANAJEMEN ATAS STRUKTUR MODAL

Kebijakan manajemen atas struktur modal didasarkan untuk melindungi kemampuan Perusahaan dalam mempertahankan kelangsungan usaha sehingga dapat tetap memberikan imbal hasil bagi Pemegang Saham dan manfaat bagi pemangku kepentingan lainnya dan mempertahankan struktur permodalan yang optimal untuk mengurangi biaya modal.

Salah satu pengendalian yang dilakukan adalah dengan memaksimalkan sumber dana *internal* yang dimiliki oleh perusahaan, sehingga pada tahun 2023 perusahaan hanya menggunakan *notional polling* sebagai *bridging* saja dan tidak

BASIS FOR SELECTION OF MANAGEMENT POLICY ON CAPITAL STRUCTURE

Management policy on capital structure is based on protecting the Company's ability to maintain business continuity so that it can continue to provide returns for Shareholders and benefits for other stakeholders and maintain an optimal capital structure to reduce capital costs.

One of the controls carried out is by maximizing the company's internal funding sources, so that in 2023 the company will only use notional polling as bridging and will not fulfill capital and loans, both short-term loans and long-term loans. The debt

melakukan pemenuhan modal dan pinjaman baik pinjaman jangka pendek dan pinjaman jangka panjang. *Debt* yang tercatat di pembukuan pertahun 2023 hanya berasal dari penerapan PSAK 73 atas sewa aset. Pada tahun 2023 komposisi liabilitas perusahaan mencapai angka 58,9% dan ekuitas sebesar 41,1% dari total liabilitas dan ekuitas tahun 2023.

recorded in the books for 2023 only comes from the application of PSAK 73 on asset leases. In 2023, the composition of the company's liabilities will reach 58.9% and equity will be 41.1% of the total liabilities and equity in 2023.

IKATAN MATERIAL UNTUK INVESTASI BARANG MODAL

Transaksi material adalah nilai transaksi yang bernilai sama dengan 20% atau lebih dari ekuitas Perusahaan Terbuka sesuai dengan Peraturan Otoritas Jasa Keuangan Republik Indonesia No. 17/POJK.04/2020 tanggal 21 April 2020 tentang Transaksi Material dan Perubahan Kegiatan Usaha. Selama tahun 2023, tidak terdapat ikatan material untuk investasi barang modal pada Perusahaan.

MATERIAL COMMITMENT FOR CAPITAL GOODS INVESTMENT

Material transactions are transaction values equal to 20% or more of a Public Company's equity in accordance with the Republic of Indonesia Financial Services Authority Regulation No. 17/POJK.04/2020 dated 21 April 2020 concerning Material Transactions and Changes in Business Activities. During 2023, there will be no material commitments for investment in capital goods in the Company.

REALISASI IKATAN INVESTASI BARANG MODAL TAHUN 2023
REALIZATION OF CAPITAL GOODS COMMITMENT IN 2023

Perusahaan tidak melakukan perubahan rencana investasi dari RKAP 2023 sesuai dengan arahan induk perusahaan untuk melakukan efisiensi terhadap belanja modal (capex).

The company did not make changes to the investment plan from the 2023 RKAP in accordance with the parent company's direction to make capital expenditure (capex) efficient.

INFORMASI DAN FAKTA MATERIAL YANG TERJADI SETELAH TANGGAL LAPORAN AKUNTAN

INFORMATION AND MATERIAL FACTS THAT OCCUR AFTER THE DATE OF THE ACCOUNTANT'S REPORT

Contigensi tidak ada informasi dan fakta material yang terjadi setelah tanggal laporan keuangan *audited.*

Contingency is the absence of material information and facts that occur after the date of the audited financial report.

INFORMASI PENINGKATAN ATAU PENURUNAN YANG MATERIAL DARI PENJUALAN ATAU PENDAPATAN BERSIH

INFORMATION ON MATERIAL INCREASES OR DECREASES OF SALES OR NET INCOME

Di tahun 2023, Perseroan tidak mengalami dampak perubahan harga terhadap pendapatan. Oleh karena itu, tidak terdapat informasi terhadap dampak perubahan harga terhadap pendapatan dalam Laporan Tahunan ini.

In 2023, the Company did not experience the impact of price changes on revenue. Therefore, there is no information on the impact of price changes on income in this Annual Report.

KONTRIBUSI KEPADA NEGARA
CONTRIBUTION TO THE STATE

KONTRIBUSI KEPADA NEGARA BERUPA PAJAK

Salah satu bentuk kontribusi Perusahaan kepada negara serta wujud kepatuhan terhadap semua peraturan yang berlaku, Perseroan telah melakukan pemenuhan terkait kewajiban dalam membayar pajak. Berikut disampaikan kontribusi pajak Perusahaan pada tahun 2022 dan 2023.

CONTRIBUTIONS TO THE STATE IN THE FORM OF TAXES

As a form of the Company's contribution to the country and a form of compliance with all applicable regulations, the Company has fulfilled its obligations in paying taxes. The following is the Company's tax contribution in 2022 and 2023.

Jenis Pajak Tax Type	2023 (Rp Juta) (Rp Million)	2022 (Rp Juta) (Rp Million)	Kenaikan (Penurunan) Increase (Decrease)	
			Selisih Difference (Rp Juta) (Rp Million)	Persentase Percentage (%)
PPh Pasal 21 Income Tax Article 21	67.358	55.528	11.830	21,29%
PPh 22 Income Tax 22	0	0	0	0%
PPh 23 Income Tax 23	2.324	2.123	201	9,47%
PPh 26 Income Tax 26	15.344	7.497	7.847	104,68%
PPh Final Pasal 4 (2) Final Income Tax Article 4 (2)	107	307	(199)	-0,065%
PPN-K VAT-K	3.018	1.577	1.441	91,27 %
PPN-M VAT-M	288.190	175.155	113.035	64,53%
Pajak BM Imported Goods Tax	62.940	41.736	21.204	50,76%
PPN-Impor VAT-Import	0	0	0	0%

PERBANDINGAN ANTARA TARGET DAN REALISASI
COMPARISON BETWEEN TARGET AND REALIZATION

Perusahaan telah menetapkan sejumlah target yang telah dituangkan dalam Rencana Kerja dan Anggaran Dasar Perusahaan (RKAP) yang telah disusun pada awal tahun 2023. Dengan kondisi perekonomian yang cukup baik serta diiringi dengan pemulihan kondisi pada beberapa sektor industri, Perusahaan mencatatkan kinerja yang baik.

Berikut perbandingan pencapaian beberapa target yang ditetapkan berdasarkan RKAP Tahun 2023 dengan realisasi tahun buku 2023.

The Company has set a number of targets which have been outlined in the Company's Work Plan and Articles of Association (RKAP) which were prepared in early 2023. With fairly good economic conditions and accompanied by recovery in conditions in several industrial sectors, the Company recorded good performance.

The following is a comparison of the achievement of several targets set based on the 2023 RKAP with the realization for the 2023 financial year.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

Uraian Description	Realisasi 2023 (Rp-Juta) Realization 2023 (Rp-million)	Target 2023 (Rp-Juta) (Rp-million)
Pendapatan Usaha Revenues	4.321.139	2.785.231
Beban Usaha Operating Expenses	4.164.255	2.701.136
Laba Usaha Operating Profit	156.884	84.090
Penghasilan/(beban) Lain-lain Income/(expenses) Others	3.532	(9.103)
Laba sebelum pajak Profit before tax	160.416	74.992
Pajak Tax	43.768	19.942
Laba Tahun Berjalan Profit for the Year	116.648	55.050
EBITDA	160.615	93.411

Pendapatan Usaha

Periode sampai dengan 31 Desember 2023, perusahaan berhasil membukukan pendapatan usaha sebesar Rp4.321,14 miliar atau mencapai 55,14% terhadap target sebesar Rp2.785,23 miliar. Hal tersebut lebih dikarenakan oleh keberhasilan perusahaan untuk menaikkan volume penjualan seluruh segmen usaha di tahun 2023.

Revenues

For the period until December 31, 2023, the company managed to record operating revenues of Rp4,321.14 billion or reached 55.14% of the target of Rp2,785.23 billion. This is more due to the company's success in increasing sales volume for all business segments in 2023.

Beban Usaha

Periode sampai dengan 31 Desember 2023, perusahaan berhasil membukukan beban usaha sebesar 4.164,26 miliar atau mencapai 54,17% terhadap target sebesar Rp2.701,14 miliar. Hal tersebut seiring dengan kenaikan pendapatan tahun 2023 dan upaya yang dilakukan perusahaan untuk menjaga kenaikan beban usaha tetap lebih kecil dari kenaikan pendapatan baik beban yang berasal dari beban pokok penjualan maupun beban administrasi.

Operating Expenses

For the period up to December 31, 2023, the company managed to record operating expenses of Rp4,164.26 billion or reached 54.17% of the target of Rp2,701.14 billion. This is more due to the company's efforts to keep the increase in operating expenses smaller than the increase in revenue, both revenue originating from cost of goods sold and administrative expenses.

Laba Usaha

Laba usaha periode sampai dengan 31 Desember 2023, terealisasi sebesar Rp156,89 miliar atau naik 86,56% terhadap target sebesar Rp84,09 miliar.

Operating Profit

Operating profit for the period up to December 31, 2023 was realized at Rp156.89 billion or an increase of 86.56% against the target of Rp84.09 billion.

Penghasilan/(beban) Lain-lain

Periode sampai dengan 31 Desember 2023, perusahaan berhasil membukukan penghasilan/(beban) lain-lain sebesar Rp3,52 miliar, dimana dalam RKAP tahun 2023 mengalami defisit sebesar Rp9,10 miliar. Kenaikan penghasilan lain-lain dikontribusi oleh adanya pendapatan bunga deposito dan giro seebsar Rp4,04 miliar dan keberhasilan perusahaan untuk tidak melakukan pinjaman yang mengakibatkan realisasi beban bunga pinjaman sebesar Rp0,60 miliar. Di mana beban biaya bunga di dalam RKAP 2023 sebesar Rp9,00 miliar.

Income/(expenses) Others

For the period up to December 31, 2023, the company managed to record other income/(expenses) of Rp3.52 billion, whereas in the 2023 RKAP it experienced a deficit of Rp9.10 billion. The increase in other income was contributed by deposit and current account interest income of Rp4.04 billion and the company's success in not making loans which resulted in the realization of loan interest expenses of Rp0.60 billion. Where the interest costs in the 2023 RKAP are Rp9.00 billion.

Laba sebelum pajak

Laba sebelum pajak berjalan periode sampai dengan 31 Desember 2023, terealisasi sebesar Rp160,42 miliar atau naik sebesar 113,92% terhadap target sebesar Rp74,99 miliar.

Profit before tax

Profit before tax for the period up to December 31, 2023 was realized at Rp160.42 billion or an increase of 113.92% against the target of Rp74.99 billion.

Pajak

Pajak periode sampai dengan 31 Desember 2023 tercatat sebesar Rp43,77 miliar atau mencapai 119,48% terhadap target sebesar Rp19,94 miliar. Hal tersebut disebabkan oleh kenaikan laba sebelum pajak tahun 2023 setelah dikurangi manfaat pajak tangguhan.

Tax

Tax for the period up to December 31, 2023 was recorded at Rp43.77 billion or reached 119.48% of the target of Rp19.94 billion. This is caused by an increase in profit before tax in 2023 after deducting the deferred tax benefits.

Laba Tahun Berjalan

Laba Tahun Berjalan Perusahaan periode sampai dengan 31 Desember 2023, tercatat sebesar Rp116,65 miliar atau lebih tinggi 111,89% terhadap target sebesar Rp55,05 miliar.

Profit for the Year

The Company's Profit for the Year for the period up to December 31, 2023 was recorded at Rp116.65 billion or 111.89% higher than the target of Rp55.05 billion.

EBITDA

EBITDA Perusahaan periode sampai dengan 31 Desember 2023tercatat sebesar Rp160,62 miliar atau lebih tinggi 71,94% terhadap target sebesar Rp93,41 miliar. Hal tersebut disebabkan keberhasilan perusahaan untuk menaikkan laba usaha dan adanya kenaikan beban penyusutan atas penerapan PSAK 73.

EBITDA

The Company's EBITDA for the period up to December 31, 2023 was recorded at Rp160.62 billion or 71.94% higher than the target of Rp93.41 billion. This was due to the company's success in increasing operating profits and the increase in depreciation expenses due to the implementation of PSAK 73.

PROYEKSI UNTUK 1 (SATU) TAHUN KE DEPAN
PROJECTIONS FOR THE NEXT 1 (ONE) YEAR

Perusahaan konsisten dalam menjalankan asumsi dan target yang ditetapkan dalam rencana jangka panjang 2022-2026 untuk dapat tumbuh di atas rata-rata dalam lima tahun mendatang. Meskipun pemulihan ekonomi sudah berjalan namun rencana kerja Perusahaan masih mempertimbangkan risiko dari dampak pertumbuhan ekonomi dan industri secara nasional. Untuk tahun 2024, Perusahaan telah menyusun target berikut sebagaimana dituangkan dalam RKAP 2024 sebagai berikut.

The company is consistent in carrying out the assumptions and targets set in the 2022-2026 long-term plan to be able to grow above average in the next five years. Even though the economic recovery is already underway, the Company's work plans still consider the risks from the impact of national economic and industrial growth. For 2024, the Company has prepared the following targets as outlined in the 2024 RKAP as follows.

Uraian Description	Realisasi 2023 (Rp-Juta) Realization 2023 (Rp-million)	Proyeksi 2024 (Rp-Juta) Projection 2024 (Rp-million)	Proyeksi 2024 terhadap Realisasi 2023 (%) 2024 Projections against 2023 Realization (%)
Pendapatan Usaha (juta) Revenue (million)	4.321.139	4.029.117	93,24%
Beban Usaha Operating Expenses	4.164.255	3.896.161	93,56%
Laba Usaha Operating Profit	156.884	132.956	84,75%
Penghasilan/(beban) Lain-lain Income/(expenses) Others	3.532	4.816	136,35%
Laba sebelum pajak Profit before tax	160.416	137.772	85,88%
Pajak Tax	43.768	37.519	85,72%
Laba Tahun Berjalan Profit for the Year	116.648	100.252	85,94%
EBITDA	160.615	140.292	87,35%

Pendapatan Usaha

Pendapatan Usaha diproyeksikan sebesar Rp4.029,18 miliar di tahun 2024 atau mencapai 93,24% terhadap realisasi tahun 2023 sebesar Rp4.321,14 miliar. Target Pendapatan Usaha di tahun 2024 disusun di pertengahan tahun 2023 mengacu pada proyeksi kondisi keuangan akhir tahun (Prognosa 2023) dengan prinsip pertumbuhan positif. Di akhir tahun 2023, Realisasi Pendapatan Usaha Perusahaan berhasil melebihi nilai dalam Prognosa 2023 dan RKAP 2024. Walaupun demikian, di tahun Perusahaan berkomitmen untuk tetap mengalami pertumbuhan positif dari Realisasi tahun 2023. Hal ini tentunya akan mempengaruhi growth seluruh indikator lainnya dalam RKAP 2024 yang dibandingkan dengan Realisasi 2023.

Revenues

Revenues is projected at Rp4,029.18 billion in 2024 or reaching 93.24% of the realization in 2023 of Rp4,321.14 billion. The Revenues target for 2024 was set in the middle of 2023 referring to the projected financial condition at the end of the year (Prognosis 2023) with the principle of positive growth. At the end of 2023, the Company's Revenue Realization successfully exceeded the value in the 2023 Prognosis and 2024 RKAP. Nevertheless, in the year the Company is committed to continuing to experience positive growth from the 2023 Realization. This will certainly affect the growth of all other indicators in the 2024 RKAP compared to the 2023 Realization.

Beban Usaha

Beban Usaha diproyeksikan sebesar Rp3.896,16 miliar di tahun 2024 atau mencapai 93,56% terhadap realisasi tahun 2023 yang sebesar Rp4.164,26 miliar. Hal ini selaras dengan nilai Pendapatan Usaha dalam RKAP 2024 yang disusun mengacu pada Prognosa 2023.

Laba Usaha

Laba Usaha diproyeksikan sebesar Rp138,58 miliar di tahun 2024 atau mencapai 84,75% terhadap realisasi tahun 2023 sebesar Rp156,88 miliar. Di tahun 2024 Perusahaan akan melaksanakan berbagai program untuk melakukan optimasi biaya yang bersifat *controllable*, terutama pada biaya *overhead non-payroll* dengan tujuan untuk menjaga proporsi BOPO (Biaya Operasi per Pendapatan Operasi). Selain itu, Perusahaan juga akan melakukan pemantauan atas anggaran yang berhubungan dengan prinsip ESG melalui program SBT (*Sustainability Budget Tagging*).

Penghasilan/(beban) Lain-lain

Penghasilan/(beban) Lain-lain diproyeksikan sebesar Rp4,82 miliar atau mencapai 136,35% terhadap realisasi tahun 2023 sebesar Rp 3,5 miliar. Pertumbuhan Penghasilan Lain-lain Perusahaan di tahun 2024 terutama diprediksikan berasal dari Pendapatan Bunga yang diperoleh dari aktivitas pengelolaan kas.

Laba sebelum pajak

Laba sebelum pajak di tahun 2024 diproyeksikan sebesar Rp 137,77atau mencapai 85,88% terhadap realisasi tahun 2023 sebesar Rp160,42 miliar.

Pajak

Pajak diproyeksikan sebesar Rp 37,52 miliar di tahun 2024 atau mencapai 85,72% terhadap realisasi tahun 2023 sebesar Rp43,77 miliar. Hal tersebut seiring dengan nilai laba sebelum pajak tahun 2024 setelah dikurangi manfaat laba tahunan.

Laba Tahun Berjalan

Laba Tahun Berjalan Perusahaan diproyeksikan sebesar Rp100,25 miliar di tahun 2024 atau mencapai 85,94%terhadap realisasi tahun 2023 sebesar Rp116,65 miliar. Walaupun demikian, di tahun Perusahaan optimis dapat mengalami pertumbuhan Laba positif dari Realisasi tahun 2023 melalui aktivitas pemasaran yang lebih agresif dan optimasi biaya.

EBITDA

EBITDA Perusahaan per 31 Desember 2023 tercatat sebesar Rp140,29miliar atau mencapai 87,35% terhadap realisasi tahun 2023 sebesar Rp160,62 miliar. Perhitungan EBITDA mengacu pada ketetapan Kementerian Badan Usaha Milik Negara (KBUMN) dalam surat No. S-5/DKU.MBU/01/022 tanggal 5 Januari 2022 tentang Penyampaian Formula dan *Glossary* Rasio-rasio Keuangan.

Operating Expenses

Operating expenses are projected at Rp3,896.16 billion in 2024 or reaching 93.56% of the realization in 2023 which was Rp4,164.26 billion. This is in line with the value of Revenue in the 2024 RKAP which was prepared with reference to the 2023 Prognosis.

Operating Profit

Operating Profit is projected at Rp138.58 billion in 2024 or reaching 84.75% of the realization in 2023 of Rp156.88 billion. In 2024, the Company will implement various programs to optimize controllable costs, especially in non-payroll overhead costs with the aim of maintaining the proportion of BOPO (Operating Expenses per Revenue). In addition, the Company will also monitor the budget related to ESG principles through the SBT (Sustainability Budget Tagging) program.

Income/(expenses) Others

Other income/(expenses) are projected at Rp4.82 billion or reaching 136.35% of the 2023 realization of Rp3.5 billion. The Company's Other Income growth in 2024 is mainly predicted to come from Interest Income earned from cash management activities.

Profit before tax

Profit before tax in 2024 is projected to be Rp137.77 or reach 85.88% of the realization in 2023 of Rp160.42 billion.

Tax

Taxes are projected at Rp37.52 billion in 2024 or reaching 85.72% of the 2023 realization of Rp43.77 billion. This is in line with the value of profit before tax in 2024 after deducting the annual profit benefit.

Profit for the Year

The Company's Profit for the Year is projected at Rp100.25 billion in 2024 or reaching 85.94% of the 2023 realization of Rp116.65 billion. Nevertheless, the Company is optimistic that it can experience positive profit growth from 2023 realization through more aggressive marketing activities and cost optimization.

EBITDA

The Company's EBITDA as of December 31, 2023 was recorded at Rp140.29 billion or reached 112.49% of the 2023 realization of Rp160.62 billion. The EBITDA calculation refers to the provisions of the Ministry of State-Owned Enterprises (KBOE) in letter No. S-5/DKU.MBU/01/022 dated 5 January 2022 concerning Submission of Formulas and Glossary of Financial Ratios.

KEBIJAKAN DAN PEMBAGIAN DIVIDEN
DIVIDEND POLICY AND DISTRIBUTION

DASAR KEBIJAKAN PEMBAGIAN DIVIDEN

Peraturan dan perundangan yang berlaku di indonesia mengatur mengenai penggunaan laba dan berkaitan dengan kebijkan dividen yang tertuang dalam Undang-undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Adapun kebijakan pembagian dividen Perusahaan tertuang dalam pedoman pengelolaan Anak Perusahaan dan Perusahaan Patungan 2013 PT Pertamina (Persero) No. A-001/H00200/2011-S0 yang telah diputuskan dalam SK No.Kpts-16/C00000/2013-S0.

BASIC DIVIDEND DISTRIBUTION POLICY

The rules and regulations in force in Indonesia regulate the use of profits and are related to the dividend policy as stated in Law no. 40 of 2007 concerning Limited Liability Companies. The Company's dividend distribution policy is contained in the 2013 PT Pertamina (Persero) Subsidiary and Joint Venture Management Guidelines No. A-001/H00200/2011-S0 which has been decided in Decree No.Kpts-16/C00000/2013-S0.

Pembagian Dividen Tahun 2023 dan Riwayat Pembagian Dividen

Berdasarkan keputusan Pemegang Saham Secara Sirkuler PT Pertamina Training and Consulting tentang penggunaan Laba Bersih Tahun Buku 2022 tanggal 23 Agustus 2023, pemegang saham memutuskan laba perseroan tahun buku yang berakhir 31 Desember 2022 Sebesar Rp.81.861.965.704, ditetapkan 25% sebesar Rp.20.465.491.426 digunakan sebagai Dividen kepada pemegang saham Perseroan, dan sisanya sebesar Rp.61.396.474.278 (75%) digunakan sebagai Cadangan:

Pembagian dividen di sepanjangan tahun 2023 untuk hasil usaha di tahun 2022 sebagai berikut:

Dividend Distribution in 2023 and Dividend Distribution History

Based on the Circular Shareholder decision of PT Pertamina Training and Consulting regarding the use of Net Profit for the 2022 Fiscal Year dated 23 August 2023, the shareholders decided that the company's profit for the financial year ending 31 December 2022 was Rp81,861,965,704, set at 25% at Rp20,465. 491,426 is used as Dividends to the Company's shareholders, and the remaining Rp. 61,396,474,278 (75%) is used as Reserves:

Dividend distribution throughout 2023 for business results in 2022 is as follows:

Dividen kas yang dibagikan (Rp) Cash dividends distributed	Rp.20.465.491.426
Dividen per lembar saham Dividend per share	682.183
Rasio pembagian Dividen Dividend distribution ratio	25%
Tanggal pengumuman Date of Announcement	22 Agustus 2022 August 22, 2022
Tanggal Pembayaran Date of Payment	29 Agustus 2023 August 29, 2023

Pembagian Dividen Tahun 2022 dan Riwayat Pembagian Dividen

Berdasarkan Keputusan Pemegang Saham Secara Sirkuler PT Pertamina Training and Consulting tentang Penggunaan Laba Bersih Tahun Buku 2021 tanggal 24 Juni 2022, Pemegang Saham memutuskan Laba Perseroan Tahun Buku yang berakhir 31 Desember 2021 sebesar Rp. 63.409.176.557, ditetapkan 20% sebesar Rp. 12.681.835.311 digunakan sebagai Dividen kepada Pemegang Saham Perseroan, dan sisanya sebesar Rp. 50.727.341.246 (80%) digunakan sebagai Cadangan:

Dividend Distribution in 2022 and Dividend Distribution History

Based on the Circular Shareholder Decision of PT Pertamina Training and Consulting regarding the Use of Net Profit for the 2021 Financial Year dated 24 June 2022, Shareholders decided that the Company's Profit for the Financial Year ending 31 December 2021 would be IDR. 63,409,176,557, set at 20% of Rp12,681,835,311 is used as dividends to the Company's shareholders, and the remainder is Rp50,727,341,246 (80%) is used as Reserve:

Pembagian dividen di sepanjang tahun 2022 untuk hasil usaha di tahun 2021 sebagai berikut:

Dividend distribution throughout 2022 for business results in 2021 is as follows:

Dividen kas yang dibagikan (Rp) Cash dividends distributed	Rp12.681.835.311
Dividen per lembar saham Dividend per share	422.712
Rasio pembagian Dividen Dividend distribution ratio	20%
Tanggal pengumuman Date of Announcement	24 Juni 2022 June 24, 2022
Tanggal Pembayaran Date of Payment	6 Juli 2022 dan 13 Juli 2022 July 6, 2022 and July 13, 2022

Berdasarkan Keputusan Pemegang Saham Secara Sirkuler PT Pertamina Training and Consulting tentang Penggunaan Laba Bersih Tahun Buku 2020 tanggal 02 Juli 2021, Pemegang Saham memutuskan Laba Perseroan Tahun Buku yang berakhir 31 Desember 2020 sebesar Rp. 48.948.000.000, ditetapkan 10% digunakan sebagai Dividen kepada Pemegang Saham Perseroan, dan sisanya sebesar Rp. 44.053.000.000 (90%) digunakan sebagai Cadangan:

Based on the Circular Shareholder Decision of PT Pertamina Training and Consulting regarding the Use of Net Profit for the 2020 Financial Year dated 02 July 2021, Shareholders decided that the Company's Profit for the Financial Year ending 31 December 2020 was IDR. 48,948,000,000, 10% of which is determined to be used as dividends to the Company's shareholders, and the remaining amount is Rp44,053,000,000 (90%) is used as Reserves:

Pembagian dividen di sepanjang tahun 2021 untuk hasil usaha di tahun 2020 sebagai berikut:

Dividend distribution throughout 2021 for business results in 2020 is as follows:

Dividen kas yang dibagikan (Rp) Cash dividends distributed	Rp4.895.000.000
Dividen per lembar saham Dividend per share	163.167
Rasio pembagian Dividen Dividend distribution ratio	10%
Tanggal pengumuman Date of Announcement	02 Juli 2021 July 2, 2021
Tanggal Pembayaran Date of Payment	30 Juli 2021 30 September 2021 July 30, 2021 September 30, 2021

Pembagian Dividen Tahun 2020 dan Riwayat Pembagian Dividen

Berdasarkan Keputusan Pemegang Saham Secara Sirkuler PT Pertamina Training and Consulting tentang Rapat Umum Pemegang Saham Tahunan Tahun Buku 2019 pada tanggal 29 Juni 2020, Pemegang Saham memutuskan Laba Perseroan Tahun Buku yang berakhir 31 Desember 2019 sebesar Rp17.126.681.000, digunakan sepenuhnya sebagai Cadangan (tidak ada pembagian dividen) :

2020 Dividend Distribution and Dividend Distribution History

Based on the Circular Shareholder Decision of PT Pertamina Training and Consulting regarding the Annual General Meeting of Shareholders for the 2019 Financial Year on June 29, 2020, Shareholders decided that the Company's Profit for the Financial Year ending December 31, 2019 amounted to Rp17,126,681,000, to be used entirely as Reserves (no dividend distribution):

Dividen kas yang dibagikan (Rp) Cash dividends distributed	0
Dividen per lembar saham Dividend per share	-
Rasio pembagian Dividen Dividend distribution ratio	-
Tanggal pengumuman Date of Announcement	22 Mei 2019 May 22, 2019
Tanggal Pembayaran Date of Payment	-

Kronologis pembagian dan pembayaran dividen di tahun 2015 untuk tahun dividen 2014 hingga tahun 2022 untuk tahun dividen 2021 adalah sebagai berikut,

The chronology of dividend distribution and payments in 2015 for the 2014 dividend year to 2022 for the 2021 dividend year is as follows,

Tahun Pembagian Year of Distribution	**Tahun Dividen** Year of Dividend	**Tanggal Pengumuman** Announcement Date	**Tanggal Pembayaran** Date of Payment	**Dividen Kas yang Dibagikan *(Rp-juta)*** Distributed Cash Dividends (Rp-million)	**Dividen per Lembar Saham *(Rp/lembar saham)*** Dividend per Share (IDR/share)	**Rasio Pembagian Dividen (%)** Dividend Distribution Ratio (%)
2023	2022	22 Agustus 2023 August 22, 2023		20.465	-	25%
2022	2021	24 Juni 2022 June 24, 2022	7 Juli 2022 13 Juli 2022 7 July, 2022 July 13, 2022	12.681	422.728	20%
2021	2020	02 Juli 2021 July 2, 2021	30 Juli 2021 30 September 2021 30 July, 2021 September 30, 2021	4.895	163.167	10%
2020	2019	29 Juni 2020 June 29, 2020	Perusahaan tidak membagikan dividen, Berdasarkan Keputusan Hasil Rapat Umum Pemegang Saham Tahunan tahun buku 2019, tanggal 29 Juni 2020, Penggunaan Laba Bersih Perseroan Tahun Buku 2019 seluruhnya digunakan sebagai Cadangan The company did not distribute dividends. Based on the resolutions of the 2019 Annual General Meeting of Shareholders, dated June 29, 2020, the Company's Net Profit for the 2019 Financial Year was entirely used as reserves.			

PROGRAM KEPEMILIKAN SAHAM OLEH PEGAWAI DAN/ATAU MANAJEMEN

STOCK OWNERSHIP PROGRAM BY EMPLOYEES AND/OR MANAGEMENT

Sampai dengan akhir tahun 2023, PTC tidak pernah memperdagangkan sahamnya kepada publik sehingga tidak memiliki kebijakan mengenai program kepemilikan saham oleh pegawai (ESOP) dan/atau manajemen (MSOP). Oleh karena itu, tidak terdapat jumlah saham ESOP/MSOP, realisasinya, jangka waktu, persyaratan karyawan dan/atau manajemen yang berhak, serta harga exercise.

Until the end of 2023, PTC has never traded its shares to the public so it does not have a policy regarding employee share ownership programs (ESOP) and/or management (MSOP). Therefore, there is no ESOP/MSOP shares, their realization, time period, requirements for eligible employees and/or management, and exercise price.

REALISASI PENGGUNAAN DANA HASIL PENAWARAN UMUM

REALIZATION OF USE OF PUBLIC OFFERING PROCEEDS

Hingga 31 Desember 2023, PTC belum pernah melakukan Penawaran Umum Perdana Saham atau *Initial Public Offering* (IPO) di Bursa Efek manapun. Oleh karena itu, tidak terdapat informasi mengenai realisasi penggunaan dana hasil penawaran umum berupa total perolehan dana, rencana penggunaan dana, rincian penggunaan dana, dan tanggal persetujuan RUPS atas perubahan penggunaan dana hasil penawaran umum.

As of December 31, 2023, PTC has never conducted an Initial Public Offering (IPO) on any Stock Exchange. Therefore, there is no information regarding the actual use of funds from the public offering in the form of total proceeds, plans for using the funds, details of the use of funds, and the date of approval by the GMS for changes to the use of funds from the public offering.

INFORMASI MATERIAL MENGENAI INVESTASI, EKSPANSI, DIVESTASI, PENGGABUNGAN/ PELEBURAN USAHA, AKUISISI, DAB RESTRUKTURISASI UTANG/MODAL

MATERIAL INFORMATION REGARDING INVESTMENT, EXPANSION, DIVESTMENT, MERGER/CONSOLATION OF BUSINESSES, ACQUISITIONS, AND DEBT/CAPITAL RESTRUCTURING

Perusahaan tidak melakukan investasi, ekspansi, divestasi, penggabungan atau peleburan usaha, akuisisi, maupun restrukturisasi utang dan modal.

Sehubungan dengan itu, laporan ini tidak menyajikan informasi material mengenai investasi, ekspansi, divestasi, penggabungan atau peleburan usaha, akuisisi, maupun restrukturisasi utang dan modal.

The company does not undertake investments, expansions, divestments, business mergers or consolidations, acquisitions, or debt and capital restructuring.

In this regard, this report does not present material information regarding investment, expansion, divestment, business mergers or consolidations, acquisitions, or debt and capital restructuring.

INFORMASI TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN DAN/ATAU TRANSAKSI DENGAN PIHAK AFILIASI/BERELASI

INFORMATION ON MATERIAL TRANSACTIONS CONTAINING CONFLICTS OF INTEREST AND/OR TRANSACTIONS WITH AFFILIATED/RELATED PARTIES

KEBIJAKAN MEKANISME *REVIEW* ATAS TRANSAKSI DAN PEMENUHAN PERATURAN DAN KETENTUAN TERKAIT

Perusahaan memastikan seluruh kegiatan transaksi yang dilakukan, telah melalui prosedur yang memadai dan telah sesuai dengan prinsip transaksi yang wajar (*arm's length principle*). Dan sesuai dengan persyaratan komersial normal. Perusahaan memiliki kebijakan terkait transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/ pihak berelasi. Transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/pihak berelasi, yang dilakukan Perusahaan, senantiasa memperhatikan prinsip kehati-hatian sesuai dengan praktik bisnis yang berlaku umum dan telah memenuhi Peraturan OJK No. 42/ POJK.04/2020 tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan, serta PSAK No. 7 tentang Pengungkapan Pihak-Pihak Berelasi.

POLICY ON REVIEW MECHANISM FOR TRANSACTIONS AND COMPLIANCE WITH RELATED REGULATIONS AND PROVISIONS

The company ensures that all transaction activities carried out have gone through adequate procedures and are in accordance with the arm's length principle. And in accordance with normal commercial requirements. The company has a policy regarding material transactions that contain conflicts of interest and/or transactions with affiliates/related parties. Material transactions containing conflicts of interest and/or transactions with affiliated/related parties, carried out by the Company, always pay attention to the principle of prudence in accordance with generally accepted business practices and have complied with OJK Regulation No. 42/POJK.04/2020 concerning Affiliate Transactions and Conflict of Interest Transactions, as well as PSAK No. 7 concerning Disclosures of Related Parties.

Mekanisme *review* atas transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/pihak berelasi, dilakukan melalui proses audit oleh Komite Audit yang hasilnya kemudian dilaporkan kepada Dewan Komisaris.

The review mechanism for material transactions containing conflicts of interest and/or transactions with affiliated/related parties is carried out through an audit process by the Audit Committee, the results of which are then reported to the Board of Commissioners.

KOMITMEN PERUSAHAAN ATAU MANAJEMEN ATAS TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN DAN/ATAU TRANSAKSI DENGAN PIHAK AFILIASI/PIHAK BERELASI

Dalam melakukan transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/pihak berelasi, Direksi memastikan bahwa seluruh kegiatan transaksi tersebut telah melalui prosedur yang memadai dan sesuai dengan prinsip transaksi yang wajar (*arm's length principle*). Perseroan melalui Dewan Komisaris dan Komite Audit, juga telah melakukan *review* untuk memastikan bahwa transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/pihak berelasi, dilaksanakan sesuai dengan praktik bisnis yang berlaku umum dan telah memenuhi prinsip transaksi yang wajar (*arms-length principle*), dan dilaksanakan dengan memenuhi ketentuan yang berlaku.

Adapun, transaksi material yang dilakukan Perusahaan dengan pihak afiliasi/pihak berelasi, merupakan transaksi terkait kegiatan usaha yang dijalankan Perusahaan, dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/atau berkelanjutan. Sepanjang tahun 2023, Perseroan tidak memiliki pelanggaran atas peraturan perundang-undangan terkait transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi/pihak berelasi.

COMPANY OR MANAGEMENT COMMITMENT FOR MATERIAL TRANSACTIONS CONTAINING CONFLICTS OF INTEREST AND/OR TRANSACTIONS WITH AFFILIATED PARTIES/RELATED PARTIES

In carrying out material transactions that contain conflicts of interest and/or transactions with affiliated/related parties, the Board of Directors ensures that all transaction activities have gone through adequate procedures and are in accordance with the arm's length principle. The Company, through the Board of Commissioners and Audit Committee, has also carried out a review to ensure that material transactions containing conflicts of interest and/or transactions with affiliated/related parties, are carried out in accordance with generally accepted business practices and meet the principles of fair transactions (arms-length). length principle), and implemented in compliance with applicable regulations.

Meanwhile, material transactions carried out by the Company with affiliated/related parties are transactions related to business activities carried out by the Company, in order to generate Revenues and carried out routinely, repeatedly and/or continuously. Throughout 2023, the Company has no violations of laws and regulations related to material transactions containing conflicts of interest and/or transactions with affiliated/related parties.

TRANSAKSI MATERIAL DENGAN PIHAK AFILIASI

Pelaksanaan transaksi dengan pihak afiliasi yang dilakukan Perusahaan telah sesuai dengan ketentuan yang tertuang dalam POJK No. 42/POJK.04/2020. Adapun kegiatan transaksi afiliasi Perseroan pada tahun 2023 adalah sebagai berikut:

MATERIAL TRANSACTIONS WITH AFFILIATED PARTIES

The implementation of transactions with affiliated parties carried out by the Company is in accordance with the provisions contained in POJK No. 42/POJK.04/2020. The Company's affiliate transaction activities in 2023 are as follows:

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
1	31 Desember 2023 December 31, 2023	Kas di Bank Cash in Bank	PT Bank Mandiri (Persero) Tbk	Penempatan kas dan kas di bank pinjaman bank jangka pendek dan biaya keuangan Placement of cash and cash in banks short-term bank loans and financial charges	151,978	Wajar Fair

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
2	31 Desember 2023 December 31, 2023	Kas di Bank Cash in Bank	PT Bank Rakyat Indonesia PT Bank Rakyat Indonesia (Persero) Tbk.	Penempatan kas dan kas di bank Placement of cash and cash in banks	5,664	Wajar Fair
3	31 Desember 2023 December 31, 2023	Kas di Bank Cash in Bank	PT Bank Negara Indonesia PT Bank Negara Indonesia (Persero) Tbk.	Penempatan kas dan kas di bank Placement of cash and cash in banks	527	Wajar Fair
4	31 Desember 2023 December 31, 2023	Kas di Bank Cash in Bank	PT Bank Negara Indonesia PT Bank Negara Indonesia (Persero) Tbk.	Penempatan kas dan kas di bank Placement of cash and cash in banks	5,805	Wajar Fair
5	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Pertamina Patra Niaga dan entitas anak PT Pertamina Patra Niaga and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	130,464	Wajar Fair
6	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Pertamina Hulu Energi dan entitas anak PT Pertamina Hulu Energi and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	40,961	Wajar Fair
7	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Pertamina Gas Negara dan entitas anak PT Pertamina Gas Negara and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	33,649	Wajar Fair
8	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Kilang Pertamina Internasional	Pendapatan, piutang usaha dan utang usaha Income, trade receivables and trade payables	26,161	Wajar Fair

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
9	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Pertamina (Persero)	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham Revenue, Trade Receivables, Trade Receivables not yet invoiced, Trade Payable, payments dividends and share capital	24,225	Wajar Fair
10	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	PT Pertamina International Shipping dan entitas anak PT Pertamina International and subsidiaries	Pendapatan dan piutang usaha Revenue and Trade Receivables	22,244	Wajar Fair
11	31 Desember 2023 December 31, 2023	Piutang Usaha Trade Receivables	Lain-lain etc	-	7,863	Wajar Fair
12	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Pertamina Patra Niaga dan entitas anak PT Pertamina Patra Niaga and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	322,516	Wajar Fair
13	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Pertamina Hulu Energi dan entitas anak PT Pertamina Hulu Energi and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	133,748	Wajar Fair
14	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Pertamina (Persero)	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham Revenue, Trade Receivables, Unbilled Receivables, Trade Payable, payments dividends and share capital	80,576	Wajar Fair
15	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Kilang Pertamina Internasional dan entitas anak PT Kilang Pertamina Internasional and subsidiaries	Pendapatan, piutang usaha dan utang usaha Income, trade receivables and trade payables	59,761	Wajar Fair

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
16	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Pertamina International Shipping dan entitas anak PT Pertamina International Shipping and subsidiaries	Pendapatan dan piutang usaha Revenue and Trade Receivables	26,541	Wajar Fair
17	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	PT Pertamina Gas Negara dan entitas anak PT Pertamina Gas Negara and subsidiary entities	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	22,734	Wajar Fair
18	31 Desember 2023 December 31, 2023	Piutang Usaha belum Difakturkan Unbilled Receivables	Lain-lain Others	-	37,871	Wajar Fair
19	31 Desember 2023 December 31, 2023	Utang Usaha Trade Payable	PT Pertamina Bina Medika	Utang Usaha Trade Payable	15,484	Wajar Fair
20	31 Desember 2023 December 31, 2023	Utang Usaha Trade Payable	PT Pertamina (Persero)	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham Income, trade receivables, Unbilled Receivables, trade payables, dividend payments and share capital	5,576	Wajar Fair
21	31 Desember 2023 December 31, 2023	Utang Usaha Trade Payable	PT Pelita Air Service	Pendapatan, piutang usaha dan utang usaha Income, trade receivables and trade payables	3,466	Wajar Fair
22	31 Desember 2023 December 31, 2023	Utang Usaha Trade Payable	PT Patra Jasa	Utang Usaha Trade Payable	3,179	Wajar Fair
23	31 Desember 2023 December 31, 2023	Utang Usaha Trade Payable	Lain-lain	-	3,016	Wajar Fair
24	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina Patra Niaga dan entitas anak PT Pertamina Patra Niaga and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	1,905,330	Wajar Fair

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
25	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina (Persero)	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham Income, trade receivables, Unbilled Receivables, trade payables, dividend payments and share capital	882,144	Wajar Fair
25	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Kilang Pertamina Internasional dan entitas anak PT Kilang Pertamina Internasional and subsidiaries	Pendapatan, piutang usaha dan utang usaha Revenues, Trade Receivables and Unbilled Receivables	538,364	Wajar Fair
27	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina Hulu Energi dan entitas anak PT Pertamina Hulu Energi and subsidiaries	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	486,730	Wajar Fair
28	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina Gas Negara (Persero) Tbk dan entitas anak PT Pertamina Gas Negara (Persero) Tbk and subsidiary entities	Pendapatan, piutang usaha dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables	185,115	Wajar Fair
29	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina International Shipping dan entitas anak PT Pertamina International Shipping and subsidiaries	Pendapatan dan piutang usaha Revenue and Trade Receivables	172,200	Wajar Fair
30	31 Desember 2023 December 31, 2023	Pendapatan Revenue	PT Pertamina Power Indonesia dan entitas anak PT Pertamina Power Indonesia and subsidiaries		76,094	Wajar Fair
31	31 Desember 2023 December 31, 2023	Pendapatan Revenue	Lain-lain etc	-	55,108	Wajar Fair
32	31 Desember 2023 December 31, 2023	Beban Keuangan Financial Expense	PT Bank Mandiri (Persero) Tbk	Penempatan kas dan kas di bank pemerintah pinjaman bank jangka pendek dan biaya keuangan Placement of cash and cash in government banks short-term bank loans and financial costs	50	Wajar Fair

Tabel Transaksi dengan Pihak Afiliasi di Tahun 2023
Table of Transactions with Affiliated Parties in 2023

No	Tanggal Date	Jenis Transaksi Afiliasi Types of Affiliate Transaction	Pihak yang Bertransaksi Transaction Party	Sifat Hubungan Afiliasi Nature of Affiliate Relationships	Nilai Transaksi Transaction Value (Rp)	Penjelasan Mengenai Kewajaran Transaksi Explanation of Transaction Fairness
33	31 Desember 2023 December 31, 2023	Beban Keuangan Financial Expense	PT Bank Rakyat Indonesia (Persero) Tbk	Penempatan kas dan kas di bank Placement of cash and cash in banks	11	Wajar Fair

INFORMASI MENGENAI TRANSAKSI DENGAN PIHAK BERELASI

Adapun Kegiatan transaksi berelasi yang dilakukan Perseroan pada tahun 2022 dan 2023 adalah sebagai berikut:

INFORMATION REGARDING TRANSACTIONS WITH RELATED PARTIES

The related transaction activities carried out by the Company in 2022 and 2023 are as follows:

Saldo Transaksi Pihak Berelasi 2022-2023
Saldo Transaksi Pihak Berelasi 2022-2023

Jenis Transaksi Type of Transaction	2023		2022		Kenaikan (Penurunan) Increase (Decrease)	
	Nominal (Rp-juta) (Rp-million)	Persentase terhadap Aset/Liabilitas (%) Percentage of Assets/ Liabilities (%)	Nominal (Rp-juta) (Rp-million)	Persentase terhadap Aset/ Liabilitas (%) Percentage of Assets/Liabilities (%)	Nominal (Rp-juta) (Rp-million)	Persentase (%) Percentage (%)
Kas dan setara kas Cash and cash equivalents	158.508	12,99%	143.214	15,87%	15.294	10,68%
Piutang Usaha Trade Receivables	262.849	21,54%	211.329	23,42%	51.520	24,38%
Piutang Usaha belum difakturkan Unbilled Receivables	682.778	55,95%	499.812	55,39%	182.966	36,61%
Utang Usaha Trade Payable	30.721	4,27%	20.930	4,21%	9.791	46,78%
Pendapatan Revenue	4.301.085	99,54%	3.271.152	99,30%	1.029.933	31,49%
Beban Keuangan Financial Expense	61	10,09%	71	30,47%	(10)	-14,08%

NAMA PIHAK DAN SIFAT HUBUNGAN BERELASI

Adapun uraian nama pihak dan sifat hubungan berelasi adalah sebagai berikut.

NAME OF PARTY AND NATURE OF RELATED RELATIONSHIP

The description of the name of the party and the nature of the related relationship is as follows.

Pihak Berelasi Related Parties	Sifat Hubungan Nature of Relationship	Jenis Transaksi Transaction Type
PT Pertamina (Persero)	Pemegang Saham Shareholders	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham Revenue, trade receivables, Unbilled Receivables, trade payables, dividend payments and share capital
PT Pertamina Pedeve Indonesia	Pemegang Saham Shareholders	Pembayaran dividen dan modal saham Payment of dividends and share capital
PT Pertamina Gas dan Entitas Anak	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pertamina Patra Niaga dan Entitas Anak	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pertamina Lubricants	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pertamina Geothermal Energy	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pertamina Drilling Services Indonesia	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pelita Air Services	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Pertamina Hulu Energi dan Entitas Anak	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan piutang usaha belum difakturkan Revenues, Trade Receivables and Unbilled Receivables
PT Tugu Pratama Indonesia	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, piutang usaha belum difakturkan dan utang usaha Revenue, trade receivables, Unbilled Receivables and trade payables
PT Pertamina International	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan utang usaha Revenue, Trade Receivables, and Trade Payable
PT Pertamina EP	Entitas Sepengendali Entities Under Common Control	Pendapatan dan piutang usaha Revenue and Trade Receivables
PT Pertamina EP Cepu	Entitas Sepengendali Entities Under Common Control	Pendapatan Revenue
PT Patra Jasa	Entitas Sepengendali Entities Under Common Control	Utang usaha Trade Payable
PT Pertamina Bina Medika	Entitas Sepengendali Entities Under Common Control	Utang usaha Trade Payable
PT Pertamina International Shipping	Entitas Sepengendali Entities Under Common Control	Pendapatan dan piutang usaha Revenue and Trade Receivables
PT Perta Arun Gas	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan utang usaha Revenue, Trade Receivables, and Trade Payable
PT Pertamina Kilang Balikpapan	Entitas Sepengendali Entities Under Common Control	Pendapatan, piutang usaha, dan utang usaha Revenue, Trade Receivables, and Trade Payable
PT Bank Mandiri (Persero) Tbk	Entitas yang Berelasi dengan Pemerintah Government Related Entities	Penempatan kas dan kas di bank, pinjaman bank jangka pendek dan biaya keuangan Placement of cash and cash in banks, short-term bank loans and financial costs

Pihak Berelasi Related Parties	Sifat Hubungan Nature of Relationship	Jenis Transaksi Transaction Type
PT Bank Negara Indonesia (Persero) Tbk	Entitas yang Berelasi dengan Pemerintah Government Related Entities	Penempatan kas dan kas di bank Placement of cash and cash in banks
PT Bank Raykat Indonesia (Persero) Tbk	Entitas yang Berelasi dengan Pemerintah Government Related Entities	Penempatan kas dan kas di bank Placement of cash and cash in banks

Sifat hubungan dengan pihak-pihak yang berelasi adalah sebagai berikut:

1. Pemerintah Republik Indonesia melalui Kementerian Keuangan sebagai pemegang saham utama induk usaha.
2. Seluruh entitas yang dimiliki dan dikendalikan oleh Kementerian Keuangan Pemerintah Republik Indonesia serta entitas di mana Kementerian Keuangan Pemerintah Republik Indonesia memiliki pengaruh signifikan.
3. Badan Usaha Milik Negara (BUMN).
4. Pihak berelasi yang pemegang saham utamanya adalah PT Pertamina (Persero) atau PT Pertamina Pedeve.
5. Entitas yang merupakan perusahaan asosiasi dari kelompok usaha Pertamina.
6. Entitas yang merupakan ventura bersama dari kelompok usaha Pertamina.
7. Manajemen kunci yang meliputi anggota Dewan Komisaris dan Direksi Perusahaan.

The nature of the relationship with related parties is as follows:

1. The Government of the Republic of Indonesia through the Ministry of Finance as the main shareholder of the holding company.
2. All entities owned and controlled by the Ministry of Finance of the Government of the Republic of Indonesia as well as entities over which the Ministry of Finance of the Government of the Republic of Indonesia has significant influence.
3. State-Owned Enterprises (BUMN).
4. Related parties whose main shareholder is PT Pertamina (Persero) or PT Pertamina Pedeve.
5. Entities that are associate companies of the Pertamina business group.
6. Entities that are joint ventures of the Pertamina business group.
7. Key management which includes members of the Company's Board of Commissioners and Directors.

INFORMASI YANG BERSIFAT LUAR BIASA DAN JARANG TERJADI

Sampai dengan 31 Desember 2023 terdapat kejadian yang bersifat luar biasa dan jarang terjadi, yang berpengaruh terhadap kinerja keuangan Perusahaan yakni terkait dengan pemindahan gedung dan Pengangkatan Direktur Operasi dan Pemasaran Perusahaan sesuai dengan Keputusan Pemegang Saham Secara Sekuler (KPSSS) berdasarkan Surat Pemberitahuan Direktur Utama PT PTC Nomor 0098/PTC-10000/2024-S1 tanggal 19 Februari 2024.

EXTRAORDINARY AND RARE INFORMATION

Until December 31, 2023, there were extraordinary and rare events that affected the Company's financial performance, namely related to the transfer of buildings and the appointment of the Company's Director of Operations and Marketing in accordance with the Secular Shareholder Decree (KPSSS) based on the Notification Letter of the President Director of PT PTC Number 0098/PTC-10000/2024-S1 dated 19 February 2024.

ASPEK PEMASARAN
MARKETING ASPECTS

STRATEGI PEMASARAN

Rencana & Strategi Pemasaran

Strategi pemasaran Perusahaan di tahun 2023 adalah:

1. Memperluas jaringan *associate partner* untuk pengembangan program dan pemasaran.
2. Mempertahankan Pangsa Pasar dan meningkatkan penetrasi kepada segmen pelanggan yang sudah dikuasai.
3. Pembuatan katalog produk secara cetak maupun digital.
4. Melakukan *update database* dan mengidentifkasi kebutuhan pelanggan bisnis.
5. Meningkatkan penetrasi dan ekstensifikasi pada *Governance Sector*.
6. Memperkuat *brand platform* pelatihan *online*.
7. Memasarkan produk *platform online* pelatihan dan asesmen terutama ke pasar Pertamina *Group* namun tidak membatasi ke pasar di luar Pertamina *Group*.
8. Melakukan kajian dan implementasi *rebranding* Perusahaan.
9. Pengembangan *IT Commercial* sebagai langkah *New Ways of Working*, antara lain:
   a. Menjadi salah satu *New Revenue Stream*.
   b. Pengembangan produk *Learning Management System* (LMS) berbasis digital.
   c. Pengembangan dan penyempurnaan *tools* untuk pelatihan dan asesmen yang dilakukan secara *online*.
   d. Pengembangan potensi produk bisnis *Event Management* secara *online*.
   e. Melakukan kajian untuk mengembangkan produk berbasis *gaming* dan *Virtual Reality* (VR).
10. Menjangkau pasar *non-captive* melalui:
    a. Memperbanyak jumlah pelatihan publik, bekerjasama dengan BNSP untuk kegiatan sertifikasi, memperbanyak jumlah asesi publik yang dilakukan secara online dan offline, serta memperbanyak penyelenggaraan *event* dan penyediaan Tenaga Kerja Jasa Penunjang (TKJP) untuk perusahaan di luar Pertamina *Group*.
    b. Memanfaatkan rekanan dari institusi akademis untuk mengenalkan produk ke kalangan pelajar/mahasiswa.

Meningkatkan kualitas fasilitas bisnis *Assessment Center* (standarisasi) untuk mendukung rencana Perusahaan dalam menjangkau pasar BUMN.

MARKETING STRATEGY

Marketing Plan & Strategy

The Company's marketing strategy in 2023 is:

1. Expanding the associate partner network for program development and marketing.
2. Maintaining Market Share and increasing penetration into customer segments that are already controlled.
3. Creation of printed and digital product catalogs.
4. Update databases and identify business customer needs.
5. Increasing penetration and extensification in the Governance Sector.
6. Strengthen the online training platform brand.
7. Marketing online training and assessment platform products primarily to the Pertamina Group market but not limiting it to markets outside the Pertamina Group.
8. Conducting studies and implementation of Company rebranding.
9. Commercial IT development as a step in New Ways of Working, including:
   a. Become one of the New Revenue Streams.
   b. Development of digital-based Learning Management System (LMS) products.
   c. Development and improvement of tools for online training and assessments.
   d. Development of potential online Event Management business products.
   e. Conduct studies to develop gaming and Virtual Reality (VR) based products.
10. Reaching non-captive markets through:
    a. Increasing the number of public trainings, collaborating with BNSP for certification activities, increasing the number of public assessments conducted online and offline, as well as increasing the holding of events and providing Supporting Services Workers (TKJP) for companies outside the Pertamina Group.
    b. Utilize partners from academic institutions to introduce products to students.

Improving the quality of the Assessment Center business facilities (standardization) to support the Company's plans to reach the BUMN market.

PANGSA PASAR

Pada tahun 2023, konsumen terbesar Perusahaan masih dalam Pertamina *Group*. Namun, Perusahaan juga telah melakukan perumusan strategi pemasaran sehingga dapat menambah target pasar *Non - Captive* (di luar Pertamina *Group*). Hal ini membuat Perusahaan menerapkan strategi pemasaran sebagai berikut:

1. Mempertahankan pangsa pasar dan meningkatkan penetrasi kepada segmen pelanggan yang sudah dikuasai, khususnya di Pertamina *Group*.
2. Meningkatkan pemasaran untuk target pasar *non-captive*.
3. Memperkuat *corporate branding* PT Pertamina Training and Consulting melalui sarana digital dengan mengembangkan *website* Perusahaan dan *social media* serta melakukan relokasi gedung.
4. Membentuk tim *task force* Pemasaran untuk menjangkau Pertamina *Group* dan mengembangkan hubungan strategis kepada pasar *non-captive*.
5. Mengembangkan dan meningkatkan penjualan *platform* digital seperti OSI, TRACO dan Gurumaya.

MARKET SHARE

In 2023, the Company's largest customer will still be the Pertamina Group. However, the Company has also formulated a marketing strategy so that it can increase the Non-Captive market target (outside Pertamina Group). This makes the Company implement the following marketing strategy:

1. Maintain market share and increase penetration into customer segments that are already controlled, especially in the Pertamina Group.
2. Improve marketing for non-captive target markets.
3. Strengthening PT Pertamina Training and Consulting's corporate branding through digital means by developing the company website and social media as well as relocating the building.
4. Form a Marketing task force team to reach Pertamina Group and develop strategic relationships with non-captive markets.
5. Develop and increase sales of digital platforms such as OSI, TRACO and Gurumaya.

LAYANAN PRIMA

Dalam rangka meningkatkan kualitas layanan kepada seluruh pelanggan, Perusahaan melakukan pengelolaan saran dan keluhan pelanggan melalui berbagai saluran dan media yang tersedia, khususnya melalui layanan email ptc.care@ pertamina-ptc.com yang menjadi saluran komunikasi antara PTC dengan pelanggan.

Selain itu, Perusahaan melakukan pengukuran tingkat kepuasan konsumen secara berkala sebagai bahan evaluasi yang berkesinambungan atas produk dan layanan perusahaan. Pada triwulan ke-4 tahun 2023, Perusahaan telah melakukan pengukuran tingkat kepuasan pelanggan dengan hasil sebagai berikut

EXCELLENT SERVICE

In order to improve the quality of service to all customers, the Company manages customer suggestions and complaints through various available channels and media, especially through the email service ptc.care@ pertamina-ptc.com which is a communication channel between PTC and customers.

In addition, the Company periodically measures consumer satisfaction levels as material for continuous evaluation of the company's products and services. In the 4th quarter of 2023, the Company has measured the level of customer satisfaction with the following results

Indeks yang Diukur Measured Index	Hasil Survei Survey Results	
	2023	2022
Customer Satisfaction Index (CSI)	85,5%	87,2%
Net Promoter Score (NES)	86%	87,8%
Customer Effort Score (CES)	85,4%	93,1%

SINERGI DENGAN KELOMPOK USAHA PERTAMINA

Sinergi antara Perusahaan dengan anak-anak usaha PT Pertamina (Persero) merupakan salah satu cara mempertahankan pangsa pasar Perusahaan. Pada tahun 2023, melalui sinergi di antara kelompok usaha Pertamina, Perusahaan berhasil meraih pendapatan sebesar Rp 4,301 miliar atau meningkat 30,84% dibandingkan tahun sebelumnya dan mencapai 154,88% terhadap target RKAP 2023.

SYNERGY WITH THE PERTAMINA BUSINESS GROUP

Synergy between the Company and the subsidiaries of PT Pertamina (Persero) is one way to maintain the Company's market share. In 2023, through synergy between the Pertamina business group, the Company managed to achieve revenue of Rp4.301 billion or an increase of 30.84% compared to the previous year and reached 154.88% of the 2023 RKAP target.

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

PTC Sebagai Penyedia PTC as Provider	Realisasi 2022 Realization 2022	RKAP 2023	Realisasi 2023 Realization 2023	(%) Pertumbuhan Growth
Sinergi Pertamina *Group*	3.287.718	2.777.440	4.301.719	30,84%
Holding	648.656	563.579	882.144	36,00%
Pertamina *Group*	2.639.062	2.213.861	3.419.574	29,58%
Total Biaya Total cost	**3.294.290**	**2.785.231**	**4.321.139**	**55,14%**

PTC Sebagai Pelanggan PTC as Customer	Realisasi 2023 Realization 2023	Realisasi 2022 Realization 2022	(%) Pertumbuhan Growth
Sinergi Pertamina *Group*	35,73	78,61	-54,55%
Holding	1,57	0,31	406,45%
Pertamina *Group*	34,16	78,29	-56,37%
Total Biaya Total cost	**35,73**	**78,61**	**-54,48%**

Dalam Jutaan Rupiah, kecuali dinyatakan lain
In Millions of Rupiah, unless otherwise stated

PTC Sebagai Pelanggan PTC As a Customer	Realisasi 2023 Realization 2023	%	Keterangan Information
PT Pertamina (Persero)	1.572.951	4,40%	*Chargeback* Layanan SS & EIT 2023 *Oil Spill Response Level 1, Layanan SS IT, Training Behavior Based Safety, First Sider Awareness Batch 2* SS & EIT Service Chargeback 2023 Oil Spill Response Level 1, SS IT Service, Behavior Based Safety Training, First Sider Awareness Batch 2
Patra Jasa	9.507.027	26,61%	*Final Pitch Pertamuda Tahun 2023, GP Mandalika (41 Kendaraan & 41* Driver), akomodasi proliga, sewa layanan, kendaraan Pertamuda Final Pitch 2023, GP Mandalika (41 Vehicles & 41 Drivers), proliga accommodation, rental services, vehicles
PT Pertamina Patra Niaga	1.289.350	3,61%	Sewa Ruang Kantor PTC, Sewa Kendaraan PTC Office Space Rental, Vehicle Rental
PT Pelita Air Services	11.317.933	31,68%	Air PAM, *Training Basic Avsec,* Sewa Gedung, *Service Charge* Gedung PAM Water, Basic Avsec Training, Building Rental, Building Service Charge
PT Pertamina Bina Medika	11.617.147	32,51%	*Medical Check Up*
PT Tugu Pratama Indonesia	304.098	0,85%	Premi Asuransi, Asuransi Kendaraan Insurance Premiums, Vehicle Insurance
PT Kilang Pertamina Internasional	67.171	0,19%	Tagihan Sewa Ruangan Room Rental Bill
Grand Total	35.729.678	100%	-

PROSPEK USAHA
BUSINESS OUTLOOK

Dalam persaingan usaha di lingkup Pertamina *Group*, PTC telah memiliki nama dan pengalaman terutama sebagai perusahaan penyedia jasa pelatihan dan penyedia tenaga kerja. Selain itu, status PTC sebagai Anak Perusahaan satu-satunya yang didirikan dan didedikasikan untuk mendukung kegiatan pengelolaan *human capital* di Pertamina *Group* menjadi keunggulan Perusahaan untuk menangkap peluang yang bernilai tinggi di dalam *group* jika dibandingkan dengan Anak Perusahaan lain maupun Cucu Perusahaan. PTC juga memiliki diversifikasi lini bisnis yang cukup beragam sehingga mampu memenuhi kebutuhan pelanggan baik secara *captive* maupun *non-captive*. Namun, PTC masih harus memaksimalkan upaya pemasarannya untuk meningkatkan *brand awareness* di luar Pertamina *Group*.

In business competition within the Pertamina Group, PTC already has a name and experience, especially as a company providing training services and providing labor. In addition, PTC's status as the only subsidiary established and dedicated to supporting Human Capital management activities in the Pertamina Group is an advantage for the Company in capturing high-value opportunities within the group when compared to other subsidiaries and subsidiary companies. PTC also has diversified business lines that are quite diverse so that it is able to meet customer needs both captive and non-captive. However, PTC still has to maximize its marketing efforts to increase brand awareness outside the Pertamina Group.

Saat ini, unit bisnis yang menyumbang kontribusi terbesar pada *revenue* PTC adalah bisnis *Man Power Supply* dan Jasa Pengamanan *(outsourcing)* dan *Event Management*. Walaupun demikian, ketiga bisnis tersebut memiliki margin yang tergolong rendah dibanding unit bisnis lainnya. Untuk itu, Perusahaan memiliki strategi dalam menghadapi kompetisi pasar dengan meningkatkan GPM pada *Event Management*, mempertahankan pangsa pasar di lini bisnis *Man Power Supply* dan Jasa Pengamanan *(outsourcing)* serta menyediakan fasilitas dan melakukan pengembangan produk yang agresif untuk unit bisnis *Training* dan *Assessment Center.*

Currently, the business units that contribute the largest contribution to PTC revenue are the Man Power Supply and Security Services (outsourcing) and Event Management businesses. However, these three businesses have relatively low margins compared to other business units. For this reason, the Company has a strategy to face market competition by increasing GPM in Event Management, maintaining market share in the Man Power Supply and Security Services business lines (outsourcing) as well as providing facilities and carrying out aggressive product development for the Training and Assessment Center business units.

PERUBAHAN PERATURAN PERUNDANG-UNDANGAN TERHADAP PERSEROAN PADA TAHUN BUKU TERAKHIR

AMENDMENTS TO LAWS AND REGULATIONS ON THE COMPANY IN THE LAST FISCAL YEAR

PT Pertamina Training and Consulting (PTC) berkomitmen untuk patuh terhadap peraturan perundang-undangan. Sehingga Perusahaan senantiasa memperhatikan setiap adanya perubahan perundang-undangan untuk diimplementasikan ke dalam kegiatan usaha Perusahaan. Adapun perubahan peraturan perundang-undangan yang berpengaruh terhadap Perseroan pada tahun 2023 adalah sebagai berikut:

PT Pertamina Training and Consulting (PTC) is committed to complying with statutory regulations. So that the Company always pays attention to any changes in legislation to be implemented in the Company's business activities. The changes to statutory regulations that will affect the Company in 2023 are as follows:

Tabel Perubahan Peraturan Perundang-undangan
Table of Changes to Laws and Regulations

No	Peraturan Perundang-undangan Legislation	Pokok Perubahan Principal Change	Dampak Bagi Perusahaan Impact on the Company	Upaya Mitigasi Mitigation Efforts
1	Undang-Undang Cipta Kerja Job Creation Law	Undang-Undang Nomor 6 Tahun 2023 Law Number 6 of 2023	Tidak ada None	Tidak ada None

PEMENUHAN PERATURAN DAN DAMPAKNYA TERHADAP PERUSAHAAN

REGULATORY COMPLIANCE AND ITS IMPACT ON THE COMPANY

Perusahaan per 31 Desember tahun 2023, tidak perubahan peraturan maupun kebijakan pemerintah yang berdampak bagi perusahaan.

As of December 31, 2023, there were no changes to government regulations or policies that had an impact on the company.

PERUBAHAN KEBIJAKAN AKUNTANSI YANG DITERAPKAN PERSEROAN PADA TAHUN BUKU TERAKHIR

CHANGES IN ACCOUNTING POLICIES IMPLEMENTED BY THE COMPANY IN THE LAST FISCAL YEAR

Di tahun 2023, tidak terdapat perubahan kebijakan akuntansi yang diterapkan perseroan pada tahun buku terakhir.

In 2023, there was no changes to the accounting policies implemented by the company in the last financial year.

INFORMASI KELANGSUNGAN USAHA

BUSINESS CONTINUITY INFORMATION

HAL-HAL YANG BERPOTENSI BERPENGARUH SIGNIFIKAN TERHADAP KELANGSUNGAN USAHA

Setelah melewati masa pandemi kinerja operasional PT Pertamina Training Center pada 2023 sudah kembali full *Work Form Office* (WFO) sehingga Perusahaan tidak ada potensi yang berpengaruh signifikan terhadap kelangsungan usaha. Dengan kembalinya WFO, dalam kinerja operasional para pekerja PT Pertamina Training Center berkesempatan meningkatkan produktivitas dan kapabilitas dalam menghadapi tantangan bisnis ke depan.

MATTERS THAT HAVE THE POTENTIAL TO HAVE A SIGNIFICANT INFLUENCE ON BUSINESS CONTINUITY

After going through the pandemic, PT Pertamina Training Center's operational performance in 2023 will return to full Work Form Office (WFO) so that the Company has no potential to have a significant impact on business continuity. With the return of WFO, the operational performance of PT Pertamina Training Center workers has the opportunity to increase productivity and capability in facing future business challenges.

PENILAIAN MANAJEMEN ATAS HAL-HAL YANG BERPENGARUH SIGNIFIKAN TERHADAP KELANGSUNGAN USAHA

Per 31 Desember 2023, Perusahaan memiliki sistem manajemen risiko dan pengendalian internal untuk mengukur risiko yang akan dihadapi oleh Perusahaan. Dalam menerapkan sistem manajemen risiko, diperlukan tinjauan berkala yang dilakukan manajemen terkait hal-hal yang dapat berpengaruh terhadap kelangsungan usaha.

Perusahaan melakukan tinjauan menggunakan analisis SWOT yang mengidentifikasi faktor-faktor internal seperti Kekuatan (*Strength*) dan Kelemahan (*Weakness*) serta faktor-faktor eksternal secara eksternal seperti Kesempatan (*Opportunity*) dan Ancaman (*Threat*). Hasil SWOT untuk kelangsungan usaha Perusahaan, menunjukkan tidak terdapat hal-hal yang berpengaruh signifikan terhadap kelangsungan usaha dan seluruh risiko yang mungkin terjadi masih dalam kendali Perusahaan.

MANAGEMENT ASSESSMENT OF MATTERS THAT HAVE A SIGNIFICANT INFLUENCE ON BUSINESS CONTINUITY

As of December 31, 2023, the Company has a risk management and internal control system to measure the risks that the Company will face. In implementing a risk management system, periodic reviews are required by management regarding matters that can affect business continuity.

The company carries out a review using a SWOT analysis which identifies internal factors such as Strengths and Weaknesses as well as external factors such as Opportunities and Threats. The SWOT results for the Company's business continuity show that there are no matters that have a significant effect on business continuity and all risks that may occur are still within the Company's control.

ASUMSI YANG DIGUNAKAN MANAJEMEN DALAM MELAKUKAN PENILAIAN

Asumsi yang digunakan manajemen dalam melakukan penilaian pada tahun 2023 atas kemampuan Perusahaan untuk melanjutkan kelangsungan usaha di masa yang akan datang, digunakan beberapa asumsi dan pertimbangan.

Perusahaan menggunakan beberapa pertimbangan asumsi-asumsi yang digunakan manajemen dalam melakukan penilaian pada tahun 2023 yaitu analisis SWOT, kinerja keuangan, likuiditas, solvabilitas, profitabilitas, permasalahan internal dan perkara hukum yang dihadapi, serta kondisi ekonomi mikro dan makro pada saat ini dan masa yang akan datang.

ASSUMPTIONS USED BY MANAGEMENT IN CARRYING OUT ASSESSMENTS

Assumptions used by management in assessing in 2023 the Company's ability to continue as a going concern in the future, several assumptions and considerations were used.

The company uses several assumptions to consider which management will use in conducting assessments in 2023, namely SWOT analysis, financial performance, liquidity, solvency, profitability, internal problems and legal cases faced, as well as current and

TINGKAT KESEHATAN PERUSAHAAN
COMPANY SOUNDNESS LEVEL

Berdasarkan PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, penilaian Tingkat Kesehatan Perusahaan dilakukan dengan menunjuk Perusahaan Pemeringkat untuk melakukan pemeringkatan *corporate rating* dan diharapkan memperoleh tingkat kesehatan minimal BBB (sehat).

Atas dasar tersebut, PT Pertamina Training and Consulting bekerja sama dengan PT Pemeringkat Efek Indonesia (PEFINDO) sesuai dengan Perjanjian Pemeringkat Nomor 050/PPJP/PEF-DIR/IV/2024 dan 174/PTC-11000/2024-B1 tanggal pada 4 April 2024 untuk melakukan aktivitas Pemeringkatan *corporate rating*. Sesuai dengan Sertifikat Pemeringkatan atas PT Pertamina Training and Consulting Nomor RC-571/PEF-DIR/V/2024 tanggal 6 Mei 2024 didapatkan hasil pemeringkat PEFINDO untuk PT Pertamina Training and Consulting adalah *Final Rating* A+ dan *Stand Alone Rating* AA.

Based on PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, the assessment of the Company's Soundness Level is carried out by appointing a Rating Company to carry out a corporate rating and It is expected to obtain a minimum soundness level of BBB (healthy).

On this basis, PT Pertamina Training and Consulting collaborates with PT Pemeringkat Efek Indonesia (PEFINDO) in accordance with the Rating Agreement number 050/PPJP/PEF-DIR/IV/2024 and 174/PTC-11000/2024-B1 dated April 4 2024 to carry out corporate rating activities. In accordance with the Rating Certificate for PT Pertamina Training and Consulting Number RC-571/PEF-DIR/V/2024 dated May 6, 2024, the PEFINDO rating results for PT Pertamina Training and Consulting are Final Rating A+ and Stand Alone Rating AA.

RENCANA JANGKA PANJANG PERUSAHAAN
COMPANY LONG TERM PLAN

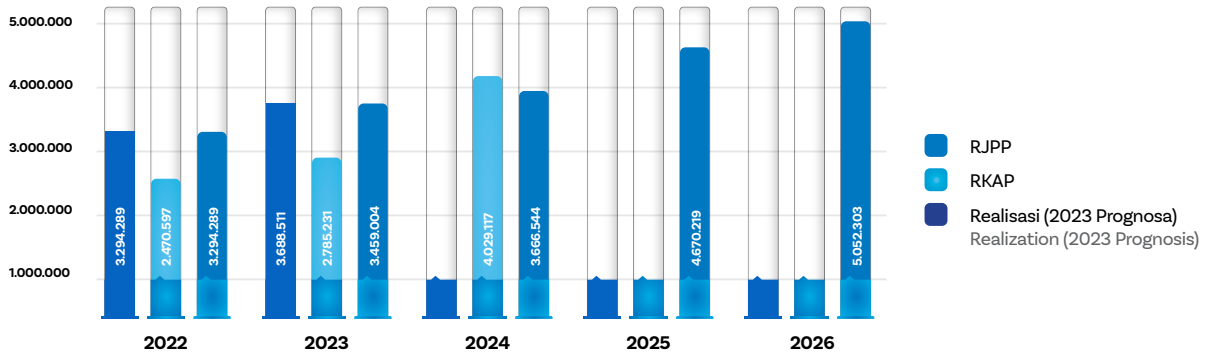
Rencana Jangka Panjang Perusahaan (RJPP) adalah rencana strategis yang memuat sasaran dan tujuan Perusahaan yang hendak dicapai dalam jangka waktu 5 (lima) tahun. Perusahaan telah menyusun RJPP dengan mempertimbangkan faktor keberlanjutan lingkungan, sosial, dan Tata Kelola Perusahaan yang Baik. Target RJPP yang digunakan pada Bab ini menggunakan RJPP 2022 – 2026 yang telah disepakati bersama oleh Dewan Direksi Perusahaan dan Induk Perusahaan.

Perbandingan target pendapatan PT Pertamina Training and Consulting yang tercantum dalam RKAP tahun 2020 - 2023, serta RJPP terbaru untuk periode tahun 2022 sampai dengan tahun 2026 adalah sebagai berikut:

The Company's Long-Term Plan (RJPP) is a strategic plan that contains the Company's goals and objectives to be achieved within a period of 5 (five) years. The company has prepared the RJPP by considering environmental, social and Good Corporate Governance sustainability factors. The RJPP target used in this chapter uses the 2022 – 2026 RJPP which has been mutually agreed upon by the Company's Board of Directors and the Parent Company.

A comparison of PT Pertamina Training and Consulting's revenue targets listed in the 2020-2023 RKAP, as well as the latest RJPP for the period 2022 to 2026 is as follows:

Perbandingan Target RJPP, Target RKAP dan Realisasi Pendapatan Tahun 2022 - 2026
Comparison of RJPP Targets, RKAP Targets and Realized Revenue for 2022 - 2026



	2022	2023	2024	2025	2026
Realisasi (2023 Prognosa) Realization (2023 Prognosis)	3.294.289	3.688.511			
RKAP	2.470.597	2.785.231	4.029.117		
RJPP	3.294.289	3.459.004	3.666.544	4.670.219	5.052.303

* Data realisasi 2022 merupakan data *Audited*, data realisasi 2023 adalah Prognosa basis bulan Juli 2023
** Data RJPP tahun 2022 – 2024 menggunakan RJPP versi terdahulu, data RJPP tahun 2025 – 2026 menggunakan RJPP skenario *Appropriate Sustainability* (AS)
* 2022 realization data is Audited data, 2023 realization data is the July 2023 base prognosis
** RJPP data for 2022 – 2024 uses the previous version of RJPP, RJPP data for 2025 – 2026 uses RJPP for the Appropriate Sustainability (AS) scenario

Dalam grafik di atas, perbedaan laju pertumbuhan target tahunan yang tercantum dalam RJPP dan RKAP menunjukkan bahwa Perusahaan telah melakukan penyesuaian target pendapatan tahunannya berdasarkan realisasi perolehan pendapatan di tahun sebelumnya.

In the graph above, the difference in the annual target growth rate stated in the RJPP and RKAP shows that the Company has adjusted its annual revenue target based on the realization of revenue in the previous year.

Pada tahun 2022, Perusahaan dapat melampaui target Pendapatan yang ditetapkan pada RJPP maupun RKAP. Dalam laporan akhir tahun 2023 Perusahaan telah mencapai target Pendapatannya yaitu sekitar 106,6% berdasarkan prediksi yang disusun berbasis realisasi TW II 2023. Sedangkan di tahun 2024 Perusahaan optimis menargetkan pendapatan sebesar Rp4.029.116.543.090.

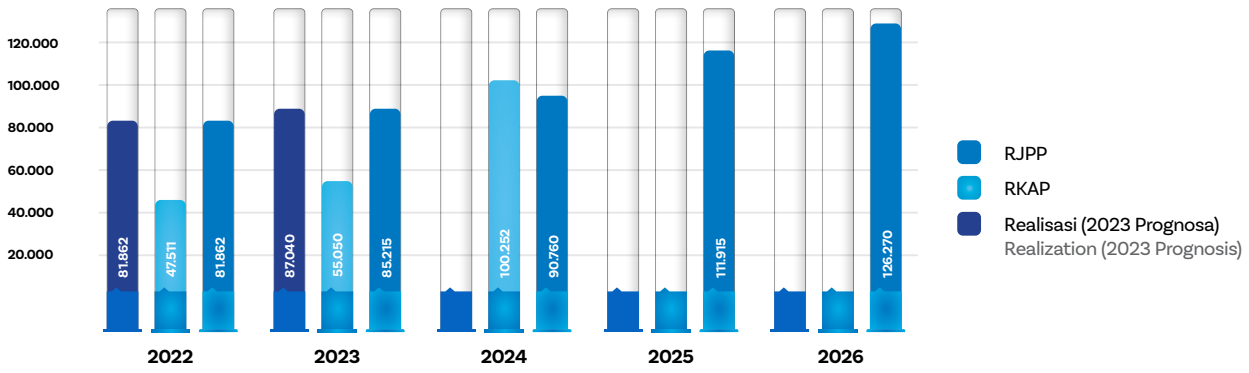
In 2022, the Company can exceed the Revenue targets set in the RJPP and RKAP. In the final report for 2023, the Company has achieved its revenue target of around 106.6% based on predictions prepared based on the realization of QW II 2023. Meanwhile, in 2024 the Company is optimistic that it is targeting revenue of Rp4,029,116,543,090.

Adapun perbandingan target laba bersih PT Pertamina Training and Consulting yang tercantum dalam RKAP tahun 2022 dan 2023, serta RJPP terbaru untuk periode tahun 2022 sampai dengan tahun 2026 adalah sebagai berikut:

The comparison of PT Pertamina Training and Consulting's net profit targets listed in the 2022 and 2023 RKAP, as well as the latest RJPP for the period 2022 to 2026 is as follows:

Perbandingan Target RJPP, Target RKAP dan Realisasi Laba Bersih Tahun 2022 – 2026

Perbandingan Target RJPP, Target RKAP dan Realisasi Laba Bersih Tahun 2022 – 2026



	2022	2023	2024	2025	2026
Realisasi (2023 Prognosa) Realization (2023 Prognosis)	81.862	87.040			
RKAP	47.511	55.050	100.252		
RJPP	81.862	85.215	90.769	111.915	126.270

* Data realisasi 2022 merupakan data *Audited*, data realisasi 2023 adalah Prognosa basis bulan Juli 2023
** Data RJPP tahun 2022 – 2024 menggunakan RJPP versi terdahulu, data RJPP tahun 2025 – 2026 menggunakan RJPP skenario *Appropriate Sustainability* (AS)
* Data realisasi 2022 merupakan data Audited, data realisasi 2023 adalah Prognosa basis bulan Juli 2023
** Data RJPP tahun 2022 – 2024 menggunakan RJPP versi terdahulu, data RJPP tahun 2025 – 2026 menggunakan RJPP skenario Appropriate Sustainability (AS)

Di tahun 2022 laba bersih Perusahaan telah mencapai sebesar Rp81.861.965.704 yang merupakan pencapaian tertinggi Perusahaan dibandingkan dengan tahun-tahun sebelumnya. Program rencana jangka panjang pada tahun 2023 - 2024 Perusahaan fokus dalam *market and product development* mulai dari peningkatan kompetensi pemasaran, perluasan potensi pelatihan migas untuk pasar *non-captive*, aktivasi bisnis informasi teknologi PTC, upaya digitalisasi jasa MPS dan Jasa Pengamanan. Pada tahun 2025 - 2026 Perusahaan berfokus pada *exponential growth* mulai dari penetrasi pasar, *brand position* dan *brand recognition* di pasar *non-captive* serta memanfaatkan segala perubahan yang terjadi guna mendukung penguatan peran strategis PTC di Pertamina *Group*.

In 2022, the Company's net profit will reach Rp81,861,965,704, which is the Company's highest achievement compared to previous years. The company's long-term plan program for 2023 - 2024 focuses on market and product development starting from increasing marketing competency, expanding the potential for oil and gas training for non-captive markets, activating the PTC information technology business, efforts to digitize MPS services and security services. In 2025 - 2026 the Company focuses on exponential growth starting from market penetration, brand position and brand recognition in non-captive markets as well as taking advantage of all changes that occur to support strengthening PTC's strategic role in the Pertamina Group.

PTG

06

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

KOMITMEN PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

COMMITMENT TO IMPLEMENTING GOOD CORPORATE GOVERNANCE

PT Pertamina Training and Consulting meraih penghargaan *"Priority Award"* pada Pertamina Promoting *Anti Bribery Award*, sebagai Perusahaan yang memiliki komitmen tinggi terhadap anti korupsi dan anti penyuapan.
PT Pertamina Training and Consulting won the "Priority Award" at the Pertamina Promoting Anti-Bribery Award, as a Company that has a high commitment to anti-corruption and anti-bribery.

PT Pertamina Training and Consulting ("PTC" atau "Perusahaan") berkomitmen secara penuh untuk menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*/ GCG) secara konsisten dan komprehensif dan menjadikannya sebagai landasan dalam menciptakan nilai tambah yang berkelanjutan bagi kepentingan Pemegang Saham, masyarakat secara luas, dan pemangku kepentingan lainnya, baik dalam jangka pendek maupun jangka panjang.

Penerapan Tata Kelola Perusahaan yang Baik tersebut juga telah menjadi landasan yang kuat bagi PTC dalam menghadapi lingkungan bisnis yang dinamis dan penuh tantangan, sehingga PTC mampu melewatinya dengan pencapaian yang positif. Segala keputusan strategis yang dilakukan oleh Dewan Komisaris dan Direksi senantiasa mempertimbangkan prinsip-prinsip Tata Kelola Perusahaan yang Baik, yaitu transparansi, akuntabilitas, responsibilitas, independensi, dan kewajaran.

Secara simbolis, komitmen tersebut tertuang dalam dokumen Pakta Integritas yang secara berkala, setiap tahun, ditandatangani oleh seluruh Perwira PTC.

PT Pertamina Training and Consulting ("PTC" or the "Company") is fully committed to implementing the principles of Good Corporate Governance (GCG) consistently and comprehensively and making them the basis for creating sustainable added value for the benefit of Shareholders, society at large, and other stakeholders, both in the short and long term.

The implementation of Good Corporate Governance has also become a strong foundation for PTC in facing a dynamic and challenging business environment, so that PTC is able to get through it with positive achievements. All strategic decisions made by the Board of Commissioners and Directors always consider the principles of Good Corporate Governance, namely transparency, accountability, responsibility, independence and fairness.

Symbolically, this commitment is contained in the Integrity Pact document which is periodically, every year, signed by all PTC officers.

PAKTA INTEGRITAS

PT PERTAMINA TRAINING AND CONSULTING

DEWAN DIREKSI

Muhammad S. Fauzani
Direktur Utama

Indah Kurnianingsih
Direktur Operasi dan Pemasaran

Kurnia Pinayungan
Direktur Keuangan

DEWAN KOMISARIS

Amir Faisal
Komisaris Utama

Wisnu Wardhana
Komisaris

Ines Nurullah Zuhir
Komisaris Independen

LANDASAN HUKUM

Dalam mengimplementasikan prinsip-prinsip Tata Kelola Perusahaan yang Baik, Perusahaan mengacu pada beberapa peraturan perundang-undangan yang berlaku di Indonesia, antara lain sebagai berikut:

1. Undang-Undang RI No. 19 tahun 2003 tentang Badan Usaha Milik Negara
2. Undang-Undang RI No. 40 tahun 2007 tentang Perseroan Terbatas.
3. Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

Untuk meningkatkan kualitas implementasinya, Perusahaan juga mengadopsi standar terbaik penerapan Tata Kelola Perusahaan yang Baik, di antaranya:

1. *Principles of Corporate Governance* yang dikembangkan oleh Organization for Economic Co-Operation and Development (OECD);
2. Pedoman Umum Governansi Korporat Indonesia (PUG-KI) 2021 yang dikembangkan oleh Komite Nasional Kebijakan Governance (KNKG);
3. ASEAN *Corporate Governance Scorecard.*

LEGAL BASIS

In implementing the principles of Good Corporate Governance, the Company refers to several applicable laws and regulations in Indonesia, including the following:

1. Republic of Indonesia Law no. 19 of 2003 concerning State-Owned Enterprises
2. Republic of Indonesia Law no. 40 of 2007 concerning Limited Liability Companies.
3. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

To improve the quality of implementation, the Company also adopts the best standards for implementing Good Corporate Governance, including:

1. Principles of Corporate Governance developed by the Organization for Economic Co-Operation and Development (OECD);
2. General Guidelines for Indonesian Corporate Governance (PUG-KI) 2021 developed by the National Committee for Governance Policy (KNKG);
3. ASEAN Corporate Governance Scorecard.

TUJUAN DAN SASARAN PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

1. Mencapai pertumbuhan dan timbal hasil yang maksimal sehingga meningkatkan kemakmuran perusahaan, serta mewujudkan nilai pemegang saham dalam jangka panjang tanpa mengabaikan kepentingan pemangku kepentingan lainnya;
2. Memfasilitasi hubungan kerja yang baik antara Pemegang Saham, Dewan Direksi, Dewan Komisaris dan seluruh pemangku kepentingan Perusahaan;
3. Mendukung aktivitas pengendalian internal dan pengembangan Perusahaan;
4. Mengelola sumber daya secara lebih amanah;
5. Meningkatkan akuntabilitas kepada pemangku kepentingan;
6. Memperbaiki budaya kerja Perusahaan; serta
7. Memaksimalkan nilai tambah dan nilai manfaat perusahaan bagi pemangku kepentingan.

OBJECTIVES AND TARGETS OF IMPLEMENTING GOOD CORPORATE GOVERNANCE

1. Achieve maximum growth and returns so as to increase the company's prosperity, as well as realizing shareholder value in the long term without ignoring the interests of other stakeholders;
2. Facilitate good working relationships between Shareholders, Board of Directors, Board of Commissioners and all Company stakeholders;
3. Support internal control and Company development activities;
4. Manage resources more reliably;
5. Increase accountability to stakeholders;
6. Improving the Company's work culture; as well as
7. Maximize added value and company benefits for stakeholders.

PERKEMBANGAN PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK DI PTC

Perkembangan penerapan Tata Kelola Perusahaan yang Baik di PTC tercermin dari pencapaian skor *assessment* GCG dalam kurun waktu 5 (lima) tahun terakhir yang terus mengalami peningkatan.

IMPLEMENTATION DEVELOPMENT OF GOOD CORPORATE GOVERNANCE AT PTC

The implementation development of Good Corporate Governance at PTC is reflected in the achievement of GCG assessment scores in the last 5 (five) years which continues to increase.

Tahun Buku Fiscal Year	Tahun Pelaksanaan *Assessment* Year of Assessment Implementation	Skor *Assessment* GCG GCG Assessment Score	Predikat Predicate	Lembaga Penilai Assessor Institute
2023	2024	88,86	Sangat Baik Very Good	*Self Assessment*
2022	2023	84.41	Baik Good	DPS Consulting
2021	2022	84,61	Baik Good	*Self Assessment*
2020	2021	83,73	Baik Good	DPS Consulting
2019	2020	79,59	Baik Good	*Self Assessment*

PENINGKATAN KUALITAS PENERAPAN GCG SECARA BERKELANJUTAN

SUSTAINABLE IMPROVEMENT OF THE QUALITY OF GCG IMPLEMENTATION

Upaya peningkatan kualitas penerapan GCG di PTC dapat digambarkan melalui bagan berikut:

Efforts to improve the quality of GCG implementation at PTC can be described through the following chart:

Siklus Peningkatan Kualitas Penerapan GCG PTC Secara Berkelanjutan
PTC GCG Implementation Quality Improvement Cycle Continuously

Adapun siklus peningkatan kualitas implementasi penerapan Tata Kelola Perusahaan yang Baik di PTC, meliputi:

1. Penetapan Standar Kualitas Penerapan Tata Kelola Perusahaan yang Baik;
2. Implementasi Tata Kelola Perusahaan yang Baik;
3. *Monitoring* Tata Kelola Perusahaan yang Baik;
4. Pengukuran/*Assessment* Tata Kelola Perusahaan yang Baik;
5. Peningkatan Kualitas Implementasi Tata Kelola Perusahaan yang Baik dan *Benchmarking*.

The cycle for improving the quality of implementation of Good Corporate Governance at PTC includes:

1. Establishment of Quality Standards for the Implementation of Good Corporate Governance;
2. Implementation of Good Corporate Governance;
3. Monitoring Good Corporate Governance;
4. Measurement/Assessment of Good Corporate Governance;
5. Improving the Quality of Implementation of Good Corporate Governance and Benchmarking.

PENETAPAN STANDAR KUALITAS TATA KELOLA PERUSAHAAN YANG BAIK DI LINGKUP PERUSAHAAN

Standar implementasi GCG di PTC khususnya mengacu pada Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola

DETERMINING QUALITY STANDARDS OF GOOD CORPORATE GOVERNANCE IN THE COMPANY SCOPE

GCG implementation standards at PTC specifically refer to the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-2/MBU/03/2023 concerning

dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Penerapan prinsip-prinsip GCG di Perusahaan juga mengacu pada standar terbaik yang berlaku baik secara nasional maupun internasional, di antaranya, Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dikembangkan oleh Komite Nasional Kebijakan *Governance* (KNKG) pada tahun 2021, ASEAN *Corporate Governance Scorecard* yang diterbitkan oleh ASEAN Capital Market Forum (ACMF) pada tahun 2012 dan merupakan parameter pengukuran praktik *Corporate Governance* yang diakui di kawasan ASEAN.

Sebagai anak usaha dari PT Pertamina (Persero), PTC juga menginternalisasikan berbagai peraturan dan pedoman yang diberlakukan oleh Pertamina untuk anak usahanya.

PENERAPAN PRINSIP-PRINSIP TATA KELOLA PERUSAHAAN YANG BAIK DI PTC

PENERAPAN PRINSIP TATA KELOLA PERUSAHAAN YANG BAIK "TARIF"

Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The application of GCG principles in the Company also refers to the best standards that apply both nationally and internationally, including, the General Guidelines for Indonesian Corporate Governance (PUGKI) developed by the National Governance Policy Committee (KNKG) in 2021, the ASEAN Corporate Governance Scorecard which published by the ASEAN Capital Market Forum (ACMF) in 2012 and is a recognized measurement parameter for Corporate Governance practices in the ASEAN region.

As a subsidiary of PT Pertamina (Persero), PTC also internalizes various regulations and guidelines implemented by Pertamina for its subsidiaries.

IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE PRINCIPLES AT PTC

IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE PRINCIPLES "TARIF"

Prinsip-Prinsip Tata Kelola Perusahaan yang Baik
Principles of Good Corporate Governance

Transparansi Transparency	Akuntabilitas Accountability	Responsibilitas Responsibility	Independensi Independence	Kewajaran Fairness

Prinsip Dasar Basic Principles	Penjelasan Explanation	Penerapan di Lingkup PTC Implementation in the Scope of PTC
Transparansi Transparency	Prinsip Transparansi merupakan keterbukaan dalam melaksanakan proses pengambilan keputusan dan mengemukakan informasi material yang relevan bagi Perusahaan. Transparansi diupayakan dan diwujudkan oleh Perusahaan dengan selalu berusaha untuk memelopori pengungkapan informasi keuangan dan non-keuangan kepada pemangku kepentingan serta dalam pengungkapannya tidak terbatas pada informasi yang bersifat wajib dengan tidak menyalahi peraturan perundang-undangan yang berlaku dan sesuai dengan praktik terbaik GCG. The principle of transparency is openness in carrying out the decision-making process and presenting material information that is relevant to the Company. Transparency is sought and realized by the Company by always trying to pioneer the disclosure of financial and non-financial information to stakeholders and the disclosure is not limited to mandatory information without violating applicable laws and regulations and in accordance with GCG best practices.	1. Keterbukaan informasi Perusahaan sesuai dengan aturan yang berlaku di Perusahaan. 2. Perusahaan memiliki saluran informasi berupa a. *Website*: https://www.pertamina-ptc.com/ b. Sosial media: i) Instagram: @PTC _id ii) Linkedin: PT Pertamina Training and Consulting 3. Laporan keuangan dan tahunan disampaikan kepada *Stakeholder* secara tepat waktu dan transparan. 1. Disclosure of Company information is in accordance with the regulations applicable in the Company. 2. The company has information channels in the form of a. Website: https://www.pertamina-ptc.com/ b. Sosial media: i) Instagram: @PTC _id ii) Linkedin: PT Pertamina Training and Consulting 3. Financial and annual reports are submitted to stakeholders in a timely and transparent manner.

Prinsip Dasar Basic Principles	Penjelasan Explanation	Penerapan di Lingkup PTC Implementation in the Scope of PTC
Akuntabilitas Accountability	Prinsip akuntabilitas merupakan kejelasan fungsi, pelaksanaan dan pertanggungjawaban organ perusahaan sehingga pengelolaan Perusahaan dilaksanakan secara efektif. Penerapan akuntabilitas dengan mendorong seluruh individu dan/atau organ perusahaan agar menyadari hak dan kewajiban, tugas dan tanggung jawab serta kewenangannya. The principle of accountability is clarity in the function, implementation and accountability of company organs so that company management is carried out effectively. Implementation of accountability by encouraging all individuals and/or company organs to be aware of their rights and obligations, duties and responsibilities and authority.	Dalam hal mempertanggungjawabkan semua keputusan dan tindakan Perusahaan, PTC telah melakukan hal sebagaimana berikut: 1. Seluruh jajaran Dewan Komisaris dan Direksi telah menandatangani Pakta Integritas yang berisi komitmen pelaksanaan tugas dengan penuh tanggung jawab. 2. Seluruh Manajemen dan Perwira PTC juga melaksanakan penandatangan Pakta Integritas melalui aplikasi *Compliance Online System.* 3. Direksi dan Komisaris menandatangani Pernyataan atas isi Laporan Tahunan Perusahaan merupakan salah satu bentuk pertanggungjawaban Direksi dan Dewan Komisaris dalam mengelola Perusahaan. In terms of being accountable for all Company decisions and actions, PTC has carried out the following: 1. All levels of the Board of Commissioners and Board of Directors have signed an Integrity Pact which contains a commitment to carry out their duties with full responsibility. 2. All PTC Management and Officers also signed the Integrity Pact through the Compliance Online System application. 3. Board of Directors and Board of Commissioners sign a Statement regarding the contents of the Company's Annual Report as a form of accountability of the Directors and Board of Commissioners in managing the Company.
Pertanggungjawaban Responsibility	Prinsip pertanggungjawaban merupakan kepatuhan terhadap peraturan perundang-undangan yang berlaku dan prinsip-prinsip tata kelola perusahaan dan etika bisnis yang sehat dalam pengelolaan Perusahaan. Prinsip diwujudkan oleh Perusahaan dengan selalu berusaha menjadi warga negara yang baik. The principle of responsibility is compliance with applicable laws and regulations and the principles of corporate governance and sound business ethics in managing the Company. The principle is realized by the Company by always trying to be a good citizen.	1. Di setiap surat kebijakan Direksi terdapat dasar hukum atau undang-undang sebagai bentuk kepatuhan terhadap undang-undang yang berlaku; 2. PTC memiliki Divisi Legal dan Fungsi *Compliance* yang memiliki tugas untuk selalu memantau perubahan undang-undang dan kepatuhan atas pelaksanaannya. 3. Di tingkat Direksi telah ditunjuk Direktur Keuangan sebagai penanggung jawab dalam penerapan dan pemantauan GCG di lingkungan PT Pertamina Training and Consulting sesuai dengan Surat Keputusan Direktur Utama No. Kpts-030/PTC-10000/2023-S1 tanggal 3 November 2023. 1. In each Board of Directors policy letter there is a legal basis or statute as a form of compliance with applicable laws; 2. PTC has a Legal Division and Compliance Function which has the task of always monitoring changes in laws and compliance with their implementation. 3. At the Board of Directors level, the Director of Finance has been appointed as the person responsible for implementing and monitoring GCG within PT Pertamina Training and Consulting in accordance with President Director Decree No. Kpts-030/PTC-10000/2023-S1 dated November 3, 2023.

Prinsip Dasar Basic Principles	Penjelasan Explanation	Penerapan di Lingkup PTC Implementation in the Scope of PTC
Kemandirian Independence	Prinsip kemandirian merupakan pengelolaan Perusahaan secara mandiri tanpa benturan kepentingan dan pengaruh/tekanan dari pihak mana pun yang tidak sesuai dengan peraturan perundang-undangan yang berlaku dan prinsip tata kelola perusahaan yang sehat termasuk tidak adanya kepentingan politik dan kepentingan pribadi dalam pengelolaan Perusahaan. Kemandirian merupakan suatu keharusan agar Organ Perusahaan dapat bertugas dengan baik serta mampu membuat keputusan yang terbaik bagi Perusahaan dan dilaksanakan dengan selalu menghormati hak dan kewajiban, tugas dan tanggung jawab serta kewenangan masing-masing Organ Perusahaan. The principle of independence is the management of the Company independently without conflicts of interest and influence/pressure from any party which is not in accordance with applicable laws and regulations and the principles of sound corporate governance including the absence of political interests and personal interests in the management of the Company. Independence is a necessity so that Company Organs can function well and be able to make the best decisions for the Company and this is carried out by always respecting the rights and obligations, duties and responsibilities and authority of each Company Organ.	Dewan Komisaris dan Direksi beserta seluruh Manajemen hingga Perwira PTC telah menandatangani Pakta Integritas dan Surat Pernyataan Kode Etik Bisnis yang berisi komitmen untuk menjalankan kegiatan secara mandiri, tanpa paksaan, atau tekanan dari pihak mana pun. The Board of Commissioners and Board of Directors along with all Management and PTC officers have signed an Integrity Pact and a Statement of Business Ethics Code which contains a commitment to carry out activities independently, without coercion or pressure from any party.
Kewajaran Fairness	Prinsip kewajaran merupakan keadilan dan kesetaraan dalam memenuhi hak-hak *Stakeholder* sesuai perjanjian dan peraturan perundang-undangan yang berlaku. Perusahaan menjamin bahwa pemegang saham dan pemangku mendapatkan perlakuan yang wajar dan setara serta dapat menggunakan hak-haknya sesuai dengan peraturan perundang-undangan yang berlaku. The principle of fairness is fairness and equality in fulfilling the rights of stakeholders in accordance with agreements and applicable laws and regulations. The company guarantees that shareholders and stakeholders receive fair and equal treatment and can exercise their rights in accordance with applicable laws and regulations.	Perusahaan memberlakukan *Code of Conduct* kepada seluruh *Stakeholder* mulai dari Pemegang Saham, Manajemen, Pekerja, Pelanggan, Mitra Kerja, dan Pemangku Kepentingan lainnya. Perlakuan setara kepada Pemegang Saham juga tercermin dalam pelaksanaan RUPS sesuai dengan ketentuan dan sesuai dengan arahan Pemegang Saham. The Company applies a Code of Conduct to all Stakeholders starting from Shareholders, Management, Employees, Customers, Business Partners and other Stakeholders. Equal treatment for Shareholders is also reflected in the implementation of the GMS in accordance with the provisions and in accordance with the Shareholders' directions.

PENERAPAN PILAR GOVERNANSI PUGKI

Pedoman Umum Governansi Korporat Indonesia (PUGKI) yang dikembangkan oleh Komite Nasional Kebijakan Governansi tahun 2021 terdiri dari 4 (empat) pilar prinsip governansi, yaitu:

IMPLEMENTATION OF THE PUGKI GOVERNANCE PILLARS

The General Guidelines for Indonesian Corporate Governance (PUGKI) developed by the National Committee for Governance Policy in 2021 consist of 4 (four) pillars of governance principles, namely:

4 (Empat) Pilar Governansi Korporat Indonesia
4 (Four) Pillars of Indonesian Corporate Governance

Perilaku Beretika Ethical Behavior	Akuntabilitas Accountability	Responsibilitas Responsibility	Keberlanjutan Sustainability

Empat pilar governansi korporat pertama kali diperkenalkan dalam PUGKI 2021 merupakan pengembangan dari prinsip Tata Kelola Perusahaan yang Baik yaitu TARIF (Transparansi, Akuntabilitas, Responsibilitas, Independensi, dan Fairness).

The four pillars of corporate governance first introduced in PUGKI 2021 are a development of the principles of Good Corporate Governance, namely TARIF (Transparency, Accountability, Responsibility, Independence and Fairness).

PTC menyambut baik keempat pilar tersebut dan berupaya mengimplementasikannya ke dalam kegiatan usaha sehari-hari dengan harapan dapat meningkatkan kualitas implementasi Tata Kelola Perusahaan yang Baik demi mendorong terwujudnya Perusahan yang tumbuh sehat, kuat, dan berkelanjutan.

PTC welcomes these four pillars and seeks to implement them into daily business activities with the hope of improving the quality of Good Corporate Governance implementation in order to encourage the realization of a company that grows healthy, strong and sustainable.

Implementasi PUGKI di PTC
Implementation of PUGKI in PTC

Pilar Pillars	**Penjelasan** Explanation	**Penerapan di PTC** Implementation in PTC
Perilaku Beretika Ethical Behavior	Dalam melaksanakan kegiatannya, korporasi senantiasa mengedepankan kejujuran, memperlakukan semua pihak dengan hormat (*respect*), memenuhi komitmen, membangun serta menjaga nilai-nilai moral dan kepercayaan secara konsisten. Korporasi memperhatikan kepentingan pemegang saham dan pemangku kepentingan lainnya berdasarkan asas kewajaran dan kesetaraan (*fairness*) dan dikelola secara independen sehingga masing-masing organ perusahaan tidak saling mendominasi dan tidak dapat diintervensi oleh pihak lain. In carrying out its activities, the corporation always prioritizes honesty, treats all parties with respect, fulfills commitments, builds and maintains moral values and trust consistently. Corporations pay attention to the interests of shareholders and other stakeholders based on the principles of fairness and equality and are managed independently so that each corporate organ does not dominate the other and cannot be intervened by other parties.	Perusahaan memberlakukan *Code of Conduct* kepada seluruh *Stakeholder* mulai dari Pemegang Saham, Manajemen, Pekerja, Pelanggan, Mitra Kerja, dan Pemangku Kepentingan Lainnya. Perusahaan memiliki AKHLAK sebagai tata nilai Perusahaan yang diterapkan pada seluruh Perwira PTC. The Company applies a Code of Conduct to all Stakeholders starting from Shareholders, Management, Employees, Customers, Business Partners and Other Stakeholders. The Company has AKHLAK as Company values which are applied to all PTC Officers.
Akuntabilitas Accountability	Korporasi dapat mempertanggungjawabkan kinerjanya secara transparan dan wajar. Untuk itu Korporasi harus dikelola secara benar, terukur dan sesuai dengan kepentingan korporat dengan tetap memperhitungkan kepentingan pemegang saham dan pemangku kepentingan. Akuntabilitas merupakan prasyarat yang diperlukan untuk mencapai kinerja yang berkelanjutan. Corporations can be accountable for their performance transparently and fairly. For this reason, corporations must be managed correctly, measurably and in accordance with corporate interests while still considering the interests of shareholders and stakeholders. Accountability is a necessary prerequisite for achieving sustainable performance.	Dalam hal mempertanggungjawabkan semua keputusan dan tindakan Perusahaan, PTC telah melakukan hal sebagaimana berikut: 1. Seluruh jajaran Dewan Komisaris dan Direksi telah menandatangani Pakta Integritas yang berisi komitmen pelaksanaan tugas dengan penuh tanggung jawab. 2. Seluruh Manajemen dan Perwira PTC juga melaksanakan penandatangan Pakta Integritas melalui aplikasi *Compliance Online System.* 3. Direksi dan Komisaris menandatangani Pernyataan atas isi Laporan Tahunan Perusahaan merupakan salah satu bentuk pertanggungjawaban Direksi dan Dewan Komisaris dalam mengelola Perusahaan. In terms of being accountable for all Company decisions and actions, PTC has done the following: 1. All levels of the Board of Commissioners and Board of Directors have signed an Integrity Pact which contains a commitment to carry out their duties with full responsibility. 2. All PTC Management and Officers also signed the Integrity Pact through the Compliance Online System application. 3. Board of Directors and Board of Commissioners sign a Statement regarding the contents of the Company's Annual Report as a form of accountability of the Board of Directors and Board of Commissioners in managing the Company.

Implementasi PUGKI di PTC
Implementation of PUGKI in PTC

Pilar Pillars	Penjelasan Explanation	Penerapan di PTC Implementation in PTC
Transparansi Transparency	Untuk menjaga objektivitas dalam menjalankan bisnis, korporasi menyediakan informasi yang material dan relevan dengan cara yang mudah diakses dan dipahami oleh pemangku kepentingan. Korporasi mengambil inisiatif untuk mengungkapkan tidak hanya masalah yang disyaratkan oleh peraturan perundang-undangan, tetapi juga hal yang penting untuk pengambilan keputusan oleh pemegang saham, kreditur dan pemangku kepentingan. To maintain objectivity in running business, corporations provide material and relevant information in a way that is easily accessible and understood by stakeholders. Corporations take the initiative to disclose not only issues required by statutory regulations, but also matters that are important for decision making by shareholders, creditors and stakeholders.	1. Keterbukaan informasi Perusahaan sesuai dengan aturan yang berlaku di Perusahaan. 2. Perusahaan memiliki saluran informasi berupa a. *Website*: https://www.pertamina-ptc.com/ b. Sosial media: i) Instagram: @PTC _id ii) Linkedin: PT Pertamina Training and Consulting 3. Laporan keuangan dan tahunan disampaikan kepada *Stakeholder* secara tepat waktu dan transparan. 1. Disclosure of Company information is in accordance with the regulations applicable in the Company. 2. The company has information channels in the form of a. Website: https://www.pertamina-ptc.com/ b. Sosial media: i) Instagram: @PTC _id ii) Linkedin: PT Pertamina Training and Consulting 3. Financial and annual reports are submitted to Stakeholders in a timely and transparent manner.
Keberlanjutan Sustainability	Korporasi mematuhi peraturan perundang-undangan serta berkomitmen melaksanakan tanggung jawab terhadap masyarakat dan lingkungan agar berkontribusi pada pembangunan berkelanjutan melalui kerja sama dengan semua pemangku kepentingan terkait untuk meningkatkan kehidupan mereka dengan cara yang selaras dengan kepentingan bisnis dan agenda pembangunan berkelanjutan. The corporation complies with laws and regulations and is committed to carrying out its responsibilities towards society and the environment in order to contribute to sustainable development by collaborating with all relevant stakeholders to improve their lives in a way that is consistent with business interests and the sustainable development agenda.	Perusahaan memiliki kebijakan dan telah mengimplementasikan Tanggung Jawab Sosial dan Lingkungan sejalan dengan semangat *Environment, Social, Governance* (ESG) serta mengimplementasikan prinsip-prinsip Tata Kelola Perusahaan yang selaras dengan Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. The company has policies and has implemented Social and Environmental Responsibility in line with the spirit of Environment, Social, Governance (ESG) and implemented the principles of Corporate Governance in line with Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

MONITORING PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Penanggung Jawab Penerapan Tata Kelola Perusahaan yang Baik

Upaya *monitoring* penerapan Tata Kelola Perusahaan yang Baik dilakukan oleh penanggung jawab penerapan Tata Kelola Perusahaan yang Baik di Perusahaan. Hingga akhir 2023, penanggung jawab penerapan Tata Kelola Perusahaan yang Baik di Perusahaan adalah Direktur Keuangan, yang ditunjuk oleh Direksi melalui Surat Keputusan Nomor Kpts-030/PTC-10000/2023-S1 tanggal 3 November 2023 tentang Penunjukan Direktur sebagai Penanggung Jawab dalam Penerapan dan Pemantauan GCG di Lingkungan PT Pertamina Training and Consulting.

Adapun tugas dan tanggung jawab Penanggung Jawab Penerapan Tata Kelola Perusahaan yang Baik, antara lain:

1. Menyusun rencana kerja yang diperlukan untuk memastikan Perusahaan memenuhi Pedoman Penerapan GCG dan

MONITORING THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE

Responsible for Implementing Good Corporate Governance

Efforts to monitor the implementation of Good Corporate Governance are carried out by the person responsible for implementing Good Corporate Governance in the Company. Until the end of 2023, the person responsible for implementing Good Corporate Governance in the Company is the Director of Finance, appointed by the Board of Directors through Decree Number Kpts-030/PTC-10000/2023-S1 dated November 3, 2023 concerning the Appointment of the Director as Responsible for Implementing and Monitoring GCG within PT Pertamina Training and Consulting.

The duties and responsibilities of the Person Responsible for Implementing Good Corporate Governance include:

1. Prepare work plans necessary to ensure the Company complies with the GCG Implementation Guidelines and

peraturan perundang-undangan lainnya dalam rangka melaksanakan prinsip-prinsip GCG;
2. Memantau dan menjaga agar Perusahaan tidak menyimpang dari ketentuan yang berlaku;
3. Memantau dan menjaga kepatuhan Perusahaan terhadap seluruh perjanjian dan komitmen yang dibuat oleh Perusahaan dengan pihak ketiga;
4. Melaporkan atas pelaksanaan GCG di Perusahaan kepada Direktur Utama, untuk disampaikan kepada Dewan Komisaris dan Pemegang Saham minimal sekali dalam setahun.

Kegiatan Monitoring Tahun 2023

Berikut adalah kegiatan-kegiatan yang telah direncanakan dan dilakukan di tahun 2023 sebagai bentuk *monitoring*:
1. Sosialisasi *Good Corporate Governance.*
2. Pelaporan Kepatuhan (*Good Corporate Governance Implementation*)
3. Survei Visi, Misi, Tata Nilai Perusahaan dan Implementasi *Good Corporate Governance.*
4. Pengelolaan *Whistle Blowing System* (WBS)
5. Pengisian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN)

PENGUKURAN/ASSESSMENT PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Dalam rangka memastikan bahwa tata kelola perusahaan di lingkungan PTC telah diterapkan dengan efektif dan sesuai dengan ketentuan yang berlaku, maka Perusahaan secara rutin melakukan evaluasi terhadap penerapan GCG. Evaluasi ini didasarkan pada parameter yang diatur dalam Salinan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara, sebelum diterbitkannya Keputusan Sekretaris Kementerian Badan Usaha Milik Negara Republik Indonesia No. SK-12/S.MBU/08/2023 tanggal 16 Agustus 2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara.

Berkaitan dengan hal tersebut, pada Tahun Buku 2023 PTC telah melakukan evaluasi mandiri atau *self assessment* yang didampingi oleh konsultan eksternal terhadap penerapan GCG Perusahaan. Adapun kriteria dan metodologi yang dijadikan acuan PTC adalah sebagaimana yang tertuang dalam Salinan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara (BUMN) No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN sebagai tindak lanjut pemenuhan *Area of Improvement* (AoI) Tahun Buku 2022, dengan berbagai aspek antara lain:

other laws and regulations in order to implement GCG principles;
2. Monitor and ensure that the Company does not deviate from applicable regulations;
3. Monitor and maintain the Company's compliance with all agreements and commitments made by the Company with third parties;
4. Report on the implementation of GCG in the Company to the President Director, to be submitted to the Board of Commissioners and Shareholders at least once a year.

Monitoring Activities in 2023

The following are activities that have been planned and carried out in 2023 as a form of monitoring:
1. Socialization of Good Corporate Governance.
2. Compliance Reporting (Good Corporate Governance Implementation)
3. Survey of Company Vision, Mission, Values and Implementation of Good Corporate Governance.
4. Management of the Whistle Blowing System (WBS)
5. Filling in the State Administrator's Wealth Report (LHKPN)

MEASUREMENT/ASSESSMENT OF THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE

In order to ensure that corporate governance within the PTC environment has been implemented effectively and in accordance with applicable regulations, the Company regularly evaluates the implementation of GCG. This evaluation is based on the parameters regulated in the Copy of Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises, prior to the issuance of Decree of the Secretary of the Ministry of State-Owned Enterprises of the Republic of Indonesia No. SK-12/S.MBU/08/2023 dated 16 August 2023 concerning the Revocation of Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.

In this regard, in the 2023 financial year, PTC has carried out an independent evaluation or self-assessment accompanied by an external consultant regarding the implementation of the Company's GCG. The criteria and methodology used as a reference for the PTC are as stated in the Copy of Decree of the Secretary of the Ministry of State-Owned Enterprises (BUMN) No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in BUMN as a follow-up to fulfilling the Area of Improvement (AoI) for the 2022 Financial Year, with various aspects include:

1. Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik Secara Berkelanjutan
2. Pemegang Saham dan RUPS/Pemilik Modal
3. Dewan Komisaris
4. Direksi
5. Pengungkapan Informasi dan Transparansi

1. Commitment to the Sustainable Implementation of Good Corporate Governance
2. Shareholders and GMS/Capital Owners
3. Board of Commissioners
4. Directors
5. Information Disclosure and Transparency

***Assessment* Penerapan GCG Tahun Buku 2022: Hasil, Rekomendasi, dan Tindak Lanjutnya di Tahun 2023**

PT Dinamika Pasifik Solusindo (DPS Consulting) telah melakukan *assessment* penerapan *Good Corporate Governance* (GCG) di PT Pertamina Training and Consulting sesuai Kerangka Acuan Pelaksanaan *Assessment Good Corporate Governance* (GCG). Skor yang diperoleh adalah 84,41 dengan predikat "Baik".

GCG Implementation Assessment for Fiscal Year 2022: Results, Recommendations and Follow-up in 2023

PT Dinamika Pasifik Solusindo (DPS Consulting) has carried out an assessment of the implementation of Good Corporate Governance (GCG) at PT Pertamina Training and Consulting in accordance with the Terms of Reference for Implementing the Good Corporate Governance (GCG) Assessment. The score obtained was 84.41 with the predicate "Good".

Jenis Penilaian Type of Assessment	: *Assessment*
Penilai Assessor	: PT Dinamika Pasifik Solusindo (DPS Consulting)
Periode Penerapan Implementation Period	: 1 Januari 2022 sampai dengan 31 Desember 2022 January 1, 2022 to December 31, 2022
Tahun Ukur Measure Year	: 2022
Tempat Venue	: PT Pertamina Training and Consulting
Waktu Pengukuran Measurement Time	: Desember 2022–1 Maret 2023 December 2022–March 1, 2023

Adapun rincian hasil *assessment* penerapan GCG di lingkup Perusahaan untuk tahun buku 2022 adalah sebagai berikut

The detailed results of the assessment of GCG implementation within the Company for the 2022 financial year are as follows.

Hasil Assessment Penerapan GCG
GCG Implementation Assessment Results

Aspek Pengujian Testing Aspect	**Bobot** Weight	**Tahun Buku 2022** Fiscal Year 2022		
		Skor Score	**Capaian (%)** Achievements (%)	**Klasifikasi Kualitas Penerapan GCG** Category of GCG Implementation Quality
Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik Secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,00	6,88	98,30	"Sangat Baik" "Very Good"
Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	9,00	7,39	82,09	"Baik" "Good"
Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	35,00	31,78	90,79	"Sangat Baik" "Very Good"
Direksi Board of Directors	35,00	31,35	89,56	"Sangat Baik" "Very Good"
Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	7,02	77,98	"Baik" "Good"
Aspek Lainnya Other Aspects	5,00	0.00	0,00	-
Skor Keseluruhan Overall Score	100,00	84,41	84,41	"Baik" "Good"

Rekomendasi dan Tindak Lanjut

Berdasarkan hasil *assessment* di atas, terdapat 111 rekomendasi hasil dari identifikasi *assessment* GCG yang selanjutnya akan ditindaklanjuti, dengan tujuan untuk meningkatkan kualitas implementasi GCG Perusahaan ke depannya. Rekomendasi serta bentuk tindakan yang dilakukan hingga tahun 2023 adalah sebagai berikut:

Recommendations and Follow-up

Based on the results of the assessment above, there are 111 recommendations resulting from the identification of the GCG assessment which will be followed up, with the aim of improving the quality of the Company's GCG implementation in the future. Recommendations and forms of action taken until 2022 are as follows:

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
I. Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik Secara Berkelanjutan I. Commitment to the Sustainable Implementation of Good Corporate Governance			
	Perusahaan diharapkan memastikan adanya Pedoman Perilaku yang ditinjau dan dimutakhirkan secara berkala yang memuat Integritas laporan keuangan. Companies are expected to ensure that there is a Code of Conduct that is reviewed and updated regularly which includes the integrity of Financial Statementss.	v	Telah dilakukan revisi Pedoman Perilaku (CoC) pada 15 Agustus 2023 dengan menambahkan muatan integritas laporan keuangan. The Code of Conduct (CoC) has been revised on August 15, 2023 by adding financial statements integrity content.
	Direksi diharapkan memastikan adanya seorang anggota Direksi yang bertanggung jawab dalam penerapan dan pemantauan Tata Kelola Perusahaan yang Baik untuk Memantau dan menjaga kepatuhan perusahaan terhadap seluruh perjanjian dan komitmen yang dibuat oleh perusahaan dengan pihak ketiga. The Board of Directors is expected to ensure that there is a member of the Board of Directors who is responsible for implementing and monitoring Good Corporate Governance to monitor and maintain the company's compliance with all agreements and commitments made by the company with third parties.	v	Tertuang dalam Surat Keputusan Direksi Nomor: Kpts-030/PTC-10000/2023-S1 tentang Penunjukan Direksi sebagai Penanggung Jawab dalam Penerapan dan Pemantauan GCG di Lingkungan PT Pertamina Training and Consulting, Direktur Utama selaku penanggung jawab dalam penerapan dan pemantauan Tata Kelola Perusahaan yang Baik. Contained in the Board of Directors' Decree Number: Kpts-030/PTC-10000/2023-S1 concerning the Appointment of the Board of Directors as the Person Responsible for Implementing and Monitoring GCG within PT Pertamina Training and Consulting, the President Director is the person responsible for implementing and monitoring the Company's Governance Good.
	Direksi diharapkan memastikan adanya kebijakan dan panduan tambahan yang dapat memberikan panduan lebih jauh tentang berbagai perkara yang terdapat dalam Pedoman Perilaku yang disampaikan kepada Dewan Komisaris. The Board of Directors is expected to ensure that there are additional policies and guidelines that can provide further guidance on various matters contained in the Code of Conduct submitted to the Board of Commissioners.	v	Terdapat Pedoman CoC, Board Manual, Pedoman GCG, Pedoman Kebijakan Manajemen Risiko dan Pedoman WBS. There are CoC Guidelines, Board Manual, GCG Guidelines, Risk Management Policy Guidelines and WBS Guidelines.
	Sebaiknya perusahaan membuat pelaporan berkala monitoring perkembangan pemenuhan kewajiban menyampaikan LHKPN kepada KPK dengan membandingkan kondisi eksisting terhadap tahun sebelumnya (dalam bentuk grafik). It is recommended that companies make regular reports monitoring the progress of fulfilling their obligation to submit LHKPN to the Corruption Eradication Commission by comparing existing conditions with the previous year (in graphical form).	v	Laporan LHKPN sudah 100%. The LHKPN report is 100%.

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
II. Pemegang Saham dan RUPS/Pemilik Modal II. Shareholders and GMS/Capital Owners			
	Pemegang Saham sebaiknya memiliki Daftar Bakal Calon yang disetujui oleh Menteri Negara BUMN dan berisikan nama-nama yang diperoleh melalui proses penjaringan dalam rangka memperoleh calon anggota Direksi. Shareholders should have a List of Prospective Candidates approved by the State Minister for State-Owned Enterprises and containing the names obtained through the screening process in order to obtain prospective members of the Board of Directors.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan *Top Down* proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.
	Pemegang Saham sebaiknya mengundang seluruh Bakal Calon yang disetujui oleh Menteri Negara BUMN secara tertulis oleh Tim dan mengikuti uji kelayakan dan kepatutan sesuai ketentuan yang berlaku. Shareholders should invite all prospective candidates approved by the State Minister for State-Owned Enterprises in writing by the Team and take part in a fit and proper test in accordance with applicable regulations.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.
	Pelaksanaan UKK sebaiknya dilakukan oleh Lembaga Profesional dan dievaluasi oleh Tim terhadap bakal calon. UKK implementation should be carried out by a professional institution and evaluated by a team of prospective candidates.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.
	Pemegang Saham sebaiknya memiliki penetapan hasil akhir UKK dan Evaluasi oleh Tim dan disampaikan kepada Menteri Negara BUMN. Shareholders should have the final UKK and Evaluation results determined by the Team and submitted to the Minister of State for SOE.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21 The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of BUMN Regulation No. PER-03/MBU/2012 Article 21
	Pemegang Saham sebaiknya membentuk Tim dalam pelaksanaan uji kelayakan dan kepatutan. Shareholders should form a team to carry out the fit and proper test.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.
	Pelaksanaan uji kelayakan dan kepatutan sebaiknya menilai semua kriteria penilaian Direksi yang ditetapkan dalam ketentuan perundang-undangan. The implementation of the fit and proper test should assess all the Board of Directors' assessment criteria stipulated in statutory provisions.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Pemegang Saham sebaiknya menetapkan jumlah Direksi sesuai kebutuhan Perusahaan sehingga tidak terdapat posisi Vacant pada susunan anggota Direksi. Shareholders should determine the number of Directors according to the Company's needs so that there are no Vacant positions in the composition of the Board of Directors.	v	Per tanggal 20 September 2023 posisi Direksi terisi antara lain: Direktur Utama, Direktur Operasi dan Pemasaran, serta Direktur Keuangan. As of September 20, 2023, the positions of Directors filled include: President Director, Director of Operations and Marketing, and Director of Finance.
	Keputusan RUPS sebaiknya memuat alasan pemberhentian. GMS resolutions should include reasons for dismissal.	x	-
	Pemegang Saham sebaiknya melaksanakan penilaian terhadap calon anggota Dewan Komisaris. Shareholders should carry out an assessment of prospective members of the Board of Commissioners.	v	Seleksi Direksi yang diangkat Tahun 2022 merupakan Top Down proses dari Kementerian BUMN sesuai Permen BUMN No. PER-03/MBU/2012 Pasal 21. The selection of Directors appointed in 2022 is a Top Down process from the Ministry of SOE in accordance with Minister of SOE Regulation No. PER-03/MBU/2012 Article 21.
	Jumlah Dewan Komisaris maksimal sama dengan jumlah anggota Direksi. The maximum number of members of the Board of Commissioners is the same as the number of members of the Board of Directors.	v	Pada tanggal 20 September 2023 Komposisi Dewan Komisaris: 1. Amir Faisal sebagai President Commissioner 2. Wisnu Wardhana sebagai Commissioner 3. Inas Nasrullah Zubir sebagai Independent Commissioner Komposisi Direksi: 1. Muhammad Shabran sebagai President Director 2. Kurnia Pinayungan sebagai Director of Finance 3. Yudi Somantri sebagai Operation and Marketing Director On September 20, 2023 Composition of the Board of Commissioners: 1. Amir Faisal as President Commissioner 2. Vishnu Wardhana as Commissioner 3. Inas Nasrullah Zubir as Independent Commissioner Composition of the Board of Directors: 1. Muhammad Shabran as President Director 2. Kurnia Pinayungan as Director of Finance 3. Yudi Somantri as Director of Operations and Marketing
	Pemegang Saham sebaiknya mengatur dan menetapkan jumlah maksimum jabatan Dewan Komisaris yang boleh dipegang oleh seorang anggota Dewan Komisaris. Shareholders should regulate and determine the maximum number of Board of Commissioners positions that may be held by a member of the Board of Commissioners.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Pemegang Saham sebaiknya melakukan pembahasan/ pengkajian terhadap rancangan RJPP atau Revisi RJPP. Shareholders should discuss/review the draft RJPP or revised RJPP.	x	RJPP Tahun 2025-2029 masih dalam tahap pembahasan di pemegang saham mayoritas PT Pertamina (Persero). The 2025-2029 RJPP is still on discussion stage with the majority shareholder PT Pertamina (Persero).
	Pemegang Saham sebaiknya memberikan pengesahan/persetujuan terhadap rancangan RJPP atau Revisi RJPP.	x	RJPP Tahun 2025-2029 masih dalam tahap pembahasan di pemegang saham mayoritas PT Pertamina (Persero). The 2025-2029 RJPP is still on discussion stage with the majority shareholder PT Pertamina (Persero).
	Pemegang Saham sebaiknya memberikan pengesahan/persetujuan rancangan RJPP atau Revisi RJPP dilaksanakan tepat waktu dilaksanakan selambat-lambatnya dalam waktu 60 (enam puluh) hari setelah diterimanya Rancangan RJPP atau Revisi RJPP secara lengkap atau sebelum tahun periode RJPP atau Revisi RJPP berjalan.	x	RJPP Tahun 2025-2029 masih dalam tahap pembahasan di pemegang saham mayoritas PT Pertamina (Persero). The 2025-2029 RJPP is still on discussion stage with the majority shareholder PT Pertamina (Persero).
	RUPS sebaiknya memberikan pengesahan/ persetujuan rancangan RKAP tepat waktu paling lambat pada akhir tahun sebelum tahun anggaran berjalan.	x	Persetujuan RKAP tahun 2023 pada tanggal 15-16 Mei 2023 melebihi ketentuan Persetujuan RKAP dilaksanakan paling lambat pada akhir tahun sebelum tahun anggaran berjalan. Approval of the 2023 RKAP on 15-16 May 2023 exceeds the provisions for RKAP Approval to be carried out no later than the end of the year before the current fiscal year.
	RUPS sebaiknya memberikan penilaian atas kinerja Direksi Individu berdasarkan laporan kinerja Direksi dan mempertimbangkan tanggapan Dewan Komisaris atas kinerja Direksi.	v	Penilaian kinerja Direksi Individu tertuang pada Rekapitulasi Sintesis Evaluator. The performance assessment of Individual Directors is contained in the Evaluator Synthesis Recapitulation.
	Pemegang Saham sebaiknya memberikan pengesahan atau persetujuan terdapat Kontrak Kinerja yang memuat target kinerja Dewan Komisaris.	v	Tertuang dalam kontrak manajemen antara Dewan Komisaris dan Pemegang Saham tahun 2023. Contained in the management contract between the Board of Commissioners and Shareholders in 2023.
	Pemegang Saham sebaiknya menetapkan besarnya honorarium/imbal jasa untuk auditor eksternal tersebut yang dituangkan dalam Risalah RUPS jika dilakukan RUPS Fisik, Surat Keputusan jika dilakukan RUPS bukan fisik.	x	-
	Pemegang Saham sebaiknya melakukan upaya-upaya menindaklanjuti area of improvement yang dihasilkan dari assessment atas pelaksanaan Tata Kelola Perusahaan yang Baik pada perusahaan yang bersangkutan.	v	Telah dilakukan pembahasan Diskusi Area of Improvement Assessment GCG PT Pertamina Training and Consulting oleh PT Pertamina (Persero) selaku pemegang saham selasa, 18 Juli 2023. PT Pertamina Training and Consulting GCG Area of Improvement Assessment Discussion was held by PT Pertamina (Persero) as shareholder on Tuesday, July 18, 2023.
III. Dewan Komisaris Board of Commissioners			

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Dewan Komisaris diharapkan untuk memastikan adanya kebijakan Dewan Komisaris tentang pelatihan bagi Dewan Komisaris. The Board of Commissioners is expected to ensure the existence of a Board of Commissioners policy regarding training for the Board of Commissioners.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya pendapat dan saran yang diberikan oleh seluruh perangkat Dewan Komisaris terhadap rancangan RJPP. The Board of Commissioners is expected to ensure that there are opinions and suggestions provided by all members of the Board of Commissioners regarding the draft RJPP.	v	Arahan Dewan Komisaris terkait RJPP disampaikan pada Rapat Tematik terkait RJPP. The Board of Commissioners' direction regarding RJPP was conveyed at the Thematic Meeting regarding RJPP.
	Dewan Komisaris diharapkan untuk memastikan adanya pendapat dan saran yang diberikan oleh seluruh perangkat Dewan Komisaris terhadap rancangan RJPP dengan tepat waktu. The Board of Commissioners is expected to ensure that opinions and suggestions are provided by all members of the Board of Commissioners regarding the draft RJPP in a timely manner.	x	RJPP tahun 2025-2029 masih tahap pembahasan di Pemegang Saham PT Pertamina (Persero) sehingga Dewan Komisaris belum dapat menelaah RJPP. The 2025-2029 RJPP is still on discussion stage with PT Pertamina (Persero) Shareholders so the Board of Commissioners cannot yet review the RJPP.
	Dewan Komisaris diharapkan untuk memastikan adanya pendapat dan saran yang diberikan oleh seluruh perangkat Dewan Komisaris terhadap rancangan RJPP dengan tepat waktu dan disampaikan kepada RUPS/Pemilik Modal untuk bahan pertimbangan keputusan RUPS/Pemilik Modal. The Board of Commissioners is expected to ensure that opinions and suggestions are provided by all members of the Board of Commissioners regarding the draft RJPP in a timely manner and submitted to the GMS/Capital Owners for consideration of the GMS/Capital Owners' decisions.	x	RJPP tahun 2025-2029 masih tahap pembahasan di Pemegang Saham PT Pertamina (Persero) sehingga Dewan Komisaris belum dapat menelaah RJPP. The 2025-2029 RJPP is still on discussion stage with PT Pertamina (Persero) Shareholders so the Board of Commissioners cannot yet review the RJPP.
	Dewan Komisaris diharapkan untuk memastikan kualitas yang memadai atas tanggapan Dewan Komisaris terhadap rancangan RJPP. The Board of Commissioners is expected to ensure adequate quality of the Board of Commissioners' responses to the draft RJPP.	x	RJPP tahun 2025-2029 masih tahap pembahasan di Pemegang Saham PT Pertamina (Persero) sehingga Dewan Komisaris belum dapat menelaah RJPP. The 2025-2029 RJPP is still on discussion stage with PT Pertamina (Persero) Shareholders so the Board of Commissioners cannot yet review the RJPP.
	Dewan Komisaris diharapkan untuk memastikan adanya telaah yang diberikan oleh seluruh perangkat Dewan Komisaris terhadap rancangan RKAP yang disampaikan oleh Direksi. The Board of Commissioners is expected to ensure that all members of the Board of Commissioners review the RKAP draft submitted by the Board of Directors.	v	Telaah Dewan Komisaris telah menggunakan perangkat Dewan Komisaris tertuang pada surat Nomor: 029/PTC-DEKOM/2023/S1 perihal: Hasil Telaah dan Persetujuan atas Usulan Rencana Kerja Anggaran Perusahaan (RKAP) Tahun 2024 PT Pertamina Training and Consulting. The Board of Commissioners' review of using the Board of Commissioners' tools is contained in letter Number: 029/PTC-DEKOM/2023/S1 regarding: Results of Review and Approval of the Proposed Company Budget Work Plan (RKAP) for 2024 PT Pertamina Training and Consulting.

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	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari semua Perangkat Dewan Komisaris tentang isu-isu terkini mengenai perubahan lingkungan bisnis dan permasalahan yang dihadapi perusahaan. The Board of Commissioners is expected to ensure the results of reviews from all members of the Board of Commissioners regarding the latest issues regarding changes in the business environment and problems faced by the company.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang dalam risalah rapat Kinerja Bisnis PTC pada rapat gabungan BOC-BOD pada tanggal 4 Oktober 2023. The Board of Commissioners has used all the tools contained in the minutes of the PTC Business Performance meeting at the joint BOC-BOD meeting on October 4, 2023.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari semua Perangkat Dewan Komisaris tentang penguatan sistem pengendalian intern perusahaan. The Board of Commissioners is expected to ensure the results of reviews from all Board of Commissioners apparatus regarding strengthening the company's internal control system.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah Rapat Tematik Dewan Komisaris dan Direksi terkait Internal Audit dan WBS pada 25 Mei 2022. The Board of Commissioners has used all the tools contained in the minutes of the Thematic Meeting of the Board of Commissioners and Directors regarding Internal Audit and WBS on May 25, 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari semua Perangkat Dewan Komisaris tentang kebijakan dan pelaksanaan manajemen risiko perusahaan. The Board of Commissioners is expected to ensure the results of reviews from all Board of Commissioners apparatus regarding the company's risk management policies and implementation.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah Rapat Tematik terkait Risk, Legal, RJPP pada tanggal 31 Desember 2022. The Board of Commissioners has used all the tools contained in the minutes of the Thematic Meeting related to Risk, Legal, RJPP on December 31, 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris tentang sistem teknologi informasi yang digunakan perusahaan. The Board of Commissioners is expected to ensure the results of reviews from all Board of Commissioners apparatus regarding the information technology system used by the company.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah Rapat Tematik terkait Insiden Kebocoran Data pada tanggal 12 Januari 2022. The Board of Commissioners has used all the tools contained in the minutes of the Thematic Meeting regarding the Data Leak Incident on January 12, 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris tentang kebijakan dan pelaksanaan pengembangan karir. The Board of Commissioners is expected to ensure the results of reviews from all members of the Board of Commissioners regarding career development policies and implementation.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah Rapat Tematik Dewan Komisaris dan Direksi terkait Pengembangan SDM PTC pada tanggal 24 Agustus 2022. The Board of Commissioners has used all the tools contained in the minutes of the Thematic Meeting of the Board of Commissioners and Directors regarding PTC HC Development on August 24, 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris terhadap kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SAK). The Board of Commissioners is expected to ensure the results of the review of all Board of Commissioners' instruments regarding accounting policies and the preparation of Financial Statementss in accordance with generally accepted accounting standards in Indonesia (SAK).	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah rapat Tematik BOC-BOD pada tanggal 15 Juni 2022. The Board of Commissioners' review has used all the tools contained in the minutes of the BOC-BOD Thematic meeting on June 15, 2022.

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	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris mengenai kebijakan pengadaan dan pelaksanaannya. The Board of Commissioners is expected to ensure the results of reviews from all members of the Board of Commissioners regarding procurement policies and their implementation.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris mengenai kebijakan mutu dan pelayanan serta pelaksanaan kebijakan tersebut. The Board of Commissioners is expected to ensure the results of reviews from all members of the Board of Commissioners regarding quality and service policies as well as the implementation of these policies.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris mengenai kepatuhan Direksi dalam menjalankan peraturan perundangan yang berlaku dan perjanjian dengan pihak ketiga. The Board of Commissioners is expected to ensure the results of reviews from all members of the Board of Commissioners regarding the Board of Directors' compliance in implementing applicable laws and regulations and agreements with third parties.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya laporan manajemen triwulan IV yang ditandatangani oleh seluruh anggota Dewan Komisaris. The Board of Commissioners is expected to ensure that there is a fourth quarter management report signed by all members of the Board of Commissioners.	v	Laporan Manajemen PT Pertamina Training and Consulting bulan Desember 2022 yang disampaikan kepada Pemegang Saham dengan nomor surat: 0019/PTC-10000/2023/B2 pada tanggal 13 Januari 2023 telah memuat tanda tangan Dewan Komisaris dan Direksi. The Management Report of PT Pertamina Training and Consulting for December 2022 which was submitted to Shareholders with letter number: 0019/PTC-10000/2023/B2 on January 13 2023 contains the signatures of the Board of Commissioners and Directors.
	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris mengenai otorisasi atau rekomendasi atas transaksi atau tindakan Direksi dalam lingkup kewenangan Dewan Komisaris atau RUPS/Pemilik Modal. The Board of Commissioners is expected to ensure that there are review results from all members of the Board of Commissioners regarding authorization or recommendations for transactions or actions of the Board of Directors within the scope of authority of the Board of Commissioners or the GMS/Capital Owners.	v	Dewan Komisaris telah menggunakan seluruh perangkat tertuang pada risalah terkait aksi korporasi pemindahan gedung PT Pertamina Training and Consulting. The Board of Commissioners' review has used all the tools contained in the minutes regarding the corporate action to move the PT Pertamina Training and Consulting building.

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	Dewan Komisaris diharapkan untuk memastikan adanya penyampaian dari Dewan Komisaris kepada RUPS/Pemilik Modal alasan pencalonan dan besarnya honorarium/imbal jasa yang diusulkan untuk eksternal auditor tersebut. The Board of Commissioners is expected to ensure that the Board of Commissioners conveys to the GMS/Capital Owners the reasons for the nomination and the amount of the proposed honorarium/ remuneration for the external auditor.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya evaluasi kinerja Auditor Eksternal sesuai dengan ketentuan dan standar yang berlaku. The Board of Commissioners is expected to ensure that the performance evaluation of the External Auditor is in accordance with applicable regulations and standards.	v	Tertuang dalam surat komite audit kepada Dewan Komisaris dengan Nomor: 005/PTC-KOMDIT/2023/S1 tanggal: 6 April 2023 perihal: Evaluasi Kinerja KAP Tahun Buku 2022 dan Usulan Penunjukkan KAP Tahun Buku 2023 PT Pertamina Training and Consulting. Contained in the audit committee letter to the Board of Commissioners with Number: 005/PTC-KOMDIT/2023/ S1 dated: 6 April 2023 regarding: Evaluation of KAP Performance for the 2022 Financial Year and Proposed Appointment of KAP for the 2023 Financial Year of PT Pertamina Training and Consulting.
	Dewan Komisaris diharapkan untuk memastikan adanya penilaian atas efektivitas pelaksanaan audit eksternal melalui pemantauan kesesuaian penyelesaian progres audit dengan rencana kerjanya dan telaahan hasil audit eksternal dan kualitas rekomendasi audit eksternal. The Board of Commissioners is expected to ensure an assessment of the effectiveness of the implementation of the external audit through monitoring the conformity of the completion of the audit progress with the work plan and reviewing the results of the external audit and the quality of the external audit recommendations.	v	Tertuang dalam surat komite audit kepada Dewan Komisaris dengan Nomor: 005/PTC-KOMDIT/2023/S1 tanggal: 6 April 2023 perihal: Evaluasi Kinerja KAP Tahun Buku 2022 dan Usulan Penunjukkan KAP Tahun Buku 2023 PT Pertamina Training and Consulting. Contained in the audit committee letter to the Board of Commissioners with Number: 005/PTC-KOMDIT/2023/ S1 dated: April 6, 2023 regarding: Evaluation of KAP Performance for the 2022 Financial Year and Proposed Appointment of KAP for the 2023 Financial Year of PT Pertamina Training and Consulting.
	Dewan Komisaris diharapkan untuk memastikan adanya penilaian atas efektivitas pelaksanaan audit internal melalui telaah atas efektivitas pemantauan tindak lanjut hasil audit SPI dan auditor eksternal; kelengkapan atribut temuan dan kualitas rekomendasi hasil audit internal; dan manajemen fungsi SPI. The Board of Commissioners is expected to ensure an assessment of the effectiveness of the implementation of internal audits through a review of the effectiveness of monitoring follow-up to SPI audit results and external auditors; completeness of findings attributes and quality of recommendations resulting from internal audits; and management of SPI functions.	v	Dewan Komisaris melakukan penilaian atas efektivitas pelaksanaan audit internal melalui *Stakeholder Feedback Survey.* The Board of Commissioners assesses the effectiveness of internal audit implementation through the Stakeholder Feedback Survey.

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	Dewan Komisaris diharapkan untuk memastikan adanya hasil telaah dari seluruh perangkat Dewan Komisaris mengenai tentang pengawasan efektivitas pelaksanaan audit eksternal dan audit internal, serta pelaksanaan telaah atas pengaduan yang berkaitan dengan BUMN yang diterima oleh Dewan Komisaris. The Board of Commissioners is expected to ensure the results of reviews from all Board of Commissioners apparatus regarding monitoring the effectiveness of the implementation of external audits and internal audits, as well as the implementation of reviews of complaints relating to SOE received by the Board of Commissioners.	v	Dewan Komisaris melalui Komite Audit melakukan pengawasan atas efektivitas audit melalui rapat rutin triwulan antara Internal Audit dengan Komite Audit The Board of Commissioners, through the Audit Committee, supervises audit effectiveness through regular quarterly meetings between Internal Audit and the Audit Committee.
	Dewan Komisaris diharapkan untuk memastikan adanya Penyampaian arahan kepada Direksi tentang peningkatan efektivitas audit internal dan audit eksternal. The Board of Commissioners is expected to ensure that direction is conveyed to the Board of Directors regarding increasing the effectiveness of internal audits and external audits.	x	Dewan Komisaris melalui Komite Audit menyampaikan arahan kepada direksi melalui notulen rapat rutin triwulan antara Internal Audit dengan Komite Audit. The Board of Commissioners, through the Audit Committee, conveys direction to the Board of Directors through minutes of regular quarterly meetings between Internal Audit and the Audit Committee.
	Dewan Komisaris diharapkan untuk memastikan adanya penilaian kinerja Direksi berdasarkan telaahan kriteria, target dan indikator kinerja utama yang tercakup dalam Kontrak Manajemen Direksi secara kolegial dengan realisasi pencapaiannya. The Board of Commissioners is expected to ensure that there is an assessment of the Directors' performance based on a collegial review of the criteria, targets and main performance indicators included in the Directors' Management Contract with the realization of their achievements.	v	Tertuang dalam Surat Dewan Komisaris kepada Pemegang saham Nomor: 006/PTC-DEKOM/2023-S1 tanggal: 24 Februari 2023 Perihal Hasil Penilaian Kinerja Dewan Komisaris dan Komite Penunjang, serta Usulan Penilaian Kinerja Direksi PT Pertamina Training and Consulting Tahun 2022. Contained in the Board of Commissioners' Letter to Shareholders Number: 006/PTC-DEKOM/2023-S1 dated: February 24, 2023 Regarding the Results of the Performance Assessment of the Board of Commissioners and Supporting Committees, as well as Proposed Performance Assessment of the Directors of PT Pertamina Training and Consulting in 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya penilaian kinerja Direksi berdasarkan telaahan kriteria, target dan indikator kinerja utama yang tercakup dalam Kontrak Manajemen Direksi secara individu dengan realisasi pencapaian masing-masing. The Board of Commissioners is expected to ensure an assessment of the performance of the Directors based on a review of the criteria, targets and main performance indicators included in the Directors' Management Contract individually with the realization of their respective achievements.	v	Tertuang dalam Surat Dewan Komisaris kepada Pemegang saham Nomor: 006/PTC-DEKOM/2023-S1 tanggal: 24 Februari 2023 Perihal Hasil Penilaian Kinerja Dewan Komisaris dan Komite Penunjang, serta Usulan Penilaian Kinerja Direksi PT Pertamina Training and Consulting Tahun 2022. Contained in the Board of Commissioners' Letter to Shareholders Number: 006/PTC-DEKOM/2023-S1 dated: February 2,4 2023 Regarding the Results of the Performance Assessment of the Board of Commissioners and Supporting Committees, as well as Proposed Performance Assessment of the Directors of PT Pertamina Training and Consulting in 2022.

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	Dewan Komisaris diharapkan untuk memastikan adanya Penyampaian arahan kepada Direksi tentang penilaian kinerja Direksi secara kolegial dan individu. The Board of Commissioners is expected to ensure the delivery of direction to the Board of Directors regarding the assessment of the Directors' collegial and individual performance.	v	Tertuang dalam Surat Dewan Komisaris kepada Pemegang saham Nomor: 006/PTC-DEKOM/2023-S1 tanggal: 24 Februari 2023 Perihal Hasil Penilaian Kinerja Dewan Komisaris dan Komite Penunjang, serta Usulan Penilaian Kinerja Direksi PT Pertamina Training and Consulting Tahun 2022. Contained in the Board of Commissioners' Letter to Shareholders Number: 006/PTC-DEKOM/2023-S1 dated: 24 February 2023 Regarding the Results of the Performance Assessment of the Board of Commissioners and Supporting Committees, as well as Proposed Performance Assessment of the Directors of PT Pertamina Training and Consulting in 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya penyampaian hasil penilaian kinerja Direksi secara kolegial dan individu kepada RUPS/Pemilik Modal dalam laporan tugas pengawasan Dewan Komisaris secara semesteran dan tahunan. The Board of Commissioners is expected to ensure the submission of the results of the performance assessment of the Board of Directors collegially and individually to the GMS/Capital Owners in the Board of Commissioners' supervisory duties report on a semi-annual and annual basis.	v	Tertuang dalam Surat Dewan Komisaris kepada Pemegang saham Nomor: 006/PTC-DEKOM/2023-S1 tanggal: 24 Februari 2023 Perihal Hasil Penilaian Kinerja Dewan Komisaris dan Komite Penunjang, serta Usulan Penilaian Kinerja Direksi PT Pertamina Training and Consulting Tahun 2022. Contained in the Board of Commissioners' Letter to Shareholders Number: 006/PTC-DEKOM/2023-S1 dated: February 24, 2023 Regarding the Results of the Performance Assessment of the Board of Commissioners and Supporting Committees, as well as Proposed Performance Assessment of the Directors of PT Pertamina Training and Consulting in 2022.
	Dewan Komisaris diharapkan untuk memastikan adanya rencana Dewan Komisaris untuk menelaah pengusulan remunerasi Direksi. The Board of Commissioners is expected to ensure that there is a plan for the Board of Commissioners to review the Board of Directors' remuneration proposals.	x	-
	Dewan Komisaris diharapkan untuk memastikan Sekretaris Dewan Komisaris menyediakan dan menyampaikan Bahan-bahan rapat kepada peserta rapat paling lambat 3 (tiga) hari sebelum diadakan rapat. The Board of Commissioners is expected to ensure that the Secretary of the Board of Commissioners provides and delivers meeting materials to meeting participants no later than 3 (three) days before the meeting is held.	x	-

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	Dewan Komisaris diharapkan untuk memastikan Setiap anggota Dewan Komisaris menerima salinan risalah Rapat Dewan Komisaris dari Sekretaris Dewan Komisaris, terlepas apakah bersangkutan hadir atau tidak hadir dalam Rapat tersebut. The Board of Commissioners is expected to ensure that each member of the Board of Commissioners receives a copy of the minutes of the Board of Commissioners Meeting from the Secretary of the Board of Commissioners, regardless of whether the person concerned is present or not at the Meeting.	v	Salinan risalah rapat Dewan Komisaris dan Direksi telah diterima oleh seluruh Dewan Komisaris dan Direksi. A copy of the minutes of the meeting of the Board of Commissioners and Directors has been received by the entire Board of Commissioners and Directors.
	Dewan Komisaris diharapkan untuk memastikan adanya Komite Lain untuk membantu tugas Dewan Komisaris berdasarkan analisis mengenai kebutuhan untuk mendukung Dewan Komisaris melaksanakan tugasnya. The Board of Commissioners is expected to ensure the existence of other committees to assist the Board of Commissioners' duties based on an analysis of the need to support the Board of Commissioners in carrying out their duties.	v	Dewan Komisaris memiliki organ pendukung yaitu Komite Audit. The Board of Commissioners has a supporting organ, namely the Audit Committee.
	Dewan Komisaris diharapkan untuk memastikan adanya Piagam untuk Komite Lainnya yang ditetapkan oleh Dewan Komisaris, yang ditinjau, dan dimutakhirkan secara berkala. The Board of Commissioners is expected to ensure that there is a Charter for Other Committees determined by the Board of Commissioners, which is reviewed and updated periodically.	v	Piagam Komite Audit tahun 2023. Audit Committee Charter 2023.
	Dewan Komisaris diharapkan untuk memastikan adanya Muatan piagam Komite lainnya sesuai kebutuhan Dewan Komisaris. The Board of Commissioners is expected to ensure that the contents of other Committee charters are in accordance with the needs of the Board of Commissioners.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya Program kerja tahunan Komite Lainnya paling sedikit sesuai dengan piagam komite lainnya dan self-assessment kinerja Komite Lainnya. The Board of Commissioners is expected to ensure that there is an annual work program for Other Committees that is at least in accordance with the charters of other committees and the self-assessment of the performance of Other Committees.	x	-

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	Dewan Komisaris diharapkan untuk memastikan risalah Rapat Komite Dewan Komisaris harus dibuat untuk setiap rapat, memuat hasil-hasil analisis, telaahan, dan evaluasi atas acara yang diagendakan, serta risalah asli dari setiap Rapat Komite Dewan Komisaris diserahkan kepada Sekretaris Dewan Komisaris untuk disimpan di perusahaan. The Board of Commissioners is expected to ensure that the minutes of the Board of Commissioners Committee Meetings must be prepared for each meeting, containing the results of the analysis, study and evaluation of the agenda, as well as the original minutes of each Board of Commissioners Committee Meeting being submitted to the Secretary of the Board of Commissioners to be kept in the company.	x	-
	Dewan Komisaris diharapkan untuk memastikan adanya laporan triwulanan Komite kepada Dewan Komisaris, minimal memuat perbandingan realisasi kegiatan dengan program kerja tahunan serta substansi hasil kegiatan dan rekomendasinya. The Board of Commissioners is expected to ensure that there is a quarterly report from the Committee to the Board of Commissioners, at a minimum containing a comparison of the realization of activities with the annual work program as well as the substance of the results of activities and recommendations.	x	-
IV. Direksi Board of Directors			
	Direksi sebaiknya melakukan evaluasi terhadap pelaksanaan SOP untuk proses bisnis inti perusahaan dan tidak terdapat penyimpangan atas prosedur. The Board of Directors should evaluate the implementation of SOPs for the company's core business processes and ensure there are no deviations from procedures.	x	-
	Direksi menyampaikan rancangan RJPP kepada RUPS dan/atau Dewan Komisaris tepat waktu atau sesuai jadwal waktu ditentukan Penyampaian paling lambat kepada Pemegang Saham pada tanggal 31 Oktober sebelum periode RJPP tahun berjalan. Jika pengesahan oleh RUPS, maka penyampaian kepada Dewan Komisaris/Dewan Pengawas sebelum 30 September tahun berjalan. Board of Directors submits the draft RJPP to the GMS and/or the Board of Commissioners on time or according to the specified time schedule. Submission is no later than 31 October before the current year's RJPP period. If ratified by the GMS, then submission to the Board of Commissioners/Supervisory Board before September 30 of the current year.	x	RJPP masih tahap pembahasan di Pemegang Saham PT Pertamina (Persero) untuk rollout RJPP Tahun 2025-2034. The RJPP is still on discussion stage with PT Pertamina (Persero) Shareholders for the 2025-2034 RJPP rollout.
	Direksi sebaiknya melaksanakan sosialisasi RJPP kepada seluruh karyawan perusahaan. Board of Directors should carry out RJPP socialization to all company employees.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Direksi Sebaiknya menyampaikan rancangan RKAP kepada RUPS dan/atau Dewan Komisaris tepat waktu atau sesuai jadwal waktu ditentukan. Penyampaian paling lambat kepada Pemegang Saham pada tanggal 31 Oktober tahun berjalan. Jika pengesahan oleh RUPS, maka penyampaian kepada Dewan Komisaris sebelum 15 September tahun berjalan. Board of Directors should submit the draft RKAP to the GMS and/or the Board of Commissioners on time or according to the specified time schedule. Submission to Shareholders is no later than October 31 of the current year. If ratified by the GMS, then submission to the Board of Commissioners before September 15 of the current year.	v	Telah disahkan dan disetujui oleh Pemegang Saham RKAP 2023 perusahaan tanggal 15-16 Mei 2023. It has been ratified and approved by the Company's 2023 RKAP Shareholders on May 15-16, 2023.
	Direksi sebaiknya memberikan respon terhadap usulan peluang bisnis yang berpotensi meningkatkan pendapatan perusahaan, penghematan/efisiensi perusahaan, pendayagunaan aset, dan manfaat. Board of Directors should respond to proposed business opportunities that have the potential to increase company revenue, company savings/ efficiency, asset utilization and benefits.	v	Tidak ada usulan bisnis selama tahun 2023 (N/A). There are no business proposals during 2023 (N/A).
	Direksi sebaiknya melaporkan pelaksanaan sistem teknologi informasi kepada Dewan Komisaris termasuk laporan audit IT. Board of Directors should report the implementation of information technology systems to the Board of Commissioners, including IT audit reports.	v	Laporan Hasil Audit (LHA) IT 2023 telah disampaikan kepada Dewan Komisaris melalui Fungsi Komite Audit pada tanggal 18 Oktober 2023. The 2023 IT Audit Results Report (LHA) was submitted to the Board of Commissioners through the Audit Committee Function on October 18, 2023.
	Direksi sebaiknya menetapkan SOP Layanan Pelanggan dan Standar Pelayanan Minimal (SPM) bagi Perusahaan. Board of Directors should establish Customer Service SOPs and Minimum Service Standards (SPM) for the Company.	x	-
	Pedoman/kebijakan pengadaaan sebaiknya dapat dipublikasikan/dapat diakses pemasok/calon pemasok. Procurement guidelines/policies should be published/ accessible to suppliers/potential suppliers.	x	-
	Perusahaan sebaiknya merencanakan pengadaan barang dan jasa secara optimal berdasarkan perhitungan kebutuhan perusahaan. Companies should plan the procurement of goods and services optimally based on calculating the company's needs.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Direksi sebaiknya memastikan bahwa tidak terdapat temuan-temuan audit, baik oleh auditor eksternal dan auditor internal mengenai pengadaan yang merugikan perusahaan dan tidak terdapat sanggahan terkait pemilihan penyedia barang/jasa perusahaan. Board of Directors should ensure that there are no audit findings, both by external auditors and internal auditors regarding procurement that are detrimental to the company and that there are no objections regarding the company's selection of goods/service providers.	v	Temuan Audit Pengadaan telah selesai ditindaklanjuti per 31 Desember 2023. The Procurement Audit findings have been followed up as of December 31, 2023.
	Perusahaan perlu meningkatkan tingkat transparansi dalam pengadaan barang dan jasa. Companies need to increase the level of transparency in the procurement of goods and services.	x	-
	Perusahaan sebaiknya melakukan sosialisasi kebijakan reward dan punishment kepada seluruh karyawan secara resmi agar dapat mengukur pemahaman karyawan atas kebijakan tersebut. Companies should officially socialize reward and punishment policies to all employees so that they can measure employee understanding of these policies.	v	Telah dilakukan sosialisasi kebijakan *reward* dan *punishment* kepada seluruh karyawan. Reward and punishment policies have been socialized to all employees.
	Kebijakan akuntansi dan penyusunan laporan keuangan sebaiknya diterapkan secara konsisten, tidak ada penyesuaian dan temuan auditor atas pengakuan, pengukuran dan pencatatan serta pembukuan transaksi dan pengungkapan kebijakan akuntansi. Accounting policies and preparation of financial statements should be applied consistently, there should be no adjustments or auditor findings regarding recognition, measurement and recording as well as bookkeeping of transactions and disclosure of accounting policies.	v	Laporan Keuangan Audited Tahun 2022 sudah disampaikan dan ditandatangani oleh Direktur Utama pada tanggal 24 Februari 2023 tidak ada penyesuaian dan temuan auditor atas pengakuan pengukuran dan pencatatan serta pembukuan transaksi dan pengungkapan kebijakan akuntansi. The 2022 Audited Financial Statements was submitted and signed by the President Director on February 24, 2023. There were no adjustments or auditor findings regarding the recognition of measurements and recording as well as bookkeeping of transactions and disclosure of accounting policies.
	Direksi sebaiknya melaksanakan program manajemen risiko, antara lain mencakup identifikasi dan penanganan risiko pada proses bisnis, proyek maupun usulan tindakan perusahaan yang harus mendapatkan persetujuan Dewan Komisaris dan/atau RUPS. The Board of Directors should implement a risk management program, which includes, among other things, identifying and handling risks in business processes, projects and proposed company actions that must obtain approval from the Board of Commissioners and/or the GMS.	v	Penyampaian analisa risiko dan strategi disampaikan ke Pemegang Saham melalui portal Pertamina. Submission of risk analysis and strategy to Shareholders via the Pertamina portal.
	Direksi sebaiknya menyampaikan kepada Dewan Komisaris dan Pemegang Saham tentang analisis risiko atas Rancangan RKAP dan strategi penanganannya. The Board of Directors should convey to the Board of Commissioners and Shareholders the risk analysis of the Draft RKAP and strategies for handling it.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Direksi sebaiknya menetapkan rancangan sistem pengendalian intern yang mengatur kerangka (framework) pengendalian intern antara lain dengan pendekatan unsur lingkungan pengendalian, pengelolaan risiko, aktivitas pengendalian, sistem informasi dan komunikasi dan pemantauan, pelaksanaan dan pelaporannya. Board of Directors should determine an internal control system design that regulates the internal control framework, including an elemental approach to the control environment, risk management, control activities, information and communication systems and monitoring, implementation and reporting.	x	-
	Direksi sebaiknya menetapkan Fungsi kepatuhan mengikuti perkembangan peraturan perundangan yang berlaku dan akan berlaku bagi perusahaan. Board of Directors should determine the compliance function following developments in applicable laws and regulations that will apply to the company.	v	Fungsi kepatuhan membuat kajian atas perundangan update yang berlaku diantaranya: 1. Undang-Undang Cipta Kerja. 2. Undang-Undang No. 10 tahun 2020. Undang-Undang No. 13 tahun 2003 tentang Tenaga Kerja pasal 35 ayat (3). The compliance function reviews applicable updated legislation including: 1. Job Creation Law. 2. Law no. 10 of 2020. Law no. 13 of 2003 concerning Manpower article 35 paragraph (3).
	Direksi sebaiknya menetapkan kebijakan mengenai hak-hak konsumen/pelanggan, kebijakan keamanan, keselamatan dan kesehatan konsumen/pelanggan sesuai dengan peraturan perundang-undangan yang berlaku. Board of Directors should establish policies regarding consumer/customer rights, security, safety and health policies for consumers/customers in accordance with applicable laws and regulations.	v	TKO Keluhan Pelanggan dan TKO Stakeholder Management dalam tahap proses review. TKO Customer Complaints and TKO Stakeholder Management are in the review process stage.
	Perusahaan sebaiknya memiliki kebijakan mengenai perlindungan hak dan kepentingan kreditur, antara lain: (1) pemenuhan kewajiban kepada kreditur sesuai perjanjian; (2) pengungkapan informasi secara transparan, akurat dan tepat waktu, baik pada saat permintaan maupun penggunaan pinjaman; (3) covenant yaitu jaminan perusahaan untuk melakukan atau tidak melakukan sesuatu untuk melindungi kepentingan kreditur. The company should have a policy regarding the protection of the rights and interests of creditors, including: (1) fulfilling obligations to creditors according to the agreement; (2) disclosure of information in a transparent, accurate and timely manner, both at the time of request and use of the loan; (3) covenant, namely the company's guarantee to do or not do something to protect the interests of creditors.	v	Tertuang dalam pedoaman CoC. Contained in the CoC guidelines.
	Perusahaan sebaiknya memiliki kebijakan mengenai metode penilaian untuk mengukur kepuasan karyawan dan melaksanakan survei kepuasan karyawan. Companies should have a policy regarding assessment methods to measure employee satisfaction and carry out employee satisfaction surveys.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Direksi sebaiknya menetapkan prosedur tertulis menampung dan menindaklanjuti keluhan-keluhan stakeholders mserta memonitoring dan mengevaluasi penyelesaian atas keluhan stakeholders secara tuntas. The Board of Directors should establish written procedures for accommodating and following up on stakeholder complaints and monitoring and evaluating the resolution of stakeholder complaints thoroughly.	x	TKO dalam proses reviu (Belum sepenuhnya ditindaklanjuti). TKO is in the process of being reviewed (not yet fully followed up).
	Perusahaan sebaiknya menetapkan kebijakan tentang pembinaan usaha kecil. Companies should establish policies regarding small business development.	v	N/A
	Perusahaan sebaiknya menetapkan rencana kerja implementasi tanggung jawab sosial perusahaan dianggarkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) dan bukan sebagai distribusi laba. Companies should determine that the work plan for implementing corporate social responsibility is budgeted in the Company's Work Plan and Budget (RKAP) and not as profit distribution.	x	-
	Perusahaan sebaiknya melaksanakan program kemitraan dengan usaha kecil. Companies should implement partnership programs with small businesses.	v	N/A
	Perusahaan sebaiknya memiliki ukuran-ukuran atau indikator kinerja kunci yang berkaitan dengan CSR. Companies should have key performance measures or indicators related to CSR.	v	Indikator kinerja kunci dalam kegiatan TJSL masuk ke dalam KPI Corporate Secretary dan dalam Pedoman CSR juga memiliki indikator penilaian berupa evaluasi EFE dan IFE dan Indeks Kepuasan Masyarakat akan dilaksanakan di tahun 2024. Key performance indicators in CSR activities are included in the Corporate Secretary KPI and the CSR Guidelines also have assessment indicators in the form of EFE and IFE evaluations and the Community Satisfaction Index which will be implemented in 2024.
	Direksi sebaiknya menyampaikan laporan manajemen triwulanan yang telah ditandatangani seluruh anggota Direksi. The Board of Directors should submit quarterly management reports that have been signed by all members of the Board of Directors.	v	Laporan Manajemen Triwulan sudah ditandatangani oleh seluruh Direksi dan Dewan Komisaris. The Quarterly Management Report has been signed by all Directors and Board of Commissioners.
	Penyampaian laporan manajemen sebaiknya dilakukan tepat waktu (laporan manajemen triwulanan 1 bulan setelah triwulanan ybs dan laporan manajemen tahunan 2 bulan setelah berakhirnya tahun buku) kepada Pemegang Saham; dan penyampaian laporan tahunan kepada Pemegang Saham paling lambat 5 (lima) bulan setelah tahun buku berakhir. Submission of management reports should be done on time (quarterly management report 1 month after the relevant quarter and annual management report 2 months after the end of the financial year) to Shareholders; and submission of the annual report to Shareholders no later than 5 (five) months after the fiscal year ends.	v	Penyampaian Laporan Manajemen sudah sesuai ketentuan. Submission of Management Reports is in accordance with the provisions.

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Pedoman/tata tertib Rapat Direksi sebaiknya mengatur tentang pembahasan/telaah atas arahan/usulan dan/atau tindak lanjut pelaksanaan atas keputusan Dewan Komisaris/Dewan Pengawas terkait dengan usulan Direksi. The Board of Directors Meeting guidelines/rules should regulate the discussion/review of directions/proposals and/or follow-up implementation of decisions of the Board of Commissioners/Supervisory Board related to the Board of Directors' proposals.	x	TKO Pelaksanaan Rapat belum mengatur telaah atas arahan dan tindak lanjut keputusan Dewan Komisaris. The Meeting Implementation TKO has not yet regulated the review of the direction and follow-up to the Board of Commissioners' decisions.
	Direksi sebaiknya melakukan evaluasi terhadap pelaksanaan keputusan hasil rapat sebelumnya yang dituangkan dalam Risalah Rapat. Board of Directors should evaluate the implementation of the decisions resulting from the previous meeting as stated in the Minutes of Meeting.	x	-
	Jumlah tenaga auditor sebaiknya mencukupi kebutuhan perusahaan. Kecukupan tenaga auditor dihasilkan dari analisis beban kerja yang dilakukan oleh SPI dan/atau Divisi SDM dikarenakan pada tahun 2022 masih ada kekurangan 2 posisi auditor yaitu Ast Man Auditor Keuangan dan staff auditor keuangan. The number of auditors should be sufficient for the company's needs. The adequacy of auditors results from work load analysis carried out by SPI and/or the HR Division because in 2022 there will still be a shortage of 2 auditor positions, namely Ast Man Financial Auditor and financial auditor staff.	v	Lowong jabatan untuk auditor keuangan sudah terisi pada tahun 2023. Vacancies for financial auditors has been filled in 2023.
	Kualitas tenaga auditor personil yang ditugaskan di SPI sebaiknya memperhatikan kualitas yang memadai atas profesionalitas personil SPI yang sesuai dengan International Standards for the Professional Practice of Internal Auditing Framework dan kebijakan IA Persero maka auditor diwajibkan bersertifikat Qualified Internal Audit (QIA) dan Certified Fraud Auditing (CFRA). The quality of auditor personnel assigned to SPI should pay attention to the adequate quality of professionalism of SPI personnel in accordance with the International Standards for the Professional Practice of Internal Auditing Framework and IA Persero policies, so auditors are required to be certified Qualified Internal Audit (QIA) and Certified Fraud Auditing (CFRA).	v	Kualitas tenaga auditor telah sesuai dengan International Standards for the *Professional* Practice of Internal Auditing *Framework* yaitu bersertifikat Qualified Internal Audit (QIA). The quality of the auditors is in accordance with the International Standards for the Professional Practice of Internal Auditing Framework, namely Qualified Internal Audit (QIA) certification.
	SPI/Fungsi Audit Internal dianjurkan untuk melakukan penilaian atas program jaminan kualitas dan peningkatan Fungsi Audit Internal secara keseluruhan yang dilakukan oleh asesor Independen sekurang-kurangnya sekali dalam 5 (lima) tahun. SPI/Internal Audit Function is recommended to carry out an assessment of the quality assurance program and improvement of the Internal Audit Function as a whole carried out by an Independent assessor at least once every 5 (five) years.	v	Divisi Internal Audit mendapatkan penilaian dari asesor independen setiap tahunnya melalui program *Periodic Quality Assessment* (PQA). The Internal Audit Division receives an assessment from independent assessors every year through the Periodic Quality Assessment (PQA) program.

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Sekretaris Perusahaan sebaiknya memiliki pengalaman *professional* dan kompetensi yang dimiliki mencakup hukum, pasar modal, manajemen keuangan, dan komunikasi perusahaan. The Corporate Secretary should have professional experience and competencies covering law, capital markets, financial management and corporate communications.	x	-
	Risalah RUPS RJPP sebaiknya memuat waktu, agenda, peserta, pendapat-pendapat yang berkembang dalam RUPS, dan keputusan RUPS. The RJPP GMS minutes should contain the time, agenda, participants, opinions developed at the GMS, and GMS resolutions.	x	-
	Dalam risalah rapat sebaiknya mencantumkan pendapat yang berbeda (dissenting comments) dengan apa yang diputuskan dalam Rapat Direksi (bila ada), memuat hasil evaluasi atas pelaksanaan keputusan rapat sebelumnya dan memuat keputusan rapat sebelumnya. In the minutes of the meeting, it should be include opinions that differ (dissenting comments) from what was decided at the Board of Directors Meeting (if any), contain the results of the evaluation of the implementation of the previous meeting's decisions and include the decisions of the previous meeting.	v	Tertuang dalam Notulen rapat Direksi. Contained in the minutes of the Board of Directors meeting.
	Risalah rapat harus sudah selesai dan sebaiknya diedarkan keseluruh Direksi maksimal pada selambat-lambatnya 7 (tujuh) hari setelah Rapat selesai dilaksanakan. The minutes of the meeting must be completed and should be circulated to all Directors no later than 7 (seven) days after the meeting is completed.	v	Validasi risalah rapat sesuai dengan tata tertib yang ditetapkan. Validate meeting minutes in accordance with established rules and regulations.
	Sekretaris perusahaan sebaiknya melaporkan pelaksanaan tugasnya kepada Direktur Utama termasuk Laporan/hasil telaah terhadap peraturan perundang-undangan yang baru dan Laporan/hasil telaah tingkat kepatuhan perusahaan kepada peraturan perundang-undangan yang berlaku. The Corporate Secretary should report the implementation of his duties to the President Director, including reports/results of reviews of new laws and regulations and reports/results of reviews of the level of company compliance with applicable laws and regulations.	v	Telaah terhadap peraturan perundang-undangan yang baru dan Laporan/hasil telaah tingkat kepatuhan perusahaan kepada peraturan perundang-undangan yang berlaku sudah dilaporkan kepada Direktur Utama melalui portal Pertamina. Review of new laws and regulations and reports/results of reviews of the company's level of compliance with applicable laws and regulations have been reported to the President Director via the Pertamina portal.
	RUPS untuk pengesahan/persetujuan RJPP dilaksanakan selambat-lambatnya dalam waktu 60 (enam puluh) hari setelah diterimanya Rancangan RJPP secara lengkap atau sebelum periode RJPP berikutnya berjalan. The GMS for ratification/approval of the RJPP shall be held no later than 60 (sixty) days after receipt of the complete RJPP Draft or before the next RJPP period runs.	x	-

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	RUPS untuk pengesahan/persetujuan RKAP dilaksanakan paling lambat pada akhir tahun sebelum tahun anggaran berjalan. The GMS for ratification/approval of the RKAP is held no later than the end of the year before the current fiscal year.	x	-
	Direksi sebaiknya menyampaikan Informasi mengenai rincian rencana kerja dan anggaran perusahaan dan hal-hal lain yang direncanakan untuk dilaksanakan oleh Persero, khusus untuk RUPS Rencana Jangka Panjang (RJP). Board of Directors should submit information regarding details of the company's work plan and budget and other matters planned to be implemented by the Persero, specifically for the Long Term Plan (RJP) GMS.	x	RJPP masih tahap pembahasan di Pemegang Saham PT Pertamina (Persero) untuk rollout RJPP Tahun 2025-2034. The RJPP is still on discussion stage with PT Pertamina (Persero) Shareholders for the 2025-2034 RJPP rollout.
V. Pengungkapan Informasi dan Transparansi V. Information Disclosure and Transparency			
	Perusahaan diharapkan memiliki kebijakan khusus tentang pengelolaan dan pemutakhiran website. Companies are expected to have special policies regarding managing and updating websites.	v	Telah terdapat TKO Publikasi Website Perusahaan Nomor: B-009/10010/2022-S0. There is a Company Website Publication TKO Number: B-009/10010/2022-S0.
	Perusahaan diharapkan memiliki Pedoman yang memuat mengenai Pengelolaan website sesuai dengan kebijakan yang ditetapkan secara konsisten. Companies are expected to have guidelines that contain website management in accordance with established policies consistently.	x	-
	Perusahaan diharapkan dapat mencantumkan Biaya yang telah dikeluarkan pada laporan tahunan. Companies are expected to include the costs they have incurred in the annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 98. Contained in the 2022 Annual Report on page. 98.
	Perusahaan diharapkan dapat mencantumkan Tingkat likuiditas perusahaan ke dalam laporan tahunan. Companies are expected to include the company's liquidity level in the annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 136 dan 144. Contained in the 2022 Annual Report on page. 136 and 144.
	Perusahaan diharapkan dapat mengungkapkan secara jelas bahasan dan analisis tentang informasi yang telah dilaporkan yang mengandung kejadian yang sifatnya luas biasa dan jarang terjadi pada laporan tahunan. Companies are expected to be able to clearly disclose discussions and analyzes of reported information containing events that are both common and rare in the annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 144. Contained in the 2022 Annual Report on page. 144.
	Perusahaan diharapkan dapat mengungkapkan secara jelas informasi mengenai komite nominasi dan remunerasi yang mencakup pada laporan tahunan. Companies are expected to be able to clearly disclose information regarding the nomination and remuneration committee which is included in the annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 228. Contained in the 2022 Annual Report on page. 228.

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up
	Perusahaan diharapkan mengungkapkan secara jelas informasi mengenai komite manajemen risiko pada laporan tahunan berikutnya. Companies are expected to clearly disclose information regarding the risk management committee in the next annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 29 dan 211. Contained in the 2022 Annual Report on page. 29 and 211.
	Perusahaan diharapkan dapat mencantumkan informasi mengenai pembentukan pusat pengaduan konsumen dan biaya yang telah dikeluarkan perusahaan berkaitan dengan tanggung jawab sosial perusahaan terutama mengenai komitmen perusahaan terhadap perlindungan konsumen pada laporan tahunan berikutnya. The company is expected to include information regarding the establishment of a consumer complaints center and the costs the company has incurred related to corporate social responsibility, especially regarding the company's commitment to consumer protection in the next annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 302. Contained in the 2022 Annual Report on page. 302.
	Perusahaan diharapkan dapat mencantumkan informasi mengenai uraian tentang aktivitas dan biaya yang dikeluarkan berkaitan dengan tanggung jawab sosial perusahaan terutama mengenai "community development program" yang telah dilakukan, mencakup antara lain informasi tentang Mitra Usaha binaan Perusahaan dan Biaya yang telah dikeluarkan ke dalam laporan tahunan. Companies are expected to be able to include information regarding descriptions of activities and costs incurred in relation to corporate social responsibility, especially regarding the "community development program" that has been carried out, including, among other things, information about the Company's fostered Business Partners and costs that have been incurred in the annual report.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 208-209 dan 312. Contained in the 2022 Annual Report on page. 208-209 and 312.
	Perusahaan diharapkan dapat mengungkapkan secara jelas mengenai muatan yang membahas budaya perusahaan (Corporate Culture) yang dimiliki perusahaan ke dalam laporan tahunan. Companies are expected to be able to clearly disclose content discussing the company's corporate culture in their annual reports.	v	Tertuang dalam Laporan Tahunan 2022 pada hal. 63. Contained in the 2022 Annual Report on page. 63.
	Perusahaan diharapkan dapat mengikuti dan memenangkan kejuaraan ARA di kesempatan berikutnya. The company is expected to be able to participate and win the ARA championship at the next opportunity.	v	Perusahaan sudah mengikuti Annual Report Award (ARA) namun belum terpilih sebagai pemenang. The company has participated in the Annual Report Award (ARA) but has not been selected as a winner.
	Perusahaan diharapkan dapat berpartisipasi dan memperoleh penghargaan lain di bidang publikasi dan keterbukaan informasi. Companies are expected to be able to participate and obtain other awards in the field of publication and information disclosure.	x	-
Aspek Lainnya Other Aspects			
-			

No	Rekomendasi *Assessment* GCG Tahun Buku 2022 GCG Assessment Recommendations for Fiscal Year 2022	Status Tindak Lanjut di Tahun 2023 Follow-up Status in 2023	Bentuk Tindak Lanjut Form of Follow-up

v: sudah ditindaklanjuti I x: belum ditindaklanjuti
v: has been followed up I x: has not been followed up
v: sudah ditindaklanjuti I x: belum ditindaklanjuti
v: has been followed up I x: has not been followed up

***Self Assessment* Penerapan GCG Tahun Buku 2023**
Perusahaan telah menindaklanjuti hasil *assessment* penerapan *Good Corporate Governance* (GCG) Tahun Buku 2022 yang dilaksanakan oleh pihak eksternal sesuai Kerangka Acuan Pelaksanaan *Assessment Good Corporate Governance* (GCG) yang berlaku untuk 2 (dua) tahun.

Self Assessment of GCG Implementation for Fiscal Year 2023
The company has followed up on the results of the assessment of the implementation of Good Corporate Governance (GCG) for the 2022 Fiscal Year which was carried out by external parties in accordance with the Terms of Reference for Implementing the Good Corporate Governance (GCG) Assessment which is valid for 2 (two) years.

Sehingga pada tahun 2023, PTC melakukan evaluasi mandiri atau *self assessment* yang didampingi oleh konsultan eksternal terhadap penerapan GCG di Perusahaan.

So that in 2023, PTC will carry out an independent evaluation or self-assessment accompanied by an external consultant regarding the implementation of GCG in the Company.

Jenis Penilaian Type of Assessment	: *Self Assessment*
Konsultan Pendamping Companion Consultant	: Maryono, S.H., CGP
Periode Penerapan Implementation Period	: 1 Januari 2022 sampai dengan 31 Desember 2023 January 1, 2022 to December 31, 2023
Tahun Ukur Measure Year	: 2022–2023
Tempat Venue	: PT Pertamina Training and Consulting
Waktu Pengukuran Measurement Time	: Januari–Maret 2024 January–March 2024

Adapun rincian hasil evaluasi mandiri atau *self assessment* penerapan GCG di lingkup Perusahaan untuk tahun buku 2023 yang dilakukan di tahun 2024 adalah sebagai berikut:

There are details of the results of the independent evaluation or self-assessment of GCG implementation within the Company for the 2023 financial year which was carried out in 2024 are as follows:

Hasil Assessment Penerapan GCG
Hasil Assessment Penerapan GCG

Aspek Pengujian Testing Aspect	Bobot Weight	Tahun Buku 2023 Fiscal Year 2023		
		Skor Score	Capaian (%) Capaian (%)	Klasifikasi Kualitas Penerapan GCG Klasifikasi Kualitas Penerapan GCG
Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik Secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,00	7,00	100,00%	Sangat Baik Very good
Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	9,00	8,39	93,19%	Sangat Baik Very good
Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	35,00	32,89	93,89%	Sangat Baik Very good
Direksi Board of Directors	35,00	33,08	94,52%	Sangat Baik Very good

Hasil Assessment Penerapan GCG
Hasil Assessment Penerapan GCG

Aspek Pengujian Testing Aspect	Bobot Weight	Tahun Buku 2023 Fiscal Year 2023		
		Skor Score	Capaian (%) Capaian (%)	Klasifikasi Kualitas Penerapan GCG Klasifikasi Kualitas Penerapan GCG
Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	7,49	83,27%	Baik Good
Aspek Lainnya Other Aspects	5,00	0,00	-	-
Skor Keseluruhan Overall Score	100,00	88,86	88,86%	"Sangat Baik" "Very Good"

Keterangan: 0-50:Tidak Baik | 50-60:Kurang Baik | 60-75:Cukup Baik | 75-85:Baik | 85-100:Sangat Baik
Information: 0-50: Bad| 50-60: Not Good | 60-75:Good Enough | 75-85:Good | 85-100:Very Good

UPAYA PENINGKATAN KUALITAS IMPLEMENTASI GCG DAN *BENCHMARKING*

Upaya peningkatan kualitas implementasi Tata Kelola Perusahaan yang Baik dilakukan secara berkesinambungan, antara lain melalui sosialisasi standar dan pedoman tata kelola perusahaan yang baik, serta menyusun peta jalan tata kelola perusahaan yang baik.

Sosialisasi Tata Kelola Perusahaan yang Baik

Selama tahun 2023, Fungsi *Compliance* PT Pertamina Training and Consulting telah melakukan sosialisasi dengan rincian pada tabel berikut ini.

EFFORTS TO IMPROVE THE QUALITY OF GCG IMPLEMENTATION AND BENCHMARKING

Efforts to improve the quality of the implementation of Good Corporate Governance are carried out on an ongoing basis, including through the dissemination of good corporate governance standards and guidelines, as well as preparing a road map for good corporate governance.

Dissemination Of Good Corporate Governance

During 2023, the Compliance Function of PT Pertamina Training and Consulting has carried out dissemination with details in the following table.

No	Sosialisasi Dissemination	Tanggal Pelaksanaan Implementation Date	Tempat Pelaksanaan Implementation Venue	Penyelenggara Organizer
1	*New Employee Orientation*	Setiap Awal Bulan Every early month	TRACO	Fungsi *Compliance* & HC *Development* Compliance & HC Development Function
2	Sosialisasi *Good Corporate Governance* Tahun 2023 Dissemination of Good Corporate Governance in 2023	19 Juni-31 Juli 2023 June 19 – July 31, 2023	TRACO	Fungsi *Compliance* Compliance Function
3	Sosialisasi HSSE, GCG, QMS, ABMS, TKDN, dan Proses Registrasi Rekanan di PT Pertamina Training and Consulting Dissemination of HSSE, GCG, QMS, ABMS, TKDN, and Partner Registration Process at PT Pertamina Training and Consulting	27 Desember 2023 December 27, 2023	*Online*	Fungsi *Compliance* dan *Procurement* Compliance and Procurement Functions

Kegiatan sosialisasi GCG yang dilakukan selain tabel di atas yang menjadi *mandatory* setiap bulan yakni *broadcast* sosialisasi terkait GCG *Implementation* selama tahun 2023 melalui *broadcast e-mail* dan grup *whatsapp*. Di mana sosialisasi yang dilakukan merupakan upaya pemenuhan atas KPI Perusahaan terkait GCG *Implementation*. Berikut adalah rekapitulasi sosialisasi GCG terkait GCG *Implementation* tahun 2023.

GCG dissemination activities carried out in addition to the table above are mandatory every month, namely dissemination broadcasts related to GCG Implementation during 2023 via e-mail broadcasts and WhatsApp groups. Where the dissemination carried out is an effort to fulfill the Company's KPIs related to GCG Implementation. The following is a recapitulation of GCG dissemination related to GCG Implementation in 2023.

Kegiatan Activity	Jan	Feb	Mar	Apr	Mei May	Jun	Jul	Agu Aug	Sep	Okt Oct	Nov	Des	Total
Broadcast GCG *Implementation* : Ayo Laporkan GCG *Implementation* 2023 di *Compliance Online System* Broadcast GCG Implementation: Come on, Report GCG Implementation 2023 in the Compliance Online System	4	4	4	4	4	4	4	4	4	4	4	4	48
Broadcast GCG *Implementation* : *Monitoring* Pelaporan *Compliance Online System* (Gratifikasi, COI, dan COC) Tahun 2023 Broadcast GCG Implementation: Monitoring Online Compliance System Reporting (Gratification, COI, and COC) in 2023	6	6	6	6	6	6	6	6	6	6	6	6	72

PETA JALAN TATA KELOLA PERUSAHAAN YANG BAIK

Untuk meningkatkan kualitas penerapan tata kelola Perusahaan agar sejalan dengan Visi dan Misi Perusahaan serta keberlanjutan Perusahaan dalam jangka panjang, maka Perusahaan menyusun *Road Map Good Corporate Governance* PT Pertamina Training and Consulting 2016-2024.

Tujuan utama *Road Map Good Corporate Governance* PT Pertamina Training and Consulting adalah:

1. Sebagai pedoman Perusahaan dalam menjalankan strategi implementasi GCG dalam jangka panjang.
2. Memberi gambaran mengenai garis besar strategi implementasi GCG perusahaan yang dijelaskan dalam bentuk tujuan, aktivitas atau program kerja, indikator dan hasil yang diharapkan.
3. Memberi arahan yang jelas mengenai rencana implementasi GCG secara terintegrasi.

RUANG LINGKUP ROAD MAP

Dalam *Road Map Good Corporate Governance* PT Pertamina Training and Consulting membatasi penerapannya pada hal-hal berikut:

- Menyusun pedoman kebijakan GCG Perusahaan sebagai landasan dalam implementasi GCG agar tercapai kesesuaian dengan visi dan misi Perusahaan
- Merancang milestone program untuk tahapan proses implementasi GCG.
- Merancang peta alur pengembangan implementasi GCG yang meliputi: tujuan, aktivitas, indikator dan hasil dari setiap tahapan implementasi GCG.

GOOD CORPORATE GOVERNANCE ROADMAP

To improve the quality of the implementation of corporate governance so that it is in line with the Company's Vision and Mission as well as the Company's long-term sustainability, the Company has prepared a PT Pertamina Training and Consulting Good Corporate Governance Road Map 2016-2024.

The main objectives of PT Pertamina Training and Consulting's Good Corporate Governance Road Map are:

1. Serve as guideline for the Company in carrying out longterm GCG implementation strategy.
2. Provide an overview of the Company's GCG implementation strategy in the form of objectives, activities or work programs, indicators and expected results
3. Provide clear direction for he GCG implementation plan in an integrated manner.

SCOPE OF ROAD MAP

In the Good Corporate Governance Road Map PT Pertamina Training and Consulting limits its application to the following:

- Develop Company GCG policy guidelines as a basis for implementing GCG to achieve conformity with the Company's vision and mission
- Designing milestone programs for the stages of the GCG implementation process.
- Design a flow map for the development of GCG implementation which includes: objectives, activities, indicators and results from each stage of GCG implementation.

TAHAPAN ROAD MAP GOOD CORPORATE GOVERNANCE PT PERTAMINA TRAINING AND CONSULTING

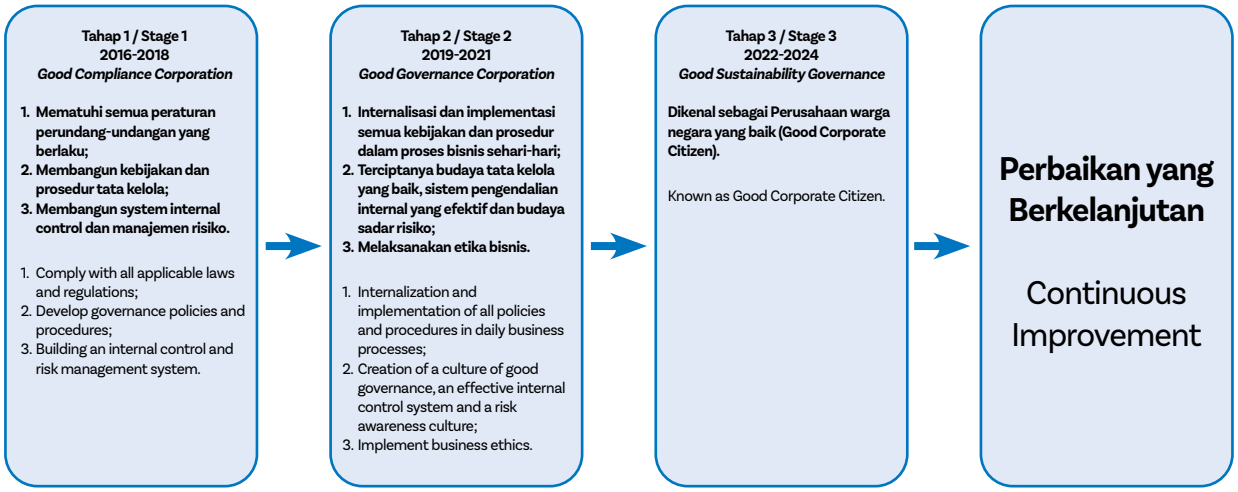
Penerapan tata kelola perusahaan yang baik dilakukan melalui tahapan berikut ini.

1. Tahap I Merupakan tahapan untuk menjadi Perusahaan dengan tingkat kepatuhan yang baik (*good compliance governance*).
2. Tahap II Merupakan tahapan untuk menjadi Perusahaan yang dikelola dengan baik (*good governance corporation*).
3. Tahap III Merupakan tahapan untuk menjadi Perusahaan dengan tata kelola yang berkelanjutan (*good sustainability governance*).

GOOD CORPORATE GOVERNANCE ROAD MAP STAGE OF PT PERTAMINA TRAINING AND CONSULTING

Implementation of good corporate governance is carried out through the following stages.

1. Stage I is the stage to become a company with a good level of compliance (good compliance governance).
2. Stage II is the stage to become a well-managed company (good governance corporation).
3. Stage III is the stage to become a company with sustainable governance (good sustainable governance).



Pencapaian Road Map 2023

Pada tahun 2023, Perusahaan memasuki tahap ke-3 dari Road Map GCG, yaitu fase *Good Sustainability Governance* (GCG). Pada tahap ini Perusahaan berhasil mencapai target yang dicanangkan dalam *Road Map*, yaitu "dikenal sebagai bagian dari warga negara yang baik". Pencapaian target ini ditandai dengan penghargaan dari entitas induk usaha, yaitu PT Pertamina (Persero), kepada Perusahaan dengan penghargaan *Priority Award* dalam Pertamina *Promoting Anti Bribery Award*, sebagai Perusahaan yang terbukti memiliki komitmen tinggi terhadap anti korupsi dan anti penyuapan.

Road Map Achievements 2023

In 2023, the Company enter the 3rd stage of the GCG Road Map, namely the Good Sustainability Governance (GCG) phase. At this stage the Company has succeeded in achieving the target set out in the Road Map, namely "to be known as a good citizen". Achieving this target was marked by an award from the parent company, namely PT Pertamina (Persero), to the Company with the Priority Award in the Pertamina Promoting Anti-Bribery Award, as a Company proven to have a high commitment to anti-corruption and anti-bribery.

STRUKTUR DAN MEKANISME TATA KELOLA PERUSAHAAN YANG BAIK

GOOD CORPORATE GOVERNANCE STRUCTURE AND MECHANISMS

STRUKTUR TATA KELOLA PERUSAHAAN

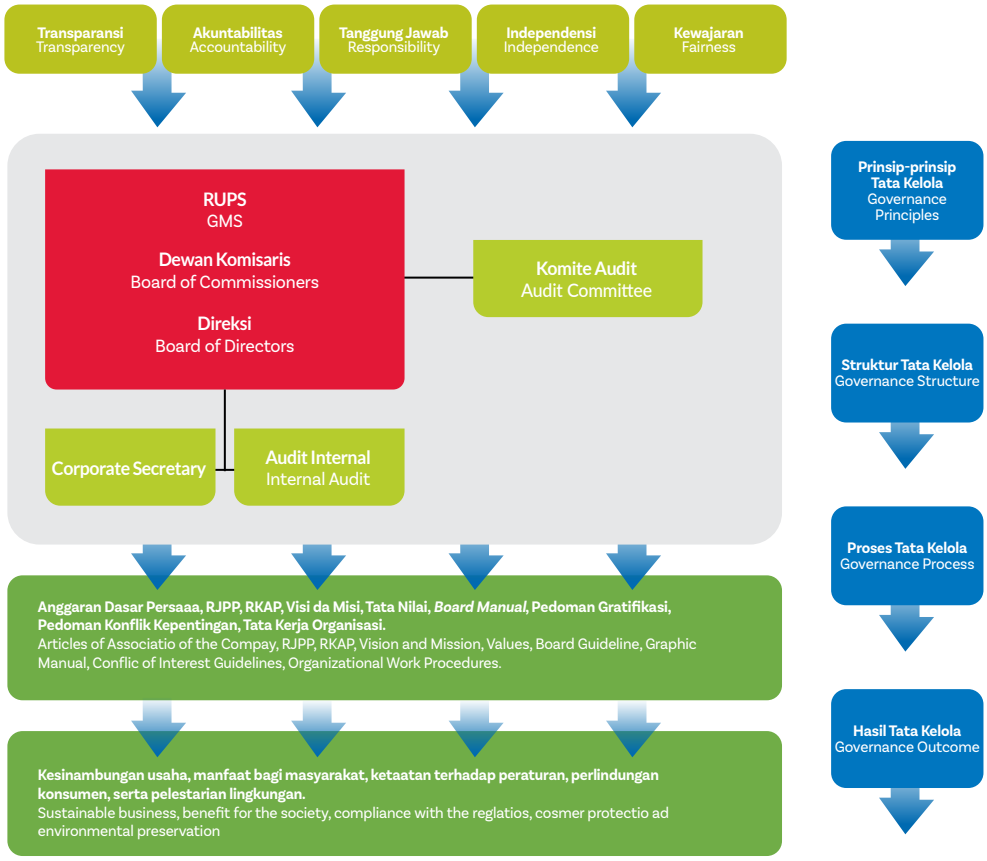
Struktur GCG Perusahaan terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, Direksi, dan organ pendukung. Adapun organ pendukung di bawah Direksi terdiri dari *Corporate Secretary* dan Internal Audit. Sementara organ pendukung di bawah Dewan Komisaris terdiri dari Sekretaris Dewan Komisaris dan Komite Audit.

Sesuai dengan Anggaran Dasar dan peraturan perundangan yang berlaku, setiap organ memiliki peran penting dalam penerapan tata kelola perusahaan serta melaksanakan fungsi, tugas, dan tanggung jawab masing-masing demi kepentingan Perusahaan. Dengan struktur tata kelola yang kokoh, PTC dapat mengalami transformasi yang diperlukan untuk menghadapi dinamika lingkungan bisnis yang terus berubah. Hal ini tidak hanya meningkatkan kinerja Perusahaan tetapi juga memberikan nilai tambah yang signifikan kepada semua pemangku kepentingan yang terlibat.

CORPORATE GOVERNANCE STRUCTURE

The Company's GCG structure consists of the General Meeting of Shareholders (GMS), Board of Commissioners, Directors and supporting organs. The supporting organs under the Board of Directors consist of the Corporate Secretary and Internal Audit. Meanwhile, the supporting organs under the Board of Commissioners consist of the Secretary of the Board of Commissioners and the Audit Committee.

In accordance with the Articles of Association and applicable laws and regulations, each organ has an important role in implementing corporate governance and carrying out its respective functions, duties and responsibilities in the interests of the Company. With a strong governance structure, PTC can undergo the transformation necessary to face the dynamics of an ever-changing business environment. This not only improves the Company's performance but also provides significant added value to all stakeholders involved.



SOFTSTRUCTURE TATA KELOLA PERUSAHAAN YANG BAIK

Untuk memastikan penerapan GCG yang optimal, Perusahaan telah merumuskan kebijakan tata kelola perusahaan yang komprehensif. Kebijakan ini berfungsi sebagai panduan bagi pengelolaan semua aspek bisnis Perusahaan. Sebagai kerangka acuan, kebijakan ini menjadi landasan utama dalam menjaga integritas proses transformasi PTC agar selalu mematuhi standar prinsip-prinsip Tata Kelola Perusahaan yang Baik, yang sesuai dengan peraturan perundang-undangan yang berlaku, praktik-praktik terbaik industri, serta nilai-nilai yang telah ditanamkan oleh Perusahaan.

Adapun kebijakan ini memastikan bahwa setiap tindakan yang diambil selaras dengan komitmen Perusahaan terhadap transparansi, akuntabilitas, dan keberlanjutan. Dengan demikian, kebijakan tata kelola perusahaan bukan hanya menjadi pedoman operasional, tetapi juga sebuah komitmen nyata terhadap keberhasilan jangka panjang Perusahaan.

GOOD CORPORATE GOVERNANCE SOFTSTRUCTURE

To ensure optimal implementation of GCG, the Company has formulated a comprehensive corporate governance policy. This policy serves as a guide for managing all aspects of the Company's business. As a frame of reference, this policy is the main basis for maintaining the integrity of the PTC transformation process so that it always complies with the standards of Good Corporate Governance principles, which are in accordance with applicable laws and regulations, industry best practices, as well as the values that have been instilled by the Company.

This policy ensures that every action taken is in line with the Company's commitment to transparency, accountability and sustainability. Thus, corporate governance policies are not only operational guidelines, but also a real commitment to the Company's long-term success.

Kebijakan tata kelola perusahaan yang digunakan di PTC adalah:

- Pedoman Nomor: A-007/10010/2022-S0 tentang *Good Corporate Governance* (GCG *Code*);
- Pedoman Nomor: A-008/10010/2022-S0 tentang *Board Manual*;
- Pedoman Nomor: A-020/PTC-10000/2017-S1, tentang Penyampaian Laporan-Laporan atas Program Kepatuhan Melalui *Compliance Online System;*
- Pedoman Nomor: A-010/10010/2020-S0 tentang Unit Pengendalian Gratifikasi;
- Pedoman Nomor: A-013/10010/2022-S0 tentang Gratifikasi, Penolakan, Penerimaan, Pemberian Hadiah/Cinderamata dan Hiburan (*Entertainment*);
- Pedoman Nomor: A-011/10010/2022-S0 tentang *Code of Conduct* (COC);
- Pedoman Nomor: A-006/10010/2022-S0 tentang *Conflict of Interest* (COI);
- Pedoman Nomor: A-014/10010/2021-S0 tentang Pengelolaan Kewajiban Laporan Harta Kekayaan Penyelenggara Negara (LHKPN);
- Pedoman Nomor: A-003/10010/2020-S0 tentang Sistem Manajemen Anti Penyuapan;
- Tata Kerja Organisasi Nomor: B-007/10010/2020-S0 tentang Pengelolaan *Whistle Blowing System* (WBS);
- Tata Kerja Organisasi Nomor: B-024/10010/2021-S0 tentang Hadiah, Kemurahan Hati, Sumbangan dan Keuntungan Serupa;
- *Charters* Komite Audit, *Charters* Internal Audit, dan *Charters* Komite Risiko.

MEKANISME TATA KELOLA PERUSAHAAN YANG BAIK

Mekanisme Tata Kelola Perusahaan yang Baik merupakan cara, prosedur, atau aturan dalam menerapkan prinsip-prinsip Tata Kelola yang didukung oleh struktur dan *soft structure* Tata Kelola Perusahaan yang memadai. Tujuan dari mekanisme ini adalah untuk menghasilkan hasil/*outcome* yang sesuai dengan harapan para pemangku kepentingan. Penerapan Tata Kelola tidak cukup hanya dengan mengandalkan pilar *governance structure*, melainkan dibutuhkan adanya *structure* yang jelas dalam proses mekanisme. Proses penerapan *corporate governance* melekat pada struktur *corporate governance* sebagaimana yang terlihat dari Struktur Organ Tata Kelola Perusahaan.

The corporate governance policies used at PTC are:

- Guideline No. A-007/10010/2022-S0 concerning Good Corporate Governance (GCG Code);
- Guideline No. A-008/10010/2022-S0 concerning Board Manual;
- Guideline No. A-020/PTC -10000/2017-S1, concerning Submission of Reports on Compliance Programs Through the Compliance Online System;
- Guideline No. A-010/10010/2020-S0 concerning Gratification Control Unit;
- Guideline No. A-013/10010/2022-S0 concerning Gratuities, Refusal, Acceptance, Giving Gifts/Souvenirs and Entertainment;
- Guideline No. A-011/10010/2022-S0 concerning Code of Conduct (COC);
- Guideline No. A-006/10010/2022-S0 concerning Conflict of Interest (COI);
- Guideline No. A-014/10010/2021-S0 concerning Management of State Officials' Asset Reporting Obligations (LHKPN);
- Guideline No. A-003/10010/2020-S0 concerning Anti-Bribery Management Systems;
- Organizational Work Procedure No. B-007/10010/2020-S0 concerning Management of the Whistle Blowing System (WBS);
- Organizational Work Procedure No. B-024/10010/2021-S0 concerning Gifts, Generosity, Donations and Similar Benefits;
- Audit Committee Charters, Internal Audit Charters, and Risk Committee Charters.

GOOD CORPORATE GOVERNANCE MECHANISMS

Good Corporate Governance mechanisms are methods, procedures or rules for implementing Governance principles which are supported by adequate Corporate Governance structures and soft structures. The aim of this mechanism is to produce results/outcomes that are in line with stakeholder expectations. Implementing Governance is not enough just to rely on the pillars of governance structure, but requires a clear structure in the mechanism process. The process of implementing corporate governance is attached to the corporate governance structure as can be seen from the Corporate Governance Organ Structure.

RAPAT UMUM PEMEGANG SAHAM (RUPS)
GENERAL MEETING OF SHAREHOLDERS (GMS)

Rapat Umum Pemegang Saham merupakan organ utama tata kelola perusahaan yang memiliki wewenang tertinggi dalam menentukan arah Perusahaan. Mekanisme rapat dapat dilakukan secara fisik maupun sirkuler, bersifat biasa dan luar biasa, serta dilakukan secara *online* dan *offline*.

Berkaitan dengan hal tersebut, Pemegang Saham berhak mengeluarkan hak suara untuk mengambil keputusan serta memperoleh keterangan yang berkaitan dengan perusahaan dari Direksi dan/atau Dewan Komisaris dalam RUPS, sepanjang berhubungan dengan mata acara rapat dan tidak bertentangan dengan kepentingan Perusahaan dan tetap patuh pada Anggaran Dasar Perusahaan dan peraturan perundang-undangan.

Dalam hal ini, Perusahaan sepenuhnya menyesuaikan dengan semua ketentuan yang berkaitan dengan kewenangan, persyaratan, dan prosedur pelaksanaan rapat umum pemegang saham sebagaimana diatur dalam Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas, terutama pada Bab VI Pasal 75 hingga 91 yang mengatur tentang Rapat Umum Pemegang Saham.

The General Meeting of Shareholders is the main organ of corporate governance which has the highest authority in determining the direction of the Company. Meeting mechanisms can be carried out physically or circularly, ordinary and extraordinary, as well as online and offline.

In this regard, Shareholders have the right to exercise voting rights to make decisions and obtain information relating to the company from the Board of Directors and/or Board of Commissioners at the GMS, as long as it is related to the agenda of the meeting and does not conflict with the Company's interests and remains in compliance with the Company's Articles of Association. and statutory regulations.

In this case, the Company fully conforms to all provisions relating to the authority, requirements and procedures for holding a general meeting of shareholders as regulated in Law Number 40 of 2007 concerning Limited Liability Companies, especially in Chapter VI Articles 75 to 91 which regulates the General Meeting of Shareholders

PEMEGANG SAHAM

Pemegang saham adalah individu atau badan hukum yang secara sah memiliki saham perusahaan. Namun demikian, Pemegang saham tidak dapat melakukan intervensi terhadap fungsi, tugas dan wewenang Dewan Komisaris dan Direksi.

Informasi Pemegang Saham Utama dan Pengendali PTC

Pemegang saham utama adalah pihak yang baik secara langsung maupun tidak langsung, memiliki sekurang-kurangnya 20% hak suara dari seluruh saham yang mempunyai hak suara yang dikeluarkan oleh suatu Perusahaan. Sementara pemegang saham pengendali adalah satu pemegang saham yang memiliki mayoritas (lebih dari 50%) hak suara dari seluruh saham dengan hak suara.

Adapun kepemilikan saham PTC dipegang oleh PT Pertamina (Persero) sebesar 91% dan PT Pertamina Pedeve Indonesia sebesar 9%. Dengan komposisi tersebut menjadikan PT Pertamina (Persero) sebagai Pemegang Saham utama dan pengendali PT Pertamina Training and Consulting, sehingga Direktur Utama PT Pertamina (Persero) merupakan representasi pemegang saham utama dan pengendali.

Secara teknis hubungan dengan anak perusahaan berada di bawah Direktur Strategi, Portofolio dan Pengembangan Usaha PT Pertamina (Persero) melalui *Senior Vice President Upstream & Portfolio Co. Business Development & Portfolio*. Informasi lebih lanjut mengenai kepemilikan saham dapat dilihat dalam bagian Profil Perusahaan yang menjelaskan struktur dan komposisi pemegang saham.

SHAREHOLDERS

Shareholders are individuals or legal entities who legally own company shares. However, shareholders cannot intervene in the functions, duties and authority of the Board of Commissioners and Directors.

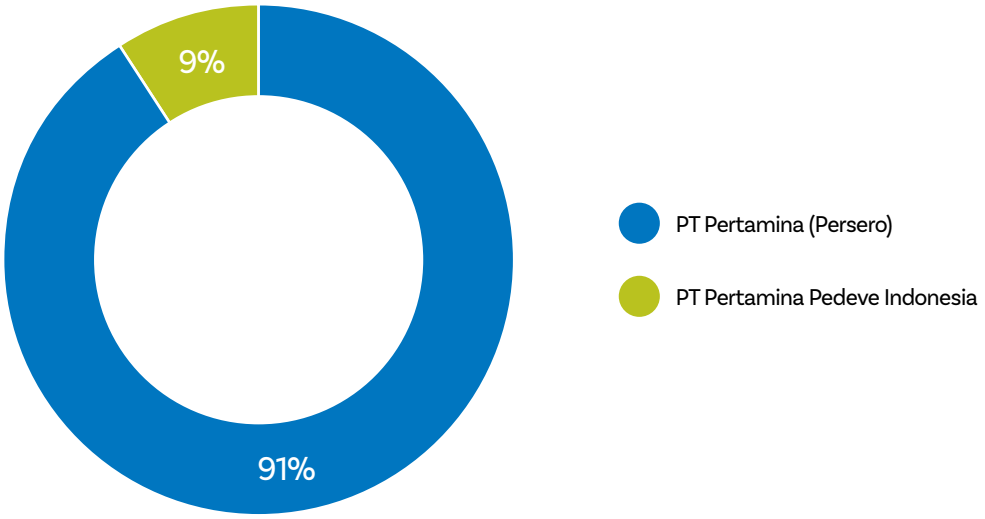
Information on Majority and Controlling Shareholders of PTC

Major shareholders are parties who, either directly or indirectly, have at least 20% of the voting rights of all shares with voting rights issued by a Company. Meanwhile, the controlling shareholder is one shareholder who has the majority (more than 50%) of the voting rights of all shares with voting rights.

Meanwhile, PTC share ownership is held by PT Pertamina (Persero) at 91% and PT Pertamina Pedeve Indonesia at 9%. With this composition, PT Pertamina (Persero) is the major and controlling shareholder of PT Pertamina Training and Consulting, so that the President Director of PT Pertamina (Persero) represents the major and controlling shareholder.

Technically, the relationship with subsidiaries is under the Director of Strategy, Portfolio and Business Development of PT Pertamina (Persero) through the Senior Vice President Upstream & Portfolio Co. Business Development & Portfolio. Further information regarding share ownership can be seen in the Company Profile section which explains the structure and composition of shareholders.

Komposisi Pemegang Saham PTC per 31 Desember 2023
Composition of PTC Shareholders as of December 31, 2023



HAK PEMEGANG SAHAM

Sesuai dengan Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas Pasal 52 Ayat 1, Saham memberikan hak kepada pemiliknya untuk:

1. Menghadiri dan mengeluarkan suara dalam RUPS;
2. Menerima pembayaran dividen dan sisa kekayaan hasil likuidasi;
3. Menjalankan hak lainnya berdasarkan undang-undang ini.

SHAREHOLDERS RIGHTS

In accordance with the Law of the Republic of Indonesia no. 40 of 2007 concerning Limited Liability Companies Article 52 Paragraph 1, Shares give their owners the right to:

1. Attend and vote at the GMS;
2. Receive dividend payments and remaining assets resulting from liquidation;
3. Conducting other rights under this law.

KEWAJIBAN PEMEGANG SAHAM

Berdasarkan Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas Pasal Pasal 61 ayat 1, setiap pemegang saham berhak mengajukan gugatan terhadap Perusahaan ke pengadilan negeri apabila dirugikan karena tindakan Perusahaan yang dianggap tidak adil dan tanpa alasan wajar sebagai akibat keputusan RUPS, Direksi, dan/atau Dewan Komisaris.

SHAREHOLDERS' OBLIGATIONS

Based on Law of the Republic of Indonesia no. 40 of 2007 concerning Limited Liability Companies Article 61 paragraph 1, every shareholder has the right to file a lawsuit against the Company in the district court if they are disadvantaged due to the Company's actions which are considered unfair and without reasonable reasons as a result of decisions of the GMS, Directors and/or Board of Commissioners.

AKSES INFORMASI KEPADA PEMEGANG SAHAM

Dalam rangka menjaga transparansi dan akuntabilitas kepada Pemegang Saham, Perusahaan menyediakan akses informasi Perusahaan yang bertujuan untuk menyampaikan informasi relevan dan disampaikan tepat waktu sehingga memungkinkan Pemegang Saham melaksanakan hak dan tanggung jawabnya. Akses informasi kepada Pemegang Saham yang disediakan oleh Perusahaan adalah sebagai berikut:

ACCESS TO INFORMATION TO SHAREHOLDERS

In order to maintain transparency and accountability to Shareholders, the Company provides access to Company information which aims to convey relevant and timely information to enable Shareholders to carry out their rights and responsibilities. Access to information for Shareholders provided by the Company is as follows:

Media Media	**Keterangan** Description
RUPS GMS	Media penyampaian laporan dan informasi di mana memungkinkan pemegang saham dapat berpartisipasi dalam pengambilan Keputusan. Media for delivering reports and information which allows shareholders to participate in decision making.
Website	Perusahaan (www.pertamina-ptc.com) Company (www.pertamina-ptc.com)
Media Elektronik Electronic Media	Media elektronik: Energia berupa bulletin elektronik (skala Pertamina Group) dan portal berita (RRI, Suara, Okehealth, Validnews.id, Herstory) berskala nasional ataupun global yang menyampaikan informasi terkini mengenai Perusahaan. Electronic media: Energia in the form of electronic bulletins (Pertamina Group scale) and news portals (RRI, Suara, Okehealth, Validnews.id, Herstory) on a national or global scale that convey the latest information about the Company.
Media Sosial Social Media	Instagram: @PTC _id Linkedin: PT Pertamina Training and Consulting Instagram: @PTC _id Linkedin: PT Pertamina Training and Consulting

PENYELENGGARAAN RUPS

Berdasarkan pada Anggaran Dasar Perusahaan dan Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas, RUPS Perusahaan terdiri dari RUPS Tahunan dan RUPS Luar Biasa (RUPSLB). Kedua rapat tersebut memiliki peran yang sangat penting, karena merupakan forum utama bagi Pemegang Saham untuk menggunakan hak dan wewenang mereka terhadap Manajemen. Kedua rapat ini juga memegang peran penting dalam memastikan bahwa keputusan-keputusan strategis Perusahaan didasarkan pada konsultasi dan persetujuan dari para Pemegang Saham, sehingga memastikan transparansi, akuntabilitas, dan kepatuhan terhadap prinsip-prinsip Tata

GMS IMPLEMENTATION

Based on the Company's Articles of Association and Law no. 40 of 2007 concerning Limited Liability Companies, the Company's GMS consists of the Annual GMS and Extraordinary GMS (EGMS). These two meetings have a very important role, because they are the main forum for Shareholders to exercise their rights and authority towards Management. These two meetings also play an important role in ensuring that the Company's strategic decisions are based on consultation and approval from Shareholders, thereby ensuring transparency, accountability and compliance with Corporate Governance principles. Thus, the Annual GMS and EGMS are not only formal forums, but also

Kelola Perusahaan. Dengan demikian, RUPS Tahunan dan RUPSLB bukan hanya merupakan forum formal, tetapi juga merupakan landasan bagi praktik tata kelola yang baik dalam sebuah perusahaan.

the basis for good governance practices in a company.

MEKANISME PENYELENGGARAAN RUPS DI PTC

Sesuai Anggaran Dasar Perusahaan dan Pedoman Pengelolaan Anak Perusahaan dan Perusahaan Patungan PT Pertamina (Persero) tahun 2013 Nomor A-001/H00200/2011-S0 REV I. RUPS Perusahaan terdiri dari RUPS Tahunan dan RUPS lainnya. Perusahaan dapat menyelenggarakan RUPS lainnya pada setiap waktu berdasarkan kebutuhan untuk kepentingan Perusahaan. Sesuai dengan ketentuan, RUPS wajib diselenggarakan di wilayah Negara Republik Indonesia. Tempat penyelenggaraan RUPS wajib dilakukan di:

1. Tempat kedudukan Perusahaan;
2. Tempat Perusahaan melakukan kegiatan usaha utamanya;
3. Ibukota provinsi tempat kedudukan atau tempat kegiatan usaha utama Perusahaan; atau
4. Provinsi tempat kedudukan Perusahaan.

MECHANISM FOR ORGANIZING A GMS AT PTC

In accordance with the Company's Articles of Association and Management Guidelines for Subsidiaries and Joint Venture Companies of PT Pertamina (Persero) 2013 Number A-001/H00200/2011-S0 REV I. The Company's GMS consists of the Annual GMS and other GMS. In this case, the Company can hold another GMS at any time based on the need for the Company's interests. In accordance with the provisions, the GMS must be held in the territory of the Republic of Indonesia. The venue for the GMS must be held at:

1. Place of domicile of the Company;
2. Place where the Company carries out its main business activities;
3. The capital of the province where the Company is domiciled or where its main business activities take place; or
4. Province where the Company is domiciled.

PENYELENGGARAAN RUPS DI TAHUN 2023

Sepanjang tahun 2023, PTC telah menyelenggarakan RUPS sebanyak 5 (lima) kali yang terdiri dari:

1. RUPS Tahunan Tahun Buku 2022 sebanyak 1 (satu) kali; dan
2. RUPS Sirkuler sebanyak 4 (empat) kali.

IMPLEMENTATION OF GMS IN 2023

Throughout 2023, PTC has held 5 (five) GMS consisting of:

1. 1 (one) Annual GMS for Fiscal Year 2022; And
2. 4 (four) Circular GMS.

RUPS TAHUNAN TAHUN BUKU 2022

ANNUAL GMS FOR FISCAL YEAR 2022

TAHAPAN PELAKSANAAN RUPS TAHUNAN TAHUN BUKU 2022

STAGES OF IMPLEMENTING ANNUAL GMS FOR FISCAL YEAR 2022

30 Maret 2023 March 30, 2023	14 April 2023 April 14, 2023	Berita Acara RUPS GMS Minutes
Penyampaian Undangan Penyampaian Undangan	Pelaksanaan Pelaksanaan	Akta No. 4 tanggal 12 Mei 2023 Deed No. 4 dated May 12, 2023

PENYELENGGARAAN RUPS

GMS IMPLEMENTATION

Hari/Tanggal Day/Date	:	Jumat Friday
Waktu Time	:	14.00–16.00 WIB
Tempat Venue	:	Gedung Grha Pertamina Fastron Tower Lantai 23 Grha Pertamina Fastron Tower Building, 23rd Floor

Mata Acara Agenda	:	1. Persetujuan Laporan Tahunan Perseroan tahun buku 2022, disertai dengan mengesahkan pemberian pelunasan dan pembebasan tanggung jawab sepenuhnya (*Volledig acquit et de-charge*) kepada Direktur dan Dewan Komisaris 2. Pengusulan dan Penetapan Penggunaan Laba Tahun 2022. 3. Pengusulan dan Penetapan Penunjukkan Kantor Akuntan Publik (KAP) untuk Tahun Buku 2023. 4. Pengusulan dan Penetapan Penghargaan atas Kinerja (Tantiem) kepada Direktur dan Dewan Komisaris tahun Buku 2022. 5. Pengusulan dan Penetapan Remunerasi Direktur dan Dewan Komisaris tahun Buku 2023. 1. Approval of the Company's Annual Report for the 2022 fiscal year, accompanied by ratifying the full release and release of responsibility (Volledig acquit et de-charge) to the Board of Directors and Board of Commissioners 2. Proposing and Determining the Use of Profits in 2022. 3. Proposing and Determining the Appointment of a Public Accounting Firm (KAP) for the 2023 Financial Year. 4. Proposing and Determining Rewards for Performance (Tantiem) to the Board of Directors and Board of Commissioners for the 2022 fiscal year. 5. Proposing and Determining Remuneration for Directors and Board of Commissioners for the 2023 Fiscal Year.
Pihak-Pihak yang Hadir Parties Present	:	**Perwakilan Pemegang Saham:** 1. PT Pertamina (Persero) a. Edy Karyanto (SVP *Upstream & Portfolio Co. Business Development & Portfolio*) 2. PT Pertamina Pedeve Indonesia a. Rahmi Amini (Direktur) **Dewan Komisaris:** • Amir Faisal (Komisaris Utama dan Komisaris Independen) • Wisnu Wardhana (Komisaris) • Inas Nasrullah Zubir (Komisaris Independen) **Direktur** • Muhammad Shabran Fauzani (Direktur Utama) • Indah Kurnianingsih (Direktur Operasi dan Pemasaran merangkap sebagai PTH. Direktur Keuangan) **Notaris** Lenggogeni Helmy, S.H., M.Kn. **Shareholder Representative:** 1. PT Pertamina (Persero) a. Edy Karyanto (SVP Upstream & Portfolio Co. Business Development & Portfolio) 2. PT Pertamina Pedeve Indonesia a. Rahmi Amini (Director) **Board of Commissioners:** • Amir Faisal (President Commissioner and Independent Commissioner) • Wisnu Wardhana (Commissioner) • Inas Nasrullah Zubir (Independent Commissioner) **Board of Directors:** • Muhammad Shabran Fauzani (President Director) • Indah Kurnianingsih (Director of Operations and Marketing concurrently as Acting Director of Finance) **Notary** Lenggogeni Helmy, S.H., M.Kn.
Informasi Ketidakhadiran Dewan Komisaris dan Direktur dalam RUPS Information on the absence of the Board of Commissioners and Board of Directors at the GMS	:	Seluruh Dewan Komisaris dan Direktur menghadiri RUPS Tahunan Tahun 2023. The entire Board of Commissioners and Board of Directors attended the 2023 Annual GMS.

Jalannya Rapat Meeting progress	: 1. Penyampaian Laporan Tahunan Tahun Buku 2022 2. Persetujuan Laporan Tahunan termasuk Pengesahan Laporan Keuangan Perseroan Disertai Pemberian Pelunasan dan Pembebasan Tanggung Jawab Sepenuhnya (*Volledig acquit et de-charge*) kepada Direktur dan Dewan Komisaris 3. Pengusulan & Penetapan Penggunaan Laba Tahun Buku 2022 4. Pengusulan Penetapan Penunjukan Kantor Akuntan Publik (KAP) untuk Tahun Buku 2023 5. Pengusulan & Penetapan Penghargaan atas Kinerja (Tantiem) kepada Direksi dan Dewan Komisaris Tahun Buku 2022 6. Pengusulan & Penetapan Remunerasi Direksi dan Dewan Komisaris Tahun Buku 2023 1. Submission of the Annual Report for the 2022 Fiscal Year 2. Approval of the Annual Report including Ratification of the Company's Fiscal Report Accompanied by the Provision of Full Repayment and Release of Responsibility (Volledig acquit et de-charge) to the Director and Board of Commissioners 3. Proposing & Determining the Use of Profits for the 2022 Fiscal Year 4. Proposed Determination of the Appointment of a Public Accounting Firm (KAP) for the 2023 Fiscal Year 5. Proposing & Determining Awards for Performance (Tantiem) to the Board of Directors and Board of Commissioners for the 2022 Fiscal Year 6. Proposing & Determining Remuneration for the Directors and Board of Commissioners for the 2023 Financial Year

Adapun hasil Keputusan RUPS Tahunan Tahun Buku 2022 telah dituangkan melalui Risalah RUPS PT Pertamina Training and Consulting Nomor Akta No. 4 tanggal 12 Mei 2023.

Berikut hasil Keputusan RUPS dan tindak lanjutnya oleh Manajemen Perusahaan hingga akhir tahun 2022:

The results of the 2022 Annual GMS Resolutions have been outlined in the Minutes of the GMS of PT Pertamina Training and Consulting Deed Number No. 4 dated May 12, 2023.

The following are the results of the GMS Resolutions and the follow-up by Company Management until the end of 2022:

HASIL DAN TINDAK LANJUT RUPS TAHUNAN 2022

RESULTS AND FOLLOW UP OF THE 2022 ANNUAL GMS

No.	Keputusan Resolutions	Tindak Lanjut Follow Up
1.	Menyetujui Laporan Tahunan Perseroan untuk tahun buku 2022 serta mengesahkan laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022 beserta penjelasannya yang telah di audit oleh kantor akuntan publik (KAP) Amir Abadi Jusuf, Aryanto, Mawar & Rekan. Sebagaimana termuat dalam laporan No. 00046/2.1030/AU.1/05/1514-1/1/II/2023 Tanggal 24 Februari 2023 dengan pendapat "Wajar dalam semua hal yang material" Memberikan pelunasan dan pembebasan sepenuhnya dari tanggungjawab (*Volledig acquit et de-charge*) kepada Direktur atas Tindakan pengawasan yang dilakukan dalam tahun buku yang berakhir tanggal 31 Desember 2022 sepanjang: 1. Tindakan-tindakan tersebut tercermin dalam Laporan Tahunan Perseroan (Termasuk laporan keuangan) tahun buku yang berakhir tanggal 31 Desember 2022. 2. Tindakan-tindakan tersebut bukan merupakan tindak pidana dan/atau perbuatan melawan hukum Approved the Company's Annual Report for the 2022 fiscal year and ratified the Company's financial statements for the fiscal year ending December 31, 2022 along with explanations which have been audited by the public accounting firm (KAP) Amir Abadi Jusuf, Aryanto, Mawar & Partners. As contained in report no. 00046/2.1030/AU.1/05/1514-1/1/II/2023 dated 24 February 2023 with the opinion "Fair in all material respects" Providing full repayment and release from responsibility (Volledig acquit et de-charge) to the Board of Director for supervisory actions carried out in the financial year ending December 31, 2022 as long as: 1. These actions are reflected in the Company's Annual Report (Including financial statements) for the fiscal year ending December 31, 2022. 2. These actions do not constitute criminal acts and/or unlawful acts	Dimuat dalam akta notaris No. 4 tanggal 12 Mei 2023 oleh Lenggogeni Helmy, S.H, M.Kn. Included in notarial deed No. 4 dated May 12, 2023 by Lenggogeni Helmy, S.H, M.Kn.
2	Penggunaan laba Perseroan tahun buku 2022 akan ditentukan kemudian dan ditetapkan dalam RUPS terpisah secara sirkuler. The use of the Company's profits for the 2022 fiscal year will be determined later and determined in a separated circular GMS.	Dimuat dalam akta notaris No. 4 tanggal 12 Mei 2023 oleh Lenggogeni Helmy, S.H, M.Kn. Included in notarial deed No. 4 dated May 12, 2023 by Lenggogeni Helmy, S.H, M.Kn.

No.	Keputusan Resolutions	Tindak Lanjut Follow Up
3	Menetapkan kantor akuntan publik Amir Jusuf, Aryanto, Mawar & Rekan (RSM Indonesia) dalam melakukan pemeriksaan atas Laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2023 sesuai dengan hasil evaluasi dan usulan Dewan Komisaris Perseroan. Appoint the public accounting firm Amir Jusuf, Aryanto, Mawar & Partners (RSM Indonesia) to carry out an examination of the Company's financial statements for the financial year ending December 31, 2023 in accordance with the evaluation results and recommendations of the Company's Board of Commissioners.	Dimuat dalam akta notaris No. 4 tanggal 12 Mei 2023 oleh Lenggogeni Helmy, S.H, M.Kn. Included in notarial deed No. 4 dated May 12, 2023 by Lenggogeni Helmy, S.H, M.Kn.
4	Penghargaan atas kinerja (tantiem) kepada Direktur dan dewan Komisaris Perseroan tahun buku 2022 akan ditentukan kemudian dan ditetapkan dalam RUPS terpisah secara sirkuler. Rewards for performance (tantiem) to the Company's Board of Directors and Board of Commissioners for the 2022 fiscal year will be determined later and determined in a separated circular GMS.	Dimuat dalam akta notaris No. 4 tanggal 12 Mei 2023 oleh Lenggogeni Helmy, S.H, M.Kn. Included in notarial deed No. 4 dated May 12, 2023 by Lenggogeni Helmy, S.H, M.Kn.
5	Remunerasi Direktur dan Dewan Komisaris Perseroan tahun buku 2023 akan ditentukan kemudian dan ditetapkan dalam RUPS terpisah secara sirkuler. The remuneration of the Company's Board of Directors and Board of Commissioners for the 2023 fiscal year will be determined later and determined in a separated circular GMS.	Dimuat dalam akta notaris No. 4 tanggal 12 Mei 2023 oleh Lenggogeni Helmy, S.H, M.Kn. Included in notarial deed No. 4 dated May 12, 2023 by Lenggogeni Helmy, S.H, M.Kn.

KEPUTUSAN PEMEGANG SAHAM SECARA SIRKULER

Pada tahun 2023, pemegang saham PTC menerbitkan keputusan secara sirkuler terkait hal yang memerlukan persetujuan pemegang saham sesuai dengan ketentuan Anggaran Dasar.

Keputusan Pemegang Saham secara sirkuler tersebut adalah:

CIRCULAR SHAREHOLDER RESOLUTIONS

In 2023, PTC shareholders issue circular decisions regarding matters that require shareholder approval in accordance with the provisions of the Articles of Association.

The circular shareholder resolutions are:

No.	Keputusan Resolutions
1	Rencana Kerja dan Anggaran perusahaan (RKAP) Tahun 2023 Company Work Plan and Budget (RKAP) for 2023
2	Pengangkatan anggota Dewan Komisaris Appointment of members of the Board of Commissioners
3	Penggunaan laba bersih tahun buku 2022 Use of net profit for the 2022 fiscal year
4	Penetapan penghargaan atas kinerja tahunan buku 2022 Determination of rewards for the 2022 annual report performance
5	Penetapan Remunerasi Anggota Direktur dan Dewan Komisaris Perseroan Tahun 2023 Determination of Remuneration for Members of the Company's Board of Directors and Board of Commissioners in 2023

TINDAK LANJUT KEPUTUSAN RUPS SIRKULER

FOLLOW UP ON CIRCULAR GMS RESOLUTIONS

No.	Keputusan Resolutions	Tanggal Date	Status
1	**Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023** Company Work Plan and Budget (RKAP) for 2023		
	1. Menyetujui Rencana Kerja dan Anggaran Perusahaan (RKAP) Perseroan Tahun 2023 sebagaimana dimaksud dalam Buku RKAP Perseroan Tahun 2023 yang tidak terpisahkan dari Keputusan Pemegang Saham secara Sirkuler ini. 2. Menyetujui Tingkat Kesehatan Perusahaan (TKP) Perseroan Tahun 2023. 3. Menyetujui *Key Performance Indicator* (KPI) Kesepakatan Kinerja Perseroan Tahun 2023 4. Direktur Perseroan bertanggung jawab terhadap pelaksanaan RKAP Perseroan Tahun 2023 dan Dewan Komisaris Perseroan bertanggungjawab terhadap pengawasan pelaksanaan RKAP 5. Memberikan arahan-arahan kepada Direktur perseroan dengan pengawasan Dewan Komisaris Perseroan. 6. Memberikan Arahan-arahan kepada Dewan Komisaris Perseroan. 1. Approve the Company's 2023 Company Work Plan and Budget (RKAP) as referred to in the Company's 2023 RKAP Book which is inseparable from this Circular Shareholder Resolution. 2. Approve the Corporate Soundness Level (TKP) for 2023. 3. Approve the Key Performance Indicator (KPI) of the Company's Performance Agreement for 2023 4. The Company's Board of Director is responsible for the implementation of the Company's 2023 RKAP and the Company's Board of Commissioners is responsible for supervising the implementation of the RKAP 5. Provide directions to the Company's Board of Director with supervision from the Company's Board of Commissioners. 6. Provide directions to the Company's Board of Commissioners.	16 Mei 2023 May 16, 2023	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 1 tanggal 06 Juni 2023, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 1 dated June 6, 2023, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta
2	**Penetapan penghargaan atas kinerja tahun buku 2022** Determination of rewards for performance for the 2022 fiscal year		
	1. Menetapkan penghargaan atas kinerja tahunan (tantiem/apresiasi) kepada anggota Direktur dan Dewan Komisaris Perseroan untuk tahun buku 2022 2. Bagi Direktur atau pekerja Pertamina Group yang merangkap jabatan menjadi anggota Dewan Komisaris perseroan pada buku tahun 2022, tidak berhak menerima pembayaran penghargaan atas kinerja tahunan (bersifat pro bono). Penghargaan atas kinerja tahunan (tantiem/apresiasi) bagi anggota Dewan Komisaris perseroan yang dirangkap oleh Direktur atau pekerja pertamina group pada tahun buku 2022, akan dibayarkan oleh perseroan kepada perusahaan asal pejabat dimaksud sebagai penghasilan lain-lain. 3. Bagi anggota Dewan Komisaris perseroan yang merangkap jabatan sebagai anggota Dewan Komisaris pada perusahaan lain, wajib memenuhi persentase kehadiran, sebagai persyaratan untuk memperoleh penghargaan atas kinerja tahunan (Tantiem/apresiasi) bagi yang bersangkutan 4. Dalam hal perseroan memiliki kewajiban pembayaran dividen maka penghargaan atas kinerja tahunan (tantiem/apresiasi) dibayarkan kepada anggota Direktur dan Dewan Komisaris setelah perseroan melakukan pembayaran dividen tahun buku 2022 sebagaimana diputuskan oleh RUPS Perseroan. 1. Determining rewards for annual performance (tantiem/appreciation) for members of the Company's Board of Directors and Board of Commissioners for the 2022 fiscal year 2. Pertamina Group Board of Directors or employees who hold concurrent positions as members of the company's Board of Commissioners in the 2022 fiscal year, are not entitled to receive reward payments for annual performance (pro bono). Rewards for annual performance (tantiem/appreciation) for members of the company's Board of Commissioners who are concurrently Directors or employees of the Pertamina Group in the 2022 fiscal year, will be paid by the company to the official's home company as other income. 3. For members of a company's Board of Commissioners who hold concurrent positions as members of the Board of Commissioners of another company, they are required to meet the attendance percentage, as a requirement to receive rewards for annual performance (Tantiem/appreciation) for those concerned. 4. In the event that the company has an obligation to pay dividends, rewards for annual performance (tantiem/appreciation) are paid to members of the Board of Director and Board of Commissioners after the company pays dividends for the 2022 fiscal year as decided by the Company's GMS.	31 Juli 2023 July 31, 2023	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 3 tanggal 23 Agustus 2023, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 3 dated August 23, 2023, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta

No.	Keputusan Resolutions	Tanggal Date	Status
3	**Remunerasi anggota Direktur dan Dewan Komisaris perseroan tahun 2023** Remuneration for members of the Company's Board of Directors and Board of Commissioners in 2023		
	1. Menetapkan pemberian gaji/honorarium dan tunjangan anggota Direktur dan Dewan Komisaris perseroan: a. Gaji/Honorarium b. Tunjangan perumahan (termasuk biaya utilitas) bagi anggota Direktur perseroan. c. Tunjangan transportasi bagi anggota Dewan Komisaris perseroan d. Tunjangan hari raya keagamaan (THRK) bagi anggota Direktur dan Dewan Komisaris Perseroan. e. Asuransi Purna jabatan diberikan kepada anggota Direktur dan Dewan Komisaris perseroan selama menjabat dengan premi yang ditanggung oleh perseroan f. Pajak atas gaji/honorarium/tunjangan/anggota Direktur dan Dewan Komisaris menjadi beban perseroan. 2. Honorarium dan tunjangan bagi anggota Dewan Komisaris sebagaimana keputusan angka 1 di atas mengikuti ketentuan sebagai berikut: a. Bagi anggota Direktur dan/atau pekerja pertamina group yang merangkap jabatan menjadi anggota Dewan Komisaris perseroan tidak berhak menerima penghasilan/remunerasi yang terdiri dari. Namun tidak terbatas pada Honorarium, tunjangan transportasi, dan tunjangan hari raya keagamaan (THRK) b. Penghasilan/remunerasi yang terdiri dari namun tidak terbatas pada honorarium, tunjangan transportasi, dan THRK bagi anggota Dewan Komisaris perseroan yang dirangkap oleh Anggota Direktur atau pekerja Pertamina Group akan dibayarkan oleh perseroan kepada perusahaan asal pejabat dimaksud sebagai penghasilan lain-lain. 1. Determine the salary/honorarium and allowances for members of the company's Board of Directors and Board of Commissioners: a. Salary/Honorarium b. Housing allowance (including utility costs) for members of the company's Directors. c. Transportation allowance for members of the company's Board of Commissioners d. Religious holiday allowance (THRK) for members of the Company's Directors and Board of Commissioners. e. Retirement insurance is provided to members of the company's Directors and Board of Commissioners while serving with premiums borne by the company f. Taxes on salaries/honorariums/allowances/members of the Directors and Board of Commissioners are borne by the company. 2. Honorarium and allowances for members of the Board of Commissioners as stated in decision number 1 above follow the following provisions: a. Directors and/or employees of the Pertamina Group who hold concurrent positions as members of the company's Board of Commissioners are not entitled to receive income/remuneration consisting of: But not limited to honorarium, transportation allowance, and religious holiday allowance (THRK) b. Income/remuneration consisting of but not limited to honorarium, transportation allowance, and THRK for members of the company's Board of Commissioners who are concurrently members of the Director or employees of the Pertamina Group will be paid by the company to the official's home company as other income.	31 Juli 2023 July 31, 2023	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 3 tanggal 23 Agustus 2023, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 3 dated August 23, 2023, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta

No.	Keputusan Resolutions	Tanggal Date	Status
4	**Penggunaan Laba Bersih Tahun buku 2022** Use of Net Profit for the 2022 fiscal year		
	1. Menetapkan penggunaan laba bersih perseroan tahun buku 2022 sebagai berikut: a. Sebesar 25% (dua puluh lima persen) dari laba bersih tersebut sebagai dividen kepada pemegang saham perseroan sesuai dengan porsi kepemilikan saham pada perseroan b. Sebesar 75% (tujuh puluh lima persen) dari laba bersih tersebut sebagai cadangan yang dapat digunakan Perseroan untuk mendukung kegiatan operasional dan pengembangan usaha. 2. Perseroan wajib membayar Dividen sebagaimana tersebut pada butir 1.a di atas dengan mekanisme tunai/cash secara penuh atau pembayaran secara bertahap kepada pemegang saham Perseroan dengan mempertimbangkan Kondisi keuangan Perseroan dan dilunasi sebelum pembayaran Tantiem/ apresiasi Direktur dan Dewan Komisaris Perseroan. 1. Determine the use of the company's net profit for the 2022 fiscal year as follows: a. 25% (twenty five percent) of the net profit as dividends to the company's shareholders in accordance with the portion of share ownership in the company b. 75% (seventy five percent) of the net profit is used as reserves which the Company can use to support operational activities and business development. 2. The Company is required to pay Dividends as stated in point 1.a above using a cash/cash mechanism in full or payment in stages to the Company's shareholders considering the Company's financial condition and paid before payment of Tantiem/appreciation from the Director and Board of Commissioners of the Company.	23 Agustus 2023 August 23, 2023	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 1 tanggal 13 September 2023, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 3 dated September 13, 2023, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta
5	**Pengangkatan Anggota Dewan Komisaris dan Anggota Direktur** Appointment of Members of the Board of Commissioners and Board of Directors		
	1. Pengangkatan Kembali Sdr. Inas Nasrullah Zubir sebagai Komisaris Independen Perseroan 2. Pengangkatan Sdr. Kurnia Pinayungan sebagai Direktur Keuangan Perseroan 1. Reappointment of Mr. Inas Nasrullah Zubir as Independent Commissioner of the Company 2. Appointment of Mr. Kurnia Pinayungan as the Company's Director of Finance	21 September 2023 September 21, 2023	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 1 tanggal 9 Oktober 2023, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 3 dated October 9, 2023, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta

PENYELENGGARAAN RUPS TAHUN 2022

Pada tahun 2022, Perusahaan telah melaksanakan RUPS Tahunan pada 19 April 2022 bertempat di Hotel Borobudur – Jakarta Pusat Pusat yang dihadiri oleh Perwakilan seluruh Pemegang Saham serta Dewan Komisaris dan Direktur Perusahaan, di mana seluruh keputusan yang ditetapkan, diambil dan disetujui dengan kesepakatan seluruh Pemegang Saham.

GMS IMPLEMENTATION IN 2022

In 2022, the Company held an Annual GMS on April 19, 2022 at the Borobudur Hotel - Central Jakarta which was attended by Representatives of all Shareholders as well as the Board of Commissioners and Directors of the Company, which all resolutions were determined, taken and approved with the agreement of all Shareholders .

HASIL DAN TINDAK LANJUT RUPS TAHUN 2022 OLEH MANAJEMEN

RESULTS AND FOLLOW UP OF THE 2022 GMS BY MANAGEMENT

No.	Keputusan Resolutions	Tindak Lanjut Follow Up
1.	Menyetujui Laporan Tahunan Perseroan untuk Tahun Buku 2021 serta mengesahkan Laporan Keuangan Perseroan untuk tahun buku yang berakhir tanggal 31 Desember 2021 Memberi pelunasan dan pembebasan sepenuhnya dari tanggung jawab (*volledig acquit et de-charge*) kepada Direktur atas tindakan pengurusan dan kepada Dewan Komisaris atas tindakan pengawasan yang dilakukan dalam Tahun Buku yang berakhir tanggal 31 Desember 2021 sepanjang: 1. Tindakan-tindakan tersebut tercermin dalam Laporan Tahunan Perseroan (termasuk Laporan Keuangan) Tahun Buku yang berakhir 31 Desember 2021. 2. Tindakan-tindakan tersebut bukan merupakan tindakan pidana dan/atau perbuatan melawan hukum Approve the Company's Annual Report for the 2021 Fiscal Year and ratify the Company's Financial Statements for the fiscal year ending December 31, 2021 Provide full repayment and release from responsibility (volledig acquit et de-charge) to the Director for management actions and to the Board of Commissioners for supervisory actions carried out in the Fiscal Year ending 31 December 2021 as long as: 1. These actions are reflected in the Company's Annual Report (including Financial Statements) for the Fiscal Year ending 31 December 2021. 2. These actions are not criminal acts and/or unlawful acts	Dimuat dalam Akta Notaris No. 03 tanggal 19 April 2022. Included in notarial deed No. 03 dated April 19, 2022
2.	Penggunaan Laba Perseroan Tahun Buku 2021 akan ditentukan kemudian dan ditetapkan dalam RUPS terpisah secara sirkuler The use of Company Profits for the 2021 Fiscal Year will be determined later and determined in a separate, circular GMS	Dimuat dalam Akta Notaris No. 03 tanggal 19 April 2022 Included in notarial deed No. 03 dated April 19, 2022
3.	Memberikan Kuasa dan Melimpahkan kewenangan kepada Dewan Komisaris Perseroan untuk menetapkan Kantor Akuntan Publik (KAP) dalam melakukan pemeriksaan atas Laporan Keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022 berikut besaran nilai jasanya, sesuai ketentuan dan peraturan yang berlaku, dengan ketentuan bahwa KAP yang ditunjuk Perseroan dikonsultasikan/dikoordinasikan terlebih dahulu dengan PT Pertamina (Persero) Grant power and delegate authority to the Company's Board of Commissioners to appoint a Public Accounting Firm (KAP) to carry out audits of the Company's Financial Statements for the fiscal year ending December 31, 2022 along with the amount of its services, in accordance with the applicable rules and regulations, provided that the KAP those appointed by the Company are consulted/coordinated first with PT Pertamina (Persero)	Dimuat dalam Akta Notaris No. 03 tanggal 19 April 2022 Included in notarial deed No. 03 dated April 19, 2022
4.	Penghargaan atas kinerja (Tantiem) kepada Direksi dan Dewan Komisaris Perseroan Tahun Buku 2021 akan ditentukan kemudian dan akan ditetapkan dalam RUPS terpisah secara sirkuler Rewards for performance (Tantiem) to the Company's Directors and Board of Commissioners for the 2021 Financial Year will be determined later and will be determined in a separated circular GMS.	Dimuat dalam Akta Notaris No. 03 tanggal 19 April 2022 Included in notarial deed No. 03 dated April 19, 2022
5.	Remunerasi Direksi dan Dewan Komisaris Perseroan Tahun Buku 2022 akan ditentukan kemudian dan ditetapkan dalam RUPS terpisah secara sirkuler The remuneration of the Company's Board of Directors and Board of Commissioners for the 2022 Fiscal Year will be determined later and determined in a separated circular GMS.	Dimuat dalam Akta Notaris No. 03 tanggal 19 April 2022 Included in notarial deed No. 03 dated April 19, 2022

KEPUTUSAN PEMEGANG SAHAM SECARA SIRKULER

Pada tahun 2022, pemegang saham PTC menerbitkan keputusan secara sirkuler terkait hal yang memerlukan persetujuan pemegang saham sesuai dengan ketentuan Anggaran Dasar.

CIRCULAR SHAREHOLDER RESOLUTIONS

In 2022, PTC shareholders issued circular resolutions regarding matters that require shareholder approval in accordance with the provisions of the Articles of Association.

Keputusan Pemegang Saham secara sirkuler tersebut adalah: The circular shareholder resolutions are:

No.	Keputusan Resolutions
1	Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2022 Company Work Plan and Budget (RKAP) for 2022
2	Pemberhentian dan Pengangkatan Anggota Dewan Komisaris Dismissal and Appointment of Members of the Board of Commissioners
3	Penggunaan Laba Bersih Tahun Buku 2021 Use of Net Profit for Fiscal Year 2021
4	Penetapan Kantor Akuntan Publik untuk Tahun buku 2022, 2023, 2024 Determination of a Public Accounting Firm for the fiscal years 2022, 2023, 2024
5	Penetapan Penghargaan atas Kinerja Tahunan Anggota Direksi dan Dewan Komisaris Tahun Buku 2021 Determination of Rewards for the Annual Performance of Members of the Board of Directors and Board of Commissioners for the 2021 Fiscal Year
6	Pengangkatan Anggota Dewan Komisaris Appointment of Members of the Board of Commissioners
7	Penetapan Remunerasi Anggota Direksi dan Dewan Komisaris Tahun Buku 2022 Determination of Remuneration for Members of the Board of Directors and Board of Commissioners for the 2022 Fiscal Year
8	Pengalihan Tugas Anggota Dewan Komisaris dan Pengangkatan Anggota Direksi Transfer of Duties of Members of the Board of Commissioners and Appointment of Members of the Board of Directors

TINDAK LANJUT ARAHAN PEMEGANG SAHAM TAHUN 2022

FOLLOW UP ON SHAREHOLDERS DIRECTIVES IN 2022

No.	Keputusan Resolutions	Tanggal Date	Status Status
1	**Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2022** Company Work Plan and Budget (RKAP) for 2022		
	1. Menyetujui Rencana Kerja dan Anggaran Perusahaan (RKAP) Perseroan Tahun 2020 sebagaimana dimaksud dalam Buku RKAP Perseroan Tahun 2020 yang tidak terpisahkan dari Keputusan Pemegang Saham secara Sirkuler ini. 2. Menyetujui *Key Performance Indicator* (KPI) Kesepakatan Kinerja Perseroan Tahun 2020. 1. Approve the Company's 2020 Work Plan and Company Budget (RKAP) as referred to in the Company's 2020 RKAP Book which is inseparable from this Circular Shareholder Resolution. 2. Approve the Key Performance Indicator (KPI) of the 2020 Company Performance Agreement.	01 April 2022 April 1, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 1 tanggal 07 April 2022, yang dibuat oleh Notaris Yul Khaizar Panuh SH. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 1 dated April 07, 2022, made by Notary Yul Khaizar Panuh SH. Domiciled in Jakarta
2	**Pemberhentian dan Pengangkatan Anggota Dewan Komisaris** Dismissal and Appointment of Members of the Board of Commissioners		
	1. Memberhentikan dengan hormat Sdr. Lambonar Oktobertuah Silitonga. 2. Mengangkat Sdr. Wisnu Wardhana sebagai Komisaris 1. Respectfully dismiss Mr. Lambonar Oktobertuah Silitonga. 2. Appoint Mr. Wisnu Wardhana as Commissioner	06 April 2022 April 6, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 2 tanggal 12 April 2022, yang dibuat oleh Notaris Yul Khaizar Panuh SH. Yang berkedudukan di Jakarta dan Dicatatkan pada KEMENKUMHAM dengan No. AHU-AH.01.09-0005420 tanggal 18 April 2022 Has been implemented and documented with Notarial Deed No. 2 dated April 12, 2022, made by Notary Yul Khaizar Panuh SH. Domiciled in Jakarta and registered with the Ministry of Law and Human Rights with No. AHU-AH.01.09-0005420 dated April 18, 2022

No.	Keputusan Resolutions	Tanggal Date	Status Status
3	**Persetujuan Laporan Keuangan Tahun 2021** Approval of the 2021 Financial Statements		
	1. Persetujuan Laporan Tahunan Termasuk Pengesahan Laporan Keuangan Perseroan tahun buku 2020, disertai Pemberian Pelunasan dan Pembebasan Tanggung Jawab sepenuhnya (*volledig acquit et de-charge*) kepada Direksi dan Dewan Komisaris 2. Pengusulan dan Penetapan Penggunaan Laba Tahun Buku 2021. 3. Pengusulan Penunjukan Kantor Akuntan Publik (KAP) untuk Tahun Buku 2022. 4. Pengusulan Penghargaan atas Kinerja (Tantiem) kepada Direksi dan Dewan Komisaris Tahun Buku 2021. 5. Pengusulan Remunerasi Direksi dan Dewan Komisaris Tahun Buku 2022. 1. Approval of the Annual Report including Ratification of the Company's Financial Statements for the 2020 fiscal year, accompanied by the granting of full repayment and release of responsibility (volledig acquit et de-charge) to the Board of Directors and Board of Commissioners 2. Proposing and Determining the Use of Profits for the 2021 Fiscal Year. 3. Proposed Appointment of a Public Accounting Firm (KAP) for the 2022 Financial Year. 4. Proposing Awards for Performance (Tantiem) to the Board of Directors and Board of Commissioners for the 2021 Fiscal Year. 5. Proposed Remuneration for the Directors and Board of Commissioners for the 2022 Fiscal Year.	19 April 2022 April 19, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 3 tanggal 19 April 2022, yang dibuat oleh Notaris Yul Khaizar Panuh SH. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 3 dated April 19, 2022, made by Notary Yul Khaizar Panuh SH. Domiciled in Jakarta
4	**Penggunaan Laba Bersih Tahun Buku 2021** Use of Net Profit for Fiscal Year 2021		
	1. Menetapkan Penggunaan Laba Bersih Perseroan Tahun Buku 2021 sebagai berikut: a. Sebesar 20% (dua puluh persen) dari Laba Bersih tersebut sebagai Dividen kepada Pemegang Saham Perseroan sesuai dengan porsi kepemilikan saham pada Perseroan; b. Sebesar 80% (delapan puluh persen) dari Laba Bersih tersebut sebagai cadangan; c. Sebesar 0% sebagai Cadangan Wajib (tidak terdapat alokasi untuk Cadangan wajib). 2. Perseroan wajib membayar Dividen sebagaimana tersebut pada keputusan butir 1.a di atas kepada Pemegang Saham Perseroan secara tunai/*cash* selambat-lambatnya 30 (tiga puluh) hari setelah tanggal Keputusan Pemegang Saham Secara Sirkuler ditandatangani. 1. Determine the use of the Company's Net Profit for the 2021 Fiscal Year as follows: a. 20% (twenty percent) of the Net Profit as Dividends to the Company's Shareholders in accordance with the portion of share ownership in the Company; b. 80% (eighty percent) of the Net Profit as reserves; c. 0% as Mandatory Reserves (there is no allocation for mandatory Reserves). 2. The Company is required to pay Dividends as stated in decision point 1.a above to the Company's Shareholders in cash no later than 30 (thirty) days after the date the Circular Shareholder Resolution is signed.	24 Juni 2022 June 24, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 4 tanggal 07 Juli 2022, yang dibuat oleh Notaris Yul Khaizar Panuh SH. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 4 dated July 07, 2022, made by Notary Yul Khaizar Panuh SH. Domiciled in Jakarta

No.	Keputusan Resolutions	Tanggal Date	Status Status
5	**Penetapan Kantor Akuntan Publik untuk Tahun buku 2022, 2023, 2024**		
	1. Mencabut dan menyatakan tidak berlaku Keputusan RUPS Tahunan Perseroan Tahun Buku 2021, khusus terkait agenda Penunjukan Kantor Akuntan Publik (KAP) tahun buku 2022. 2. Memutuskan Penunjukan Kantor Akuntan Publik (KAP) bagi Perseroan untuk Tahun Buku 2022, 2023, 2024. 3. Keputusan-keputusan pada agenda lain sebagaimana telah diputuskan dalam RUPS Tahunan Perseroan Tahun Buku 2021 pada tanggal 19 April 2022, yang tidak direvisi melalui Keputusan Pemegang Saham Sirkuler II dinyatakan tetap berlaku. 1. Revoke and declare invalid the Decision of the Company's Annual GMS for the 2021 financial year, specifically regarding the agenda for the appointment of a Public Accounting Firm (KAP) for the 2022 financial year. 2. Decide on the appointment of a Public Accounting Firm (KAP) for the Company for the 2022, 2023, 2024 financial years. 3. Decisions on other agendas as decided at the Company's Annual GMS for Fiscal Year 2021 on April 19 2022, which are not revised through Circular Shareholder Decision II are declared to remain in effect.	07 September 2022 September 7, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 7 tanggal 29 September 2022, yang dibuat oleh Notaris Lenggogeni Helmy, S.H, M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 7 dated September 29, 2022, made by Notary Lenggogeni Helmy, S.H, M.Kn. Domiciled in Jakarta
6	**Penetapan Penghargaan atas Kinerja Tahunan Anggota Direksi dan Dewan Komisaris Tahun Buku 2021** Determination of Awards for the Annual Performance of Members of the Board of Directors and Board of Commissioners for the 2021 Financial Year		
	1. Menetapkan Penghargaan atas Kinerja Tahunan (Tantiem/Insentif Kinerja/Insentif Khusus atau Kompensasi atas Kinerja (KAK) kepada Anggota Direksi dan Dewan Komisaris Perseroan untuk Tahun Buku 2021. 2. Bagi Direksi atau Pekerja Pertamina Grup yang merangkap jabatan menjadi Anggota Dewan Komisaris Perseroan pada Tahun Buku 2021 tidak berhak menerima pembayaran Penghargaan atas Kinerja Tahunan (Tantiem/Insentif Kinerja/Insentif Khusus atau KAK) (bersifat pro bono). Penghargaan atas Kinerja Tahunan (Tantiem/Insentif Kinerja/ Insentif Khusus atau KAK) bagi Anggota Dewan Komisaris Perseroan yang dirangkap oleh Direksi atau Pekerja Pertamina Grup pada tahun buku 2021 akan dibayarkan oleh Perseroan kepada Perusahaan Asal pejabat dimaksud sebagai penghasilan lain-lain. 3. Bagi Anggota Dewan Komisaris Perseroan yang merangkap jabatan sebagai Anggota Dewan Komisaris pada Perusahaan lain, wajib memenuhi persentase kehadiran dalam rapat Dewan Komisaris Perseroan selama satu tahun paling sedikit 75% (tujuh puluh lima persen) kehadiran sebagai persyaratan untuk memperoleh Penghargaan atas Kinerja Tahunan Penghargaan atas Kinerja Tahunan (Tantiem/Insentif Kinerja/Insentif Khusus atau KAK) bagi yang bersangkutan. 4. Dalam hal Perseroan memiliki kewajiban pembayaran Dividen maka Penghargaan atas Kinerja Tahunan (Tantiem/Insentif Kinerja/Insentif Khusus atau KAK) dibayarkan kepada Anggota Direksi dan Dewan Komisaris setelah Perseroan melakukan pembayaran Dividen Tahun Buku 2021 sebagaimana diputuskan oleh RUPS Perseroan.	23 September 2022 September 23, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 8 tanggal 30 September 2022, yang dibuat oleh Notaris Lenggogeni Helmy, S.H., M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 8 dated September 30, 2022, made by Notary Lenggogeni Helmy, S.H., M.Kn. Domiciled in Jakarta

No.	Keputusan Resolutions	Tanggal Date	Status Status
	1. Establish Rewards for Annual Performance (Tantiem/Performance Incentives/Special Incentives or Compensation for Performance (KAK) for Members of the Company's Board of Directors and Board of Commissioners for the 2021 Financial Year. 2. Pertamina Group Directors or Employees who hold concurrent positions as Members of the Company's Board of Commissioners in the 2021 Fiscal Year are not entitled to receive Annual Performance Rewards (Tantiem/Performance Incentives/Special Incentives or KAK) (pro bono). Awards for Annual Performance (Tantiem/Performance Incentives/Special Incentives or KAK) for Members of the Company's Board of Commissioners who are concurrently members of the Board of Directors or Pertamina Group Employees in the 2021 financial year will be paid by the Company to the Official Company in question as other income. 3. For members of the Company's Board of Commissioners who hold concurrent positions as Members of the Board of Commissioners in other companies, they are required to meet the percentage of attendance at meetings of the Company's Board of Commissioners for one year of at least 75% (seventy five percent) of attendance as a requirement to receive the Annual Performance Award. on Annual Performance (Tantiem/Performance Incentives/Special Incentives or KAK) for those concerned. 4. In the event that the Company has an obligation to pay Dividends, the Annual Performance Rewards (Tantiem/Performance Incentives/ Special Incentives or KAK) are paid to Members of the Board of Directors and Board of Commissioners after the Company makes the payment of Dividends for the 2021 Fiscal Year as decided by the Company's GMS.		
7	**Pengangkatan Anggota Dewan Komisaris** Appointment of Members of the Board of Commissioners		
	Mengangkat Sdr. Amir Faisal sebagai Komisaris Independen Perseroan Appointing Mr. Amir Faishal as Independent Commissioner of the Company	27 September 2022 September 27, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 1 tanggal 6 Oktober 2022, yang dibuat oleh Notaris Lenggogeni Helmy, S.H., M.Kn. Yang berkedudukan di Jakarta, dan Dicatatkan pada KEMENKUMHAM dengan No. AHU-AH.01.09-0063314 tanggal 7 Oktober 2022 Has been implemented and documented with Notarial Deed No. 1 dated October 6, 2022, made by Notary Lenggogeni Helmy, S.H., M.Kn. Domiciled in Jakarta, and registered with the Ministry of Law and Human Rights under No. AHU-AH.01.09-0063314 dated October 7, 2022

No.	Keputusan Resolutions	Tanggal Date	Status Status
8	**Penetapan Remunerasi Anggota Direksi dan Dewan Komisaris Tahun Buku 2022** Determination of Remuneration for Members of the Board of Directors and Board of Commissioners for the 2022 Fiscal Year		
	1. Menetapkan pemberian Gaji/Honorarium dan Tunjangan Anggota Direksi dan Dewan Komisaris Perseroan: a. Gaji/Honorarium b. Tunjangan Perumahan (termasuk biaya utilitas) bagi Anggota Direksi Perseroan c. Tunjangan Transportasi bagi Anggota Dewan Komisaris Perseroan d. Tunjangan Hari Raya Keagamaan (THRK) bagai Anggota Direksi dan Dewan Komisaris Perseroan e. Asuransi Purna Jabatan diberikan kepada Anggota Direksi dan Dewan Komisaris selama menjabat dengan premi yang ditanggung oleh Perseroan. f. Pajak atas Gaji/Honorarium/Tunjangan Anggota Direksi dan Dewan Komisaris menjadi beban Perseroan) 2. Honorarium dan Tunjangan bagai Anggota Dewan Komisaris sebagaimana keputusan di atas mengikuti ketentuan sebagai berikut: a. Bagi Anggota Direksi Pertamina Grup atau Pekerja Pertamina Grup yang menjabat menjadi Anggota Dewan Komisaris Perseroan tidak berhak menerima penghasilan/remunerasi yang terdiri dari namun tidak terbatas pada Honorarium, Tunjangan Transportasi dan Tunjangan Hari Raya Keagamaan (THRK). b. Penghasilan/remunerasi yang terdiri dari namun tidak terbatas pada Honorarium, Tunjangan Transportasi dan Tunjangan Hari Raya (THRK) bagi Anggota Dewan Komisaris Perseroan yang dirangkap oleh Anggota Direksi atau Pekerja Pertamina Grup akan dibayarkan oleh Perseroan kepada Perusahaan Asal pejabat dimaksud sebagai penghasilan lain-lain. 3. Bagi Anggota Direksi Pertamina Grup atau Pekerja Pertamina Grup yang merangkap jabatan menjadi Anggota Dewan Komisaris Perseroan tidak berhak menerima fasilitas yang terdiri dari namun tidak terbatas pada Fasilitas Komunikasi dan sarana teknologi informasi serta Fasilitas Kesehatan (Faskes) yang sudah diterima di jabatan definitif (*no double facilities*), kecuali fasilitas lain yang belum diterima namun diperlukan untuk melaksanakan penugasan sebagai Anggota Dewan Komisaris Perseroan. 4. Cuti Tahunan dengan mengikuti ketentuan: a. Anggota Direksi Perseroan berhak mendapat Cuti Tahunan sebanyak 12 (dua belas) hari kerja dalam setiap tahun tanda diberi tunjangan cuti tahunan apabila telah bekerja minimal 12 (dua belas) bulan berturut-turut. b. Ijin pelaksanaan cuti tahunan bagi anggota Direksi Perseroan diberikan oleh Komisaris Utama Perseroan. Komisaris Utama Perseroan dapat menunda cuti tahunan yang dimohon oleh Anggota Direksi Perseroan berdasarkan alasan kepentingan Perseroan. c. Anggota Direksi Perseroan yang melaksanakan ibadah sehingga membutuhkan waktu untuk tidak melaksanakan tugas melebihi dari hak cuti tahunan, yang bersangkutan wajib mendapatkan izin dari Dewan Komisaris Perseroan. d. Dalam hal Anggota Direksi Perseroan berasal dari Pekerja Pertamina Grup, maka perhitungan hari cuti tahunan diberlakukan secara proporsional meneruskan sisa cuti tahunan pada tahun berjalan dalam kapasitasnya sebagai Pekerja Pertamina Grup. 5. Bantuan biaya pindah diberikan bagi Anggota Direksi Perseroan yang berasal dari Pekerja Pertamina Grup dengan jarak kepindahan lebih dari 60 kilometer sesuai ketentuan internal Perseroan. 6. Keputusan ditetapkan dalam Keputusan Pemegang Saham Sirkuler ini berlaku efektif mulai tanggal 1 Januari 2022.	19 Oktober 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 2 tanggal 3 November 2022, yang dibuat oleh Notaris Lenggogeni Helmy, S.H., M.Kn. Yang berkedudukan di Jakarta Has been implemented and documented with Notarial Deed No. 2 dated November 3, 2022, made by Notary Lenggogeni Helmy, S.H., M.Kn. Domiciled in Jakarta

No.	Keputusan Resolutions	Tanggal Date	Status Status
	1. Determine the salary/honorarium and allowances for members of the Company's Board of Directors and Board of Commissioners: a. Salary/Honorarium b. Housing Allowance (including utility costs) for Members of the Company's Board of Directors c. Transportation Allowance for Members of the Company's Board of Commissioners d. Religious Holiday Allowance (THRK) for members of the Company's Board of Directors and Board of Commissioners e. Retirement Insurance is provided to members of the Board of Directors and Board of Commissioners while serving with premiums borne by the Company. f. Taxes on salaries/honorarium/allowances for members of the Board of Directors and Board of Commissioners are borne by the Company) 2. Honorarium and allowances for members of the Board of Commissioners as stated in the decision above follow the following provisions: a. Members of the Pertamina Group Board of Directors or Pertamina Group Employees who serve as Members of the Company's Board of Commissioners are not entitled to receive income/remuneration consisting of but not limited to Honorarium, Transportation Allowances and Religious Holiday Allowances (THRK). b. Income/remuneration consisting of but not limited to Honorarium, Transportation Allowances and Holiday Allowances (THRK) for Members of the Company's Board of Commissioners who are concurrently members of the Board of Directors or Pertamina Group Employees will be paid by the Company to the official's Home Company as other income. 3. Members of the Pertamina Group Board of Directors or Pertamina Group Employees who hold concurrent positions as Members of the Company's Board of Commissioners are not entitled to receive facilities consisting of but not limited to Communication Facilities and information technology facilities as well as Health Facilities (Faskes) that have been received in their definitive position (no double facilities), except for other facilities that have not been received but are necessary to carry out assignments as a Member of the Company's Board of Commissioners. 4. Annual Leave by following the provisions: a. Members of the Company's Board of Directors are entitled to 12 (twelve) working days of Annual Leave each year as an annual leave allowance if they have worked for a minimum of 12 (twelve) consecutive months. b. Permission to carry out annual leave for members of the Company's Directors is given by the Company's President Commissioner. The President Commissioner of the Company may postpone annual leave requested by members of the Company's Board of Directors based on reasons of the Company's interests. c. Members of the Company's Board of Directors who carry out religious services so that they do not need time to carry out their duties in excess of their annual leave entitlements must obtain permission from the Company's Board of Commissioners. d. In the event that members of the Company's Board of Directors come from Pertamina Group employees, the calculation of annual leave days is applied proportionally, continuing the remaining annual leave in the current year in their capacity as Pertamina Group employees. 5. Assistance for moving costs is provided for members of the Company's Board of Directors who are Pertamina Group workers with a moving distance of more than 60 kilometers in accordance with the Company's internal provisions. 6. The decisions stipulated in this Circular Shareholder Decree are effective starting January 1, 2022.		

No.	Keputusan Resolutions	Tanggal Date	Status Status
9	**Pengalihan Tugas Anggota Dewan Komisaris dan Pengangkatan Anggota Direksi** Transfer of Duties of Members of the Board of Commissioners and Appointment of Members of the Board of Directors		
	1. Mengalihkan tugas Sdr. Amir Faisal yang semula menjabat sebagai Komisaris Independen Perseroan menjadi Komisaris Utama Perseroan merangkap sebagai Komisaris Independen. 2. Mengangkat Sdr. Muhammad Shabran Fauzani sebagai Direktur Utama Perseroan. 1. Transfer of duties of Mr. Amir Faishal, who previously served as the Company's Independent Commissioner, became the Company's President Commissioner and concurrently an Independent Commissioner. 2. Appoint Mr. Muhammad Shabran Fauzani as President Director of the Company.	16 Desember 2022 December 16, 2022	Telah dilaksanakan, dan didokumentasikan dengan Akta Notaris No. 2 tanggal 22 Desember 2022, yang dibuat oleh Notaris Yul Khaizar Panuh SH. yang berkedudukan di Jakarta. Has been implemented and documented with Notarial Deed No. 2 dated December 22, 2022, made by Notary Yul Khaizar Panuh SH. domiciled in Jakarta.

DEWAN KOMISARIS
BOARD OF COMMISSIONERS

Dewan Komisaris, sebagai representasi Pemegang Saham, memiliki peran utama dalam melakukan pengawasan dan memberikan saran kepada Direksi mengenai kebijakan perusahaan dan jalannya kegiatan operasional, yang selaras dengan visi dan Anggaran Dasar Perusahaan. Kewenangan ini diatur berdasarkan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas. Setiap anggota Dewan Komisaris memiliki kedudukan yang setara. Di mana setiap suara dan pendapat anggota memiliki bobot yang sama dalam proses pengambilan keputusan.

The Board of Commissioners, as the representative of Shareholders, has the main role in supervising and providing advice to the Board of Directors regarding company policies and the course of operational activities, which are in line with the Company's vision and Articles of Association. This authority is regulated based on Law Number 40 of 2007 concerning Limited Liability Companies. Every member of the Board of Commissioners has an equal position. Every member's voting and opinion has equal weight in the decision-making process.

PEDOMAN KERJA/PIAGAM DEWAN KOMISARIS

Dewan Komisaris melaksanakan tugas dan tanggung jawabnya dengan berpedoman pada pedoman kerja yang disusun dalam bentuk Piagam Kerja Dewan Komisaris. Piagam Kerja tersebut telah ditetapkan oleh Komisaris Utama dan telah dimutakhirkan menjadi pedoman kerja yang saat ini dikenal dengan *Board Manual*. Piagam Kinerja tersebut juga telah disahkan melalui Surat Keputusan No. 014/PTC-10000/2019-S1 Revisi I.

Adapun pedoman kerja tersebut berisi uraian ketentuan fungsi pengawasan Dewan Komisaris yang meliputi:

- Fungsi Dewan Komisaris.
- Persyaratan dan Komposisi, Keanggotaan dan Masa Jabatan Dewan Komisaris.
- Program Pengenalan dan Peningkatan Kapabilitas.
- Etika Jabatan Dewan Komisaris.
- Tugas dan Kewajiban Dewan Komisaris.
- Wewenang Dewan Komisaris.
- Hak Dewan Komisaris.
- Rapat Dewan Komisaris.
- Evaluasi Kinerja Dewan Komisaris.
- Organ Pendukung Dewan Komisaris.
- Hubungan Kerja Antara Dewan Komisaris dan Direksi.

WORK GUIDELINES/CHARTER OF THE BOARD OF COMMISSIONERS

The Board of Commissioners carries out its duties and responsibilities based on the work guidelines prepared in the form of the Board of Commissioners' Work Charter. This Work Charter has been established by the President Commissioner and has been updated to become a work guideline which is currently known as the Board Manual. The Performance Charter has also been ratified through Decree No. 014/PTC -10000/2019-S1 Revision I.

The work guidelines contain a description of the provisions for the supervisory function of the Board of Commissioners which include:

- Functions of the Board of Commissioners.
- Requirements and Composition, Membership and Term of Office of the Board of Commissioners.
- Capability Introduction and Improvement Program.
- Office Ethics of the Board of Commissioners.
- Duties and Obligations of the Board of Commissioners.
- Authority of the Board of Commissioners.
- Rights of the Board of Commissioners.
- Board of Commissioners Meeting.
- Evaluation of the Performance of the Board of Commissioners.
- Supporting Organs of the Board of Commissioners.
- Working Relationship Between the Board of Commissioners and the Board of Directors.

KRITERIA DEWAN KOMISARIS

Persyaratan untuk menjadi Anggota Dewan Komisaris mencakup persyaratan formal yang merupakan persyaratan dasar yang ditetapkan oleh Anggaran Dasar, peraturan perundang-undangan yang berlaku, persyaratan material serta persyaratan lainnya yang merupakan persyaratan yang disesuaikan dengan kebutuhan dan sifat bisnis Perusahaan sebagai Anggota Dewan Komisaris ditentukan oleh PT Pertamina (Persero) sebagai Induk Perusahaan, dengan persyaratan sebagai berikut:

1. Persyaratan Formal

BOARD OF COMMISSIONER CRITERIA

Requirements to become a Member of the Board of Commissioners include formal requirements which are the basic requirements stipulated by the Articles of Association, applicable laws and regulations, material requirements and other requirements which are requirements tailored to the needs and nature of the Company's business as a Member of the Board of Commissioners determined by PT Pertamina (Persero) as Parent Company, with the following requirements:

1. Formal Requirements

Calon Anggota Dewan Komisaris adalah orang perseorangan yang cakap melakukan perbuatan hukum, kecuali dalam waktu 5 (lima) tahun sebelum pengangkatannya pernah:

a. Dinyatakan pailit;
b. Menjadi Anggota Direksi atau Anggota Dewan Komisaris yang dinyatakan bersalah menyebabkan suatu Perusahaan dinyatakan pailit;
c. Dihukum karena melakukan tindak pidana yang merugikan keuangan negara/yang berkaitan dengan sektor keuangan.

2. Persyaratan Material
   a. Memiliki integritas, dedikasi dan moral, artinya ybs tidak pernah terlibat:
      i) Perbuatan rekayasa dan praktek-praktek yang menyimpang, pada tempat ybs bekerja sebelum pencalonan;
      ii) Perbuatan cedera, janji yang dapat dikategorikan tidak memenuhi komitmen yang telah disepakati pada tempat bersangkutan bekerja sebelum pencalonan;
      iii) Perbuatan yang dikategorikan dapat memberikan keuntungan secara melawan hukum kepada yang bersangkutan dan/atau pihak lain sebelum pencalonan;
      iv) Perbuatan yang dapat dikategorikan sebagai pelanggaran terhadap ketentuan yang berkaitan dengan prinsip-prinsip pengurusan perusahaan yang sehat.
   b. Memiliki kemauan yang kuat dan dedikasi yang tinggi untuk memajukan dan mengembangkan Perusahaan.
   c. Memahami masalah-masalah manajemen Perusahaan yang berkaitan dengan salah satu fungsi manajemen.
   d. Memiliki pengetahuan yang memadai di bidang usaha Perusahaan.
   e. Menyediakan waktu yang cukup untuk melaksanakan tugas dan kewajibannya.
3. Persyaratan Lainnya
   a. Bukan Pengurus partai politik dan/atau calon anggota legislatif dan/atau anggota legislatif.
   b. Bukan calon Kepala/Wakil Kepala Daerah dan/atau Kepala/Wakil Kepala daerah.
   c. Tidak sedang menjabat sebagai Anggota Dewan Komisaris dan/atau Dewan Pengawas pada BUMN lainnya, kecuali menandatangani surat pernyataan bersedia mengundurkan diri pada jabatan Anggota Dewan Komisaris di BUMN lainnya jika terpilih sebagai Anggota Dewan Komisaris Perusahaan.
   d. Tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan Perusahaan kecuali menandatangani surat pernyataan bersedia mengundurkan diri pada salah satu jabatan tersebut jika terpilih sebagai Anggota Dewan Komisaris.
   e. Tidak menjabat sebagai Anggota Dewan Komisaris pada Perusahaan selama 2 (dua) periode berturut-turut.
   f. Sehat jasmani dan rohani (tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai Anggota Dewan Komisaris).

Candidates for members of the Board of Commissioners are individuals who are capable of carrying out legal actions, unless within 5 (five) years prior to their appointment:

a. Declared bankrupt;
b. Being a member of the Board of Directors or a member of the Board of Commissioners who is found guilty of causing a company to be declared bankrupt;
c. Sentenced for committing a criminal act that is detrimental to state finances/related to the financial sector.

2. Material Requirements
   a. Have integrity, dedication and morals, meaning that the person has never been involved in:
      i) Deviant acts and deviant practices at the place where the applicant worked before nomination;
      ii) Acts of injury, promises which can be categorized as not fulfilling commitments agreed upon at the relevant place of work prior to nomination;
      iii) Actions that are categorized as providing unlawful benefits to the person concerned and/or other parties prior to nomination;
      iv) Actions that can be categorized as violations of provisions relating to the principles of healthy company management.
   b. Have a strong will and high dedication to advance and develop the Company.
   c. Understand Company management problems related to one of the management functions.
   d. Have adequate knowledge in the Company's business field.
   e. Provide sufficient time to carry out their duties and obligations.
3. Other Requirements
   a. Not an administrator of a political party and/or legislative candidate and/or legislative member.
   b. Not a candidate for Regional Head/Deputy Head and/or Regional Head/Deputy Head.
   c. Not currently serving as a Member of the Board of Commissioners and/or Supervisory Board in another SOEs, unless signing a statement of willingness to resign from the position of Member of the Board of Commissioners in another BUMN if elected as a Member of the Company's Board of Commissioners.
   d. Not currently occupying a position that has the potential to cause a conflict of interest with the Company unless signing a statement of willingness to resign from one of these positions if elected as a Member of the Board of Commissioners.
   e. Not serving as a Member of the Board of Commissioners of the Company for 2 (two) consecutive periods.
   f. Physically and spiritually healthy (not currently suffering from an illness that could hinder the performance of their duties as a Member of the Board of Commissioners).

g. Memiliki kriteria Independensi sesuai peraturan perundang-undangan yang berlaku, yaitu:
   i) Tidak menjabat sebagai Direksi di Perusahaan terafiliasi.
   ii) Tidak bekerja di Perusahaan atau afiliasinya dalam kurun waktu 1 (satu) tahun terakhir.
   iii) Tidak mempunyai keterkaitan finansial, baik langsung maupun tidak langsung dengan Perusahaan atau Perusahaan lainnya yang menyediakan jasa dan produk kepada Perusahaan dan afiliasinya.
   iv) Bebas dari benturan kepentingan dan aktivitas bisnis atau hubungan lain yang dapat menghalangi atau mengganggu kemampuan Dewan Komisaris yang bersangkutan untuk bertindak atau berpikir secara bebas di lingkup Perusahaan.

KETENTUAN MASA JABATAN DEWAN KOMISARIS

Masa jabatan Dewan Komisaris Perusahaan diatur secara rinci sebagaimana termuat dalam *Board Manual* Nomor: A-008/10010/2022-S0, yaitu:

1. Masa jabatan Anggota Dewan Komisaris ditetapkan 3 (tiga) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.
2. Jabatan anggota Dewan Komisaris berakhir apabila:
   a. Meninggal dunia.
   b. Masa jabatannya berakhir.
3. Anggota Dewan Komisaris sewaktu-waktu dapat diberhentikan berdasarkan keputusan RUPS dengan menyebutkan alasannya. Pemberhentian tersebut dikarenakan berdasarkan kenyataan, Anggota Dewan Komisaris yang bersangkutan, antara lain:
   a. Tidak dapat melaksanakan tugasnya dengan baik.
   b. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan Anggaran Dasar.
   c. Terlibat dalam tindakan yang merugikan Perusahaan dan/atau negara.
   d. dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap.
   e. Mengundurkan diri.

MEKANISME PENGUNDURAN DIRI DAN PEMBERHENTIAN DEWAN KOMISARIS

Berdasarkan *Board Manual* Nomor: A-008/10010/2022-S0 Bab V, Anggota Dewan Komisaris sewaktu-waktu dapat diberhentikan berdasarkan keputusan RUPS dengan menyebutkan alasannya. Pemberhentian tersebut dikarenakan berdasarkan kenyataan, Anggota Dewan Komisaris yang bersangkutan, antara lain:

1. Tidak dapat melaksanakan tugasnya dengan baik.
2. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan Anggaran Dasar.
3. Terlibat dalam tindakan yang merugikan Perusahaan dan/atau negara.

g. Have independent criteria in accordance with applicable laws and regulations, namely:
   i) Not serving as a Director in an affiliated Company.
   ii) Not working for the Company or its affiliates within the last 1 (one) year.
   iii) Has no financial relations, either directly or indirectly, with the Company or other companies that provide services and products to the Company and its affiliates.
   iv) Free from conflicts of interest and business activities or other relationships that could hinder or interfere with the ability of the relevant Board of Commissioners to act or think freely within the Company.

TERMS OF OFFICE OF THE BOARD OF COMMISSIONERS

The term of office of the Company's Board of Commissioners is regulated in detail as contained in Board Manual Number: A-008/10010/2022-S0, namely:

1. The term of office of members of the Board of Commissioners is set at 3 (three) years and can be reappointed for 1 (one) term of office.
2. The term of office of a member of the Board of Commissioners ends if:
   a. Passed Away
   b. The term of office ends.
3. Members of the Board of Commissioners may be dismissed at any time based on a GMS decision by stating the reasons. The dismissal was based on the fact that the member of the Board of Commissioners concerned, among others:
   a. Not being able to carry out his duties properly.
   b. Failure to implement the provisions of statutory regulations and/or the provisions of the Articles of Association.
   c. Being involved in actions that are detrimental to the Company and/or the country.
   d. Declared guilty by a court decision which has permanent legal force.
   e. Resign.

MECHANISM FOR RESIGNATION AND DISMISSAL OF THE BOARD OF COMMISSIONERS

Based on Board Manual Number: A-008/10010/2022-S0 Chapter V, members of the Board of Commissioners can be dismissed at any time based on a GMS decision by stating the reasons. The dismissal was based on the fact that the member of the Board of Commissioners concerned, among others:

1. Not being able to carry out his duties properly.
2. Failure to implement the provisions of statutory regulations and/or the provisions of the Articles of Association.
3. Being involved in actions that are detrimental to the Company and/or the country.

4. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap.
5. Mengundurkan diri.

Anggota Dewan Komisaris berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada pemegang saham dengan tembusan kepada anggota Dewan Komisaris lainnya dan Direksi paling lambat 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya.

Anggota Dewan Komisaris yang berhenti sebelum maupun pada saat masa jabatannya berakhir kecuali berhenti karena meninggal dunia, maka yang bersangkutan tetap bertanggung jawab atas tindakan-tindakannya yang belum diterima pertanggungjawabannya oleh RUPS.

4. Declared guilty by a court decision which has permanent legal force.
5. Resign.

Members of the Board of Commissioners have the right to resign from their positions by notifying shareholders of their intention in writing with a copy to other members of the Board of Commissioners and the Board of Directors no later than 30 (thirty) days before the date of their resignation.

Members of the Board of Commissioners who resign before or when their term of office ends, unless they resign due to death, are still responsible for their actions for which the GMS has not accepted responsibility.

SUSUNAN, JUMLAH, KOMPOSISI DAN DASAR PENGANGKATAN ANGGOTA DEWAN KOMISARIS DI SEPANJANG TAHUN 2023

Per 31 Desember 2023, Dewan Komisaris PTC terdiri dari 3 (tiga) orang, yaitu 1 (satu) orang Komisaris dan 2 (dua) orang Komisaris Independen.

STRUCTURE, NUMBER, COMPOSITION AND BASIS OF APPOINTMENT OF MEMBERS OF THE BOARD OF COMMISSIONERS THROUGHOUT THE YEAR 2023

As of December 31, 2023, the PTC Board of Commissioners consists of 3 (three) people, namely 1 (one) Commissioner and 2 (two) Independent Commissioners.

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Jabatan Term of Office
Amir Faisal	Komisaris Utama dan Komisaris Independen Presidet Commissioner and Independent Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 27 September 2022 Circular Shareholder Resolution dated September 27, 2022	16 Desember 2022-26 September 2025 December 16, 2022 – September 26, 2025
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 21 September 2023 Circular Shareholder Resolution dated September 21, 2023	19 September 2023-20 September 2026 September 19, 2022 – September 20, 2025
Wisnu Wardhana	Komisaris Commissioner	Keputusan Pemegang Saham Secara Sirkuler tanggal 6 April 2022 Circular Shareholder Resolution dated April 6, 2022	6 April 2022-5 April 2025 April 6, 2022 – April 5, 2025

TUGAS DAN TANGGUNG JAWAB DEWAN KOMISARIS

Dewan Komisaris memiliki tanggung jawab untuk mengawasi kebijakan dan pelaksanaan manajemen secara keseluruhan, baik yang terkait dengan Perusahaan maupun usaha Perusahaan yang dilakukan oleh Direksi. Selain itu, Dewan Komisaris juga bertugas untuk memberikan saran kepada Direksi dan mengawasi implementasi rencana jangka panjang Perusahaan, rencana kerja dan anggaran Perusahaan, serta ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham (RUPS), serta peraturan perundang-undangan yang berlaku, untuk kepentingan Perusahaan dan sesuai dengan maksud dan tujuan Perusahaan.

DUTIES AND RESPONSIBILITIES OF THE BOARD OF COMMISSIONERS

The Board of Commissioners has the responsibility to supervise overall management policies and implementation, both related to the Company and the Company's business carried out by the Board of Directors. In addition, the Board of Commissioners is also tasked with providing advice to the Board of Directors and supervising the implementation of the Company's long-term plans, the Company's work plan and budget, as well as the provisions of the Articles of Association and decisions of the General Meeting of Shareholders (GMS), as well as applicable laws and regulations, for the benefit of Company and in accordance with the Company's aims and objectives.

Berikut adalah rincian kewajiban, tugas, dan tanggung jawab Dewan Komisaris PTC sebagaimana dijabarkan dalam *Board Manual* Nomor: A.008/10000/2022/S0.

1. Mematuhi ketentuan peraturan perundang-undangan, Anggaran Dasar dan keputusan RUPS serta bertindak profesional;
2. Melakukan tugas pengawasan terhadap kebijakan Direksi dalam melaksanakan pengurusan Perusahaan termasuk pelaksanaan rencana jangka panjang Perusahaan, rencana kerja dan anggaran Perusahaan serta ketentuan-ketentuan Anggaran Dasar dan keputusan RUPS dan peraturan perundang-undangan yang berlaku;
3. Memberikan nasihat kepada Direksi dalam melaksanakan kepengurusan Perusahaan dan tidak dimaksudkan untuk kepentingan pihak/golongan tertentu;
4. Menyusun pembagian tugas antar anggota Dewan Komisaris;
5. Meneliti dan menelaah serta menandatangani rencana jangka panjang Perusahaan dan rencana kerja dan anggaran Perusahaan yang disiapkan Direksi sesuai ketentuan Anggaran Dasar Perusahaan;
6. Menyusun program kerja tahunan Dewan Komisaris dan dimasukkan dalam rencana kerja dan anggaran Perusahaan;
7. Meneliti dan menelaah laporan berkala dan laporan tahunan yang disiapkan Direksi serta menandatangani laporan tahunan;
8. Melaporkan kepada Perusahaan mengenai kepemilikan sahamnya dan/atau keluarganya pada Perusahaan yang bersangkutan dan Perusahaan lain, termasuk setiap perubahannya;
9. Mengusulkan kepada Rapat Umum Pemegang Saham (RUPS) penunjukan Auditor Eksternal yang akan melakukan pemeriksaan atas buku-buku Perusahaan;
10. Memantau efektivitas praktek *Good Corporate Governance* antara lain dengan mengadakan pertemuan berkala antara Dewan Komisaris dengan Direksi untuk membahas implementasi *Good Corporate Governance*; serta
11. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.

Tugas dan kewajiban Dewan Komisaris dapat dikelompokkan sebagai berikut:

1. Tugas dan Kewajiban Terkait Pemegang Saham dan RUPS
   a. Menyampaikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada RUPS.
   b. Mengajukan usulan indikator pencapaian kinerja untuk ditetapkan oleh RUPS.
   c. Menyampaikan laporan triwulanan perkembangan realisasi indikator pencapaian kinerja kepada Pemegang Saham.
   d. Mengajukan akuntan publik kepada RUPS berdasarkan usulan dari Komite Audit.

The following are details of the obligations, duties and responsibilities of the PTC Board of Commissioners as described in Board Manual Number: A.008/10000/2022/S0.

1. Comply with the provisions of laws and regulations, the Articles of Association and GMS decisions and act professionally;
2. Carry out supervisory duties on the policies of the Board of Directors in carrying out the management of the Company including the implementation of the Company's long-term plans, work plans and budgets of the Company as well as the provisions of the Articles of Association and resolutions of the GMS and applicable laws and regulations;
3. Provide advice to the Board of Directors in carrying out the management of the Company and is not intended for the interests of certain parties/groups;
4. Arrange the division of duties between members of the Board of Commissioners;
5. Examining, reviewing and signing the Company's long-term plan and the Company's work plan and budget prepared by the Board of Directors in accordance with the provisions of the Company's Articles of Association;
6. Prepare the annual work program for the Board of Commissioners and include it in the Company's work plan and budget;
7. Examine and review periodic reports and annual reports prepared by the Board of Directors and sign the annual report;
8. Report to the Company regarding his and/or his family's share ownership in the Company concerned and other Companies, including any changes thereto;
9. Propose to the General Meeting of Shareholders (GMS) the appointment of an External Auditor who will audit the Company's books;
10. Monitor the effectiveness of Good Corporate Governance practices, including by holding regular meetings between the Board of Commissioners and the Board of Directors to discuss the implementation of Good Corporate Governance; as well as
11. Carry out other obligations in the context of supervisory duties and providing advice, as long as they do not conflict with statutory regulations, the Articles of Association and/or GMS resolutions.

Duties and obligations of the Board of Commissioners can be grouped as follows:

1. Duties and Obligations on Shareholders and GMS
   a. Submit a report on the supervisory duties that have been carried out during the previous financial year to the GMS.
   b. Submit proposals for performance achievement indicators to be determined by the GMS.
   c. Submit quarterly reports on the progress of the realization of performance achievement indicators to Shareholders.
   d. Proposing a public accountant to the GMS based on the recommendation from the Audit Committee.

e. Melaporkan dengan segera kepada RUPS apabila terjadi gejala menurunnya kinerja Perusahaan serta saran-saran yang telah disampaikan kepada Direksi untuk memperbaiki permasalahan yang terjadi.
f. Menyusun program kerja tahunan dan dimasukkan dalam rencana kerja dan anggaran Perusahaan (RKAP).
g. Memberikan pendapat dan saran kepada RUPS mengenai rencana jangka panjang Perusahaan dan rencana kerja dan anggaran Perusahaan mengenai alasan Dewan Komisaris menandatangani rencana jangka panjang Perusahaan dan rencana kerja dan anggaran Perusahaan.
h. Mengikuti perkembangan kegiatan Perusahaan, memberikan pendapat dan saran kepada RUPS mengenai masalah yang dianggap penting bagi kepengurusan Perusahaan.
i. Memberikan penjelasan, pendapat dan saran kepada RUPS mengenai laporan tahunan, apabila diminta.
j. Menandatangani laporan tahunan. Dalam hal terdapat anggota Dewan Komisaris tidak bersedia menandatangani laporan tahunan, maka harus disebutkan alasannya secara tertulis.

2. Tugas dan Kewajiban Terkait Fungsi Pengawasan
   a. Meneliti dan menelaah serta menandatangani dalam rangka memberikan persetujuan atau pengesahan atas rencana jangka panjang Perusahaan dan rencana kerja dan anggaran Perusahaan yang disiapkan Direksi, sesuai dengan ketentuan Anggaran Dasar.
   b. Memantau dan memastikan bahwa *Good Corporate Governance* telah diterapkan secara efektif dan berkelanjutan.
   c. Meneliti dan menelaah laporan berkala dan laporan tahunan yang disiapkan Direksi serta menandatangani laporan tahunan.
   d. Memastikan bahwa dalam laporan tahunan Perusahaan telah memuat informasi mengenai identitas, pekerjaan-pekerjaan utamanya, jabatan Dewan Komisaris di perusahaan lain, termasuk rapat-rapat yang dilakukan dalam satu tahun buku (rapat internal maupun rapat gabungan dengan Direksi), serta honorarium, fasilitas, dan/atau tunjangan lain yang diterima dari Perusahaan.
   e. Memberikan keputusan atas usulan Direksi yang berdasarkan ketentuan Anggaran Dasar memerlukan persetujuan Dewan Komisaris, dalam jangka waktu 30 (tiga puluh) hari sejak diterimanya usulan atau penjelasan dan dokumen secara lengkap dari Direksi.
   f. Memberikan tanggapan tertulis atas perbuatan Direksi yang berdasarkan ketentuan Anggaran Dasar memerlukan tanggapan tertulis Dewan Komisaris, dalam jangka waktu 30 (tiga puluh) hari sejak diterimanya permohonan atau penjelasan dan dokumen secara lengkap dari Direksi.
   g. Memberikan arahan terhadap Direksi atas implementasi rencana dan kebijakan Perusahaan terkait: hal-hal penting mengenai perubahan lingkungan bisnis, pengadaan dan pelaksanaannya, mutu dan pelayanan,

e. Report immediately to the GMS if there are symptoms of declining Company performance as well as suggestions that have been submitted to the Board of Directors to improve the problems that occur.
f. Prepare an annual work program and include it in the Company's work plan and budget (RKAP).
g. Provide opinions and suggestions to the GMS regarding the Company's long-term plans and the Company's work plan and budget regarding the reasons for the Board of Commissioners to sign the Company's long-term plans and the Company's work plan and budget.
h. Following developments in the Company's activities, providing opinions and suggestions to the GMS regarding issues deemed important for the management of the Company.
i. Provide explanations, opinions and suggestions to the GMS regarding the annual report, if requested.
j. Sign the annual report. In the event that a member of the Board of Commissioners is unwilling to sign the annual report, the reasons must be stated in writing.

2. Duties and Obligations on Supervisory Function
   a. Examine, review and sign in order to provide approval or ratification of the Company's long-term plans and the Company's work plan and budget prepared by the Board of Directors, in accordance with the provisions of the Articles of Association.
   b. Monitor and ensure that Good Corporate Governance has been implemented effectively and sustainably.
   c. Examining and reviewing periodic reports and annual reports prepared by the Board of Directors and signing the annual report.
   d. Ensure that the Company's annual report contains information regarding the identity, main jobs, positions of the Board of Commissioners in other companies, including meetings held in one financial year (internal meetings and joint meetings with the Board of Directors), as well as honorarium, facilities and /or other benefits received from the Company.
   e. Providing a decision on the Board of Directors' proposal based on the provisions of the Articles of Association requires approval from the Board of Commissioners, within 30 (thirty) days from receipt of the proposal or explanation and complete documents from the Board of Directors.
   f. Provide written responses to the actions of the Board of Directors which, based on the provisions of the Articles of Association, require a written response from the Board of Commissioners, within 30 (thirty) days of receipt of the request or complete explanation and documents from the Board of Directors.
   g. Provide direction to the Board of Directors regarding the implementation of Company plans and policies related to: important matters regarding changes in the business environment, procurement and implementation, quality

pengelolaan anak perusahaan, teknologi informasi, sumber daya manusia (SDM), akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SAK), pelaksanaan perjanjian dengan pihak ketiga, kebijakan dan pelaksanaan *Health, Safety, Security and Environment* (HSSE).

3. Tugas dan Kewajiban Terkait Remunerasi
   a. Melakukan penelaahan dan pengawasan untuk memastikan bahwa Perusahaan telah memiliki strategi dan kebijakan nominasi yang meliputi proses analisis organisasi, prosedur dan kriteria rekrutmen, seleksi dan promosi.
   b. Melakukan kajian atas sistem remunerasi yang sesuai bagi Anggota Dewan Komisaris dan Direksi dan mengajukan kepada RUPS.
   c. Memastikan bahwa Perusahaan memiliki sistem remunerasi yang transparan berupa gaji atau honorarium, tunjangan, dan fasilitas yang bersifat tetap dan insentif yang bersifat variabel.
   d. Menelaah usulan remunerasi Direksi bersama dengan Komite terkait.
   e. Mengusulkan insentif kinerja/tantiem, mempertimbangkan penilaian kinerja Direksi dan pencapaian tingkat kesehatan Perusahaan.
   f. Mengusulkan remunerasi (gaji, tunjangan dan fasilitas serta tantiem/insentif kinerja) Direksi kepada RUPS.

4. Tugas dan Kewajiban Terkait Evaluasi Kinerja Dewan Komisaris dan Direksi
   a. Memberikan tanggapan dan rekomendasi mengenai penetapan KPI Direksi pada setiap awal tahun kerja.
   b. Mengevaluasi masing-masing kinerja Anggota Dewan Komisaris dan dituangkan dalam risalah rapat Dewan Komisaris.
   c. Laporan kinerja Dewan Komisaris disampaikan dalam laporan tugas pelaksanaan tugas pengawasan Dewan Komisaris.
   d. Menyusun sistem pengukuran dan penilaian (evaluasi) kinerja Dewan dan individu/Anggota Dewan Komisaris dan Direksi dan mengajukan kepada RUPS.
   e. Mengusulkan KPI beserta target-targetnya yang disampaikan setiap tahunnya kepada RUPS untuk disahkan.
   f. Dalam melakukan penilaian terhadap kinerja Direksi, Dewan Komisaris menyusun kebijakan mengenai penilaian kinerja Direksi dan pelaporannya kepada Pemegang Saham serta menelaah kriteria, target dan indikator kinerja utama yang tercakup dalam kontrak manajemen Direksi/rencana kerja dan anggaran Perusahaan baik secara individu maupun kolegial dan menyampaikannya kepada Pemegang Saham dalam laporan tugas pengawasan secara semesteran atau tahunan.

and service, subsidiary management, information technology, human resources (HR), accounting and preparation of Financial Statementsin accordance with generally accepted accounting standards in Indonesia (SAK), implementation of agreements with third parties, policies and implementation of Health, Safety, Security and Environment (HSSE).

3. Duties and Obligations on Remuneration
   a. Conduct reviews and supervision to ensure that the Company has a nomination strategy and policy which includes organizational analysis processes, procedures and criteria for recruitment, selection and promotion.
   b. Conduct a review of the appropriate remuneration system for members of the Board of Commissioners and Directors and submit it to the GMS.
   c. Ensure that the Company has a transparent remuneration system in the form of salary or honorarium, fixed allowances and facilities and variable incentives.
   d. Reviewing the Board of Directors' remuneration proposals together with the relevant Committees.
   e. Propose performance incentives/tantiems, considering the performance assessment of the Board of Directors and achieving the Corporate Soundness level.
   f. Propose remuneration (salary, allowances and facilities as well as bonuses/performance incentives) of the Board of Directors to the GMS.

4. Duties and Obligations on Board of Commissioners and Directors Performance Evaluation
   a. Provide feedback and recommendations regarding the determination of KPI for the Board of Directors at the beginning of each working year.
   b. Evaluate the performance of each member of the Board of Commissioners and include it in the minutes of the Board of Commissioners meetings.
   c. The performance report of the Board of Commissioners is submitted in the report on the implementation of the Board of Commissioners' supervisory duties.
   d. Develop a system of measurement and assessment (evaluation) of the performance of the Board and individuals/Members of the Board of Commissioners and Directors and submit it to the GMS.
   e. Proposing KPIs and their targets which are submitted annually to the GMS for ratification.
   f. In assessing the performance of the Board of Directors, the Board of Commissioners develops policies regarding the assessment of the performance of the Board of Directors and its reporting to Shareholders as well as reviewing the criteria, targets and main performance indicators included in the Directors' management contract/work plan and Company budget both individually and collegally and conveys them to the Shareholders. Shares in supervisory duty reports on a semi-annual or annual basis.

5. Tugas dan Kewajiban Terkait Pengawasan Penerapan Manajemen Risiko
   a. Melakukan kajian atas efektivitas pengurusan Perusahaan dari aspek manajemen risiko secara terintegrasi sebagai bahan rekomendasi Dewan Komisaris.
   b. Melakukan evaluasi atas kebijakan investasi dan mengidentifikasi serta menilai potensi risikonya.
   c. Mengevaluasi tahapan proses manajemen investasi dan risiko Perusahaan, mulai dari mengidentifikasi sampai dengan pengungkapan serta mitigasi risiko.
   d. Menilai risiko atas rencana proyek-proyek dan investasi Perusahaan, untuk selanjutnya memberikan pendapat dan atau saran terkait kelanjutan proyek-proyek tersebut.

6. Tugas dan Kewajiban Terkait Sistem Pengendalian Internal
   a. Memastikan efektivitas sistem pengendalian internal.
   b. Memastikan efektivitas pelaksanaan tugas Auditor Internal dan Auditor Eksternal, dengan menilai kompetensi, Independensi serta ruang lingkup tugas Auditor Internal dan Auditor Eksternal.
   c. Memastikan Auditor Internal, Auditor Eksternal dan Komite Audit memiliki akses terhadap informasi mengenai Perusahaan yang diperlukan untuk melaksanakan tugasnya.
   d. Melakukan penilaian atas akurasi informasi yang disiapkan untuk pihak lain, khususnya dalam laporan keuangan dan laporan tahunan.

7. Tugas dan Kewajiban Terkait Etika Berusaha dan Anti Korupsi
   a. Mengedepankan prinsip-prinsip *Good Corporate Governance* dalam berhubungan dengan mitra kerja, kreditur/investor, pejabat/pekerja pemerintah maupun pihak lainnya.
   b. Tidak memberikan atau menawarkan, atau menerima, baik langsung maupun tidak langsung, sesuatu yang berharga kepada atau dari pelanggan atau seorang pejabat pemerintah untuk mempengaruhi atau sebagai imbalan atas apa yang telah dilakukannya dan tindakan lainnya, sesuai ketentuan peraturan perundang-perundang-undangan.
   c. Menghindari praktek korupsi, kolusi, dan nepotisme sesuai ketentuan peraturan perundang-undangan.

8. Tugas dan Kewajiban Terkait dengan Keterbukaan dan Kerahasiaan Informasi
   a. Memastikan informasi termasuk namun tidak terbatas pada laporan keuangan, laporan tahunan yang disampaikan Perusahaan kepada pemegang saham maupun pemangku kepentingan Perusahaan dilakukan secara tepat waktu, lengkap dan akurat.
   b. Memastikan data/informasi yang disampaikan ke publik sesuai dengan peraturan perundang-undangan yang berlaku.

5. Duties and Obligations on Supervision of Risk Management Implementation
   a. Conduct a review of the effectiveness of the Company's management from an integrated risk management aspect as a recommendation for the Board of Commissioners.
   b. Evaluate investment policies and identify and assess potential risks.
   c. Evaluate the stages of the Company's investment and risk management process, starting from identifying to disclosing and mitigating risks.
   d. Assess the risks of the Company's planned projects and investments, to then provide opinions and/or suggestions regarding the continuation of these projects.

6. Duties and Obligations on Internal Control System
   a. Ensure the effectiveness of the internal control system.
   b. Ensure the effectiveness of carrying out the duties of Internal Auditors and External Auditors, by assessing the competence, independence and scope of duties of Internal Auditors and External Auditors.
   c. Ensure that Internal Auditors, External Auditors and the Audit Committee have access to information about the Company necessary to carry out their duties.
   d. Assess the accuracy of information prepared for other parties, especially in Financial Statementsand annual reports.

7. Duties and Obligations on Business Ethics and Anti-Corruption
   a. Prioritize the principles of Good Corporate Governance in dealing with Business Partners, creditors/investors, government officials/workers and other parties.
   b. Do not give or offer, or receive, either directly or indirectly, anything of value to or from a customer or a government official to influence or as a reward for what he or she has done or other actions, in accordance with the provisions of the laws and regulations.
   c. Avoid practices of corruption, collusion and nepotism in accordance with statutory provisions.

8. Duties and Obligations on Information Disclosure and Confidentiality
   a. Ensure that information including but not limited to financial reports, annual reports submitted by the Company to shareholders and stakeholders of the Company is carried out in a timely, complete and accurate manner.
   b. Ensure that data/information submitted to the public is in accordance with applicable laws and regulations.

9. Tugas dan Kewajiban Terkait Hubungan Kerja Antar Anggota Dewan Komisaris
   Hubungan kerja antar anggota Dewan Komisaris adalah bersifat kolektif. Dalam pelaksanaan kegiatan operasional, Komisaris Utama melakukan koordinasi dengan seluruh anggota Dewan Komisaris (*first among equals*).

HAK DAN WEWENANG DEWAN KOMISARIS

Hak dan wewenang Dewan Komisaris PTC telah ditentukan dalam Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Di mana rincian lebih lanjut atas wewenang tersebut dituangkan dalam Anggaran Dasar, yaitu sebagai berikut:

Hak Dewan Komisaris

1. Meminta Direksi dan/atau pejabat lainnya di bawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris.
2. Dewan Komisaris dengan suara terbanyak setiap waktu berhak memberhentikan untuk sementara waktu seorang atau lebih Anggota Direksi, apabila mereka bertindak bertentangan dengan Anggaran Dasar atau terdapat indikasi melakukan kerugian Perusahaan atau melalaikan kewajibannya atau terdapat alasan mendesak bagi Perusahaan. Pemberhentian sementara dimaksud harus diberitahukan secara tertulis kepada yang bersangkutan dan Pemegang Saham disertai alasan yang menyebabkan tindakan tersebut.
3. Dewan Komisaris diberi honorarium dan tunjangan serta fasilitas termasuk santunan purna jabatan yang jenis dan jumlahnya ditetapkan oleh RUPS dengan memperhatikan ketentuan peraturan perundang-undangan yang berlaku.
4. Memperoleh informasi mengenai Perusahaan secara tepat waktu, terukur dan lengkap.

Wewenang Dewan Komisaris

1. Memperoleh akses yang cukup atas informasi Perusahaan dalam hal ini melihat buku-buku, surat-surat, serta dokumen-dokumen lainnya, memeriksa kas untuk keperluan verifikasi dan lain-lain surat berharga dan memeriksa kekayaan Perusahaan.
2. Memasuki pekarangan, gedung, dan kantor yang dipergunakan oleh Perusahaan.
3. Meminta penjelasan dari Direksi dan/atau pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perusahaan.
4. Mengetahui segala kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi.
5. Meminta Direksi dan/atau pejabat lainnya di bawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris.

9. Duties and Obligations on Work Relations Between Members of the Board of Commissioners
   The working relationship between members of the Board of Commissioners is collective. In carrying out operational activities, the President Commissioner coordinates with all members of the Board of Commissioners (first among equals).

RIGHTS AND AUTHORITY OF THE BOARD OF COMMISSIONERS

The rights and authority of the PTC Board of Commissioners have been determined in Law Number 40 of 2007 concerning Limited Liability Companies and Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. Where further details of this authority are stated in the Articles of Association, namely as follows:

Board of Commissioners Rights

1. Request the Directors and/or other officials under the Directors with the knowledge of the Directors to attend the Board of Commissioners meetings.
2. The Board of Commissioners with a majority vote at any time has the right to temporarily dismiss one or more members of the Board of Directors, if they act contrary to the Articles of Association or there are indications of causing losses to the Company or neglecting their obligations or there are urgent reasons for the Company. The temporary suspension must be notified in writing to the person concerned and the Shareholders including the reasons that led to the action.
3. The Board of Commissioners is given an honorarium and allowances as well as facilities including post-service compensation, the type and amount of which is determined by the GMS considering the provisions of the applicable laws and regulations.
4. Obtain information about the Company in a timely, measurable and complete manner.

Board of Commissioners Authority

1. Obtain sufficient access to Company information, in this case viewing books, letters and other documents, examining cash for verification purposes and other securities and examining the Company's assets.
2. Entering yards, buildings and offices used by the Company.
3. Request an explanation from the Directors and/or other officials regarding all issues relating to the management of the Company.
4. Know all policies and actions that have been and will be implemented by the Board of Directors.
5. Request the Directors and/or other officials under the Directors with the knowledge of the Directors to attend meetings of the Board of Commissioners.

6. Mengangkat sekretaris dewan komisaris, jika dianggap perlu.
7. Memberhentikan sementara anggota Direksi sesuai dengan ketentuan Undang-Undang Perseroan Terbatas.
8. Membentuk komite-komite lain selain komite audit, jika dianggap perlu dengan memperhatikan kemampuan Perusahaan.
9. Menggunakan tenaga ahli untuk hal tertentu dan dalam jangka waktu tertentu atas beban Perusahaan, jika dianggap perlu.
10. Melakukan tindakan pengurusan Perusahaan dalam keadaan tertentu untuk jangka waktu tertentu sesuai dengan ketentuan anggaran dasar.
11. Menghadiri rapat Direksi dan memberikan pandangan-pandangan terhadap hal-hal yang dibicarakan.
12. Melaksanakan kewenangan pengawasan lainnya sepanjang tidak bertentangan dengan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan RUPS.

6. Appoint a secretary to the board of commissioners, if deemed necessary.
7. Temporarily suspend members of the Board of Directors in accordance with the provisions of the Limited Liability Company Law.
8. Form other committees besides the audit committee, if deemed necessary considering the Company's capabilities.
9. Using experts for certain matters and within a certain period of time at the Company's expense, if deemed necessary.
10. Carry out actions to manage the Company in certain circumstances for a certain period of time in accordance with the provisions of the articles of association.
11. Attend Board of Directors meetings and provide views on matters discussed.
12. Carry out other supervisory authority as long as it does not conflict with statutory regulations, articles of association and/or GMS decisions.

PEMBAGIAN TUGAS ANTAR DEWAN KOMISARIS

Pengawasan yang dilakukan oleh Dewan Komisaris dijalankan secara kolegial dengan tujuan meningkatkan efektivitas fungsi pengawasan. Oleh karena itu, Dewan Komisaris menunjuk anggota-anggotanya untuk secara khusus memantau pengelolaan Perusahaan dalam bidang-bidang tertentu. Hal tersebut sesuai dengan keputusan Kpts-031/PTC-DEKOM/2023-S3 tanggal 21 September 2023 tentang Pembagian Tugas Anggota Dewan Komisaris PTC, yaitu sebagai berikut.

DIVISION OF DUTIES AMONG THE BOARD OF COMMISSIONERS

Supervision carried out by the Board of Commissioners is carried out in a collegial manner with the aim of increasing the effectiveness of the supervisory function. Therefore, the Board of Commissioners appoints its members to specifically monitor the Company's management in certain areas. This is in accordance with the decision Kpts-031/PTC -DEKOM/2023-S3 dated 21 September 2023 concerning the Distribution of Duties of Members of the PTC Board of Commissioners, which is as follows.

Pembagian Tugas Anggota Dewan Komisaris
Division Of Duties Among The Board Of Commissioners

Nama Name	Jabatan Position	Tugas Pengawasan Supervisory Duties
Amir Faisal	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	1. Mengoordinasikan tugas-tugas dan wewenang Dewan Komisaris; 2. Mengoordinasikan Bidang Pengembangan Bisnis dan Komersial; 3. Mengoordinasikan Bidang *Good Corporate Governance* (GCG) dan Remunerasi. 1. Coordinate the duties and authority of the Board of Commissioners; 2. Coordinate Business and Commercial Development; 3. Coordinate Good Corporate Governance (GCG) and Remuneration.
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	1. Ketua Komite Audit; 2. Mengoordinasikan Bidang Operasional. 1. Chairman of the Audit Committee; 2. Coordinating Operational Sector.
Wisnu Wardhana	Komisaris Commissioner	1. Mengoordinasikan Bidang Pengembangan Bisnis dan Komersial; 2. Mengoordinasikan Bidang Keuangan dan Akuntansi. 1. Coordinate Business and Commercial Development; 2. Coordinate the Finance and Accounting Sector.

PROGRAM PENGENALAN PERUSAHAAN BAGI DEWAN KOMISARIS BARU

Setiap anggota Dewan Komisaris baru yang pertama kali ditunjuk, maka wajib mengikuti program pengenalan (induksi) sebagaimana diatur dalam *Board Manual*. Adapun program pengenalan Dewan Komisaris tersebut bertujuan untuk meningkatkan pengetahuan dan kompetensi yang

COMPANY INTRODUCTION PROGRAM FOR NEW BOARD OF COMMISSIONERS

Each new member of the Board of Commissioners who is appointed for the first time is required to take part in an induction program as regulated in the Board Manual. The Board of Commissioners introduction program aims to increase knowledge and competence relevant to the Company's

relevan dengan bisnis Perusahaan dalam rangka menunjang pelaksanaan tugas pengawasan Dewan Komisaris.

Program pengenalan ini berupa presentasi, pertemuan, kunjungan, dan pengkajian dokumen atau program lainnya yang dianggap sesuai dengan kebutuhan Perusahaan. Di mana pelaksanaannya dapat dilakukan oleh *Corporate Secretary* dengan mencakup materi sebagai berikut:

1. Pelaksanaan prinsip-prinsip GCG oleh PTC;
2. Gambaran mengenai Perusahaan berkaitan dengan tujuan, sifat dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif, risiko dan berbagai masalah strategis lainnya sesuai dengan rencana jangka panjang Perusahaan;
3. Informasi yang berkaitan dengan kewenangan yang didelegasikan, Internal Audit dan audit eksternal, sistem dan kebijakan pengendalian internal, termasuk peran Komite Audit;
4. Informasi mengenai tugas dan tanggung jawab Direksi dan Dewan Komisaris.

Pada tahun 2023, tidak terdapat perubahan susunan dan komposisi Anggota Dewan Komisaris, sehingga tidak dilaksanakan program pengenalan perusahaan kepada Dewan Komisaris Baru.

PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS

Perusahaan mengakui pentingnya pengembangan kompetensi Dewan Komisaris sebagai Upaya untuk meningkatkan kualitas dan keterampilan setiap anggota. Program pengembangan Dewan Komisaris dijalankan dengan tujuan meningkatkan pemahaman dan kompetensi yang berkaitan dengan bisnis Perusahaan untuk mendukung pelaksanaan tugas pengawasan Dewan Komisaris.

Sepanjang tahun 2023, anggota Dewan Komisaris telah mengikuti program pelatihan dan/atau pengembangan kompetensi sebagai berikut:

business in order to support the implementation of the Board of Commissioners' supervisory duties.

This introduction program takes the form of presentations, meetings, visits, and document reviews or other programs deemed appropriate to the Company's needs. Where the implementation can be carried out by the Corporate Secretary and includes the following material:

1. Implementation of GCG principles by PTC;
2. An overview of the Company relating to objectives, nature and scope of activities, financial and operational performance, strategy, short-term and long-term business plans, competitive position, risks and various other strategic issues in accordance with the Company's long-term plans;
3. Information relating to delegated authority, Internal Audit and external audit, internal control systems and policies, including the role of the Audit Committee;
4. Information regarding the duties and responsibilities of the Board of Directors and Board of Commissioners.

In 2023, there was no changes to the structure and composition of the Board of Commissioners, so there will be no company introduction program for the New Board of Commissioners.

COMPETENCE DEVELOPMENT OF THE BOARD OF COMMISSIONERS

The Company recognizes the importance of developing the competency of the Board of Commissioners as an effort to improve the quality and skills of each member. The Board of Commissioners development program is carried out with the aim of increasing understanding and competence related to the Company's business to support the implementation of the Board of Commissioners' supervisory duties.

Throughout 2023, members of the Board of Commissioners have participated in the following training and/or competency development programs:

Nama Name	Jenis Pendidikan dan Pelatihan Type of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Material	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
Amir Faisal (Komisaris Utama dan Komisaris Independen) (President Commissioner and Independent Commissioner)	*Training*	*InHouse Training Safety Leadership*	7 September 2023 September 7, 2023	PTC
	Sertifikasi Certification	*Certified Anti-Fraud Professional*	23–24 Oktober 2023 October 23–24, 2023	Asia Anti Fraud Management (AAFM)
Inas Nasrullah Zubir (Komisaris Independen) (Independent Commissioner)	*Training*	*InHouse Training Safety Leadership*	7 September 2023 September 7, 2023	PTC
	Sertifikasi Certification	*Certified Anti-Fraud Professional*	23–24 Oktober 2023 October 23–24, 2023	Asia Anti Fraud Management (AAFM)
Wisnu Wardhana (Komisaris) (Commissioner)	*Training*	*InHouse Training Safety Leadership*	7 September 2023 September 7, 2023	PTC
	Sertifikasi Certification	*Certified Anti-Fraud Professional*	23–24 Oktober 2023 October 23–24, 2023	Asia Anti Fraud Management (AAFM)

PROGRAM KERJA DEWAN KOMISARIS

1. Untuk menyusun program kerja Dewan Komisaris terlebih dahulu ditetapkan sasaran tugas yang meliputi:
   - Terlaksananya pengawasan Dewan Komisaris yang efektif atas pengelolaan perusahaan sesuai dengan rencana kerja perusahaan dan prinsip-prinsip *Good Corporate Governance* (GCG).
   - Tercapainya persetujuan dan tanggapan Dewan Komisaris menanggapi aksi korporasi yang diajukan oleh manajemen sesuai dengan Anggaran Dasar perusahaan.
   - Tersedianya saran dan pendapat Dewan Komisaris kepada manajemen dalam rangka peningkatan kinerja perusahaan.
   - Terlaksananya rapat-rapat gabungan Dewan Komisaris dengan Direksi.
2. Dalam menerapkan sasaran tersebut Dewan strategi antara lain melalui:
   - *Monitoring* terhadap pelaksanaan proyek.
   - *Monitoring* kinerja Direksi/Divisi/Cabang
   - *Monitoring* pelaksanaan investasi
   - *Monitoring* terhadap permasalahan hukum dan kondisi keuangan Perusahaan
   - *Monitoring* pelaksanaan pengembangan bisnis Perusahaan.
   - Melakukan evaluasi atas laporan manajemen termasuk laporan keuangan berkala dan laporan auditor eksternal.
   - *Monitoring* atas penerapan Tata Kelola Perusahaan yang Baik/Good Corporate Governance.

BOARD OF COMMISSIONERS WORK PROGRAM

1. To prepare the work program for the Board of Commissioners, task targets must first be determined which include:
   - Implementation of effective supervision by the Board of Commissioners over company management in accordance with the company's work plan and the principles of Good Corporate Governance (GCG).
   - Achieve approval and response from the Board of Commissioners in response to corporate actions proposed by management in accordance with the company's Articles of Association.
   - Availability of suggestions and opinions from the Board of Commissioners to management in order to improve company performance.
   - Implementation of joint meetings between the Board of Commissioners and the Board of Directors.
2. In implementing these targets, the Strategy Board includes, among other things, through:
   - Monitoring project implementation.
   - Monitoring the performance of the Board of Directors/ Division/Branch
   - Monitoring investment implementation
   - Monitoring legal issues and the Company's financial condition
   - Monitoring the implementation of the Company's business development.
   - Evaluate management reports including periodic Financial Statementsand external auditor reports.
   - Monitoring the implementation of Good Corporate Governance.

PELAKSANAAN TUGAS DEWAN KOMISARIS TAHUN 2023

Sepanjang tahun 2023, Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya meliputi:

1. Menelaah dan menyetujui Rencana Kerja Anggaran Perusahaan (RKAP).
2. Penetapan penghargaan atas kinerja (tantiem).
3. Usulan remunerasi Direksi beserta Dewan Komisaris.
4. Evaluasi kinerja KAP beserta penunjukannya.
5. Tinjauan strategis berkaitan dengan Kinerja perusahaan (TW I s/d TW 4).
6. Evaluasi Kinerja atas telaah laporan tahunan PTC.
7. Pembagian Tugas anggota Dewan Komisaris dan Pengangkatan Komite Audit.

Adapun Laporan Pengawasan Pelaksanaan dan Laporan Kinerja kepada Pemegang Saham sebagaimana terlampir di bawah ini:

IMPLEMENTATION OF THE BOARD OF COMMISSIONERS' DUTIES IN 2023

Throughout 2023, the Board of Commissioners has carried out its duties and responsibilities including:

1. Review and approve the Company Budget Work Plan (RKAP).
2. Determination of rewards for performance (tantiem).
3. Proposed remuneration for the Board of Directors and Board of Commissioners.
4. Evaluate KAP performance and its appointment.
5. Strategic review related to company performance (Q1 to Q4).
6. Performance Evaluation based on PTC annual report review.
7. Distribution of Duties of members of the Board of Commissioners and Appointment of the Audit Committee.

The Implementation Monitoring Report and Performance Report to Shareholders are as attached below:

No.	Nomor Surat Letter Number	Jenis Surat Letter Type	Perihal Subject
1	003/PTC-DEKOM/2023-S1	Rekomendasi & Arahan Recommendations & Directions	Arahan Dewan Komisaris pada Rapat Gabungan Dewan Komisaris dan Direksi pada tanggal 30 Januari 2023 Directions from the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on January 30 2023

No.	Nomor Surat Letter Number	Jenis Surat Letter Type	Perihal Subject
2	008/PTC-DEKOM/2023-S1	Rekomendasi & Arahan Recommendations & Directions	Arahan Dewan Komisaris pada Rapat Gabungan Dewan Komisaris dan Direksi tanggal 28 Februari 2023 Directions of the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on February 28, 2023
3	009/PTC-DEKOM/2023-S1	Surat Telaah & Persetujuan Review & Approval Letter	Hasil Telaah & Persetujuan atas Rencana Kerja Anggaran Perusahaan (RKAP) Tahun 2023-PT Pertamina Training and Consulting Results of Review & Approval of the 2023 Company Budget Work Plan (RKAP) - PT Pertamina Training and Consulting
4	010/PTC-DEKOM/2023-S0	Persetujuan Agreement	Persetujuan Pemindahan Lokasi Gedung Kantor Perusahaan Approval for Relocation of Company Office Building Locations
5	013/PTC-DEKOM/2023-S0	Surat Telaah & Persetujuan Review & Approval Letter	Telaahan atas Laporan Tahunan PTC tahun buku 2022 yang berakhir pada 31 Desember 2022 Review of the PTC Annual Report for the 2022 fiscal year ending December 31, 2022
6	014/PTC-DEKOM/2023-S3	Evaluasi Kinerja & Penunjukan KAP Performance Evaluation & Appointment of KAP	Evaluasi Kinerja KAP Tahun Buku 2022 dan Penunjukan KAP Tahun Buku 2023 Evaluation of KAP Performance for the 2022 Fiscal Year and Appointment of KAP for the 2023 Fiscal Year
7	019/PTC-10000/2023-B2	Laporan Manajemen TW IV tahun 2022 QIV 2022 Management Report	Laporan Manajemen PT PTC Bulan Desember 2022 PT PTC Management Report for December 2022
8	020/PTC-DEKOM/2023-S1	Rekomendasi & Arahan Recommendations & Directions	Arahan Dewan Komisaris pada Rapat Gabungan Dewan Komisaris dan Direksi Tanggal 16 Mei 2023 Directions of the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on May 16 2023
9	021/PTC-DEKOM/2023-S1	RKA BOC	Penyampaian Rencana Kerja dan Anggaran Dewan Komisaris dan Komite Audit PTC Tahun 2024 Submission of the Work Plan and Budget for the Board of Commissioners and the PTC Audit Committee for 2024
10	026/PTC-DEKOM/2023-S3.2	Surat Keputusan & Persetujuan Decision Letter & Approval	Persetujuan Pengisian Anggota Komite Audit di PT Pertamina Training and Consulting Approval of the Filling of Audit Committee Members at PT Pertamina Training and Consulting
11	027/PTC-DEKOM/2023-S3	Surat Keputusan Decree	Pengangkatan Anggota Komite Audit Appointment of Audit Committee Members
12	029/PTC-DEKOM/2023-S1	Surat Telaah & Persetujuan Review & Approval Letter	Hasil Telaah dan Persetujuan atas Usulan Rencana Kerja Anggaran Perusahaan (RKAP) Tahun 2024 PT Pertamina Training and Consulting Results of Review and Approval of the Proposed Company Budget Work Plan (RKAP) for 2024 PT Pertamina Training and Consulting
13	0205/PTC-10000/2023-S0	Surat Telaah & Persetujuan Review & Approval Letter	Usulan Penetapan Penghargaan atas Kinerja (Tantiem) Tahun Buku 2022 Direksi dan Dewan Komisaris PTC Proposed Determination of Rewards for Performance (Tantiem) for the 2022 Fiscal Year of the Board of Directors and Board of Commissioners of PTC
14	0206/PTC-10000/2023-S0	Surat Telaah & Persetujuan Review & Approval Letter	Usulan Remunerasi Direksi dan Dewan Komisaris Tahun Buku 2023 PT PTC Proposed Remuneration for Directors and Board of Commissioners for Fiscal Year 2023 PT PTC
15	0208/PTC-10000/2023-S0	Surat Telaah & Persetujuan Review & Approval Letter	Pengusulan Penggunaan Laba Bersih PT Pertamina Training and Consulting tahun buku 2022 Proposed Use of PT Pertamina Training and Consulting's Net Profit for the 2022 fiscal year
16	Kpts-031/PTC-DEKOM/2023-S3	Surat Keputusan Decree	Pembagian Bidang Tugas Anggota Dewan Komisaris PT Pertamina Training and Consulting Division of Duties of Members of the Board of Commissioners of PT Pertamina Training and Consulting

No.	Nomor Surat Letter Number	Jenis Surat Letter Type	Perihal Subject
17	032/PTC-DEKOM/2023-S3	Surat Keputusan Decree	Pengangkatan Ketua Komite Audit Appointment of Chairman of the Audit Committee
18	033/PTC-DEKOM/2023-S1	Personalia Personnel	Permintaan Penyediaan Personel Posisi Sekretaris Dewan Komisaris PT Pertamina Training and Consulting Request for Provision of Personnel for the Position of Secretary to the Board of Commissioners of PT Pertamina Training and Consulting
19	034/PTC-DEKOM/2023-S0	Arahan Directions	Arahan Dewan Komisaris pada Rapat Gabungan Dewan Komisaris Dan Direksi tanggal 4 Oktober 2023 Directions from the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on October 4, 2023
20	Kpts-039/PTC-DEKOM/2023-S0	Surat Keputusan Decree	Penunjukan Pelaksana Tugas Sekretaris Dewan Komisaris Appointment of Acting Secretary to the Board of Commissioners
21	0245/PTC-10000/2023-B2	Laporan Manajemen TW I Tahun 2023 Q1 2023 Management Report	Laporan Manajemen Triwulan I PT Pertamina Training and Consulting Tahun 2023 PT Pertamina Training and Consulting Management Report for Quarter 1 2023
22	0319/PTC-10000/2023-B2	Laporan Manajemen TW II Tahun 2023 QII 2023 Management Report	Penyampaian Laporan Realisasi RKAP s.d Triwulan II PT Pertamina Training and Consulting Tahun 2023 Submission of RKAP Realization Report to PT Pertamina Training and Consulting for Quarter II 2023
23	0440/PTC-10000/2023-B2	Laporan Manajemen TW III Tahun 2023 Q3 2023 Management Report	Laporan Manajemen PT Pertamina Training and Consulting TW III YTD September 2023 PT Pertamina Training and Consulting Management Report for QIII YTD September 2023

PENILAIAN KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Sebagai bagian dari evaluasi terhadap pelaksanaan tugas komite di bawah Dewan Komisaris, Perusahaan secara berkala melakukan penilaian atas kinerja Komite Audit. Proses penilaian ini dilakukan oleh Dewan Komisaris dengan fokus pada kriteria-kriteria seperti pencapaian target yang telah ditetapkan dalam Rencana Kerja Tahunan Komite. Uraian lebih lanjut mengenai penilaian kinerja komite di bawah Dewan Komisaris dapat dilihat pada bagian Komite Audit.

PERFORMANCE ASSESSMENT OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

As part of the evaluation of the implementation of the duties of committees under the Board of Commissioners, the Company periodically assesses the performance of the Audit Committee. This assessment process is carried out by the Board of Commissioners with a focus on criteria such as achieving targets set in the Committee's Annual Work Plan. Further description regarding the performance assessment of committees under the Board of Commissioners can be seen in the Audit Committee section.

KOMISARIS INDEPENDEN

Komisaris Independen merupakan anggota Dewan Komisaris yang tidak terafiliasi oleh Direksi, anggota Dewan Komisaris lainnya, pemegang saham pengendali, serta bebas dari hubungan bisnis atau hubungan lainnya yang dapat mempengaruhi kemampuannya untuk bertindak Independen dan objektif demi kepentingan Perusahaan.

INDEPENDENT COMMISSIONER

Independent Commissioners are members of the Board of Commissioners who are not affiliated with the Board of Directors, other members of the Board of Commissioners, controlling shareholders, and are free from business or other relationships that could affect their ability to act independently and objectively in the interests of the Company.

KRITERIA PENENTUAN KOMISARIS INDEPENDEN

Komisaris Independen yang ada di Perusahaan secara konsisten menjamin bahwa mekanisme pengawasan berjalan secara efisien dan mematuhi ketentuan hukum yang berlaku. Adapun kriteria penentuan Komisaris Independen Perusahaan berdasarkan pada POJK No. 33/POJK.04/2014 yaitu:

CRITERIA FOR DETERMINING INDEPENDENT COMMISSIONERS

The Independent Commissioners in the Company consistently ensure that the monitoring mechanism runs efficiently and complies with applicable legal provisions. The criteria for determining the Company's Independent Commissioners are based on POJK No. 33/POJK.04/2014 namely:

1. Berasal dari luar perusahaan publik;
2. Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perusahaan dalam waktu 6 (enam) bulan terakhir, kecuali untuk pengangkatan kembali sebagai Komisaris Independen Perusahaan pada periode berikutnya;
3. Tidak mempunyai saham Perusahaan baik langsung maupun tidak langsung;
4. Tidak mempunyai hubungan afiliasi dengan Komisaris, Direksi dan Pemegang Saham Utama Perusahaan;
5. Tidak mempunyai hubungan usaha dengan Perusahaan baik langsung maupun tidak langsung.

PERNYATAAN INDEPENDENSI KOMISARIS INDEPENDEN

Melalui Surat Keputusan Pemegang Saham Sirkuler tanggal 27 September 2022, Perusahaan menugaskan Amir Faisal sebagai Komisaris Independen ditambah adanya Pengangkatan Kembali Sdr. Inas Nasrullah Zubir sebagai Komisaris Independen pada tanggal 21 September 2023. Dengan demikian, terdapat 2 (dua) Komisaris Independen Perusahaan. Dalam menjalankan tugasnya, Komisaris Independen mengacu pada aturan Independensi yang tertuang pada Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

1. Comes from outside a public company;
2. Not a person who works or has the authority and responsibility to plan, lead, control or supervise the Company's activities within the last 6 (six) months, except for reappointment as an Independent Commissioner of the Company in the following period;
3. Does not own shares in the Company, either directly or indirectly;
4. Has no affiliation with the Commissioners, Directors and Major Shareholders of the Company;
5. Has no business relationship with the Company, either directly or indirectly.

INDEPENDENCE STATEMENT OF THE INDEPENDENT COMMISSIONER

Through a Circular Shareholder Decree dated September 27, 2022, the Company appointed Amir Faishal as Independent Commissioner plus the Reappointment of Mr. Inas Nasrullah Zubir as Independent Commissioner on September 21, 2023. Thus, there are 2 (two) Independent Commissioners of the Company. In carrying out their duties, the Independent Commissioner refers to the Independent Regulations contained in the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

Pernyataan Independensi dan Potensi Benturan Kepentingan
Independence Statement and Conflicts of Interest Potential

No.	Kriteria Independensi Independence Criteria	Inas Nasrullah Zubir	Amir Faisal
1.	Tidak memiliki benturan kepentingan dan/atau terlibat dalam transaksi yang memiliki benturan kepentingan dengan PT Pertamina Training and Consulting dan/atau anak perusahaan yang terkonsolidasi dan terafiliasi; Have no conflict of interest and/or be involved in transactions that have a conflict of interest with PT Pertamina Training and Consulting and/or its consolidated and affiliated subsidiaries;	√	√
2.	Tidak memangku jabatan rangkap dalam jabatan lain yang dapat menimbulkan benturan kepentingan yang merugikan perusahaan dan dilarang dalam peraturan perundang undangan yang berlaku bagi PTC; serta Not holding concurrent positions in other positions that could give rise to a conflict of interest that is detrimental to the company and is prohibited in the laws and regulations that apply to PTC; as well as	√	√
3.	Tidak memiliki hubungan keluarga sedarah sampai dengan derajat kedua, baik menurut garis lurus maupun garis ke samping atau hubungan semenda dengan anggota Direksi maupun dengan anggota Dewan Komisaris PTC. Have no blood family relationship up to the second degree, either in a straight line or sideways or a marital relationship with members of the Board of Directors or members of the Board of Commissioners of PTC.	√	√

Sebagai bentuk pernyataan untuk bersikap Independen dan bebas benturan kepentingan dalam menjalankan fungsi dan tugasnya, Komisaris Independen Perusahaan telah menandatangani Pakta Integritas sebagai berikut.

As a form of statement to be independent and free from conflicts of interest in carrying out their functions and duties, the Company's Independent Commissioner has signed the Integrity Pact as follows.

Nama Name	Jabatan Position	Periode Period
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	1 Januari 2022-31 Desember 2022 January 1, 2022 - December 31, 2022
Amir Faisal	Komisaris Independen Independent Commissioner	21 September 2023-31 Desember 2023 September 21, 2023 - December 31, 2023

Saat ini tidak terdapat Komisaris Independen yang memiliki rangkap jabatan, ataupun memiliki saham di Perusahaan atau perusahaan lain yang berhubungan dengan Perusahaan, yang dapat menyebabkan konflik kepentingan di dalam Perusahaan

Currently there are no Independent Commissioners who hold dual positions, or own shares in the Company or other companies related to the Company, which could cause a conflict of interest within the Company

DIREKSI

Direksi merupakan organ Perusahaan yang secara kolektif memiliki kewenangan penuh dan tanggung jawab atas pengelolaan perusahaan untuk Kepentingan Perusahaan. Di mana hal tersebut sesuai dengan maksud dan tujuan Perusahaan serta mewakili Perusahaan baik di dalam maupun di luar pengadilan sesuai dengan ketentuan anggaran dasar dan ketentuan peraturan perundangan. Selain itu, Direksi juga memiliki wewenang untuk mengatur jalannya Perusahaan, serta mengambil tindakan dan kebijakan yang dianggap perlu untuk memastikan kelancaran operasional Perusahaan dengan memperhatikan aspek efisiensi dan efektivitas.

BOARD OF DIRECTORS

The Board of Directors is a Company organ that collectively has full authority and responsibility for managing the company for the Company's interests. Where this is in accordance with the Company's aims and objectives and represents the Company both inside and outside the court in accordance with the provisions of the articles of association and statutory regulations. In addition, the Board of Directors also has the authority to regulate the running of the Company, as well as take actions and policies deemed necessary to ensure the smooth operation of the Company by paying attention to aspects of efficiency and effectiveness.

PEDOMAN KERJA/PIAGAM DIREKSI

Dalam menjalankan tugas dan tanggung jawabnya, Direksi PTC memiliki sebuah pedoman kerja internal yang disusun oleh Direktur Utama. Pedoman ini disusun dalam Piagam Kerja Direksi, yang secara berkala diperbarui untuk memastikan relevansinya dengan perubahan lingkungan Perusahaan. Adapun Piagam Kerja Direksi adalah bagian dari pedoman kerja yang lebih luas dikenal sebagai *Board Manual* Nomor: A.008/10000/2022/S0.

Board Manual Dewan Komisaris dan Direksi mencakup sejumlah aspek yang menjadi rujukan utama dalam pelaksanaan kegiatan pengurusan Perusahaan oleh Direksi di antaranya:

1. Persyaratan dan Komposisi, Keanggotaan dan Masa Jabatan Direksi.
2. Program Pengenalan dan Peningkatan Kapabilitas.
3. Independensi (Kemandirian) Direksi.
4. Etika Jabatan Direksi.
5. Susunan, Tugas dan Wewenang Direksi.
6. Rapat Direksi.
7. Evaluasi Kinerja Direksi.
8. Fungsi Pendukung.

BOARD OF DIRECTORS WORK GUIDELINES/CHARTER

In carrying out their duties and responsibilities, the PTC Board of Directors has an internal work guideline prepared by the President Director. These guidelines are prepared in the Board of Directors' Work Charter, which is regularly updated to ensure its relevance to changes in the Company's environment. The Board of Directors' Work Charter is part of a wider work guideline known as Board Manual Number: A.008/10000/2022/S0.

The Board Manual for the Board of Commissioners and Directors covers a number of aspects which are the main reference in the implementation of Company management activities by the Board of Directors, including:

1. Requirements and Composition, Membership and Term of Office of the Board of Directors.
2. Introduction and Capability Improvement Program.
3. Independence of the Board of Directors.
4. Board of Directors' Position Ethics.
5. Composition, Duties and Authorities of the Board of Directors.
6. Board of Directors Meeting.
7. Evaluation of Board of Directors' Performance.
8. Supporting Functions.

KRITERIA DIREKSI

Sebagaimana yang termuat dalam *Board Manual* Nomor: A-008/10010/2022-S0, Persyaratan Anggota Direksi adalah sebagai berikut:

1. Persyaratan Formal
   Yang dapat diangkat menjadi anggota Direksi adalah orang perseorangan yang cakap melakukan perbuatan

BOARD OF DIRECTORS CRITERIA

As contained in Board Manual Number: A-008/10010/2022-SO, the requirements for members of the Board of Directors are as follows:

1. Formal Requirements
   Those who can be appointed as members of the Board of Directors are individuals who are capable of carrying

hukum, kecuali dalam waktu 5 (lima) tahun sebelum pengangkatannya pernah:
a. Dinyatakan pailit.
b. Direksi atau Anggota Dewan Komisaris dan Dewan Menjadi Anggota Pengawas yang dinyatakan bersalah menyebabkan dan/atau Perusahaan dinyatakan pailit.
c. Dihukum karena melakukan tindak pidana yang merugikan keuangan negara, BUMN, Perusahaan, dan/atau yang berkaitan dengan sektor keuangan.

2. Persyaratan lain sebagaimana ditentukan oleh anggaran dasar dan peraturan perundang-undangan.
   a. Pengangkatan anggota Direksi dilakukan berdasarkan pertimbangan keahlian, integritas, kepemimpinan, jujur, berperilaku baik dan berdedikasi tinggi untuk memajukan dan mengembangkan Perusahaan.
   b. Antara para anggota Direksi dan antara anggota Direksi dengan anggota dewan komisaris dilarang memiliki hubungan keluarga sedarah sampai dengan derajat ketiga, baik menurut garis lurus maupun garis kesamping atau hubungan semenda (menantu atau ipar).

KETENTUAN MASA JABATAN

Masa Jabatan Direksi PTC telah diatur dalam *Board Manual* Nomor: A-008/10010/2022-S0, yaitu sebagai berikut:

1. Masa jabatan Anggota Direksi ditetapkan 3 (tiga) tahun dan sesudahnya dapat diangkat kembali untuk 1 (satu) kali masa jabatan.
2. Jabatan Anggota Direksi berakhir apabila:
   a. Masa jabatannya berakhir
   b. Mengundurkan diri.
   c. Kehilangan kewarganegaraan Indonesia
   d. Meninggal dunia.
   e. Tidak lagi memenuhi persyaratan sebagai anggota Direksi berdasarkan ketentuan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.
   f. Diberhentikan berdasarkan keputusan Rapat Umum Pemegang Saham

MEKANISME PENGUNDURAN DIRI DAN PEMBERHENTIAN DIREKSI

Direksi diangkat, diberhentikan, dan mempertanggungjawabkan pelaksanaan tugasnya kepada RUPS sebagai bentuk akuntabilitas pengelolaan Perusahaan sesuai prinsip-prinsip GCG dan ketentuan Anggaran Dasar. Adapun mekanisme pengunduran diri dan pemberhentian Direksi adalah sebagai berikut:

Mekanisme Pengunduran Diri Direksi

Anggota Direksi berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada pemegang saham dengan tembusan kepada Dewan Komisaris dan anggota Direksi Perusahaan lainnya paling lambat 30 (tigapuluh) hari sebelum tanggal pengunduran dirinya.

out legal acts, unless within 5 (five) years prior to their appointment:
a. Declared bankrupt.
b. Directors or Members of the Board of Commissioners and the Board are Supervisory Members who are found guilty of causing and/or the Company to be declared bankrupt.
c. Convicted of committing a criminal act that is detrimental to the finances of the state, SOE, Company, and/or related to the financial sector.

2. Other requirements as determined by the articles of association and statutory regulations.
   a. Appointment of members of the Board of Directors is carried out based on considerations of expertise, integrity, leadership, honesty, good behavior and high dedication to advancing and developing the Company.
   b. Between members of the Board of Directors and between members of the Board of Directors and members of the board of commissioners it is prohibited to have blood family relationships up to the third degree, whether straight line or lateral line or marital relationship (son-in-law or brother-in-law).

TERM OF OFFICE PROVISION

The term of office of the PTC Board of Directors has been regulated in Board Manual Number: A-008/10010/2022-SO, which is as follows:

1. The term of office of members of the Board of Directors is set at 3 (three) years and thereafter they can be reappointed for 1 (one) term of office.
2. The term of office of a member of the Board of Directors ends if:
   a. Term of office ends
   b. Resign.
   c. Loss of Indonesian citizenship
   d. Passed away.
   e. No longer meets the requirements as a member of the Board of Directors based on the provisions of the Articles of Association and applicable laws and regulations.
   f. Dismissed based on the resolution of the General Meeting of Shareholders

MECHANISM FOR RESIGNATION AND DISMISSAL OF BOARD OF DIRECTORS

Board of Directors are appointed, dismissed and accountable for the implementation of their duties to the GMS as a form of accountability for Company management in accordance with GCG principles and the provisions of the Articles of Association. The mechanism for resignation and dismissal of Directors is as follows:

Mechanism For Resignation of Board of Directors

Members of the Board of Directors have the right to resign from their positions by notifying shareholders of their intention in writing with a copy to the Board of Commissioners and other members of the Company's Board of Directors no later than 30 (thirty) days before the date of their resignation. In the event

Dalam hal tidak disebutkan tanggal efektif pengunduran diri, tidak ada Keputusan dari RUPS, maka anggota Direksi tersebut berhenti dengan sendirinya pada tanggal yang diminta atau dengan lewatnya waktu 30 (tigapuluh) hari sejak tanggal surat pengunduran diri.

Mekanisme Pemberhentian Direksi

1. BOD sewaktu-waktu diberhentikan berdasarkan keputusan RUPS berdasarkan alasan:
   a. Tidak dapat memenuhi kewajibannya yang telah disepakati dalam kontrak manajemen;
   b. Tidak dapat melaksanakan tugasnya dengan baik;
   c. Tidak lagi memenuhi persyaratan dan/atau melanggar ketentuan Anggaran Dasar dan/atau peraturan perundang-undangan yang berlaku;
   d. Terlibat dalam tindakan yang merugikan Perusahaan dan/atau Negara;
   e. Dinyatakan bersalah dengan putusan Pengadilan yang mempunyai kekuatan hukum yang tetap;
   f. Terjadinya keadaan sebagairnana dimaksud pada ayat 4 Pasal ini, RUPS berwenang memberhentikan salah satu di antara rnereka; atau
   g. Alasan lainnya yang ditetapkan oleh RUPS.
2. Rencana pemberhentian sewaktu-waktu anggota Direksi sebagaimana dimaksud pada poin 1 diberitahukan kepada anggota Direksi yang bersangkutan secara tertulis oleh Pemegang Saham.
3. Keputusan pemberhentian sebagaimana dimaksud pada poin 1 bagian a, b, c, d Pasal ini diambil setelah yang bersangkutan diberi kesempatan membela diri.

SUSUNAN, JUMLAH, KOMPOSISI, DAN DASAR PENGANGKATAN ANGGOTA DIREKSI TAHUN 2023

Sepanjang tahun 2023, terdapat perubahan susunan dan komposisi Direksi PTC. Adapun kronologi perubahan komposisi dan susunan Anggota Dewan Komisaris per 31 Desember 2023 adalah sebagai berikut.

Kronologis Perubahan Susunan Direksi di Sepanjang Tahun 2023

that the effective date of resignation is not stated, there is no decision from the GMS, then the member of the Board of Directors resigns automatically on the requested date or after 30 (thirty) days have passed since the date of the resignation letter.

Mechanism For Dismissal of Board of Directors

1. The BOD is dismissed at any time based on a GMS resolution based on the following reasons:
   a. Unable to fulfill its obligations as agreed in the management contract;
   b. Unable to carry out his duties properly;
   c. No longer fulfills the requirements and/or violates the provisions of the Articles of Association and/or applicable laws and regulations;
   d. Involved in actions that are detrimental to the Company and/or the State;
   e. Declared guilty by a court decision which has permanent legal force;
   f. If the situation as referred to in paragraph 4 of this Article occurs, the GMS has the authority to dismiss one of them; or
   g. Other reasons determined by the GMS.
2. The plan to dismiss a member of the Board of Directors at any time as referred to in point 1 shall be notified to the relevant member of the Board of Directors in writing by the Shareholder.
3. The decision to dismiss as referred to in point 1 parts a, b, c, d of this article is taken after the person concerned has been given the opportunity to defend himself.

STRUCTURE, NUMBER, COMPOSITION AND BASIS OF APPOINTMENT OF MEMBERS OF THE BOARD OF DIRECTORS IN 2023

Throughout 2023, there was changes to the structure and composition of the PTC Board of Directors. The chronology of changes to the structure and composition of the Board of Commissioners as of December 31, 2023 is as follows.

Chronology of Changes in the Composition of the Board of Directors Throughout 2023

Periode 1 Januari 2023-20 September 2023 Period January 1, 2023-September 20, 2023	20 September 2023-20 Oktober 2023 September 20, 2023—October 20, 2023	Periode 20 Oktober 2023-31 Desember 2023 Period October 20, 2023 – December 31, 2023	Keterangan Description
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Muhammad Shabran Fauzani (Direktur Utama) (President Director)	-
	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan (Direktur Keuangan) (Director of Finance)	Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023 Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)	Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)		Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023 Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

TUGAS DAN TANGGUNG JAWAB

Dalam memimpin dan mengurus Perusahaan, Direksi memiliki pedoman yang mengacu pada prinsip-prinsip GCG dan Anggaran Dasar. Pedoman ini disusun demi terwujudnya fungsi Direksi agar dapat memimpin dan mengelola Perusahaan sekaligus mengurus dan memelihara kekayaan Perusahaan. Berikut rincian kewajiban, tugas dan tanggung jawab Direksi PTC sebagaimana diuraikan dalam *Board Manual* Dewan Komisaris dan Direksi PT Pertamina Training and Consulting.

Tugas dan wewenang kolegial Direksi adalah sebagai berikut:

1. Menetapkan visi, misi, dan strategi Perusahaan.
2. Menetapkan kebijakan Perusahaan yang berlaku secara korporat termasuk Anak Perusahaan.
3. Mengajukan usulan pengelolaan Perusahaan yang memerlukan persetujuan Dewan Komisaris dan/atau memerlukan tanggapan tertulis Dewan Komisaris dan persetujuan Rapat Umum Pemegang Saham (RUPS) serta melaksanakannya sesuai ketentuan yang diatur dalam Anggaran Dasar, persetujuan Dewan Komisaris serta keputusan RUPS.
4. Mengupayakan tercapainya sasaran indikator aspek keuangan, aspek operasional dan aspek administrasi yang digunakan sebagai dasar penilaian tingkat kesehatan Perusahaan sesuai dengan kinerja yang telah ditetapkan dalam RUPS Persetujuan Rencana Kerja dan Anggaran Perusahaan (RKAP).
5. Menetapkan usulan dan perubahan rencana jangka panjang Perusahaan dan rencana kerja dan anggaran Perusahaan sesuai ketentuan yang berlaku.
6. Menetapkan sasaran kinerja serta evaluasi kinerja Perusahaan sesuai ketentuan yang berlaku.
7. Mengupayakan tercapainya sasaran kinerja yang digunakan sebagai dasar penilaian tingkat kesehatan Perusahaan sesuai dengan kesepakatan kinerja yang telah ditetapkan dalam RUPS Persetujuan RKAP.
8. Menetapkan persetujuan proyek investasi non rutin yang melebihi kewenangan Anggota Direksi/Direktur dan memantau pelaksanaannya.
9. Menetapkan persetujuan proyek investasi sesuai kewenangan Direksi setelah mendapat persetujuan dalam RKAP, memantau dan melakukan koreksi terhadap pelaksanaannya.
10. Menetapkan kegiatan kerjasama atau kontrak dengan nilai kontrak atau penggunaan/perolehan aset yang melebihi kewenangan anggota Direksi/Direktur seperti yang diatur dalam kebijakan otorisasi keuangan.
11. Menetapkan struktur organisasi dan penetapan pejabat Perusahaan sampai jenjang tertentu yang diatur melalui ketetapan Direksi.
12. Melakukan segala tindakan dan perbuatan mengenai pengurusan maupun pemilikan kekayaan Perusahaan, mengikat Perusahaan dengan pihak lain dan/atau pihak lain dengan Perusahaan, serta mewakili Perusahaan di dalam maupun di luar Pengadilan tentang segala hal dan segala

DUTIES AND RESPONSIBILITIES

In leading and managing the Company, the Board of Directors has guidelines that refer to GCG principles and the Articles of Association. This guideline has been prepared to realize the function of the Board of Directors so that they can lead and manage the Company as well as manage and maintain the Company's assets. The following are details of the obligations, duties and responsibilities of the PTC Board of Directors as outlined in the Board Manual for the Board of Commissioners and Directors of PT Pertamina Training and Consulting.

The duties and collegial authority of the Board of Directors are as follows:

1. Determine the Company's vision, mission and strategy.
2. Determine Company policies that apply corporately including Subsidiaries.
3. Submit proposals for Company management that require approval from the Board of Commissioners and/or require a written response from the Board of Commissioners and approval from the General Meeting of Shareholders (GMS) and implement them in accordance with the provisions stipulated in the Articles of Association, approval from the Board of Commissioners and GMS decisions.
4. Strive to achieve the target indicators for financial aspects, operational aspects and administrative aspects which are used as a basis for assessing the level of health of the Company in accordance with the performance determined in the GMS for Approval of the Company's Work Plan and Budget (RKAP).
5. Determine proposals and changes to the Company's long-term plans and the Company's work plan and budget in accordance with applicable regulations.
6. Determine performance targets and evaluate the Company's performance in accordance with applicable regulations.
7. Strive to achieve performance targets which are used as a basis for assessing the Company's soundness level in accordance with the performance agreement stipulated in the RKAP Approval GMS.
8. Determine the approval of non-routine investment projects that exceed the authority of members of the Board of Directors/Directors and monitor their implementation.
9. Determine the approval of investment projects according to the authority of the Board of Directors after obtaining approval in the RKAP, monitor and make corrections to their implementation.
10. Determine cooperation activities or contracts with contract values or use/acquisition of assets that exceed the authority of members of the Board of Directors/Directors as regulated in the financial authorization policy.
11. Determine the organizational structure and appointment of Company officials up to a certain level as regulated through a Board of Directors decision.
12. Carry out all actions and deeds regarding the management and ownership of the Company's assets, bind the Company with other parties and/or other parties with the Company, and represent the Company inside and outside the Court regarding all matters and all events, with the limitations as

kejadian, dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.

13. Menunjuk Direktur Utama mewakili Direksi untuk menandatangani Surat Kuasa Khusus untuk mewakili Perusahaan di dalam maupun di luar Pengadilan.
14. Sepanjang tidak ditetapkan oleh RUPS, Direksi dapat menetapkan pembagian tugas dan wewenang di antara Direksi dalam suatu keputusan Direksi, tanpa membatasi tugas, wewenang, dan tanggung jawab sebagai Anggota Direksi sesuai ketentuan yang tercantum dalam Anggaran Dasar, guna menjalankan tugas pokok sebagai Anggota Direksi secara efektif dan efisien.
15. Jika Direktur Utama tidak ada atau berhalangan karena sebab apapun, hal mana tidak perlu dibuktikan kepada pihak ketiga, maka salah seorang Direktur yang ditunjuk oleh Direktur Utama berwenang bertindak atas nama Direktur Utama.
16. Dalam hal Direktur Utama tidak melakukan penunjukan, maka salah seorang Direksi yang tertua dalam jabatan sebagai anggota Direksi Perusahaan berwenang bertindak atas nama Direktur Utama.
17. Dalam hal terdapat lebih dari 1 (satu) orang Direktur yang tertua dalam jabatan, maka Direktur yang tertua dalam usia yang berwenang bertindak atas nama Direktur Utama.
18. Setiap Anggota Direksi bertanggung jawab penuh secara pribadi apabila yang bersangkutan bersalah atau lalai menjalankan tugasnya untuk kepentingan dan usaha Perusahaan, kecuali apabila Anggota Direksi yang bersangkutan dapat membuktikan bahwa:
    a. Kerugian tersebut bukan karena kesalahan atau kelalaiannya;
    b. Telah melakukan pengurusan dengan itikad baik dan kehati-hatian untuk kepentingan dan sesuai dengan maksud dan tujuan Perusahaan;
    c. Tidak mempunyai benturan kepentingan baik langsung maupun tidak langsung atas tindakan pengurusan yang mengakibatkan kerugian; dan
    d. Telah mengambil tindakan untuk mencegah berlanjutnya kerugian tersebut.
19. Melarang selain Direksi atau pihak lain manapun melakukan atau campur tangan dalam pengurusan Perusahaan.

Direksi bertanggung jawab dalam pengaturan dan pengelolaan arah strategis Perusahaan. Direksi juga bertugas mengelola, memanfaatkan, dan menjaga aset-aset Perusahaan sesuai dengan tujuan dan kepentingan Perusahaan.

Tugas dan kewenangan Direksi PTC diatur dalam *Board Manual* yang mencakup pengelompokan tugas dan fungsi terkait dengan:

1. Rapat Umum Pemegang Saham (RUPS);
2. Strategi dan rencana kerja;
3. Manajemen risiko;
4. Teknologi Informasi;
5. Sumber daya manusia;

regulated in statutory regulations, Articles of Association and/or GMS decisions.

13. Appoint the President Director to represent the Board of Directors to sign a Special Power of Attorney to represent the Company inside and outside the Court.
14. As long as it is not determined by the GMS, the Board of Directors may determine the distribution of duties and authority among the Board of Directors in a Board of Directors decision, without limiting the duties, authority and responsibilities as a Member of the Board of Directors in accordance with the provisions stated in the Articles of Association, in order to carry out the main duties as a Member of the Board of Directors effectively and efficiently.
15. If the President Director is absent or unavailable for any reason, which does not need to be proven to a third party, then one of the Directors appointed by the President Director is authorized to act on behalf of the President Director.
16. In the event that the President Director does not make an appointment, then one of the oldest Directors in the position as a member of the Company's Board of Directors has the authority to act on behalf of the President Director.
17. In the event that there is more than 1 (one) oldest Director in office, then the oldest Director in age has the authority to act on behalf of the President Director.
18. Each Member of the Board of Directors is personally fully responsible if the person concerned is guilty or negligent in carrying out their duties for the interests and business of the Company, unless the Member of the Board of Directors concerned can prove that:
    a. the loss was not due to his fault or negligence;
    b. has carried out management in good faith and prudence for the benefit and in accordance with the aims and objectives of the Company;
    c. has no conflict of interest, either directly or indirectly, regarding management actions that result in losses; And
    d. has taken action to prevent the loss from continuing.
19. Prohibit other than the Board of Directors or any other party from carrying out or interfering in the management of the Company.

The Board of Directors is responsible for setting and managing the Company's strategic direction. The Board of Directors is also tasked with managing, utilizing and maintaining the Company's assets in accordance with the Company's goals and interests.

The duties and authorities of the PTC Board of Directors are regulated in the Board Manual which includes a grouping of duties and functions related to:

1. General Meeting of Shareholders (GMS);
2. Strategy and work plan;
3. Risk management;
4. Information Technology;
5. Human resources;

6. Etika berusaha dan anti korupsi;
7. Sistem pengendalian internal;
8. Keterbukaan dan kerahasiaan Informasi;
9. Penerapan tata kelola perusahaan yang baik;
10. Hubungan dengan pemangku kepentingan;
11. Sistem akuntansi dan pembukuan; serta
12. Tugas dan kewajiban lain sesuai dengan ketentuan-ketentuan yang diatur dalam anggaran dasar atau yang ditetapkan oleh RUPS dan peraturan perundang-undangan.

HAK DAN WEWENANG

Hak dan wewenang Direksi PTC telah ditentukan dalam Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Di mana rincian lebih lanjut atas wewenang tersebut dituangkan dalam Anggaran Dasar, yaitu sebagai berikut:

Hak

1. Anggota Direksi diberi gaji dan tunjangan serta fasilitas termasuk santunan purna jabatan yang jenis dan jumlahnya ditetapkan oleh RUPS dengan memperhatikan ketentuan peraturan perundang-undangan yang berlaku.

2. Apabila Perusahaan mencapai tingkat keuntungan, maka Direksi dapat menerima tantiem sebagai imbalan atas prestasi kerjanya yang besarnya ditetapkan oleh RUPS.

3. Menggunakan sarana dan fasilitas Perusahaan untuk kegiatan yang berhubungan dengan kepentingan Perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan Perusahaan
4. Memperoleh salinan risalah Rapat Direksi, baik anggota Direksi yang bersangkutan hadir maupun tidak hadir dalam Rapat Direksi.

Wewenang

1. Menetapkan kebijakan dalam memimpin pengurusan Perusahaan;
2. Mengatur ketentuan-ketentuan tentang kepegawaian Perusahaan termasuk pembinaan pegawai, penetapan upah dan penghasilan lain, pesangon dan/atau penghargaan atas pengabdian serta manfaat pensiun bagi para pegawai Perusahaan berdasarkan peraturan perundang-undangan yang berlaku dan/atau keputusan RUPS;
3. Mengangkat dan memberhentikan pegawai Perusahaan berdasarkan peraturan kepegawaian dan peraturan perundang-undangan yang berlaku;
4. Mengatur penyerahan kekuasaan Direksi untuk mewakili Perusahaan di dalam dan di luar pengadilan kepada seorang atau beberapa orang anggota Direksi yang khusus ditunjuk atau kepada seorang atau beberapa orang pekerja Perusahaan baik sendiri-sendiri maupun bersama-sama atau kepada pihak lain;
5. Direksi dapat mengangkat dan memberhentikan Sekretaris Perusahaan berdasarkan aturan dan ketentuan yang berlaku;

6. Business ethics and anti-corruption;
7. Internal control system;
8. Openness and confidentiality of information;
9. Implementation of good corporate governance;
10. Relations with stakeholders;
11. Accounting and bookkeeping systems; as well as
12. Other duties and obligations are in accordance with the provisions stipulated in the articles of association or determined by the GMS and statutory regulations.

RIGHTS AND AUTHORITY

The rights and authority of the PTC Board of Directors have been determined in Law Number 40 of 2007 concerning Limited Liability Companies and Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. Where further details of this authority are stated in the Articles of Association, namely as follows:

Rights

1. Members of the Board of Directors are given salaries and allowances as well as facilities including post-service compensation, the type and amount of which are determined by the GMS considering the provisions of the applicable laws and regulations.
2. If the Company reaches a level of profit, the Directors can receive bonuses as compensation for their work performance, the amount of which is determined by the GMS.
3. Use Company facilities and equipment for activities related to the Company's interests, in accordance with statutory regulations and Company policies

4. Obtain a copy of the minutes of the Directors' Meeting, whether the member of the Board of Directors concerned is present or not present at the Directors' Meeting.

Authority

1. Establish policies in leading the management of the Company
2. Regulate provisions regarding Company personnel including employee development, determination of wages and other income, severance pay and/or rewards for service as well as retirement benefits for Company employees based on applicable laws and regulations and/or GMS decisions

3. Appoint and dismiss Company employees based on employment regulations and applicable laws and regulations

4. Regulate the transfer of the powers of the Board of Directors to represent the Company inside and outside the court to one or several specially appointed members of the Board of Directors or to one or several employees of the Company either individually or jointly or to other parties;

5. The Board of Directors can appoint and dismiss the Corporate Secretary based on the applicable rules and regulations

6. Menjalankan tindakan-tindakan lainnya baik mengenai pengurusan maupun mengenai pemilikan kekayaan Perusahaan, sesuai dengan ketentuan ketentuan yang diatur dalam anggaran dasar ini dan yang ditetapkan oleh RUPS berdasarkan peraturan perundang-undangan yang berlaku.

RUANG LINGKUP PEKERJAAN DAN TANGGUNG JAWAB MASING-MASING ANGGOTA DIREKSI

Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas menyebutkan pembagian tugas dan wewenang pengurusan di antara anggota Direksi ditetapkan berdasarkan keputusan RUPS. Dalam hal RUPS, tidak menetapkan, pembagian tugas dan wewenang Anggota Direksi ditetapkan berdasarkan keputusan Direksi. Berdasarkan ketetapan tersebut, Direksi PT Pertamina Training and Consulting menetapkan pembagian tugas melalui Keputusan Direksi sesuai panduan dalam *Board Manual* sebagai berikut.

DIREKTUR UTAMA

1. Menetapkan kebijakan strategis dan operasional Perusahaan .
2. Mengelola dan mengembangkan seluruh *asset* fisik (aktiva tetap) dan non fisik (*image, royalty, etc.*) Perusahaan.
3. Mengoordinasikan & memimpin seluruh proses bisnis (operasi) Perusahaan sesuai peraturan perundang-undangan yang berlaku.
4. Mengadakan kerja sama dengan pihak lain untuk operasi dan pengembangan Perusahaan.
5. Menandatangani MoU dan kontrak pelaksanaan kegiatan dengan pihak lain sehubungan dengan operasional Perusahaan.
6. Mengembangkan operasi Perusahaan ke pasar domestik dan pasar global.
7. Melaporkan jalannya Perusahaan kepada Pemegang Saham dan Komisaris.

DIREKTUR KEUANGAN

1. Menetapkan kebijakan keuangan, mengarahkan dan membina pengelolaan keuangan perusahaan meliputi kebijakan anggaran, perbendaharaan dan akuntansi, manajemen risiko, investasi dan pendanaan.
2. Menetapkan kebijakan strategis dalam bidang pengkajian strategis dan perencanaan, pengembangan organisasi, kesisteman dan manajemen mutu, perencanaan dan pengembangan SDM serta teknologi informasi.
3. Menetapkan strategi dan perencanaan kebijakan pembinaan, pengembangan kepemimpinan dan pola pengelolaan SDM jangka pendek, menengah dan jangka panjang.
4. Membina SDM, pemantauan dan evaluasi kesehatan SDM, penyelesaian permasalahan pembinaan SDM serta hubungan industrial lainnya.
5. Membina dan mengoordinasikan perencanaan serta penyelenggaraan pendidikan dan pelatihan pekerja.
6. Membina hubungan dengan pihak perbankan dalam rangka menjalankan strategi keuangan.

6. Carry out other actions both regarding the management and ownership of the Company's assets, in accordance with the provisions stipulated in these articles of association and determined by the GMS based on the applicable laws and regulations

SCOPE OF WORK AND RESPONSIBILITIES OF EACH MEMBER OF THE BOARD OF DIRECTORS

Law Number 40 of 2007 concerning Limited Liability Companies states that the division of duties and management authority among members of the Board of Directors is determined based on the decision of the GMS. In the event that the GMS does not determine, the division of duties and authority of members of the Board of Directors is determined based on the decision of the Board of Directors. Based on this determination, the Board of Directors of PT Pertamina Training and Consulting determine the division of duties through a Board of Directors' Decree in accordance with the guidelines in the Board Manual as follows.

PRESIDENT DIRECTOR

1. Determine the Company's strategic and operational policies.
2. Manage and develop all physical assets (fixed assets) and non-physical (image, royalties, etc.) of the Company.
3. Coordinate & lead all business processes (operations) of the Company in accordance with applicable laws and regulations.
4. Collaborate with other parties for the Company's operations and development.
5. Sign MoUs and contracts for implementing activities with other parties in connection with the Company's operations.
6. Develop the Company's operations to domestic and global markets.
7. Report on the Company's operations to Shareholders and Commissioners

DIRECTOR OF FINANCE

1. Establish financial policies, direct and develop company financial management including budget, treasury and accounting policies, risk management, investment and funding.
2. Establish strategic policies in the areas of strategic assessment and planning, organizational development, systems and quality management, HR planning and development and information technology.
3. Determine strategies and planning policies for coaching, leadership development and short, medium and long term HR management patterns.
4. Developing HR, monitoring and evaluating HR health, resolving HR development problems and other industrial relations.
5. Fostering and coordinating the planning and implementation of worker education and training.
6. Building relationships with banks in order to implement financial strategies.

7. Menyusun strategi, standard dan kebijakan TI perusahaan dengan nilai-nilai yang teruji (*best practice*).
8. Menyelenggarakan manajemen keuangan Perusahaan yang mencakup kegiatan akuntansi, pengawasan, perbendaharaan dan pendanaan.
9. Melaporkan setiap perkembangan fungsi keuangan dan SDM-Umum kepada Direktur Utama.

DIREKTUR OPERASI DAN PEMASARAN

1. Bersama Direksi mengkaji Organisasi dan Sistem Tata Kerja (Pedoman, TKO, TKI) yang berjalan serta melakukan penyelarasan yang diperlukan.
2. Menyusun dan menetapkan kebijakan strategis dalam bidang pengembangan produk, pemasaran, operasi dan jasa pengamanan serta mengarahkan dan membina pengelolaan jaringan pemasaran.
3. Menyusun dan menetapkan kebijakan operasional di bidang pelatihan, konsultasi, penyelenggaraan acara dan jasa pengamanan.
4. Membina hubungan dengan pelanggan.
5. Mengoordinasikan dan menyelaraskan peraturan Perusahaan yang berkaitan dengan jasa pengamanan dengan perundang-undangan yang berlaku.
6. Mengembangkan pasar, pelanggan, dan aktivitas baru sementara tetap menjaga yang sudah berjalan.
7. Menetapkan peraturan perusahaan untuk merapikan kearsipan di bidang pengembangan program, pemasaran, operasi dan jasa pengamanan.
8. Melaporkan setiap perkembangan fungsi pengembangan produk, penjualan dan pemasaran, operasi serta jasa pengamanan kepada Direktur Utama.

PROGRAM PENGENALAN PERUSAHAAN BAGI DIREKSI BARU

Setiap Direksi baru yang pertama kali ditunjuk, maka wajib mengikuti program pengenalan (induksi) sebagaimana diatur dalam *Board Manual*. Adapun program pengenalan Direksi tersebut bertujuan untuk meningkatkan pengetahuan dan kompetensi yang relevan dengan bisnis Perusahaan dalam rangka menunjang pelaksanaan tugas pengelolaan perusahaan oleh Direksi. Kegiatan pengenalan ini dilaksanakan oleh *Corporate Secretary*.

Pada tahun 2023, terdapat pengangkatan Direksi baru sehingga Perusahaan melaksanakan program pengenalan bagi seluruh Perwira PTC pada tanggal 18 September 2023. Selanjutnya, Perusahaan juga melakukan program pengenalan Direksi baru pada Rapat Gabungan pada tanggal 4 Oktober 2023 yang diikuti oleh Dewan Komisaris dan Direksi PTC.

PENGEMBANGAN KOMPETENSI

Perusahaan senantiasa memfasilitasi Direksi untuk mengikuti program pelatihan baik yang diselenggarakan secara internal maupun eksternal oleh Perusahaan. Hal tersebut bertujuan untuk meningkatkan kompetensi dan kapabilitas Direksi. Pelatihan yang diikuti biasanya berkaitan dengan perkembangan bisnis Perusahaan. Namun demikian, jenis pelatihan tersebut dapat disesuaikan dengan kebutuhan dan prioritas yang ada

7. Develop company IT strategies, standards and policies with proven values (best practices).
8. Carrying out the Company's financial management which includes accounting, supervision, treasury and funding activities.
9. Report any developments in the financial and HR functions - General to the President Director.

DIRECTOR OF OPERATIONS AND MARKETING

1. Together with the Board of Directors, review the Organization and Work Procedures system (Guidelines, TKO, TKI) that are running and carry out the necessary alignment.
2. Develop and establish strategic policies in the fields of product development, marketing, operations and security services as well as directing and developing marketing network management.
3. Develop and establish operational policies in the fields of training, consultation, event organization and security services.
4. Foster relationships with customers.
5. Coordinate and align Company regulations relating to security services with applicable laws.
6. Develop new markets, customers and activities while maintaining existing ones.
7. Establish company regulations to organize archives in the areas of program development, marketing, operations and security services.
8. Report any developments in the functions of product development, sales and marketing, operations and security services to the President Director.

COMPANY INTRODUCTION PROGRAM FOR NEW DIRECTORS

Each new Director who is appointed for the first time is required to take part in an induction program as regulated in the Board Manual. The Directors' introduction program aims to increase knowledge and competencies relevant to the Company's business in order to support the implementation of company management duties by the Directors. This introductory activity is carried out by the Corporate Secretary.

In 2023, there was the appointment of new Directors so that the Company carried out an introduction program for all PTC Officers on September 18, 2023. Furthermore, the Company will also carry out an introduction program for new Directors at the Joint Meeting on October 4, 2023 which will be attended by the Board of Commissioners and Directors of PTC.

COMPETENCY DEVELOPMENT

The Company always facilitates the Board of Directors to participate in training programs organized both internally and externally by the Company. This aims to increase the competency and capability of the Board of Directors. The training attended is usually related to the Company's business development. However, this type of training can be adjusted to the needs and priorities of the Company. The training

dalam Perusahaan. Adapun pelatihan atau pengembangan kompetensi yang diikuti Direksi sepanjang tahun 2023 adalah sebagai berikut:

or competency development that the Board of Directors participated in throughout 2023 is as follows:

Nama Name	**Jenis Pendidikan dan Pelatihan** Type of Education and Training	**Materi Pendidikan dan Pelatihan** Education and Training Material	**Waktu Penyelenggaraan** Time of Implementation	**Penyelenggara** Organizer
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	*Training*	*Corporate Life Saving Rules* (CSLR)	21 Juli 2023 July 21, 2023	PTC
	Training	Sosialisasi *Good Corporate Governance* (GCG)	31 Juli 2023 July 31, 2023	PTC
	Training	*Learning Fest* 2.0 2023	31 Juli 2023 July 31, 2023	PTC
	Training	SUPREME (*Sustainability* Pertamina *Expectations for* HSSE *Management Excellence*)	26 Agustus 2023 August 26, 2023	PTC
	Training	*InHouse Training Safety Leadership*	7 September 2023 September 7, 2023	PTC
Kurnia Pinayungan (Direktur Keuangan)* (Director of Finance)*	*Training*	*Training-Upskilling Coaching* PERTIWI	17 April 2023 April 17, 2023	PTC
	Training	*Mobile Learning-Fraud Awareness*	31 Juli 2023 July 31, 2023	PTC
	Training	*Training-Investment Development Program* : IPO	24 Agustus 2023 August 24, 2023	PTC
Indah Kurnianingsih (Direktur Operasi dan Pemasaran) (Director of Operations and Marketing)	*Training*	*Corporate Life Saving Rules* (CLSR) 2023	31 Juli 2023 July 31, 2023	PTC
		SUPREME (*Sustainability* Pertamina *Expectations for* HSSE *Management Excellence*) 2023	26 Agustus 2023 August 26, 2023	PTC
	Training	*InHouse Training Safety Leadership*	7 September 2023 September 7, 2023	PTC
	Training	*Learning Fest* 2.0 2023	31 Juli 2023 July 31, 2023	PTC

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

PELAKSANAAN TUGAS DIREKSI TAHUN 2023

Selama tahun 2023, Direksi telah menunjukkan komitmen yang luar biasa terhadap pelaksanaan tugas dan tanggung jawabnya. Direksi PTC secara konsisten terlibat dalam berbagai keputusan strategis yang memengaruhi arah dan pertumbuhan Perusahaan. Melalui kerja keras dan dedikasinya, Direksi telah berhasil mengawal perusahaan melalui tantangan yang kompleks, mendorong inovasi, dan memastikan kepatuhan terhadap standar etika dan regulasi yang berlaku. Langkah-langkah proaktif Direksi PTC dalam memastikan transparansi, akuntabilitas, dan pengelolaan risiko yang efektif telah menciptakan fondasi yang kokoh bagi keberhasilan jangka panjang Perusahaan.

DUTIES IMPLEMENTATION OF THE BOARD OF DIRECTORS IN 2023

During 2023, the Board of Directors has demonstrated extraordinary commitment to the implementation of its duties and responsibilities. PTC's Board of Directors is consistently involved in a variety of strategic decisions that impact the Company's direction and growth. Through hard work and dedication, the Board of Directors has succeeded in guiding the company through complex challenges, encouraging innovation, and ensuring compliance with applicable ethical standards and regulations. The PTC Board of Directors' proactive steps in ensuring transparency, accountability and effective risk management have created a solid foundation for the Company's long-term success.

PENILAIAN KINERJA KOMITE DI BAWAH DIREKSI ATAU UNIT KERJA YANG BERADA DI BAWAH DIREKSI

Direksi tidak membentuk komite khusus sebagai penunjang fungsi pengelolaan Perusahaan. Direksi memiliki *Corporate Secretary* dan Internal Audit sebagai organ pendukung. Direksi melakukan penilaian pada kedua organ tersebut berdasarkan pencapaian target yang telah ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan.

TRANSPARANSI INFORMASI TENTANG DEWAN KOMISARIS DAN DIREKSI

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

Penetapan susunan anggota Dewan Komisaris dan Direksi didasarkan pada pertimbangan terhadap kebutuhan dan kompleksitas Perusahaan, serta sesuai dengan ketentuan hukum yang berlaku. Keberagaman dalam susunan ini membawa beragam perspektif yang mampu memberikan solusi untuk berbagai situasi dan tantangan yang dihadapi. Selain itu, keberagaman juga menciptakan lingkungan kerja inklusif yang mendorong inovasi, bertujuan mencapai keunggulan kompetitif, merumuskan kebijakan yang seimbang, dan memastikan keseimbangan dalam proses pengambilan keputusan.

Pemenuhan aspek keberagaman susunan Dewan Komisaris dan Direksi sesuai dengan ketentuan Otoritas Jasa Keuangan yang tercantum dalam Lampiran Surat Edaran Otoritas Jasa Keuangan No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka. Keberagaman susunan tersebut mencakup latar belakang usia, pendidikan, pengalaman kerja, keahlian, dan jenis kelamin. Adapun keberagaman komposisi Dewan Komisaris dan Direksi PTC digambarkan pada tabel di bawah ini.

PERFORMANCE ASSESSMENT OF COMMITTEES UNDER THE BOARD OF DIRECTORS OR WORK UNITS UNDER THE BOARD OF DIRECTORS

The Board of Directors does not form a special committee to support the Company's management functions. The Board of Directors has a Corporate Secretary and Internal Audit as supporting organs. The Board of Directors assesses these two organs based on the achievement of targets set in the Company's Work Plan and Budget.

TRANSPARENCY OF INFORMATION ABOUT THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

DIVERSITY IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Determination of the composition of the members of the Board of Commissioners and Directors is based on consideration of the needs and complexity of the Company, as well as in accordance with applicable legal provisions. The diversity in this composition brings a variety of perspectives that are able to provide solutions to various situations and challenges faced. Apart from that, diversity also creates an inclusive work environment that encourages innovation, aims to achieve competitive advantage, formulates balanced policies, and ensures balance in the decision-making process.

Fulfillment of aspects of diversity in the composition of the Board of Commissioners and Directors in accordance with the provisions of the Financial Services Authority as stated in the Attachment to the Financial Services Authority Circular Letter No. 32/SEOJK.04/2015 concerning Public Company Governance Guidelines. This diversity includes age background, education, work experience, skills and gender. The diversity in the composition of the PTC Board of Commissioners and Directors is depicted in the table below.

Nama Name	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Experience	Keahlian Expertise
Dewan Komisaris Board of Commissioners					
Amir Faisal (Komisaris Utama dan Komisaris Independen) (President Commissioner and Independent Commissioner)	49 tahun 49 years old	Laki-Laki Male	• S1 Ilmu Ekonomi ST Ilmu Ekonomi (STIE) International Business Management Indonesia (BMI), Jakarta (2001) • Diploma, *Public Relation*, ST Ilmu Komunikasi (STIKOM) Inter Studi, Jakarta (1997) • Bachelor of Economics ST Economics (STIE) International Business Management Indonesia (BMI), Jakarta (2001) • Diploma, Public Relations, ST Communication Science (STIKOM) Inter Studi, Jakarta (1997)	• Komisaris Independen PT Pertamina Training and Consulting (2022) • Komisaris PT Pelindo Marine Service (2019-2022) • Komisaris di PT ACS Aerofood (2018-2019) • Komisaris PT Pelindo Energi Logistik (2018-2019) • Komisaris PT Berkah Industri Mesin Angkat (2017-2018) • CEO PT Aceh Boga Sejahtera (2016-Sekarang) • CEO & Founder The Atjeh Connection Resto & Coffee (2015-Sekarang) • Independent Commissioner of PT Pertamina Training and Consulting (2022) • Commissioner of PT Pelindo Marine Service (2019-2022) • Commissioner of PT ACS Aerofood (2018-2019) • Commissioner of PT Pelindo Energi Logistik (2018-2019) • Commissioner of PT Berkah Industri Mesin Angkat (2017-2018) • CEO of PT Aceh Boga Sejahtera (2016-Present) • CEO & Founder of The Atjeh Connection Resto & Coffee (2015-Present)	• Manajemen Bisnis • Keuangan • Human Capital • Business Management • Finance • Human Capital
Wisnu Wardhana (Komisaris) (Commissioner)	48 tahun 48 years old	Laki-Laki Male	*Business Administration & Communication Salem* University, West Virginia Amerika Serikat Business Administration & Communication Salem University, West Virginia United States	• Komisaris PT Pertamina Training and Consulting (2022) • Komisaris Independen di PT Bina Karya (Persero) (2021) • Deputy Direksi Sports & Entertainment Division PT Jakarta Propertindo (Jakpro) (2021) • Sports Direksi INASGOC (2017-2019) • *Senior Vice President Financial Institutions Division Head of Banks* PT Bank Danamon Indonesia (2017) • Manager Investasi di AIG Insurance di New York (2001) • Commissioner of PT Pertamina Training and Consulting (2022) • Independent Commissioner at PT Bina Karya (Persero) (2021) • Deputy Director of Sports & Entertainment Division PT Jakarta Propertindo (Jakpro) (2021) • INASGOC Sports Directors (2017-2019) • Senior Vice President Financial Institutions Division Head of Banks PT Bank Danamon Indonesia (2017) • Investment Manager at AIG Insurance in New York (2001)	• Manajemen Bisnis • Keuangan • Business Management • Finance

Nama Name	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Experience	Keahlian Expertise
Inas Nasrullah Zubir (Komisaris Independen) (Independent Commissioner)	64 tahun 64 years old	Laki-Laki Male	S1 Teknik Sipil Institut Teknologi Nasional, Bandung (1986) Bachelor of Civil Engineering Institut Teknologi Nasional, Bandung (1986	• Dewan Komisaris PT Pertamina Training and Consulting (September 2020-Sekarang) • Wakil Ketua Komisi VI DPR RI (2014-2019) • Ketua Fraksi Hanura DPR RI (2018-2019) • Anggota Komisi VII DPR RI (2014-2016) • Komisaris Utama PT Spectra Samudra Line (1999-2004) • Senior Marketing PT Genteng Alpen (1985-1988) • Board of Commissioners of PT Pertamina Training and Consulting (September 2020-Present) • Deputy Chairman of Commission VI DPR RI (2014-2019) • Chairman of the Hanura Fraction DPR RI (2018-2019) • Member of Commission VII DPR RI (2014-2016) • President Commissioner of PT Spectra Samudra Line (1999-2004) • Senior Marketing PT Genteng Alpen (1985-1988)	• Manajemen Bisnis • Keuangan • Business Management • Finance
Direksi Board of Directors					
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	48 tahun 48 years old	Laki-Laki Male	• *Master of Applied Finance*, Monash University, Melbourne – Australia (2001) • *Diploma in Treasury Management, Finance & Treasury Association*, Melbourne – Australia (2001) • S1 Ekonomi Manajemen, Universitas Trisakti, DKI Jakarta (1997) • Master of Applied Finance, Monash University, Melbourne – Australia (2001) • Diploma in Treasury Management, Finance & Treasury Association, Melbourne – Australia (2001) • Bachelor of Economics in Management, Universitas Trisakti, DKI Jakarta (1997)	• Direktur Utama PT Pertamina Training and Consulting (2022) • *Chief Financial Officer* PT Pelita Air Service (2021-2022) • VP Financing PT Pertamina (Persero) (2020-2021) • Komisaris Utama PT Prima Armada Raya (PAR) (2018-2020) • *Finance and Human Capital* Direksi PT Patra Jasa (2018-2020) • Anggota Komite Manajemen Risiko & SDM PT Pertamina Hulu Energi (2015-2018) • *Corporate Financing Manager* PT Pertamina (Persero) (2017-2018) • President Director of PT Pertamina Training and Consulting (2022) • Chief Financial Officer PT Pelita Air Service (2021-2022) • VP Financing PT Pertamina (Persero) (2020-2021) • President Commissioner of PT Prima Armada Raya (PAR) (2018-2020) • Director of Finance and Human Capital of PT Patra Jasa (2018-2020) • Member of the Risk Management & HR Committee of PT Pertamina Hulu Energi (2015-2018) • Corporate Financing Manager of PT Pertamina (Persero) (2017-2018)	• Keuangan

Nama Name	Usia Age	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Experience	Keahlian Expertise
Kurnia Pinayungan	47 Tahun 47 years old	Laki-Laki Male	• S2 Ekonomi Magister Manajemen, Universitas Diponegoro, Semarang (2015) • S1 Ekonomi Akuntansi, Universitas Diponegoro, Semarang (2002) • D-III Perpajakan, Universitas Diponegoro, Semarang (1998) • Master of Economics Master of Management, Universitas Diponegoro, Semarang (2015) • Bachelor of Economics in Accounting, Universitas Diponegoro, Semarang (2002) • D-III Taxation, Universitas Diponegoro, Semarang (1998)	• Manager PMO PT Pertamina (Persero) (2021-2023) • Manager *Order to Cash* PT Pertamina (Persero) (2020-2021) • Manager *Record to Report* PT Pertamina (Persero) (2020) • Manager *Management Accounting* PT Lubricants (2019-2020) • *Finance & Business Support* Direksi PT Omdopelita Aircraft Services (2017-2019) • *Assistant Manager Consolidated Financial Statement* PT Pertamina (Persero) (2016) • *Assistant Manager General Ledger Account* PT Pertamina (Persero) (2012-2016) • *Assistant Manager Financial Accounting* PT Pertamina (Persero) (2011–2012) • Pemeriksa Bank Bank Indonesia (2001-2003) • PMO Manager of PT Pertamina (Persero) (2021-2023) • Manager Order to Cash of PT Pertamina (Persero) (2020-2021) • Manager Record to Report of PT Pertamina (Persero) (2020) • Management Accounting Manager of PT Lubricants (2019-2020) • Finance & Business Support Director of PT Omdopelita Aircraft Services (2017-2019) • Assistant Manager Consolidated Financial Statement of PT Pertamina (Persero) (2016) • Assistant Manager General Ledger Account of PT Pertamina (Persero) (2012-2016) • Assistant Manager Financial Accounting of PT Pertamina (Persero) (2011–2012) • Bank Auditor of Bank Indonesia (2001-2003)	• Keuangan • Perpajakan • Human Capital • Finance • Taxation • Human Capital
Indah Kurnianingsih (Direktur Operasi dan Pemasaran)* (Director of Operations and Marketing)*	44 tahun 44 years old	Perempuan Female	S-1 Psikologi, Universitas Indonesia (2003) Bachelor of Psychology, Universitas Indonesia (2003)	• Direktur Operasi dan Pemasaran, PT Pertamina Training and Consulting (2020-2023) • *Nomination & Remuneration Committee for* Komisaris, PT Patra Jasa (2018-2020) • *Manager Performance & Competency*, PT Pertamina (Persero) (2018-2020) • Senior *Human Capital Business Partner Fuel Marketing* & Distribution, PT Pertamina (Persero) (2017) • Director of Operations and Marketing, PT Pertamina Training and Consulting (2020-2023) • Nomination & Remuneration Committee for Commissioners, PT Patra Jasa (2018-2020) • Performance & Competency Manager, PT Pertamina (Persero) (2018-2020) • Senior Human Capital Business Partner Fuel Marketing & Distribution, PT Pertamina (Persero) (2017)	• Human Capital • Manajemen Bisnis • Psikologi • Human Capital • Business management • Psychology

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI

PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

PENILAIAN KINERJA DEWAN KOMISARIS

Dengan mempertimbangkan ketentuan Pasal 108 Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas, Pasal 31 Undang-Undang No. 19 tahun 2003 tentang BUMN, Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, serta mengacu kepada kebijakan yang ditentukan oleh induk perusahaan, melalui pedoman Penilaian Kinerja Direksi, Dewan Komisaris dan Komite Penunjang Dewan Komisaris di Subholding dan Anak Perusahaan Pertamina Nomor: A05-002/K20000/2022-S9, dengan metode *Self assessment*, *survey* 360°, evaluasi sampai dengan penentuan dan penetapan nilai kinerja. Penilaian kinerja dilakukan 1 (satu) kali dalam 1 (satu) tahun periode penilaian mengikuti siklus *Performance Management System* (PMS) yang berlaku di Perusahaan.

PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS

Considering the provisions of Article 108 of Law no. 40 of 2007 concerning Limited Liability Companies, Article 31 of Law No. 19 of 2003 concerning SOE, Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, and refers to policies determined by the parent company, through guidelines for Performance Assessment of Directors, Board of Commissioners and Supporting Committees of the Board of Commissioners in Subholdings and Pertamina Subsidiary Number: A05-002/K20000/2022-S9, using the Self assessment method, 360° survey, evaluation up to the determination and determination of performance values. Performance assessment is carried out 1 (one) time in a 1 (one) year assessment period following the Performance Management System (PMS) cycle applicable in the Company.

No.		Sasaran Kerja Work Targets	Satuan Unit	Bobot Weight	Polaritas Polarity	Target	Realisasi Realization	*Performance*	*Weighted Performance*
I. Aspek Pengawasan & Pengarahan I. Supervision & Direction Aspects									
45%	1	Rapat Dewan Komisaris Board of Commissioners Meeting	#Rapat #Meeting	10%	*Maximize*	12	16	110%	11.00%
	2	Rapat Gabungan Dewan Komisaris dengan Direksi Joint Meeting of the Board of Commissioners with the Board of Directors	#Rapat #Meeting	10%	*Maximize*	3	13	110%	11.00%
	3	Memberikan Persetujuan/ rekomendasi/saran/arahan kepada Direksi Provide approval/ recommendations/ suggestions/directions to the Board of Directors	#Surat #Letter	10%	*Maximize*	6	20	110%	11.00%
	4	Pertemuan dengan Pemegang Saham Meeting with Shareholders	#Pertemuan	15%	*Maximize*	1	1	110%	16.50%

No.		Sasaran Kerja Work Targets	Satuan Unit	Bobot Weight	Polaritas Polarity	Target	Realisasi Realization	*Performance*	*Weighted Performance*
II. Aspek Pelaporan II. Reporting Aspects									
40%	1	Menyampaikan program kerja tahunan 2023 Submitting the 2023 annual work program	#Laporan #Report	15%	*Maximize*	1	1	110%	16.50%
	2	Menyampaikan laporan/ pendapat saran kepada Pemegang Saham Submitting reports/opinion suggestions to Shareholders	#Laporan #Report	5%	*Maximize*	4	5	110%	5.50%
	3	Menyampaikan laporan tentang tugas pengawasan kepada Pemegang Saham Submit reports regarding supervisory duties to Shareholders	#Laporan #Report	15%	*Maximize*	1	1	110%	16.50%
	4	Laporan Komite Committee Report	#Laporan #Report	5%	*Maximize*	1	1	110%	5.50%
III. Aspek Dinamis/Lain-Lain III. Aspects Dynamic/Others									
15%	1	Peninjauan/Pengecekan Proyek (pengembangan bisnis) Project Review/Check (business development)	#Kegiatan #Activity	5%	*Maximize*	1	2	110%	5.50%
	2	Peningkatan kompetensi, dan pengenalan Dewan Komisaris Increased competency, and introduction of the Board of Commissioners	#Pelatihan/ Sertifikasi #Training/ Certification	10%	*Maximize*	1	2	110%	11.00%
				100%	*Total Weighted Performance* (%)				110.00%

PENILAIAN KINERJA DIREKSI

Penilaian Kinerja Direksi dilakukan mengacu kepada kebijakan yang ditentukan oleh induk perusahaan, melalui pedoman Penilaian Kinerja Direksi, Dewan Komisaris dan Komite Penunjang Dewan Komisaris di Subholding dan Anak Perusahaan Pertamina Nomor: A05-002/K20000/2022-S9, dengan metode *Self assessment*, *survey* 360o , evaluasi sampai dengan penentuan dan penetapan nilai kinerja. penilaian kinerja dilakukan 1 (satu) kali dalam 1 (satu) tahun periode penilain mengikuti siklus *Performance Management System* (PMS) yang berlaku di Perusahaan.

Capaian Indikator Kinerja Perusahaan pada tahun 2023 adalah sebagai berikut:

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT

The Board of Directors' Performance Assessment is carried out referring to the policies determined by the parent company, through the guidelines for the Performance Assessment of the Directors, Board of Commissioners and Supporting Committees of the Board of Commissioners in Pertamina Subholdings and Subsidiaries Number: A05-002/K20000/2022-S9, using the Self assessment, survey method 360o, evaluation up to the determination and determination of performance values. Performance assessment is carried out 1 (one) time in a 1 (one) year assessment period following the Performance Management System (PMS) cycle applicable in the Company.

The Company's performance indicator achievements in 2023 are as follows:

ITEM		SATUAN Unit	BOBOT Weight	TARGET KPI PTC 2023 PTC KPI Target 2023	REALISASI TW I 2023 Realization in Q2 2023	REALISASI TW II 2023 Realization in Q3 2023	REALISASI TW III 2023 Realization in Q4 2023	REALISASI TW IV 2023	*PERFORMANCE*	*WEIGHTED PERFORMANCE*
FINANCIAL (35%)			35%							
1	Laba Bersih Net Profit	IDR Miliar IDR Billion	10%	65.00	24.33	49.63	76.12	116.65	110.00%	11.00%
2	*Overhead Cost to* EBITDA	%	9%	26.99	7.46	10.74	21.22	26.88	110.00%	9.90%
3	*Revenue*	IDR Miliar IDR Billion	10%	2,785.23	724.39	1,680.08	2,669.68	4,321.14	110.00%	11.00%
4	*Collection Period*	Hari Kalender Calendar Days	6%	66	61	54	65	51	110.00%	6.60%
CUSTOMER FOCUS (20%)			20%							
1	*Customer Satisfaction Index*	Skala Likert Likert Scale	5%	4.15	Normalisasi Normalization	Normalisasi Normalization	Normalisasi Normalization	4.28	110.00%	5.50%
2	Indeks Persepsi & Reputasi Perception & Reputation Index	Skala Likert Likert Scale	5%	4.15	Normalisasi Normalization	Normalisasi Normalization	Normalisasi Normalization	4.30	110.00%	5.50%
3	*Net Promoter Score*	%	5%	75.00	Normalisasi Normalization	Normalisasi Normalization	Normalisasi Normalization	86.20	110.00%	5.50%
4	*Market Retention*	%	5%	70.00	82.14	78.33	80.30	82.43	110.00%	5.50%
INTERNAL PROCESS (25%)			25%							
1	Jumlah Peserta (*Training & Assessment*) Number of Participants (Training & Assessment)	# Peserta & Asesi Participants & Assessors	9%	49,500	11,755	28,725	40,899	64,399	110.00%	9.90%
2	Jumlah Tenaga Kerja Yang Dikelola (*Man Power Supply* & Jasa Pengamanan) Number of Manpower Managed (Man Power Supply & Security Services)	# Tenaga Kerja # Labor	10%	17,500	19,311	19,496	19,584	19,584	110.00%	11.00%
3	TRACO *Participation Index*	%	6%	90.00	Normalisasi Normalization	Normalisasi Normalization	98.67	99.37	110.00%	6.60%
LEARNING & GROWTH (20%)			20%							
1	*Organization Occupancy Rate*	%	7%	90.00	88.68	88.68	90.57	100.00	110.00%	7.70%
2	*Critical Position With Successor*	%	7%	90.00	Normalisasi Normalization	Normalisasi Normalization	Normalisasi Normalization	100.00	110.00%	7.70%
3	*Program Strategic Initiatives:*	%	6%	100.00	100.00	100.00	100.00	100.00	110.00%	6.60%
	3a Pemasaran *non-captive*									
	3b Transisi Pengembangan Unit Bisnis IT 3b IT Business Unit Development Transition									
(A) *PERFORMANCE* KPI										110.00%
BOUNDARY KPI (*REWARD* & *CONSEQUENCES*)										
1	*Number Of Accident* (NoA)	*# Cases*		0	3	3	4	4.00	-4.00%	*PENALTY*
2	Pengelolaan Risiko Risk Management	%		100.00	100.00	100.00	100.00	100.00	0.00%	-
3	Tindak Lanjut Rekomendasi Hasil Audit Internal dan Eksternal Follow-up on Recommendations from Internal and External Audit Results	%		100.00	100.00	100.00	100.00	100.00	0.00%	-

ITEM		SATUAN Unit	BOBOT Weight	TARGET KPI PTC 2023 PTC KPI Target 2023	REALISASI TW I 2023 Realization in Q2 2023	REALISASI TW II 2023 Realization in Q3 2023	REALISASI TW III 2023 Realization in Q4 2023	REALISASI TW IV 2023	*PERFORMANCE*	*WEIGHTED PERFORMANCE*
4	GCG *Implementation Compliance*	%		93.00	98.00	100.00	100.00	100.00	0.00%	-
5	Optimalisasi Pelaksanaan Sinergi Pertamina Group Optimizing the Implementation of Pertamina Group Synergies	%		100.00	90.84	106.97	110.00	110.00	2.50%	REWARD
(B) *PERFORMANCE BOUNDARY* KPI-*Diperhitungkan di akhir tahun 2023* *Performance Boundary KPI – Calculated at the end of 2023*										-1.50%
(A+B) TOTAL *PERFORMANCE*										108.50%

REMUNERASI DEWAN KOMISARIS DAN DIREKSI

DASAR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Penetapan remunerasi dan pemberian fasilitas lain bagi Dewan Komisaris dan Direksi PTC dijalankan sesuai dengan kebijakan PT Pertamina (Persero) sebagai pemegang saham mayoritas yang mengacu kepada Peraturan Menteri BUMN Nomor PER-01/MBU/05/2019.

Mekanisme remunerasi dan pemberian fasilitas lain bagi Dewan Komisaris dan Direksi PTC mengikuti proses yang telah ditetapkan dalam Pedoman Pengelolaan Anak Perusahaan dan Perusahaan Patungan Tahun 2013 PT Pertamina No. A001/H00200/2011-S0. Dalam pelaksanaannya, remunerasi untuk Dewan Komisaris dan Direksi diputuskan dalam RUPS.

PROSEDUR REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Dengan memperhatikan prinsip kehati-hatian, Remunerasi Dewan Komisaris dan Direksi ditetapkan melalui proses pengajuan sesuai dengan kebijakan yang telah ditetapkan, dengan tujuan untuk memastikan keadilan dan kewajaran. Penetapan ini dapat dipertanggungjawabkan dan ditekankan pada aspek-aspek yang sesuai.

Remunerasi dikaji dan diusulkan melalui serangkaian tahapan, terutama dalam level pengawasan yang memegang fungsi nominasi dan remunerasi sebagai perwakilan pemegang saham sampai kemudian ditetapkan dalam RUPS.

Adapun mekanisme pemberian remunerasi bagi Dewan Komisaris dan Direksi adalah sebagai berikut:

1. Direksi mengajukan usulan remunerasi kepada Dewan Komisaris.
2. Dewan Komisaris melakukan pembahasan lanjutan dan persetujuan atas usulan remunerasi yang diajukan.
3. Usulan remunerasi disampaikan kepada pemegang saham untuk mendapatkan persetujuan dan penetapan.

REMUNERATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

BASIS FOR DETERMINING THE REMUNERATION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Determination of remuneration and provision of other facilities for the Board of Commissioners and Directors of PTC is carried out in accordance with the policy of PT Pertamina (Persero) as the majority shareholder which refers to the Regulation of the Minister of SOE Number PER-01/MBU/05/2019.

The remuneration mechanism and provision of other facilities for the Board of Commissioners and Directors of PTC follows the process set out in the 2013 PT Pertamina Subsidiary and Joint Venture Management Guidelines No. A001/H00200/2011-S0. In its implementation, remuneration for the Board of Commissioners and Directors is decided at the GMS.

REMUNERATION PROCEDURE FOR THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

By paying attention to the principle of prudence, the remuneration of the Board of Commissioners and Directors is determined through a submission process in accordance with established policies, with the aim of ensuring fairness and fairness. This determination can be accounted for and emphasized on the appropriate aspects.

Remuneration is reviewed and proposed through a series of stages, especially at the supervisory level which holds nomination and remuneration functions as shareholder representatives until it is then determined at the GMS.

The mechanism for providing remuneration for the Board of Commissioners and Directors is as follows:

1. The Board of Directors submits remuneration proposals to the Board of Commissioners.
2. The Board of Commissioners conducts further discussions and approves the proposed remuneration.
3. Remuneration proposals are submitted to shareholders for approval and determination.

4. Pemegang Saham memberikan persetujuan dan menetapkan remunerasi Dewan Komisaris dan Direksi melalui RUPS.

Struktur dan Komponen Remunerasi

Dalam penetapan remunerasi, struktur dan komponen yang diberikan kepada anggota Direksi dan Dewan Komisaris meliputi:

1. Gaji untuk anggota Direksi, sedangkan honorarium untuk anggota Dewan Komisaris;
2. Tunjangan;
3. Fasilitas; dan
4. Tantiem/Insentif Kinerja/Insentif Khusus.

Penetapan penghasilan yang berupa gaji atau honorarium, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, tingkat inflasi, kondisi dan kemampuan keuangan Perusahaan, dan faktor-faktor lain yang relevan. Selain itu, penetapan tersebut tidak boleh bertentangan dengan peraturan perundang-undangan.

4. Shareholders give approval and determine the remuneration of the Board of Commissioners and Directors through the GMS.

Remuneration Structure and Components

In determining remuneration, the structure and components given to members of the Board of Directors and Board of Commissioners include:

1. Salaries for members of the Board of Directors, while honorarium for members of the Board of Commissioners;
2. Allowance;
3. Facilities; And
4. Tantiem/Performance Incentives/Special Incentives.

Determination of income in the form of salary or honorarium, permanent allowances and facilities is carried out by considering business scale factors, business complexity factors, inflation rates, the Company's financial condition and capabilities, and other relevant factors. In addition, the determination must not conflict with statutory regulations.

Struktur Gaji Anggota Direksi dan Honorarium Anggota Dewan Komisaris

Salary Structure for Members of the Board of Directors and Honorarium for Members of the Board of Commissioners

Komponen Gaji Direksi Board of Directors' Salary Components		Komponen Honorarium Dewan Komisaris Board of Commissioners' Honorarium Components	
Gaji Utama Direktur Utama President Director's Main Salary	Gaji Anggota Direksi Lain Salary of Other Directors Member	Honorarium Komisaris Utama President Commissioner's Honorarium	Honorarium Wakil Komisaris Utama Vice President Commissioner's Honorarium
100%	85%	45%	90%
dari Gaji Direktur Utama from the President Director's salary	dari Gaji Direktur Utama from the President Director's salary	dari Gaji Direktur Utama from the President Director's salary	dari Gaji Komisaris Utama from the President Commissioner's salary

Jenis Tunjangan Anggota Direksi dan Anggota Dewan Komisaris

Types of Benefits for Members of the Board of Directors and Members of the Board of Commissioners

Direksi Board of Directors	Dewan Komisaris Board of Commissioners
• Tunjangan hari raya (THR) • Tunjangan perumahan • Asuransi purna jabatan Retirement insurance • Religious Holiday allowance (THR) • Housing allowance • Retirement insurance	• Tunjangan hari raya (THR) • Tunjangan transportasi • Tunjangan hari raya (THR) • Religious Holiday allowance (THR) • Transportation allowance • Religious Holiday allowance (THR)

Jenis Fasilitas Anggota Direksi dan Anggota Dewan Komisaris

Types of Facilities for Members of the Board of Directors and Members of the Board of Commissioners

Direksi Board of Directors	Dewan Komisaris Board of Commissioners
• Fasilitas kendaraan • Fasilitas bantuan hukum • Fasilitas komunikasi dan sarana teknologi informasi • Fasilitas kesehatan • Vehicle facilities • Legal aid facilities • Communication facilities and information technology facilities • Medical facility	• Fasilitas bantuan hukum • Fasilitas komunikasi dan sarana teknologi informasi • Fasilitas Kesehatan • Legal aid facilities • Communication facilities and information technology facilities • Medical facility

Struktur Tantiem Anggora Direksi dan Dewan Komisaris
Structure of Tantiem for Members of the Board of Directors and Board of Commissioners

Tantiem Direksi Tantiem for the Board of Directors		Tantiem Dewan Komisaris Tantiem for the Board of Commissioners	
Gaji Utama Direktur Utama President Director's Main Salary	Gaji Anggota Direksi Lain Salary of Other Directors Member	Honorarium Komisaris Utama President Commissioner's Honorarium	Honorarium Wakil Komisaris Utama Vice President Commissioner's Honorarium
100%	85%	45%	90%
dari Tantiem Direktur Utama from the President Director's Tantiem	dari Tantiem Direktur Utama from the President Director's Tantiem	dari Tantiem Direktur Utama from the President Director's Tantiem	dari Tantiem Komisaris Utama from the President Commissioner's Tantiem

Adapun penetapan tersebut sesuai dengan Keputusan Pemegang Saham Secara Sirkuler tanggal 31 Juli 2023 tentang Penetapan Penghargaan atas Kinerja Tahunan Tahun Buku 2022 dan Remunerasi 2023 Anggota Direksi dan Dewan Komisaris Perseroan sebagaimana terlampir di bawah ini.

This determination is in accordance with the Circular Shareholder Decree dated 31 July 2023 concerning the Determination of Rewards for the Annual Performance for the 2022 Fiscal Year and the 2023 Remuneration for Members of the Company's Directors and Board of Commissioners as attached below.

RAPAT DEWAN KOMISARIS DAN DIREKSI

MEETING OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

RAPAT DEWAN KOMISARIS

Rapat Dewan Komisaris dilaksanakan untuk menjalankan fungsi pengawasan dan pemberian nasihat serta rekomendasi kepada Direksi. Materi yang dibahas dalam rapat pengawasan/konsultasi terlebih dulu dikaji dalam Rapat Internal Dewan Komisaris (RID) maupun Rapat Komite berdasarkan laporan-laporan yang dibuat oleh Manajemen.

Rapat Dewan Komisaris dilaksanakan sekurang-kurangnya satu kali dalam sebulan sebagaimana diatur dalam *Board Manual* No. A-008/10010/2022-S0. Selama Tahun 2023 Dewan Komisaris telah melaksanakan rapat internal sebanyak 16 Kali.

BOARD OF COMMISSIONERS MEETING

Board of Commissioners meetings are held to carry out supervisory functions and provide advice and recommendations to the Board of Directors. Materials discussed in supervisory/consultation meetings are first reviewed in Internal Board of Commissioners Meetings (RID) and Committee Meetings based on reports prepared by Management.

Board of Commissioners meetings are held at least once a month as regulated in Board Manual No. A-008/10010/2022-S0. During 2023, the Board of Commissioners held 16 internal meetings.

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
1	6 Februari 2023 February 6, 2023	Jakarta	Pembahasan Arahan Dewan Komisaris pada Rapat Gabungan Dewan Komisaris dan Direksi. Discussion of the Board of Commissioners' Directions at the Joint Meeting of the Board of Commissioners and Directors.	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
2	11 Februari 2023 February 11, 2023	Jakarta	Rekomendasi dan Hasil telaah serta Persetujuan atas Rencana Kerja Anggaran Perusahaan (RKAP) tahun 2022 PTC Recommendations and Results of the review and Approval of the 2022 PTC Company Budget Work Plan (RKAP).	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
3	7 Maret 2023 March 7, 2023	Jakarta	Arahan Dewan Komisaris Pada Rapat Gabungan Dewan Komisaris Dan Direksi Tanggal 28 Februari 2023 Directions of the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on February 28, 2023.	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
4	16 Maret 2023 March 16, 2023	Jakarta	Hasil Telaah dan Persetujuan atas Rencana Kerja Anggaran Perusahaan (RKAP) Tahun 2022 PTC Results of Review and Approval of PTC's 2022 Company Budget Work Plan (RKAP).	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
5	29 Maret 2023 March 29, 2023	Jakarta	Telaah atas Laporan Tahunan PT Pertamina Training and Consulting Tahun buku 2022 yang berakhir pada 31 Desember 2022 Review of the Annual Report of PT Pertamina Training and Consulting for the 2022 fiscal year ending on December 31, 2022	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
6	29 Maret 2023 March 29, 2023	Jakarta	Usulan Penetapan Penghargaan atas Kinerja (Tantiem) tahun buku 2022 Direksi dan Dewan Komisaris PTC Proposed Determination of Rewards for Performance (Tantiem) for the 2022 fiscal year of the Board of Directors and Board of Commissioners of PTC	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
7	29 Maret 2023 March 29, 2023	Jakarta	Usulan Remunerasi Direksi dan Dewan Komisaris Tahun Buku 2023 PT PTC Proposed Remuneration for Directors and Board of Commissioners for Fiscal Year 2023 PT PTC	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
8	29 Maret 2023 March 29, 2023	Jakarta	Pengusulan Penggunaan Laba Bersih PT Pertamina Training and Consulting tahun buku 2022 Proposed Use of PT Pertamina Training and Consulting's Net Profit for the 2022 fiscal year	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
9	6 April 2023 April 6, 2023	Jakarta	Evaluasi Kinerja KAP Tahun buku 2022 dan Penunjukan KAP Tahun Buku 2023 Evaluation of KAP Performance for the 2022 fiscal year and Appointment of KAP for the 2023 Fiscal Year	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
10	22 Mei 2023 May 22, 2023	Jakarta	Penyampaian Rencana Kerja dan anggaran Dewan Komisaris dan komite audit PTC tahun 2024 Submission of the 2024 Work Plan and budget for the Board of Commissioners and PTC audit committee	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
11	22 Mei 2023 May 22, 2023	Jakarta	Arahan Dewan Komisaris Pada Rapat Gabungan Dewan Komisaris Dan Direksi Tanggal 16 Mei Directions of the Board of Commissioners at the Joint Meeting of the Board of Commissioners and Directors on May 16	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
12	29 Agustus 2023 August 29, 2023	Jakarta	• Persetujuan Pengisian Anggota Komite Audit Di PTC • Pengangkatan Anggota Komite Audit Dewan Komisaris • Approval of the Filling of Audit Committee Members at PTC • Appointment of Audit Committee Members of the Board of Commissioners	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
13	8 September 2023 September 8, 2023	Jakarta	Telaah dan Persetujuan Atas Usulan Rencana Kerja Perusahaan (RKAP) Tahun 2024 PTC Review and Approval of PTC's 2024 Company Work Plan (RKAP) Proposal	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
14	21 September 2023 September 21, 2023	Jakarta	• Pembagian Tugas Anggota Dewan Komisaris PT PTC • Pengangkatan Ketua Komite Audit • Division of Duties of Members of the Board of Commissioners of PT PTC • Appointment of the Chairman of the Audit Committee	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
15	26 September 2023 September 26, 2023	Jakarta	Permintaan Penyediaan Posisi Personel Sekretaris Dewan Komisaris PT PTC Request for Provision of Secretary Personnel Positions for the Board of Commissioners of PT PTC	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-
16	16 Oktober 2023 October 16, 2023	Jakarta	Arahan Dewan Komisaris Pada Rapat Gabungan Dewan Komisaris dan Direksi Directions of the Board of Commissioners at Joint Meetings of the Board of Commissioners and Directors	• Amir Faisal • Wisnu Wardhana • Inas Nasrullah Zubir	-

Rekapitulasi kehadiran anggota Dewan Komisaris pada Rapat Dewan Komisaris dapat dilihat di bawah ini.

A recapitulation of the attendance of members of the Board of Commissioners at the Board of Commissioners Meeting can be seen below.

Rekapitulasi kehadiran anggota Dewan Komisaris pada Rapat Dewan Komisaris
Recapitulation of the attendance of members of the Board of Commissioners at Board of Commissioners Meetings

Dewan Komisaris Board of Commissioners	Jumlah Wajib Rapat Mandatory Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran % Attendance
Amir Faisal (Komisaris Utama dan Komisaris Independen) (President Commissioner and Independent Commissioner)	16	16	100%
Wisnu Wardhana (Komisaris) (Commissioner)	16	16	100%
Inas Nasrullah Zubir (Komisaris Independen) (Independent Commissioner)	16	16	100%
Rata-Rata Average			100%

RAPAT GABUNGAN DEWAN KOMISARIS DAN DIREKSI

Di samping rapat internal yang diselenggarakan oleh Dewan Komisaris maupun Direksi, Dewan Komisaris dan Direksi juga menyelenggarakan rapat gabungan yang dilaksanakan sesuai dengan kebutuhan Perusahaan. Per 31 Desember 2023, Rapat Gabungan antara Dewan Komisaris dan Direksi dilaksanakan 13 (tiga belas) kali.

Adapun rincian agenda dan risalah rapat, kehadiran, serta rekapitulasi tingkat kehadiran Dewan Komisaris dan Direksi dalam rapat-rapat tersebut adalah sebagai berikut.

JOINT MEETING OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

In addition to internal meetings held by the Board of Commissioners and Directors, the Board of Commissioners and Directors also hold joint meetings which are held in accordance with the Company's needs. As of December 31, 2023, Joint Meetings between the Board of Commissioners and the Board of Directors were held 13 (thirteen) times.

The details of the agenda and minutes of meetings, attendance and recapitulation of the level of attendance of the Board of Commissioners and Directors at these meetings are as follows..

Risalah dan Kehadiran Rapat Gabungan Dewan Komisaris dan Direksi
Minutes and Attendance of Joint Meetings of the Board of Commissioners and Directors

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
1	24 Januari 2023 January 24, 2023	Jakarta	• Tindak lanjut arahan Dewan Komisaris • Kinerja Keuangan dan Kinerja Operasi Desember 2022 • Lain-Lainnya • Follow up on directions from the Board of Commissioners • Financial Performance and Operational Performance December 2022 • Others	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-
2	28 Februari 2023 February 28, 2023	Jakarta	• Kinerja Januari 2023 • Persetujuan Pindah Gedung Kantor • January 2023 performance • Approval for Moving Office Buildings	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-
3	16 Maret 2023 March 16, 2023	Jakarta	• Rapat BOC-BOD Tematik • Pembahasan TKJP PTC di Plumpang • Thematic BOC-BOD meetings • Discussion of TKJP PTC in Plumpang	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-
4	14 April 2023 April 14, 2023	Jakarta	• Rapat BOC-BOD • Rapat Pra RUPS PTC • BOC-BOD meeting • PTC Pre-GMS Meeting	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-
5	19 April 2023 April 19, 2023	Jakarta	• Rapat BOC-BOD-Pemegang Saham • RUPS Tahunan Tahun Buku 2022 • BOC-BOD-Shareholders Meeting • Annual GMS Fiscal Year 2022	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-
6	11 Mei 2023 May 11, 2023	Jakarta	• Tindak Lanjut Arahan Dewan Komisaris; • Kinerja Keuangan dan Kinerja Operasi April 2023 & Evaluasi Triwulan 1 • Lain-Lainnya • Follow up on the Board of Commissioners' directives; • Financial Performance and Operational Performance April 2023 & Evaluation for Quarter 1 • Others	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Indah Kurnianingsih**	-

Risalah dan Kehadiran Rapat Gabungan Dewan Komisaris dan Direksi
Minutes and Attendance of Joint Meetings of the Board of Commissioners and Directors

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
7	04 Oktober 2023 04 October 2023	Jakarta	• Rapat BOC-BOD • Perkenalan Direksi Baru • BOC-BOD meeting • Introduction of New Directors	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan* Indah Kurnianingsih**	-
8	4 Oktober 2023 October 4, 2023	Jakarta	• Rapat BOC-BOD • Kinerja Perusahaan bulan Agustus 2023 • BOC-BOD meeting • Company performance in August 2023	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan* Indah Kurnianingsih**	-
9	8 Desember 2023 December 8, 2023	Bandung	• Rapat BOC-BOD • Kinerja Perusahaan bulan Oktober 2023 • BOC-BOD meeting • Company performance in October 2023	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan*	-
10	8 Desember 2023 December 8, 2023	Bandung	• Rapat BOC-BOD • RKAP 2024 • BOC-BOD meeting • RKAP 2024	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan*	-
11	8 Desember 2023 December 8, 2023	Bandung	• Rapat BOC-BOD • KPI 2024 • BOC-BOD meeting • KPI 2024	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan*	-
12	8 Desember 2023 December 8, 2023	Bandung	• Rapat BOC-BOD • RJPP 2025-2034 • BOC-BOD meeting • RJPP 2025-203	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan*	-

Risalah dan Kehadiran Rapat Gabungan Dewan Komisaris dan Direksi
Minutes and Attendance of Joint Meetings of the Board of Commissioners and Directors

No.	Tanggal Date	Tempat Venue	Agenda Agenda	Peserta Participants	Alasan Ketidakhadiran Reason for Absence
13	20 Desember 2023 December 20, 2023	Jakarta	• Kinerja Operasi dan Keuangan PTC Bulan November 2023 • Penjelasan Terkait Perubahan Struktur Organisasi • Pembahasan atas prinsip pinjaman dan National Pooling • Status *Unbilled* serta target akhir tahun • PTC Operational and Financial Performance in November 2023 • Explanation Regarding Changes in Organizational Structure • Discussion of loan principles and National Pooling • Unbilled status and year-end target	Dewan Komisaris: Board of Commisioners: Amir Faisal Wisnu Wardhana Inas Nasrullah Zubir Direksi : Board of Directors : Muhammad Shabran Fauzani Kurnia Pinayungan*	-

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi & Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations & Marketing since October 20, 2023

Rekapitulasi kehadiran anggota Dewan Komisaris dan Direksi pada Rapat Gabungan dapat dilihat di bawah ini.

A recapitulation of the attendance of members of the Board of Commissioners and Directors at the Joint Meeting can be seen below.

Rekapitulasi Kehadiran Dewan Komisaris dan Direksi pada Rapat Gabungan
Recapitulation of Attendance of the Board of Commissioners and Directors at Joint Meetings

Dewan Komisaris dan Direksi Board of Commissioners and Directors	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran % Attendance
Dewan Komisaris Board of Commissioners			
Amir Faisal (Komisaris Utama dan Komisaris Independen) (President Commissioner and Independent Commissioner)	13	13	100%
Wisnu Wardhana (Komisaris) (Commissioner)	13	13	100%
Inas Nasrullah Zubir (Komisaris Independen) (Independent Commissioner)	13	13	100%
Direksi Board of Directors			
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	13	13	100%
Kurnia Pinayungan (Direktur Keuangan)* (Director of Finance)*	7	7	100%
Indah Kurnianingsih (Direktur Operasi dan Pemasaran)** (Director of Operations and Marketing)**	8	8	100%

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

RAPAT DIREKSI

Penyelenggaraan rapat Direksi untuk menjalankan fungsi pengelolaan Direksi. Dalam hal ini, rapat Direksi terdiri dari Rapat Internal Direksi, Rapat Pengawasan Dewan Komisaris, dan Rapat Konsultasi yang dihadiri Dewan Komisaris bersama Direksi. Adapun rapat Direksi dijadwalkan untuk dilaksanakan setiap kali diperlukan dan setidaknya satu kali dalam sebulan, yaitu sesuai dengan *Board Manual* Nomor: A.008/10000/2022/S0.

Jika terdapat hal strategis dan mendesak serta memerlukan pengambilan keputusan, maka Rapat Direksi dapat diselenggarakan di luar jadwal rutin. Sampai dengan 31 Desember 2023, Direksi telah melaksanakan 16 kali Rapat Internal Direksi dengan agenda dan tingkat kehadiran sebagai berikut.

BOARD OF DIRECTORS MEETING

Organizing Board of Directors meetings to carry out the management functions of the Board of Directors. In this case, the Board of Directors meetings consist of Internal Board of Directors Meetings, Board of Commissioners Supervision Meetings, and Consultation Meetings attended by the Board of Commissioners and the Board of Directors. The Board of Directors meetings are scheduled to be held whenever necessary and at least once a month, namely in accordance with Board Manual Number: A.008/10000/2022/S0.

If there are strategic and urgent matters that require decision making, then the Board of Directors Meeting can be held outside the regular schedule. Until December 31 2023, the Board of Directors has implemented 16 Internal Board of Directors Meetings with the following agenda and attendance levels.

No.	Tanggal Date	Tempat Place	Agenda Agenda	Peserta Participant	Alasan Ketidakhadiran Reason for Absence
1	16 Januari 2023 January 16, 2023	Ruang SMART	*Review* Management atas Kinerja Keuangan & Operasi Divisi Bulan Desember 2022 Management Review of Divisional Financial and Operational Performance for December 2022	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
2	20 Januari 2023 January 20, 2023	Grha Pertamina-Gedung Grha Pertamina-Building	*Performance Review* AP Portofolio Co Tahun 2022 (*Unaudited*) TW IV Performance Review AP Portfolio Co 2022 (Unaudited) QW IV	• Muhammad Shabran • Fauzani Indah Kurnianingsih**	-
3	25 Januari 2023 January 25, 2023	Ruang SMART SMART ROOM	*Performance Dialogue* TW IV Performance Dialogue TW IV	• Muhammad Shabran • Fauzani Indah Kurnianingsih**	-
4	3 Februari 2023 February 3, 2023	SMART ROOM	Diskusi *Forecasting Target* 2023 dan RKAP Discussion of Forecasting Target 2023 and RKAP	• Muhammad Shabran • Fauzani Indah Kurnianingsih**	-
5	06 Februari 2023 February 06, 2023	SMART ROOM	*Kick Off Meeting* PMO *Non Captive* *Kick Off Meeting PMO Non Captive*	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
6	20 Februari 2023 February 20, 2023	Ruang SMART	*Meeting* Manajemen Management Meeting	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
7	23 Februari 2023 February 23, 2023	Ms Teams	Pemaparan Kinerja Keuangan dan MSRKAP Per Januari 2023 Presentation of Financial Performance and MSRKAP as of January 2023	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
8	27 Februari 2023 February 27, 2023	Ruang SMART	KPI PTC 2022 & 2023 Narasi RKAP 2023 dan Simulasi Target Internal 2023 PTC KPI 2022 & 2023 Narrative of 2023 RKAP and 2023 Internal Target Simulation	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
9	13 Maret 2023 March 13, 2023	Ruang SMART	Terkait Pekerja Plumpang Regarding Plumpang Workers	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-

No.	Tanggal Date	Tempat Place	Agenda Agenda	Peserta Participant	Alasan Ketidakhadiran Reason for Absence
10	3 Mei 2023 May 3, 2023	Ms Teams	*Performance Dialogue* KPI AP Portfolio TW I Tahun 2023 dengan SPPU Performance Dialogue KPI AP Portfolio QW I 2023 with SPPU	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
11	4 Juli 2023 July 4, 2023	Ruang SMART	*Review* Kinerja Perusahaan Semester 1 Company Performance Review Semester 1	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
12	25 Juli 2023 July 25, 2023	Ms Teams	*Performance Dialogue* KPI Kolegial Direksi Anak Perusahaan Portfolio TW II Tahun 2023 Performance Dialogue KPI Collegial Directors of Portfolio Subsidiaries QW II 2023	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
13	18 Agustus 2023 August 18, 2023	Ruang SMART	*Review* dan Tanggapan Tinjauan Management Tahun 2023 Review and Response to the 2023 Management Review	• Muhammad Shabran Fauzani • Indah Kurnianingsih**	-
14	27 September 2023 September 27, 2023	SMART ROOM PTC Lt. 2	Update Laporan Pasar Minggu Updated Pasar Minggu report	• Muhammad Shabran Fauzani • Indah Kurnianingsih** • Kurnia Pinayungan*	-
15	19 Oktober 2023 October 19, 2023	Ruang SMART	Tindak Lanjut Arahan Direksi dan Laporan Kinerja bulan September 2023 Follow-up to Directors' Directions and Performance Report for September 2023	• Muhammad Shabran Fauzani • Kurnia Pinayungan*	-
16	18 Desember 2023 December 18, 2023	Ruang Boardroom Lt. 2	Tindak Lanjut Arahan Direksi dan Laporan Kinerja operasional Desember 2023 Follow-up to Directors' Directions and Operational Performance Report December 2023	• Muhammad Shabran Fauzani • Kurnia Pinayungan*	-

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih will no longer serve as Director of Operations and Marketing since October 20, 2023

Rekapitulasi kehadiran Direksi pada Rapat Direksi dapat dilihat di bawah ini.

A recapitulation of the Board of Directors' attendance at the Board of Directors' Meeting can be seen below.

Rekapitulasi kehadiran Direksi pada Rapat Dewan Komisaris
Recapitulation of Directors' attendance at Board of Commissioners Meetings

Dewan Komisaris Board of Commissioners	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran % Attendance
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	16	16	100
Kurnia Pinayungan (Direktur Keuangan)* (Director of Finance)*	3	3	100
Indah Kurnianingsih (Direktur Operasi dan Pemasaran)** (Director of Operations and Marketing)**	15	14	93

Rekapitulasi kehadiran Direksi pada Rapat Dewan Komisaris
Recapitulation of Directors' attendance at Board of Commissioners Meetings

Dewan Komisaris Board of Commissioners	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	% Kehadiran % Attendance
Rata-Rata Average			98

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

PENGUNGKAPAN HUBUNGAN AFILIASI ANTARA DIREKSI, DEWAN KOMISARIS, DAN P EMEGANG SAHAM UTAMA DAN/ ATAU PENGENDALI

Pemegang saham utama dan/atau pengendali Perusahaan adalah Pemerintah Republik Indonesia, sebagaimana yang telah di uraian pada bab Profil Perusahaan dalam Laporan Tahunan ini.

Dalam hal ini, kategori hubungan afiliasi antara anggota Dewan Komisaris, Direksi, dan Pemegang Saham Utama dan/atau Pengendali adalah sebagai berikut:

1. Hubungan afiliasi antara anggota Direksi dan anggota Dewan Komisaris.
2. Hubungan afiliasi antara anggota Direksi dengan Pemegang Saham Utama dan/atau pengendali.
3. Hubungan afiliasi antara anggota Dewan Komisaris dengan anggota Dewan Komisaris lainnya.
4. Hubungan afiliasi antara anggota Dewan Komisaris dengan Pemegang Saham Utama dan/atau pengendali.

Adapun hubungan afiliasi antara anggota Dewan Komisaris, anggota Direksi, dan pemegang saham utama/pengendali Perusahaan adalah sebagai berikut:

DISCLOSURE OF AFFILIATION BETWEEN THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS, AND MAJORITY AND/ OR CONTROLLING SHAREHOLDERS

The major and/or controlling shareholder of the Company is the Government of the Republic of Indonesia, as described in the Company Profile chapter in this Annual Report.

In this case, the categories of affiliate relationships between members of the Board of Commissioners, Directors, and Major and/or Controlling Shareholders are as follows:

1. Affiliation between members of the Board of Directors and members of the Board of Commissioners.
2. Affiliation between members of the Board of Directors and Major and/or controlling Shareholders.
3. Affiliation between members of the Board of Commissioners and other members of the Board of Commissioners.
4. Affiliation between members of the Board of Commissioners and Major and/or controlling Shareholders.

The affiliation between members of the Board of Commissioners, members of the Board of Directors, and the main/controlling shareholders of the Company are as follows:

Nama Name	Jabatan Position	Hubungan Keuangan dengan Financial Relationship with						Hubungan Keluarga dengan Family Relations with					
		Dewan Komisaris Board of Commisioners		Direksi Board of Directors		Pemegang Saham Pemegang Saham		Dewan Komisaris Board of Commisioners		Direksi Board of Directors		Pemegang Saham Pemegang Saham	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Dewan Komisaris Board of Commissioners													
Amir Faisal	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner		√		√		√		√		√		√
Wisnu Wardhana	Komisaris Commissioner		√		√		√		√		√		√
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner		√		√		√		√		√		√

Nama Name	Jabatan Position	Hubungan Keuangan dengan Financial Relationship with						Hubungan Keluarga dengan Family Relations with					
		Dewan Komisaris Board of Commisioners		Direksi Board of Directors		Pemegang Saham Pemegang Saham		Dewan Komisaris Board of Commisioners		Direksi Board of Directors		Pemegang Saham Pemegang Saham	
		Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Direksi Board of Directors													
Muhammad Shabran Fauzani	Direktur Utama President Director		√		√		√		√		√		√
Kurnia Pinayungan*	Direktur Keuangan Director of Finance		√		√		√		√		√		√
Indah Kurnianingsih**	Direktur Operasi dan Pemasaran Director of Operations and Marketing		√		√		√		√		√		√

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

PENGUNGKAPAN RANGKAP JABATAN DEWAN KOMISARIS DAN DIREKSI

Adapun informasi mengenai pengungkapan rangkap jabatan Dewan Komisaris per 31 Desember 2023, dapat dilihat pada tabel berikut ini.

DISCLOSURE OF THE CONCURRENT POSITIONS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Information regarding the disclosure of concurrent positions of the Board of Commissioners as of December 31, 2023, can be seen in the following table.

Nama Name	Jabatan Position	Informasi Rangkap Jabatan Concurrent Positions Information	
		Posisi Positions	Nama Perusahaan/ Instansi Company/Agency Name
Dewan Komisaris Board of Commissioners			
Amir Faisal	Komisaris Utama dan Komisaris Independen President Commissioner and Independent Commissioner	-	-
Wisnu Wardhana	Komisaris Commissioner	-	-
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	Ketua Komite Audit Chair of the Audit Committee	PTC
Direksi Board of Directors			
Muhammad Shabran Fauzani	Direktur Utama President Director	-	-
Kurnia* Pinayungan	Direktur Keuangan Director of Finance	-	-
Indah Kurnianingsih**	Direktur Operasi dan Pemasaran Director of Operations and Marketing	-	-

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

PENGUNGKAPAN KEPEMILIKAN SAHAM ANGGOTA DIREKSI DAN ANGGOTA DEWAN KOMISARIS

Kebijakan pengungkapan informasi tentang kepemilikan saham anggota Dewan Komisaris Perusahaan merujuk pada ketentuan *Board Manual*. Sesuai dengan ketentuan tersebut, maka jika terdapat Anggota Dewan Komisaris ada yang memiliki saham PTC atau saham perusahaan lain wajib untuk melaporkan kepemilikan saham tersebut kepada *Corporate Secretary*, serta melaporkan kepemilikan saham tersebut dan segala perubahan yang terjadi kepada PTC dan perusahaan lain, termasuk jika anggota tersebut memiliki saham atau terjadi perubahan kepemilikan saham oleh keluarganya.

Hal yang sama juga berlaku apabila terdapat anggota Direksi yang memiliki saham PTC maupun saham perusahaan lain. Anggota Direksi tersebut wajib melaporkan kepemilikan saham tersebut kepada Otoritas Jasa Keuangan (OJK) melalui *Corporate Secretary,* serta melaporkan kepemilikan saham tersebut dan segala perubahan yang terjadi kepada PTC dan perusahaan lain, termasuk jika anggota tersebut memiliki saham atau terjadi perubahan kepemilikan saham oleh keluarganya.

Berikut informasi kepemilikan saham masing-masing Dewan Komisaris dan Direksi yang menjabat per 31 Desember 2023, sebagaimana terlampir di bawah ini.

DISCLOSURE OF SHARES OWNERSHIP OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF COMMISSIONERS

The policy for disclosing information regarding share ownership of members of the Company's Board of Commissioners refers to the provisions of the board manual. In accordance with these provisions, if there are members of the Board of Commissioners who own PTC shares or shares of other companies, they are obliged to report their share ownership to the Corporate Secretary, as well as report their share ownership and any changes that occur to PTC and other companies, including if the member own shares or there is a change in share ownership by their family.

The same thing also applies if there are members of the Board of Directors who own PTC shares or shares of other companies. Members of the Board of Directors are required to report share ownership to the Financial Services Authority (OJK) through the Corporate Secretary, as well as report share ownership and any changes that occur to PTC and other companies, including if the member owns shares or there is a change in share ownership by their family.

The following is information on the share ownership of each Board of Commissioners and Directors in office as of December 31, 2023, as attached below.

Tabel Kepemilikan Saham Dewan Komisaris dan Direksi
Table of Share Ownership of the Board of Commissioners and Directors

Nama Name	Kepemilikan Saham Dewan Komisaris dan Direksi pada Share Ownership of the Board of Commissioners and Directors in		Kepemilikan Saham oleh Keluarga pada Share Ownership by Family in	
	PTC	Perusahaan Lain Other Companies	PTC	Perusahaan Lain Other Companies
Dewan Komisaris Board of Commissioners				
Amir Faisal (Komisaris Utama dan Komisaris Independen) (President Commissioner and Independent Commissioner)	Tidak No	Tidak No	Tidak No	Tidak No
Wisnu Wardhana (Komisaris) (Commissioner)	Tidak No	Tidak No	Tidak No	Tidak No
Inas Nasrullah Zubir (Komisaris Independen) (Independent Commissioner)	Tidak No	Tidak No	Tidak No	Tidak No
Direksi Board of Directors				
Muhammad Shabran Fauzani (Direktur Utama) (President Director)	Tidak No	Tidak No	Tidak No	Tidak No

Tabel Kepemilikan Saham Dewan Komisaris dan Direksi
Table of Share Ownership of the Board of Commissioners and Directors

Nama Name	Kepemilikan Saham Dewan Komisaris dan Direksi pada Share Ownership of the Board of Commissioners and Directors in		Kepemilikan Saham oleh Keluarga pada Share Ownership by Family in	
	PTC	Perusahaan Lain Other Companies	PTC	Perusahaan Lain Other Companies
Kurnia Pinayungan (Direktur Keuangan)* (Director of Finance)*	Tidak No	Tidak No	Tidak No	Tidak No
Indah Kurnianingsih (Direktur Operasi dan Pemasaran)** (Director of Operations and Marketing)**	Tidak No	Tidak No	Tidak No	Tidak No

Keterangan:
*Kurnia Pinayungan efektif menjabat sebagai Direktur Keuangan sejak 20 September 2023
**Indah Kurnianingsih tidak lagi menjabat sebagai Direktur Operasi dan Pemasaran sejak 20 Oktober 2023
Information:
*Kurnia Pinayungan has effectively served as Director of Finance since September 20, 2023
**Indah Kurnianingsih has no longer served as Director of Operations and Marketing since October 20, 2023

ORGAN PENDUKUNG DEWAN KOMISARIS
SUPPORTING ORGANS OF THE BOARD OF COMMISSIONERS

SEKRETARIS DEWAN KOMISARIS

PEDOMAN KERJA SEKRETARIS DEWAN KOMISARIS

Sekretaris Dewan Komisaris dalam melaksanakan tugas dan tanggung jawabnya dengan mengacu pada *Board Manual* Nomor: A-008/10010/2022-S0 dan Peraturan BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

KRITERIA SEKRETARIS DEWAN KOMISARIS

Untuk dapat ditunjuk sebagai Sekretaris Dewan Komisaris, maka seseorang harus memenuhi syarat sebagai berikut:

1. Memahami sistem pengelolaan, pengawasan dan pembinaan BUMN;
2. Memiliki integritas yang baik;
3. Memahami fungsi kesekretariatan; dan
4. Memiliki kemampuan untuk berkomunikasi dan berkoordinasi dengan baik.

KETENTUAN MASA JABATAN SEKRETARIS DEWAN KOMISARIS

Masa jabatan sekretaris Dewan Komisaris/Dewan Pengawas BUMN dan staf Sekretariat Dewan Komisaris/Dewan Pengawas BUMN ditetapkan oleh Dewan Komisaris/Dewan Pengawas BUMN 3 (tiga) tahun dan dapat diangkat kembali untuk 2 (dua) tahun pada BUMN yang sama, dengan tidak mengurangi hak Dewan Komisaris/Dewan Pengawas BUMN untuk memberhentikannya sewaktu-waktu.

DASAR PENGANGKATAN SEKRETARIS DEWAN KOMISARIS

Berdasarkan Surat Keputusan Dewan Komisaris PT Pertamina Training and Consulting Nomor: Kpts-39 /PTC-DEKOM/2023-S0 tentang Penunjukan Pelaksana Tugas Sekretaris Dewan Komisaris, Perusahaan telah menetapkan Suciningdiah Sulistiani sebagai Pelaksana Tugas Sekretaris Dewan Komisaris sejak 1 Oktober 2023.

SECRETARY OF THE BOARD OF COMMISSIONERS

WORK GUIDELINES FOR THE SECRETARY OF THE BOARD OF COMMISSIONERS

Secretary to the Board of Commissioners in carrying out his duties and responsibilities refers to Board Manual Number: A-008/10010/2022-S0 and SOE Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

CRITERIA FOR THE BOARD OF COMMISSIONERS SECRETARY

To be appointed as Secretary to the Board of Commissioners, a person must meet the following requirements:

1. Understand the management, supervision and development system of SOE;
2. Have good integrity;
3. Understand secretarial functions; And
4. Have the ability to communicate and coordinate well.

TERMS OF OFFICE OF THE SECRETARY OF THE BOARD OF COMMISSIONERS

The term of office for the secretary of the Board of Commissioners/Supervisory Board of BUMN and the staff of the Secretariat of the Board of Commissioners/Supervisory Board of BUMN is determined by the Board of Commissioners/Supervisory Board of BUMN for 3 (three) years and can be reappointed for 2 (two) years at the same BUMN, without prejudice to their rights. The Board of Commissioners/Supervisory Board of SOE to dismiss him at any time.

BASIS OF APPOINTMENT OF THE SECRETARY OF THE BOARD OF COMMISSIONERS

Based on the Decree of the Board of Commissioners of PT Pertamina Training and Consulting Number: Kpts-39 /PTC-DEKOM/2023-S0 concerning the Appointment of Acting Secretary to the Board of Commissioners, the Company has appointed Suciningdiah Sulistiani as Acting Secretary to the Board of Commissioners since October 1, 2023.

PROFIL PEJABAT SEKRETARIS DEWAN KOMISARIS

PROFILE OF OFFICIAL SECRETARY OF THE BOARD OF COMMISSIONERS

Suciningdiah Sulistiani
Plt. Sekretaris Dewan Komisaris
Masa Jabatan: 1 Oktober 2023-Sekarang
Plt. Secretary for Board of Commissioners
Term of Office: October 1, 2023-Present

Data Pribadi
Warga Negara Indonesia
Usia 55 tahun tahun per 31 Desember 2023

Domisili
Tangerang, Banten, Indonesia

Riwayat Pendidikan
D3 Sekretaris, Sekolah Tinggi Ilmu Manajemen Jakarta (1999)

Pengalaman Kerja
- Ast. Manager Management Report & Compliance, PT Pertamina Training and Consulting (2016-sekarang)
- Sekretaris Direksi, PT Pertamina Training and Consulting (2001-2016)
- Sekretaris Direktur Utama, Yayasan Patra Cendikia (1996-2001)
- Settlement Staff/Administrasi, PT Asia Equity Jasereh (1992-1996)
- Administrasi Penjualan, PT Dollindo Sempurna Industries (1992)
- Settlement Staff/Administrasi, PT Dayamulia Securindo (1990-1991)

Jabatan Rangkap
Ast. Manager Management Report & Compliance,
PT Pertamina Training and Consulting (2016 -sekarang)

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi baik dengan Anggota Komite lainnya, Dewan Komisaris dan Direksi, maupun Pemegang Saham Utama dan Pengendali

Kepemilikan Saham PTC per 31 Desember 2023
Tidak memiliki saham di PT Pertamina Training and Consulting

Personal Data
Indonesian Citizens
Age 55 years old as of December 31, 2023

Domicile
Tangerang, Banten, Indonesia

Educational Background
D3 Secretary, Jakarta College of Management Science (1999)

Work Experience
- Manager AssistanManagement Report & Compliance, PT Pertamina Training and Consulting (2016-present)
- Secretary to the Board of Directors, PT Pertamina Training and Consulting (2001-2016)
- Secretary to the President Director, Patra Cendikia Foundation (1996-2001)
- Settlement Staff/Administration, PT Asia Equity Jasereh (1992-1996)
- Sales Administration, PT Dollindo Sempurna Industries (1992)
- Settlement Staff/Administration, PT Dayamulia Securindo (1990-1991)

Concurrent Position
Assisstant of Manager Management Report & Compliance,
PT Pertamina Training and Consulting (2016 – present)

Affiliation
Has no affiliation with other Committee Members, the Board of Commissioners and Directors, or Major and Controlling Shareholders

PTC Share Ownership as of December 31, 2023
Has no own shares in PT Pertamina Training and Consulting

TUGAS DAN TANGGUNG JAWAB SEKRETARIS DEWAN KOMISARIS

Surat Keputusan Dewan Komisaris PT Pertamina Training and Consulting Nomor: Kpts-39 /PTC-DEKOM/2023-S0 tentang Penunjukan Pelaksana Tugas Sekretaris Dewan Komisaris PT Pertamina Training and Consulting, tugas dan tanggung jawab Sekretaris Dewan Komisaris adalah sebagai berikut:

1. Menyelenggarakan kegiatan administrasi kesekretariatan di lingkungan Dewan Komisaris, meliputi :
   a. Mengadministrasikan dokumen Dewan Komisaris, baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
   b. Menyusun Rancangan Rencana Kerja dan Anggaran Dewan Komisaris;
   c. Menyusun Rancangan Laporan-Laporan Dewan Komisaris;
2. Mengatur penyelenggaraan rapat Dewan Komisaris dan rapat/pertemuan antara komisaris dan pemegang saham, direksi, komite maupun pihak terkait *(stakeholder)* lainnya, meliputi:

DUTIES AND RESPONSIBILITIES OF THE SECRETARY OF THE BOARD OF COMMISSIONERS

Decree of the Board of Commissioners of PT Pertamina Training and Consulting Number: Kpts-39 /PTC-DEKOM/2023-S0 concerning the Appointment of Acting Secretary to the Board of Commissioners of PT Pertamina Training and Consulting, the duties and responsibilities of the Secretary of the Board of Commissioners are as follows:

1. Carrying out secretarial administration activities within the Board of Commissioners, including:
   a. Administer Board of Commissioners documents, including incoming letters, outgoing letters, minutes of meetings and other documents;
   b. Prepare Draft Work Plan and Budget for the Board of Commissioners;
   c. Prepare Draft Reports for the Board of Commissioners;
2. Organize the organization of Board of Commissioners meetings and meetings/meetings between commissioners and shareholders, directors, committees and other related parties (stakeholders), including:

a. Mengoordinasikan anggota Komite, jika diperlukan dalam rangka memperlancar tugas Dewan Komisaris;
b. Mempersiapkan rapat, termasuk bahan rapat (*briefing sheet*) Dewan Komisaris;
c. Membuat risalah Rapat Dewan Komisaris sesuai ketentuan anggaran dasar Perusahaan;

3. Menyediakan data/informasi yang diperlukan oleh Komisaris dan komite-komite Dewan Komisaris yang berkaitan dengan:
   a. *Monitoring* tindak lanjut hasil keputusan, rekomendasi dan arahan komisaris;
   b. Bahan/materi yang bersifat administrasi mengenai laporan/kegiatan Direksi dalam mengelola perseroan;
   c. Dukungan administrasi serta *monitoring* berkaitan dengan hal-hal yang harus mendapatkan persetujuan dan atau rekomendasi dari komisaris, sehubungan dengan kegiatan pengelolaan Perusahaan yang dilakukan oleh Direksi;
   d. Memastikan bahwa Dewan Komisaris mematuhi peraturan perundang-undangan serta menerapkan prinsip-prinsip GCG;
   e. Memberikan informasi yang dibutuhkan oleh Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta;
   f. Sebagai penghubung (*liaison officer*) Dewan Komisaris dengan pihak lain;
4. Mengumpulkan data-data teknis yang berasal dari komite-komite Dewan Komisaris untuk keperluan Dewan Komisaris;
5. Melaksanakan penugasan yang dilakukan oleh Dewan Komisaris;
6. Dalam rangka tertib administrasi dan pelaksanaan tata kelola Perusahaan yang baik, Sekretariat Dewan Komisaris wajib memastikan dokumen penyelenggaraan kegiatan sebagaimana dimaksud pada ayat (1) tersimpan dengan baik di Perusahaan.

PENGEMBANGAN KOMPETENSI SEKRETARIS DEWAN KOMISARIS

Sepanjang tahun 2023, Sekretaris Dewan Komisaris telah mengikuti kegiatan pelatihan dan atau pengembangan kompetensi di antaranya sebagai berikut:

a. Coordinate Committee members, if necessary in order to facilitate the duties of the Board of Commissioners;
b. Prepare meetings, including meeting materials (briefing sheets) for the Board of Commissioners;
c. Prepare minutes of Board of Commissioners Meetings in accordance with the provisions of the Company's articles of association;

3. Provide data/information required by the Commissioner and Board of Commissioners committees relating to:
   a. Monitoring the follow-up to the results of the commissioner's decisions, recommendations and directions;
   b. Administrative materials/materials regarding reports/activities of the Board of Directors in managing the company;
   c. Administrative and monitoring support relating to matters that must obtain approval and/or recommendations from the commissioners, in connection with Company management activities carried out by the Board of Directors;
   d. Ensure that the Board of Commissioners complies with statutory regulations and implements GCG principles;
   e. Provide information required by the Board of Commissioners periodically and/or at any time if requested;
   f. As a liaison officer for the Board of Commissioners with other parties;
4. Collect technical data originating from Board of Commissioners committees for the purposes of the Board of Commissioners;
5. Carry out assignments carried out by the Board of Commissioners;
6. In the context of orderly administration and implementation of good corporate governance, the Secretariat of the Board of Commissioners is obliged to ensure that documents for carrying out activities as intended in paragraph (1) are stored properly in the Company.

DEVELOPMENT OF COMPETENCE OF THE SECRETARY OF THE BOARD OF COMMISSIONERS

Throughout 2023, the Secretary of the Board of Commissioners has participated in training and/or competency development activities including the following:

Nama Name	Jenis Pendidikan dan Pelatihan Type of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Material	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
Suciningdiah Sulistiani	*Training*	Implementasi AKHLAK dan Program Kerja Budaya Implementation of AKHLAK and Cultural Work Program	12 Juli 2023 July 12, 2023	PTC
	Training	Ketentuan dan Tata Cara Perhitungan TKDN Terms and Procedures for Calculating TKDN	18 Juli 2023 July 18, 2023	PTC
		Fraud *Awareness & Whistle Blowing System*	25 Juli 2023 July 25, 2023	PTC
	Training	*Risk Management Forum PERTAMINA ACROSS THE GROUP* 2023, *Navigating Risk in the LNG Industry "Strategy for Success" Series August, Enterprise Risk Management*	15 Agustus 2023 August 15, 2023	PT Pertamina (Persero)
	Training	*Respectful Workplace Initiatives*	5 Oktober 2023 October 5, 2023	PTC
	Training	*Fundamental Enterprise Risk Management 2023*	6 Oktober 2023 October 6, 2023	PTC
	Training	Pemantapan Nilai-Nilai Kebangsaan Bagi Pertamina Group Angkatan II Strengthening National Values for Pertamina Group Batch II	26 November 2023 November 26, 2023	Kolaborasi LEMHANNAS RI & PT Pertamina Training and Consulting Collaboration of LEMHANNAS RI & PT Pertamina Training and Consulting
	Training	*First Aid Refreshment* 2023	1 Desember 2023 December 1, 2023	PTC

PELAKSANAAN TUGAS SEKRETARIS DEWAN KOMISARIS TAHUN 2023

1. Menyelenggarakan kegiatan administrasi kesekretariatan di lingkungan Dewan Komisaris, meliputi:
   a. Mengadministrasikan dokumen Dewan Komisaris, baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
   b. Menyusun Rancangan Rencana Kerja dan Anggaran Dewan Komisaris;
   c. Menyusun Rancangan Laporan-Laporan Dewan Komisaris.
2. Mengatur penyelenggaraan rapat Dewan Komisaris dan rapat/pertemuan antara komisaris dan pemegang saham, direksi, komite maupun pihak terkait (*stakeholder*) lainnya, meliputi:
   a. Mengoordinasikan anggota Komite, jika diperlukan dalam rangka memperlancar tugas Dewan Komisaris;
   b. Mempersiapkan rapat, termasuk bahan rapat (*briefing sheet*) Dewan Komisaris;
   c. Membuat risalah Rapat Dewan Komisaris sesuai ketentuan anggaran dasar Perusahaan.
3. Menyediakan data/informasi yang diperlukan oleh Komisaris dan komite-komite Dewan Komisaris yang berkaitan dengan:

IMPLEMENTATION OF DUTIES OF THE SECRETARY OF THE BOARD OF COMMISSIONERS IN 2023

1. Carrying out secretarial administration activities within the Board of Commissioners, including:
   a. Administering Board of Commissioners documents, including incoming letters, outgoing letters, minutes of meetings and other documents;
   b. Prepare Draft Work Plan and Budget for the Board of Commissioners;
   c. Prepare Draft Reports for the Board of Commissioners.
2. Organize the organization of Board of Commissioners meetings and meetings/meetings between commissioners and shareholders, directors, committees and other related parties (stakeholders), including:
   a. Coordinate Committee members, if necessary in order to expedite the duties of the Board of Commissioners;
   b. Prepare meetings, including meeting materials (briefing sheets) for the Board of Commissioners;
   c. Prepare minutes of Board of Commissioners Meetings in accordance with the provisions of the Company's articles of association.
3. Providing data/information required by the Commissioner and Board of Commissioners committees relating to:

a. *Monitoring* tindak lanjut hasil keputusan, rekomendasi dan arahan komisaris;

b. Bahan/materi yang bersifat administrasi mengenai laporan/kegiatan Direksi dalam mengelola Perusahaan;

c. Dukungan administrasi serta monitoring berkaitan dengan hal-hal yang harus mendapatkan persetujuan dan atau rekomendasi dari komisaris, sehubungan dengan kegiatan pengelolaan Perusahaan yang dilakukan oleh Direksi;
d. Memastikan bahwa Dewan Komisaris mematuhi peraturan perundang-undangan serta menerapkan prinsip-prinsip GCG;
e. Memberikan informasi yang dibutuhkan oleh Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta;
f. Sebagai penghubung (*liaison officer*) Dewan Komisaris dengan pihak lain.
4. Mengumpulkan data-data teknis yang berasal dari komite-komite Dewan Komisaris untuk keperluan Dewan Komisaris.

5. Melaksanakan penugasan yang dilakukan oleh Dewan Komisaris.

KOMITE AUDIT

Untuk mendukung pelaksanaan tugas dan tanggung jawab Dewan Komisaris, Perusahaan telah membentuk Komite Audit. Fungsi utama dari Komite Audit ini adalah untuk mengevaluasi dan memberikan rekomendasi perbaikan efektivitas tata kelola Perusahaan, manajemen risiko, dan pengendalian internal. Selain itu, Komite Audit juga memberikan bantuan kepada manajemen Perusahaan dan pihak-pihak terkait lainnya dengan memberikan nasihat, wawasan, serta rekomendasi guna meningkatkan efektivitas dan efisiensi Perusahaan.

Tugas utama dari Komite Audit adalah memantau dan memastikan bahwa fungsi-fungsi yang terkait dengan audit dan pengendalian internal Perusahaan berjalan dengan profesional dan Independen. Dalam hal ini, Anggota Komite Audit diangkat, diberhentikan, dan bertanggung jawab langsung kepada Dewan Komisaris.

PEDOMAN KERJA/PIAGAM KOMITE AUDIT

Komite Audit dalam melaksanakan fungsinya mengacu pada Piagam Komite Audit yang ditetapkan oleh Komisaris Utama.

Piagam ini memuat ketentuan tentang maksud dan tujuan, fungsi dan tugas pokok dan tanggung jawab, kewenangan, organisasi dan keanggotaan, penilaian kinerja anggota komite, pertemuan/rapat, serta kode etik.

Jika diperlukan, Piagam Komite Audit dapat dikaji ulang dan

a. Monitoring the follow-up to the results of the commissioner's decisions, recommendations and directions;
b. Administrative materials/materials regarding reports/activities of the Board of Directors in managing the Company;
c. Administrative and monitoring support relating to matters that must obtain approval and/or recommendations from the commissioners, in connection with Company management activities carried out by the Board of Directors;
d. Ensure that the Board of Commissioners complies with statutory regulations and implements GCG principles;

e. Provide information required by the Board of Commissioners periodically and/or at any time if requested;
f. As a liaison officer for the Board of Commissioners with other parties.
4. Collect technical data originating from Board of Commissioners committees for the purposes of the Board of Commissioners.
5. Carrying out assignments carried out by the Board of Commissioners.

AUDIT COMMITTEE

To support the implementation of the duties and responsibilities of the Board of Commissioners, the Company has established an Audit Committee. The main function of the Audit Committee is to evaluate and provide recommendations for improving the effectiveness of corporate governance, risk management and internal control. In addition, the Audit Committee also provides assistance to the Company's management and other related parties by providing advice, insight and recommendations to improve the Company's effectiveness and efficiency.

The main task of the Audit Committee is to monitor and ensure that functions related to audit and internal control of the Company run professionally and independently. In this case, Audit Committee members are appointed, dismissed, and report directly to the Board of Commissioners.

AUDIT COMMITTEE WORK GUIDELINES/CHARTER

In carrying out its functions, the Audit Committee refers to the Audit Committee Charter established by the President Commissioner.

This charter contains provisions regarding aims and objectives, main functions and duties and responsibilities, authority, organization and membership, performance evaluation of committee members, meetings/meetings, as well as a code of ethics.

If necessary, the Audit Committee Charter can be reviewed and updated periodically to ensure that the scope of the guidelines

dapat dilakukan pemutakhiran secara berkala guna memastikan bahwa cakupan pedoman tersebut senantiasa sejalan dengan kebutuhan, peraturan perundang-undangan yang berlaku dan praktik umum yang berlaku.

KRITERIA KOMITE AUDIT

Persyaratan anggota Komite Audit, antara lain:

1. Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang keuangan, akuntansi, dan/atau pengawasan/pemeriksaan.
2. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap Perusahaan.
3. Mampu berkomunikasi secara efektif.
4. Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.
5. Anggota Komite Audit yang berasal dari luar Perusahaan dilarang mempunyai hubungan keluarga sedarah dan semenda sampai derajat ketiga baik menurut garis lurus maupun garis ke samping dengan anggota Dewan Komisaris dan anggota Direksi Perusahaan.
6. Anggota Komite Audit yang berasal dari luar Perusahaan tidak boleh merangkap jabatan sebagai:
   a. Anggota Dewan Komisaris pada Anak Perusahaan/ Perusahaan Patungan Pertamina lainnya;
   b. Anggota Komite Audit pada Anak Perusahaan/ Perusahaan Patungan Pertamina lainnya;

KETENTUAN MASA JABATAN KOMITE AUDIT

1. Ketua dan anggota Komite Audit diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada Rapat Umum Pemegang Saham (RUPS).
2. Masa jabatan anggota Komite Audit yang berasal dari dan merupakan anggota Dewan Komisaris Perusahaan adalah sesuai dengan masa jabatannya sebagai anggota Dewan Komisaris.
3. Masa jabatan anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris Perusahaan paling lama 2 (dua) tahun dan dapat diperpanjang satu kali selama 1 (satu) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.
4. Akumulasi masa jabatan seseorang sebagai anggota Komite Audit adalah maksimal selama 3 (tiga) tahun.
5. Anggota Komite Audit yang berasal dari dan merupakan anggota Dewan Komisaris Perusahaan berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris berakhir atau karena hal-hal yang menyebabkannya berhenti sebagai anggota Dewan Komisaris berdasarkan ketentuan Anggaran Dasar dan/ atau peraturan perundang-undangan yang berlaku.
6. Anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris Perusahaan berhenti karena:
   a. Masa jabatannya berakhir;
   b. Meninggal dunia;
   c. Mengundurkan diri; atau
   d. Diberhentikan berdasarkan keputusan Dewan Komisaris.
7. Dalam hal terdapat anggota Dewan Komisaris yang

is always in line with needs, applicable laws and regulations and general practices.

AUDIT COMMITTEE CRITERIA

Requirements for Audit Committee members, among others:

1. Have good integrity and sufficient knowledge and work experience in the fields of finance, accounting, and/or supervision/inspection.
2. Has no personal interests/relationships that could have a negative impact or conflict of interest on the Company.
3. Able to communicate effectively.
4. Can provide sufficient time to complete the task.
5. Members of the Audit Committee who come from outside the Company are prohibited from having blood or joint family relationships up to the third degree, either straight or sideways, with members of the Board of Commissioners and members of the Company's Board of Directors.
6. Audit Committee members who come from outside the Company may not hold concurrent positions as:
   a. Member of the Board of Commissioners at other Pertamina Subsidiaries/Joint Companies;
   b. Member of the Audit Committee at other Pertamina Subsidiaries/Joint Companies;

TERMS OF OFFICE OF THE AUDIT COMMITTEE

1. The Chairman and members of the Audit Committee are appointed and dismissed by the Board of Commissioners and reported to the General Meeting of Shareholders (GMS).
2. The term of office of members of the Audit Committee who originate from and are members of the Company's Board of Commissioners is in accordance with their term of office as members of the Board of Commissioners.
3. The term of office of members of the Audit Committee who are not members of the Company's Board of Commissioners is a maximum of 2 (two) years and can be extended once for a 1 (one) year term of office, without prejudice to the right of the Board of Commissioners to dismiss them at any time.
4. The accumulated term of office of a person as a member of the Audit Committee is a maximum of 3 (three) years.
5. Members of the Audit Committee who originate from and are members of the Company's Board of Commissioners will automatically resign if their term of office as a member of the Board of Commissioners ends or due to reasons that cause them to cease as members of the Board of Commissioners based on the provisions of the Articles of Association and/or applicable laws and regulations. .
6. Members of the Audit Committee who are not members of the Company's Board of Commissioners resign because:
   a. The term of office ends;
   b. Passed away;
   c. Resign; or
   d. Dismissed based on the decision of the Board of Commissioners.
7. In the event that a member of the Board of Commissioners who serves as Chair of the Audit Committee ceases to be

menjabat sebagai Ketua Komite Audit berhenti sebagai anggota Dewan Komisaris, maka Ketua Komite Audit wajib diganti oleh anggota Dewan Komisaris lainnya dalam waktu paling lambat 30 (tiga puluh) hari.

8. Dalam hal anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris Perusahaan berhenti, maka Dewan Komisaris mengangkat penggantinya dalam waktu paling lambat 60 (enam puluh) hari terhitung yang bersangkutan mulai berhenti sebagai anggota Komite Audit.

9. Untuk menjaga kesinambungan pelaksanaan tugas Komite Audit, pemberhentian dan penggantian anggota Komite Audit dapat dilakukan secara bertahap (tidak bersamaan).

SUSUNAN, JUMLAH, KOMPOSISI DAN DASAR PENGANGKATAN KOMITE AUDIT DI SEPANJANG TAHUN 2023

Keberadaan komite audit merujuk pada Undang-Undang Nomor 19 tahun 2003; Undang-Undang Nomor 40 Tahun 2007 dan Peraturan Menteri BUMN No. PER-12/MBU/2012 tanggal 24 Agustus 2012.

Komite Audit PTC ditetapkan berdasarkan Surat Keputusan Dewan Komisaris No. Kpts-032/PTC-DEKOM/2022-S3 tanggal 13 April 2020 tentang Pemberhentian dan Pengangkatan Ketua Komite Audit tanggal 13 April 2022. Susunan Komite Audit selama tahun 2023 sebagai berikut:

a member of the Board of Commissioners, the Chair of the Audit Committee must be replaced by another member of the Board of Commissioners within no later than 30 (thirty) days.

8. In the event that a member of the Audit Committee who is not a member of the Company's Board of Commissioners resigns, the Board of Commissioners shall appoint a replacement no later than 60 (sixty) days from when the person concerned ceases to be a member of the Audit Committee.
9. To maintain continuity in the implementation of the Audit Committee's duties, dismissal and replacement of Audit Committee members can be carried out in stages (not simultaneously).

STRUCTURE, NUMBER, COMPOSITION AND BASIS OF APPOINTMENT OF THE AUDIT COMMITTEE THROUGHOUT THE YEAR 2023

The existence of an audit committee refers to Law Number 19 of 2003; Law Number 40 of 2007 and Minister of BUMN Regulation No. PER-12/MBU/2012 dated August 24, 2012.

The PTC Audit Committee was established based on Board of Commissioners Decree No. Kpts-032/PTC-DEKOM/2022-S3 dated 13 April 2020 concerning Dismissal and Appointment of the Chair of the Audit Committee on April 13, 2022. The composition of the Audit Committee during 2023 is as follows:

Nama Name	Jabatan Position	Masa Jabatan Term of Office	Dasar Pengangkatan Basis of Appointment
Inas Nasrullah Zubir	Ketua Komite Audit Chairman of the Audit Committee	Sejak 13 April 2022 - sekarang From April 13, 2022 – present	No. Kpts-032/PTC-DEKOM/2022-S3
Arie Bimantoro	Anggota Komite Audit Member of the Audit Committee	1 September 2021 - 31 Agustus 2023 (perpanjangan) September 1, 2021 – August 31, 2023 (extension)	No. Kpts-032/PTC-DEKOM/2022-S3

PROFIL KOMITE AUDIT

AUDIT COMMITTEE PROFILE

Inas Nasrullah Zubir
Ketua Komite Audit
Masa Jabatan: Mengikuti masa jabatan sebagai Komisaris Independen
Chairman of the Audit Committee
Term of Office: Following the term of office as Independent Commissioner

Profil Ketua Komite Audit/Komisaris Independen, Inas Nasrullah Zubir dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.
The profile of the Chairman of the Audit Committee/Independent Commissioner, Inas Nasrullah Zubir can be seen in the Profile of the Board of Commissioners section in the Company Profile chapter.

Arie Bimantoro
Anggota Komite Audit
Masa Jabatan: 1 September 2023 s.d 31 Agustus 2025, Periode Ketiga
Member of the Audit Committee
Term of Office: September 1, 2023 to August 31, 2025, Third Period

Data Pribadi
Warga Negara Indonesia
Usia 43 tahun per 31 Desember 2023

Domisili
Bekasi, Jawa Barat, Indonesia

Riwayat Pendidikan
- S1 *Informatics Engineering* ITS Surabaya (2003)
- S2 *Master of Business Administration* Universitas Gadjah Mada (2016)

Keahlian
- Keuangan
- Auditor
- IT

Sertifikasi Profesi yang Dimiliki
Qualified Internal Audit (QIA) Yayasan Pendidikan Internal Audit (YPIA) Jakarta (2008)

Pengalaman Kerja
- *Manager Internal Audit* Sulawesi, Maluku & Papua, PT Pertamina (Persero) (2018–2019)
- *Manager Group Information Technology Internal Audit*, PT Pertamina (Persero) (2019–sekarang)

Jabatan Rangkap
Manager Group Information Technology Internal Audit di PT Pertamina (Persero)

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi baik dengan Anggota Komite lainnya, Dewan Komisaris dan Direksi, maupun Pemegang Saham Utama dan Pengendali

Kepemilikan Saham PTC per 31 Desember 2023
Tidak memiliki saham di PT Pertamina Training and Consulting

Personal Data
Indonesian Citizens
Age 43 years old as of December 31, 2023

Domicile
Bekasi, West Java, Indonesia

Educational Background
- Bachelor of Informatics Engineering at ITS Surabaya (2003)
- Master of Business Administration at Universitas Gadjah Mada (2016)

Expertise
- Finance
- Auditors
- IT

Professional Certification Held
Qualified Internal Audit (QIA) Internal Audit Education Foundation (YPIA) Jakarta (2008)

Work Experience
- Internal Audit Manager at Sulawesi, Maluku & Papua, PT Pertamina (Persero) (2018–2019)
- Manager Group Information Technology Internal Audit, PT Pertamina (Persero) (2019–present)

Concurrent Position
Manager Group Information Technology Internal Audit at PT Pertamina (Persero)

Affiliation
Has no affiliation with other Committee Members, the Board of Commissioners and Directors, or Major and Controlling Shareholders

PTC Share Ownership as of December 31, 2023
Has no own shares in PT Pertamina Training and Consulting

INDEPENDENSI ANGGOTA KOMITE AUDIT

INDEPENDENT OF THE AUDIT COMMITTEE MEMBERS

Kriteria Criteria	**Inas Nasrullah zubir**	**Arie Bimantoro**
Bukan merupakan orang dalam kantor akuntan publik, kantor konsultan hukum, atau pihak lain yang memberikan jasa audit dan non-audit atau jasa konsultasi lain kepada Perusahaan dalam waktu 6 (enam) bulan terakhir. Not a person in a public accounting firm, legal consultant firm, or other party who provided audit and non-audit services or other consulting services to the Company within the last 6 (six) months.	Ya	Ya
Tidak mempunyai saham baik langsung maupun tidak langsung di Perusahaan. Has no own shares either directly or indirectly in the Company.	Ya	Ya
Tidak memiliki hubungan keluarga dengan anggota Direksi dan anggota Dewan Komisaris. Has no family relationship with members of the Board of Directors and members of the Board of Commissioners.	Ya	Ya
Tidak mempunyai hubungan usaha langsung dan tidak langsung yang berkaitan dengan kegiatan usaha Perusahaan. Has no direct or indirect business relationships related to the Company's business activities.	Ya	Ya
Tidak sedang berada dalam institusi yang kegiatan usahanya memberikan jasa kepada Perusahaan. Not currently in an institution which has business activities are providing services to the Company.	Ya	Ya

TUGAS DAN TANGGUNG JAWAB

Komite Audit melaksanakan tugas dan tanggung jawab fungsi pengawasan khususnya terkait penerapan Internal Audit dan efektivitas pengendalian internal termasuk kecukupan proses pelaporan keuangan yang secara spesifik diuraikan dalam Piagam Komite Audit sebagai pedoman kerjanya. Adapun tugas dan tanggung jawab Komite Audit adalah sebagai berikut.

1. Membantu Dewan Komisaris untuk memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas eksternal audit dan internal audit;
2. Menilai pelaksanaan kegiatan serta hasil audit yang dilakukan oleh satuan pengawasan internal (Internal Audit) maupun auditor eksternal;
3. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian manajemen perusahaan serta pelaksanaannya;
4. Memastikan bahwa sudah terdapat prosedur *review* yang memuaskan terhadap informasi yang dikeluarkan oleh perusahaan, termasuk brosur,laporan keuangan berkala, proyeksi/*forecast* dan lain-lain;
5. Komite Audit bertugas untuk memberikan pendapat kepada Dewan Komisaris terhadap laporan atau terhadap hal-hal yang disampaikan oleh Direksi kepada Dewan Komisaris;
6. Mengidentifikasi terhadap hal-hal yang memerlukan perhatian Dewan Komisaris dan melaksanakan tugas-tugas lain yang berkaitan dengan Dewan Komisaris.

DUTIES AND RESPONSIBILITIES

The Audit Committee carries out the duties and responsibilities of the supervisory function, especially regarding the implementation of Internal Audit and the effectiveness of internal control, including the adequacy of the financial reporting process which is specifically described in the Audit Committee Charter as its work guideline. The duties and responsibilities of the Audit Committee are as follows.

1. Assist the Board of Commissioners to ensure the effectiveness of the internal control system and the effectiveness of the implementation of external audit and internal auditor duties;
2. Assess the implementation of activities and the results of audits carried out by the internal supervision unit (Internal Audit) and external auditors;
3. Provide recommendations regarding improvements to the company's management control system and its implementation;
4. Ensure that there are satisfactory review procedures for information issued by the company, including brochures, periodic financial reports, projections/forecasts and so on;
5. The Audit Committee is tasked with providing opinions to the Board of Commissioners regarding reports or matters submitted by the Board of Directors to the Board of Commissioners.
6. Identify matters that require the attention of the Board of Commissioners and carry out other duties related to the Board of Commissioners.

RAPAT KOMITE AUDIT (FREKUENSI PERTEMUAN DAN TINGKAT KEHADIRAN)

Adapun sepanjang tahun 2023, Komite Audit telah menyelenggarakan rapat sebanyak 19 (sembilan belas) kali dengan kehadiran masing-masing anggota Komite Audit sebagai berikut:

AUDIT COMMITTEE MEETINGS (MEETING FREQUENCY AND ATTENDANCE LEVEL)

Throughout 2023, the Audit Committee has held 19 (nineteen) meetings with the presence of each member of the Audit Committee as follows:

No.	Tanggal Date	Agenda	Peserta Participants
1	15 Maret 2023 March 15, 2023	1. Isu-isu strategis Internal Audit berjalan PT PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring Tindak Lanjut Internal dan Eksternal PT PTC; 3. Serta isu-isu relevan lainnya. 1. PT PTC's ongoing Internal Audit strategic issues; 2. Progress and implementation mechanism for monitoring PT PTC's Internal and External Follow-up; 3. As well as other relevant issues.	Komite Audit Audit Committee
2	16 Maret 2023 March 16, 2023	Telaah dan Persetujuan atas Rencana Kerja Anggaran Perusahaan (RKAP) Tahun 2022 PTC. Review and Approval of PTC's 2022 Company Budget Work Plan (RKAP).	Komite Audit Audit Committee
3	29 Maret 2023 March 29, 2023	Telaah atas Laporan Tahunan PT Pertamina Training and Consulting Tahun buku 2022 yang berakhir pada 31 Desember 2022. Review of the Annual Report of PT Pertamina Training and Consulting for the 2022 financial year which ends on December 31, 2022.	Komite Audit Audit Committee
4	29 Maret 2023 March 29, 2023	Usulan Penetapan Penghargaan atas Kinerja (Tantiem) tahun buku 2022 Direksi dan Dewan Komisaris PTC. Proposed Determination of Awards for Performance (Tantiem) for the 2022 financial year of the Board of Directors and Board of Commissioners of PTC.	Komite Audit Audit Committee

No.	Tanggal Date	Agenda	Peserta Participants
5	29 Maret 2023 March 29, 2023	Usulan Remunerasi Direksi dan Dewan Komisaris Tahun Buku 2023 PT PTC. Proposed Remuneration for Directors and Board of Commissioners for Fiscal Year 2023 PT PTC.	Komite Audit Audit Committee
6	29 Maret 2023 March 29, 2023	Pengusulan Penggunaan Laba Bersih PT Pertamina Training and Consulting tahun buku 2022. Proposed Use of PT Pertamina Training and Consulting's Net Profit for the 2022 financial year.	Komite Audit Audit Committee
7	06 April 2023 April 06, 2023	Evaluasi Kinerja KAP Tahun buku 2022 dan Penunjukan KAP Tahun Buku 2023. Evaluation of KAP Performance for the 2022 financial year and Appointment of KAP for the 2023 Financial Year.	Komite Audit Audit Committee
8	14 April 2023 April 14, 2023	1. Isu-isu strategis Internal Audit berjalan PT PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring Tindak Lanjut Internal dan Eksternal PT PTC; 3. Serta isu-isu relevan lainnya. 1. PT PTC's ongoing Internal Audit strategic issues; 2. Progress and implementation mechanism for monitoring PT PTC's Internal and External Follow-up; 3. As well as other relevant issues.	Komite Audit Audit Committee
9	22 Mei 2023 May 22, 2023	Rencana Kerja dan anggaran dewan komisaris dan komite audit PTC tahun 2024 Work Plan and budget for the board of commissioners and PTC audit committee for 2024	Komite Audit Audit Committee
10	22 Juni 2023 June 22, 2023	*Progress* Kinerja dan Evaluasi Audit Performance Progress and Audit Evaluation	Komite Audit Audit Committee
11	28 Juni 2023 June 28, 2023	Persiapan Rapat Koordinasi Komite Audit Pertamina Grup Preparation for the Pertamina Group Audit Committee Coordination Meeting	Komite Audit Audit Committee
12	10 Agustus 2023 August 10, 2023	1. Isu-isu strategis Internal Audit berjalan PT PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring Tindak Lanjut Internal dan Eksternal PT PTC. 1. PT PTC's ongoing Internal Audit strategic issues; 2. Progress and implementation mechanism for monitoring PT PTC's Internal and External Follow-up.	Komite Audit Audit Committee
13	08 September 2023 September 08, 2023	Telaah dan Persetujuan Usulan Rencana Kerja Perusahaan (RKAP) Tahun 2024 PTC Review and Approval of PTC's 2024 Company Work Plan (RKAP) Proposal	Komite Audit Audit Committee
14	21 September 2023 September 21, 2023	Pembagian Tugas Anggota Dewan Komisaris PT PTC dan Pengangkatan Komite Audit Distribution of Duties of Members of the Board of Commissioners of PT PTC and Appointment of the Audit Committee	Komite Audit Audit Committee
15	18 Oktober 2023 October 18, 2023	1. Isu-isu strategis PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring tindak-lanjut temuan internal dan eksternal. 1. PTC strategic issues; 2. Progress and implementation mechanism for monitoring follow-up of internal and external findings.	Komite Audit Audit Committee
16	24 Oktober 2023 October 24, 2023	*Kick Off Meeting* KAP Audit Untuk Laporan Keuangan PTC 2023. KAP Audit Kick Off Meeting for 2023 PTC Financial Report.	Komite Audit, Direksi PTC, Manager PTC Audit Committee, PTC Directors, PTC Manager
17	06 Desember 2023 December 06, 2023	1. Isu-isu strategis Internal Audit berjalan PT PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring Tindak Lanjut Internal dan Eksternal PT PTC; 3. Serta isu-isu relevan lainnya. 1. PT PTC's ongoing Internal Audit strategic issues; 2. Progress and implementation mechanism for monitoring PT PTC's Internal and External Follow-up; 3. As well as other relevant issues.	Komite Audit Audit Committee

No.	Tanggal Date	Agenda	Peserta Participants
18	15 Desember 2023 December 15, 2023	*Progress* Kinerja dan Evaluasi Audit Triwulan IV Tahun 2023: 1. Isu-isu strategis Internal Audit berjalan PT PTC; 2. *Progress* dan mekanisme pelaksanaan monitoring Tindak Lanjut Internal dan Eksternal PT PTC; 3. Diskusi update KAP PTC 2023. Progress Kinerja dan Evaluasi Audit Triwulan IV Tahun 2023: 1. PT PTC's ongoing Internal Audit strategic issues; 2. Progress and implementation mechanism for monitoring PT PTC's Internal and External Follow-up; 3. Discussion of the 2023 PTC KAP update.	Komite Audit Audit Committee
19	17 November 2023 (*reschedule*) November 17, 2023 (reschedule)	*Risk Register Annual Audit Plan* 2023 Risk Register Annual Audit Plan 2023	Komite Audit Audit Committee

Rekapitulasi kehadiran Komite Audit pada Rapat Komite Audit dapat dilihat di bawah ini.

A recapitulation of the Audit Committee's attendance at the Audit Committee Meeting can be seen below.

Rekapitulasi kehadiran Komite Audit pada Rapat Komite Audit
Recapitulation of Audit Committee attendance at Audit Committee Meetings

Dewan Komisaris Board of Commissioner	Jumlah Wajib Rapat Total Mandatory Meetings	Jumlah Kehadiran Total Attendance	% Kehadiran % Presence
Inas Nasrullah Zubir (Ketua Komite Audit) (Chair of the Audit Committee)	19	19	100%
Arie Bimantoro (Anggota Komite Audit) (Audit Committee Member)	19	19	100%
Rata-Rata Average			100%

PENGEMBANGAN KOMPETENSI

Perusahaan berkomitmen dalam memfasilitasi Anggota Komite Audit untuk ikut serta dalam kegiatan pengembangan kompetensi dalam rangka mendukung pelaksanaan tugas Komite Audit. Adapun sepanjang tahun 2023, Komite Audit telah mengikuti kegiatan pelatihan dan atau pengembangan kompetensi di antaranya sebagai berikut:

COMPETENCY DEVELOPMENT

The Company is committed to facilitating Audit Committee Members to participate in competency development activities in order to support the implementation of the Audit Committee's duties. Throughout 2023, the Audit Committee has participated in training and/or competency development activities including the following:

Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggaraan Implementation Time
Arie Bimantoro	*Training*	SUPREME *Leadership for Manager*	5-6 Mei 2023 May 5-6, 2023
	Training	*High level Training for Personal Data Protection Law* (PDPL) *implementation*	11-12 September 2023 September 11-12, 2023
	Training	*Environment, Sustainability & Government for Audit*	21-23 September 2023 September 21-23, 2023
	Training	Pertamina Financing School 2023: *Alternative Financing Solution for Pertamina Group Investment Projects*	26-27 September 2023 September 26-37, 2023

PELAKSANAAN TUGAS KOMITE AUDIT TAHUN 2023

Komite Audit selama tahun 2023 telah merealisasikan rencana kerja Komite Audit dengan menelaah, memberikan masukan dan rekomendasi, dan menghadiri rapat-rapat dengan Dewan Komisaris, Direksi, Internal Audit, serta pertemuan lain yang terkait dengan pelaksanaan tugas dan kewajiban Komite Audit.

IMPLEMENTATION OF THE AUDIT COMMITTEE'S DUTIES IN 2023

During 2023, the Audit Committee has realized the Audit Committee's work plan by reviewing, providing input and recommendations, and attending meetings with the Board of Commissioners, Directors, Internal Audit, as well as other meetings related to the implementation of the Audit Committee's duties and obligations.

RENCANA KERJA KOMITE AUDIT

Dewan Komite Audit yang merupakan organ Dewan Komisaris Perusahaan setiap tahunnya menyusun rencana kerja tahunan, tertuang dalam RKA Dewan Komisaris yang disampaikan melalui surat nomor 047/PTC-DEKOM/2022-S1 tanggal 27 Juli 2022, yang tidak terlepas dalam Rencana dan Kerja dan Anggaran Perusahaan tahun 2023.

Dalam pelaksanaannya bersama sama dengan Fungsi Internal Audit, melaksanaan tugas pengawasan dan pemberian nasihat dalam monitoring atas tindak lanjut operasional perusahaan maupun temuan audit internal dan hasil audit eksternal.

AUDIT COMMITTEE WORK PLAN

The Audit Committee Board, which is an organ of the Company's Board of Commissioners, annually prepares an annual work plan, contained in the Board of Commissioners' RKA which was submitted via letter number 047/PTC-DEKOM/2022-S1 dated July 27, 2022, which cannot be separated from the Company's Plans and Work and Budget for 2023.

In its implementation together with the Internal Audit Function, carrying out supervisory duties and providing advice in monitoring the company's operational follow-up as well as internal audit findings and external audit results.

No	Uraian Description	Mitra Kerja Business Partners	Bulan Ke- The ..... Month											
			1	2	3	4	5	6	7	8	9	10	11	12
1	Efektivitas Fungsi dan Peran Internal Auditor Effectiveness of the Function and Role of Internal Auditors													
	Review da rekomedasi Program Kerja IA Review and recommendations for the IA Work Program	IA												
	Monitoring dan evaluasi laporan, Internal Adit Monitoring and evaluation report from Iteral Adit	IA, Keu												
	Monitoring Tindak Lanjut Rekomedasi IA Monitoring Not Followed by IA Recommendations	IA, Keu												
	Monitoring Tindak Lanjut keputusan RUPS (bila ada) Monitoring does not follow up on GMS decisions (if any)	IA, Terkait IA, Related												
2	Efektivitas Pelaksanaan General Audit oleh KAP Effectiveness of General Audit Implementation by KAP													
	Proses usulan dan Pemilihan KAP KAP proposal and selection process	IA, Keu												
	Pembahasan Audit *Planning* Discussion of Audit Planning	IA, Keu KAP												
	Monitoring Progress Audit Monitoring Audit Progress	IA, Keu KAP												
	Pembahasan hasil evaluasi *Internal Control* KAP Discussion of KAP Internal Control evaluation results	IA, Keu KAP												
	Pembahasan hasil dan koreksi Audit LK Discussion of LK Audit results and corrections	IA, Keu KAP												

No	Uraian Description	Mitra Kerja Business Partners	Bulan Ke- The ..... Month											
			1	2	3	4	5	6	7	8	9	10	11	12
3	Efektivitas Prosedur *Review* atas Pengawasan Manajemen Effectiveness of Review Procedures for Management Supervision													
	Monitor hasil *Review* Aktivitas Pengelolaan Sarana IT Monitor the results of the IT Facilities Management Activity Review	IA, Terkait IA, Related												
	Monitor hasil *Review* Aktivitas Pengelolaan SDM Monitor the results of the HR Management Activity Review	IA, Terkait IA, Related												
	Monitor hasil *Review* Aktivitas Manajemen Risiko Monitor the results of the Risk Management Activity Review	SPRM												
	Monitoring hasil *Review* draft Laporan Tahunan dan Materi RUPS Perusahaan Monitoring the results of reviewing draft Annual Reports and Company GMS materials	Sekper, Terkait Sekper, Related												
	Monitoring dan *Review* penerapan GCG di Perusahaan Monitoring and Reviewing the implementation of GCG in the Company	Sekper, Terkait Sekper, Related												
4	Tugas lain yang diberikan Dewan Komisaris Other duties assigned by the Board of Commissioners													
	Monitoring progres Kontrak Manajemen dan KPI Monitoring the progress of Management Contracts and KPIs	Keu, Terkait Keu, Related												
	Review atas KPI, RKAP dan RJPP yang diajukan oleh Direksi Review of KPI, RKAP and RJPP proposed by the Board of Directors	Komite Audit Audit Committee												
	Penyusunan draft laporan tahunan atas tugas pengawasan Dewan Komisaris Preparation of a draft annual report on the supervisory duties of the Board of Commissioners	Komite Audit Audit Committee												
	Pelaksanaan tugas-tugas lain sesuai dengan permintaan Dewan Komisaris Implementation of other duties as requested by the Board of Commissioners	Komite Audit Audit Committee												

No	Uraian Description	Mitra Kerja Business Partners	Bulan Ke- The ..... Month											
			1	2	3	4	5	6	7	8	9	10	11	12
5	Komite Audit Audit Committee													
	Penyusunan Program kerja Komite Audit Preparation of the Audit Committee work program	Komite Audit Audit Committee												
	Penyusunan Program kerja tahunan Dewan Komsiaris Preparation of the Board of Commissioners' annual work program	Komite Audit Audit Committee												
	Program peningkatan kapabilitas melalui seminar/ pelatihan Komite Audit Capability improvement program through Audit Committee seminars/training	Komite Audit Audit Committee												

PENILAIAN KINERJA ANGGOTA KOMITE AUDIT

Penilaian kinerja Komite Audit oleh Dewan Komisaris secara kolegial dilakukan berdasarkan kepada peraturan Pedoman Umum Governanci Korporat Indonesia (PUGKI) tahun 2021 dan Pedoman Pertamina No. A05-002/K20000/2022-S9 yang masih sesuai dengan PERMEN BUMN No.PER-2/MBU/03/2023, dimana Dewan Komisaris melakukan evaluasi tahunan secara objectif untuk menentukan efektivitas dewan, komite dan setiap individu komisaris.

Hasil penilaian tersebut selanjutnya digunakan untuk menyusun langkah-langkah perbaikan, pengembangan dan penyempurnaan yang diperlukan untuk meningkatkan efektivitas pelaksanaan tugas Komite Audit dalam mendukung pelaksanaan tugas Dewan Komisaris. Dewan Komisaris menilai kinerja masing-masing Anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris sekurang-kurangnya satu tahun sekali. Penilaian ini dilaksanakan pada setiap akhir periode tahun buku bersamaan dengan evaluasi atas kinerja Dewan Komisaris dengan memperhatikan Tata Laksana Kerja Dewan Komisaris dan Direksi.

Di mana hasil penilaian Kinerja Anggota Komite Audit tersebut dilaporkan kepada Pemegang saham dalam RUPS.

PERFORMANCE ASSESSMENT OF AUDIT COMMITTEE MEMBERS

The collegial assessment of the performance of the Audit Committee of the Board of Commissioners is carried out based on the 2021 General Guidelines for Indonesian Corporate Governance (PUGKI) regulations and Pertamina Guidelines No. A05-002/K20000/2022-S9 which is still in accordance with PERMEN SOE No.PER-2/MBU/03/2023, where the Board of Commissioners carries out an objective annual evaluation to determine the effectiveness of the board, committee and each individual commissioner.

The results of this assessment are then used to develop corrective, development and refinement steps needed to increase the effectiveness of the Audit Committee's implementation of its duties in supporting the implementation of the Board of Commissioners' duties. The Board of Commissioners assesses the performance of each Audit Committee Member who is not a member of the Board of Commissioners at least once a year. This assessment is carried out at the end of each financial year period in conjunction with an evaluation of the performance of the Board of Commissioners by taking into account the Work Procedures of the Board of Commissioners and Directors.

Where the results of the performance assessment of the Audit Committee Members are reported to the Shareholders at the GMS.

FUNGSI NOMINASI DAN REMUNERASI

Hingga akhir tahun 2023, Perusahaan belum memiliki Komite Nominasi dan Remunerasi. Namun, kebijakan suksesi Direksi serta Remunerasi Dewan Komisaris dan Direksi diatur oleh PT Pertamina (Persero) selaku induk Perusahaan. Dalam pelaksanaannya, Nominasi dan Remunerasi Perusahaan dilaksanakan oleh Komisaris Utama berdasarkan Surat

NOMINATION AND REMUNERATION FUNCTIONS

Until the end of 2023, the Company does not yet have a Nomination and Remuneration Committee. However, the Directors' succession policy and the Remuneration of the Board of Commissioners and Directors are regulated by PT Pertamina (Persero) as the parent company. In its implementation, the Company's Nomination and Remuneration is carried out

Keputusan Dewan Komisaris Perusahaan Nomor: Kpts-031/PTC-DEKOM/2023-S3 tanggal 21 September 2023.

KOMITE MANAJEMEN RISIKO

Sampai dengan 31 Desember 2023, Perusahaan belum memiliki Komite Manajemen Risiko. Namun, fungsi dan tugas Komite Manajemen Risiko dilaksanakan oleh Komite Audit sesuai dengan Surat Keputusan Dewan Komisaris Nomor: Kpts-016/PTC DEKOM/2018-S1 tanggal 15 Agustus 2018.

by the President Commissioner based on the Decree of the Company's Board of Commissioners Number: Kpts-031/PTC -DEKOM/2023-S3 dated September 21, 2023.

RISK MANAGEMENT COMMITTEE

As of December 31, 2023, the Company does not yet have a Risk Management Committee. However, the functions and duties of the Risk Management Committee are carried out by the Audit Committee in accordance with the Decree of the Board of Commissioners Number: Kpts-016/PTC DEKOM/2018-S1 dated August 15, 2018.

ORGAN PENDUKUNG DIREKSI
SUPPORTING ORGANS OF THE BOARD OF DIRECTORS

CORPORATE SECRETARY

Sebagai perusahaan publik, Perusahaan diwajibkan untuk memiliki fungsi *Corporate Secretary* sesuai dengan Peraturan Otoritas Jasa Keuangan Nomor 35/POJK.04/2014 serta Ketentuan Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia Nomor PER-06/MBU/04/2021 Tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara. *Corporate Secretary* memiliki tanggung jawab dalam memfasilitasi komunikasi antara organ Perusahaan, bertanggung jawab dalam penyusunan kebijakan, perencanaan serta memastikan efektivitas dan transparansi komunikasi Perusahaan, hubungan kelembagaan, hubungan investor dan pelaku pasar modal lainnya. Semua tugas tersebut dilakukan dengan tetap memperhatikan prinsip standar etika Perusahaan, prinsip tata kelola Perusahaan, dan nilai-nilai Perusahaan.

Direksi bertanggung jawab memastikan lancarnya komunikasi antara Perusahaan dengan pemangku kepentingan melalui *Corporate Secretary*. Dalam struktur tata kelola Perusahaan, kedudukan *Corporate Secretary* berperan sebagai organ pendukung Direksi yang memiliki tanggung jawab, penunjukan, dan pemberhentian yang dilakukan oleh Direksi dengan persetujuan dari Dewan Komisaris.

Pembentukan dan fungsi *Corporate Secretary* juga mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Undang-undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara, dan Anggaran Dasar PT Pertamina Training and Consulting.

PEDOMAN KERJA CORPORATE SECRETARY

Pelaksanaan fungsi Corporate Secretary mengacu pada pedoman kerja yang telah ditetapkan dalam *Board Manual* Nomor: A.008/10000/2022/S0 dan Pedoman Pengelolaan Corporate Secretary No A-009/PTC 10000/2017-S1.

CORPORATE SECRETARY

As a public company, the Company is required to have a Corporate Secretary function in accordance with Financial Services Authority Regulation Number 35/POJK.04/2014 as well as the provisions of the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-06/MBU/04/2021 concerning Amendments to Ministerial Regulations State-Owned Enterprises Number PER-12/Mbu/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises. The Corporate Secretary has responsibility for facilitating communication between Company organs, is responsible for formulating policies, planning and ensuring the effectiveness and transparency of Company communications, institutional relations, investor relations and other capital market players. All of these duties are carried out while still considering the Company's ethical standards, Company governance principles and Company values.

The Board of Directors is responsible for ensuring smooth communication between the Company and stakeholders through the Corporate Secretary. In the Company's governance structure, the position of Corporate Secretary acts as a supporting organ for the Board of Directors whose responsibilities, appointment and dismissal are carried out by the Board of Directors with approval from the Board of Commissioners.

The formation and function of the Corporate Secretary also refers to the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, Law no. 19 of 2003 concerning State-Owned Enterprises, and the Articles of Association of PT Pertamina Training and Consulting.

CORPORATE SECRETARY WORK GUIDELINES

The implementation of the Corporate Secretary function refers to the work guidelines set out in Board Manual Number: A.008/10000/2022/S0 and Corporate Secretary Management Guidelines No. A-009/PTC 10000/2017-S1.

PROFIL PEJABAT CORPORATE SECRETARY

CORPORATE SECRETARY OFFICIAL PROFILE

Yuli Rachmawaty
Pjs. *Corporate Secretary*
Masa Jabatan: 1 November 2023-Sekarang
Acting Corporate Secretary
Term of Office: November 1, 2023 - Present

Data Pribadi
Warga Negara Indonesia
Usia 49 tahun per 31 Desember 2023

Domisili
Jakarta Timur, Indonesia

Riwayat Pendidikan
S1 Manajemen Keuangan dan Perbankan, STIE Perbanas (2002)

Pengalaman Kerja
- *Chief Internal Audit* PT Pertamina Training and Consulting (2016-2021)
- Manajer Jasa Pengamanan (Merangkap PT Pertamina Training and Consulting (2010-2013)
- Sekretaris Perusahaan PT Pertamina Training and Consulting (2008-2016)
- Manajer Keuangan PT Pertamina Training and Consulting (2002-2008)

Jabatan Rangkap
Staff Ahli Direktur Utama PT Pertamina Training and Consulting

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi baik dengan Anggota Komite lainnya, Dewan Komisaris dan Direksi, maupun Pemegang Saham Utama dan Pengendali

Kepemilikan Saham PTC per 31 Desember 2023
Beliau tidak memiliki saham di PT Pertamina Training and Consulting

Personal Data
Indonesian Citizens
Age 49 years old as of December 31, 2023

Domicile
East Jakarta, Indonesia

Educational Background
Bachelor's Degree in Financial Management and Banking, STIE Perbanas (2002)

Work Experience
- Chief Internal Audit PT Pertamina Training and Consulting (2016-2021)
- Security Services Manager (Concurrently PT Pertamina Training and Consulting (2010-2013)
- Corporate Secretary of PT Pertamina Training and Consulting (2008-2016)
- Finance Manager PT Pertamina Training and Consulting (2002-2008)

Concurrent Position
Expert Staff of the President Director of PT Pertamina Training and Consulting

Affiliation
Has no affiliation with other Committee Members, the Board of Commissioners and Directors, or Major and Controlling Shareholders

PTC Share Ownership as of December 31, 2023
Has no own shares in PT Pertamina Training and Consulting

TUGAS DAN TANGGUNG JAWAB CORPORATE SECRETARY

Sesuai dengan pedoman kerja *Corporate Secretary* Nomor 014/PTC-10000/2016-S1 Revisi ke-1 2019, tugas dan tanggung jawab Corporate Secretary di antaranya:

1. Penyelenggaraan fungsi *Corporate Secretary* bersifat wajib.
2. *Corporate Secretary* menjalankan fungsi sebagai berikut:
   a. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip *Good Corporate Governance*;
   b. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris secara berkala dan/atau sewaktu-waktu apabila diminta;
   c. Menjadi penghubung (*liaison officer*); dan
   d. Menatausahakan serta menyimpan dokumen Perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemegang Saham, risalah rapat Direksi, rapat Dewan Komisaris dan RUPS.

DUTIES AND RESPONSIBILITIES OF THE CORPORATE SECRETARY

In accordance with the Corporate Secretary work guidelines Number 014/PTC -10000/2016-S1 1st Revision 2019, the duties and responsibilities of the Corporate Secretary include:

1. Carrying out Corporate Secretary functions is mandatory.
2. The Corporate Secretary carries out the following functions:
   a. Ensure that the Company complies with regulations regarding disclosure requirements in line with the implementation of the principles of Good Corporate Governance;
   b. Provide information required by the Board of Directors and Board of Commissioners periodically and/or at any time if requested;
   c. Become a liaison officer; And
   d. Administer and store Company documents, including but not limited to the Register of Shareholders, minutes of Board of Directors meetings, Board of Commissioners meetings and GMS.

STRUKTUR ORGANISASI *CORPORATE SECRETARY*

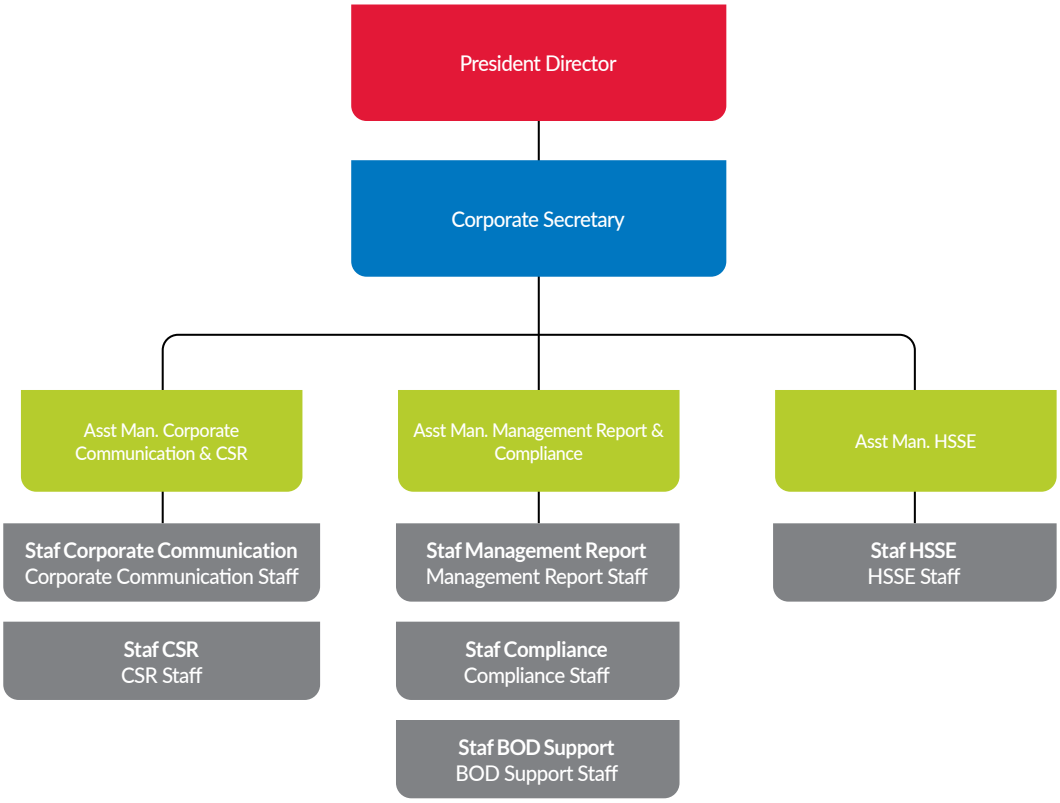
Berdasarkan Surat Keputusan Direksi No. Kpts-010/PTC-10000/2022-S3.7 tanggal 29 Maret 2022 tentang Struktur Organisasi Perusahaan, Divisi Corporate Secretary bertanggung

CORPORATE SECRETARY ORGANIZATIONAL STRUCTURE

Based on Board of Directors' Decree No. Kpts-010/PTC -10000/2022-S3.7 dated March 29, 2022 concerning Company Organizational Structure, the Corporate Secretary Division is

jawab langsung kepada Direktur Utama. Sesuai dengan struktur organisasi, Divisi *Corporate Secretary* membawahi tiga fungsi, yaitu *Corporate Communication & CSR, Management Report & Compliance*, serta HSSE.

directly responsible to the President Director. In accordance with the organizational structure, the Corporate Secretary Division oversees three functions, namely Corporate Communication & CSR, Management Report & Compliance, and HSSE.



PENGEMBANGAN KOMPETENSI *CORPORATE SECRETARY*

Sepanjang tahun 2023, Corporate Secretary telah mengikuti kegiatan pelatihan dan atau pengembangan kompetensi di antaranya sebagai berikut:

DEVELOPMENT OF CORPORATE SECRETARY COMPETENCIES

Throughout 2023, the Corporate Secretary has participated in training and/or competency development activities including the following:

Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggaraan Implementation Time	Penyelenggara Organizer
Yuli Rachmawaty	*Training*	*First Aid Refreshment*	1 Desember 2023 December 1, 2023	PTC
	Training	*Respectful Workplace Initiatives*	5 Oktober 2023 October 5, 2023	PTC
	Training	*Fraud Awareness & Whistleblowing System*	25 Juli 2023 July 25, 2023	PTC
	Training	Implementasi Akhlak dan Program Kerja Budaya Implementation of Morals and Cultural Work Programs	12 Juli 2023 July 12, 2023	PTC

Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggaraan Implementation Time	Penyelenggara Organizer
Hariyo Ardiansyah	*Training*	*Safety leadership*	7 September 2023 September 7, 2023	PTC
	Training	Pelatihan dan *coaching audit* SUPREME SUPREME audit training and coaching	2-4 Agustus 2023 August 2-4, 2023	PTC
	Training	Pelatihan CLSR Demoroom CLSR Demoroom Training	7-11 Agustus 2023 August 7-11, 2023	PTC
	Training	Pelatihan HSSE di TRACO HSSE Training at TRACO	7-11 Agustus 2023 August 7-11, 2023	PTC
	Training	Pelatihan HSSE di Gurumaya HSSE Training at Gurumaya	7-11 Agustus 2023 August 7-11, 2023	PTC
	Training	Pelatihan *First aid* First aid training	29 Mei - 5 Juni 2023 May 29 - June 5, 2023	HSSE pertamina Persero
	Training	*Safety leadership*	7 September 2023 September 7, 2023	PTC
Teddy Setiadi	*Training*	*Marketing Development Program*	19 Mei 2023 May 19, 2023	PTC
	Training	*Public Speaking*	11 Juli 2023 July 11, 2023	PTC
	Workshop	LSP , PSC dan TUK Mandiri di Lingkungan Pertamina Group LSP, PSC and TUK Mandiri within the Pertamina Group	2 Agustus 2023 August 2, 2023	Pertamina
Okeu Yudipratomo	*Training*	*Marketing Development Program*	19 Mei 2023 May 19, 2023	PTC
	Workshop	*Learning Fest: Emotional Intelligence: Balancing Work-life at Home*	8 April 2023 April 8, 2023	PTC
	Training	*Social Return on Investment*	3 September 2023 September 3, 2023	Filantra
	Training	*Copywriting*	9 Mei 2023 May 9, 2023	Udemy
	Training	*Public Relations & Media Crisis Communication*	18 Oktober 2023 October 18, 2023	Udemy
Suciningdiah Sulistiani	*Training*	Implementasi AKHLAK dan Program Kerja Budaya Implementation of AKHLAK and Cultural Work Program	12 Juli 2023 July 12, 2023	PTC
	Training	Ketentuan dan Tata Cara Perhitungan TKDN Terms and Procedures for Calculating TKDN	18 Juli 2023 July 18, 2023	PTC
		Fraud *Awareness & Whistle Blowing System*	25 Juli 2023 July 25, 2023	PTC
	Training	*Risk Management Forum PERTAMINA ACROSS THE GROUP* 2023, *Navigating Risk in the LNG Industry "Strategy for Success" Series August, Enterprise Risk Management*	15 Agustus 2023 August 15, 2023	PT Pertamina (Persero)
	Training	*Respectful Workplace Initiatives*	5 Oktober 2023 October 5, 2023	PTC
	Training	*Fundamental Enterprise Risk Management 2023*	6 Oktober 2023 October 6, 2023	PTC

Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggaraan Implementation Time	Penyelenggara Organizer
	Training	Pemantapan Nilai-Nilai Kebangsaan Bagi Pertamina Group Angkatan II Angkatan II Strengthening National Values for Pertamina Group Batch II	26 November 2023 November 26, 2023	Kolaborasi LEMHANNAS RI & PT Pertamina Training and Consulting Collaboration of LEMHANNAS RI & PT Pertamina Training and Consulting
	Training	*First Aid Refreshment* 2023	1 Desember 2023 December 1, 2023	PTC

PELAKSANAAN TUGAS CORPORATE SECRETARY TAHUN 2023

Pelaksanaan tanggung jawab *Corporate Secretary* disampaikan kepada Direksi melalui Laporan *Corporate Secretary*, yang disusun sesuai dengan pembagian bidang dalam struktur organisasi. Selama tahun 2023, pelaksanaan tugas *Corporate Secretary* sepanjang tahun 2023 meliputi kegiatan sebagai berikut.

1. Bidang *Corporate Communication* & CSR
   a. Pengelolaan Stakeholder/*Stakeholder Management*
   b. Publikasi Untuk Membentuk Citra Positif Perusahaan
   c. Promosi Untuk Membentuk *Brand Awareness*
   d. Mengelola Program TJSL/CSR e. Mengelola *corporate event*
2. Bidang *Management Report & Compliance*
   a. Mengkoordinasi Penyelenggaraan RUPS Tahunan dan Pengadaan Akta Hasil RUPS
   b. Pembuat Laporan Management Perusahaan Bulanan, Triwulan, dan Tahunan
   c. Penyelenggaraan Implementasi GCG dan Evaluasi Penerapan GCG Perusahaan
3. Bidang HSSE
   a. Mengoordinir, memonitor dan menganalisa proses terkait pengelolaan kegiatan HSSE
   b. Mengoordinasikan seluruh proses terkait implementasi aspek HSSE berdasarkan pada HSSE *Management System* SUPREME.
   c. Mempromosikan dan mensosialisasikan aspek HSSE di lingkungan kerja

PENILAIAN KINERJA CORPORATE SECRETARY

Penilaian *Corporate Secretary* dilakukan secara berkala setiap tiga bulan atau sebanyak empat kali dalam setahun. Dalam hal ini, penilaian kinerja *Corporate Secretary* dilakukan oleh Direktur Utama dengan mengacu pada *Key Performance Indicator* (KPI) serta mekanisme penilaian SDM yang telah ditetapkan di lingkungan PTC. Adapun pada tahun 2023, *Corporate Secretary* berhasil mencapai kinerja sebesar 103,16% dari seluruh tugas yang diberikan, di mana hal tersebut mencerminkan dedikasi dan komitmen dalam menjalankan tanggung jawabnya.

IMPLEMENTATION OF CORPORATE SECRETARY DUTIES IN 2023

The implementation of the Corporate Secretary's responsibilities is conveyed to the Board of Directors through the Corporate Secretary Report, which is prepared in accordance with the division of fields in the organizational structure. During 2023, the implementation of Corporate Secretary duties throughout 2023 includes the following activities.

1. Corporate Communication & CSR field
   a. Stakeholder Management/Stakeholder Management
   b. Publications to Form a Positive Company Image
   c. Promotion to Build Brand Awareness
   d. Managing the TJSL/CSR Program e. Manage corporate events
2. Management Report & Compliance field
   a. Coordinating the Implementation of the Annual GMS and Procurement of the Deed of GMS Results
   b. Producer of Monthly, Quarterly and Annual Company Management Reports
   c. Organizing GCG Implementation and Evaluation of Company GCG Implementation
3. HSSE field
   a. Coordinate, monitor and analyze processes related to managing HSSE activities
   b. Coordinate all processes related to the implementation of HSSE aspects based on the SUPREME HSSE Management System.
   c. Promote and socialize HSSE aspects in the work environment.

CORPORATE SECRETARY PERFORMANCE ASSESSMENT

Corporate Secretary assessments are carried out periodically every three months or four times a year. In this case, the Corporate Secretary's performance assessment is carried out by the President Director by referring to the Key Performance Indicator (KPI) and the HR assessment mechanism that has been established within the PTC environment. Meanwhile, in 2023, the Corporate Secretary succeeded in achieving a performance of 103.16% of all assigned duties, which reflects dedication and commitment in carrying out his responsibilities.

INTERNAL AUDIT

Internal audit merupakan bagian yang memegang peranan penting dalam perkembangan perusahaan, bertugas dan bertanggung jawab untuk memberikan pendapat yang profesional dan Independen serta memberikan rekomendasi perbaikan kepada Direktur Utama dan manajemen terkait kegiatan atau operasional Perusahaan. Kegiatan Internal Audit dilakukan merujuk pada standar yang telah ditetapkan baik secara nasional maupun internasional, yang dijadikan acuan atau pedoman dalam pelaksanaan aktivitas audit.

Di dalam Undang-undang 19/2003 mengenai BUMN sebagaimana diatur lebih lanjut dalam PP 45/2005 perihal Pendirian, Pengurusan, Pengawasan, dan Pembubaran BUMN, diatur mengenai eksistensi, tugas dan tanggung jawab serta pelaporan SPI sebagai berikut:

"Pada setiap BUMN dibentuk SPI yang dipimpin seorang kepala yang bertanggung jawab kepada Direktur Utama. SPI bertugas untuk:

1. Membantu Direktur Utama dalam melaksanakan pemeriksaan operasional dan keuangan BUMN, menilai pengendalian, pengelolaan dan saran-saran perbaikannya
2. Memberikan keterangan tentang hasil pemeriksaan atau hasil pelaksanaan tugas SPI kepada Direktur Utama.
3. Memonitor tindak lanjut atas hasil pemeriksaan yang telah dilaporkan.

Fungsi Internal Audit dibentuk dan dijalankan sesuai dengan ketentuan dalam Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

Perusahaan membentuk Divisi Internal Audit melalui Surat Keputusan Direktur Utama PTC Nomor: Kpts-99/PTC-DIR.UT/IX/2013 tentang Struktur Organisasi Perseroan pada tanggal 2 September 2013.

INTERNAL AUDIT

Internal audit is a part that plays an important role in the development of the company, tasked and responsible for providing professional and independent opinions and providing recommendations for improvements to the President Director and management regarding the Company's activities or operations. Internal Audit activities are carried out referring to standards that have been established both nationally and internationally, which are used as references or guidelines in carrying out audit activities.

In Law 19/2003 concerning SOE as further regulated in PP 45/2005 concerning the Establishment, Management, Supervision and Dissolution of SOE, the existence, duties and responsibilities as well as SPI reporting are regulated as follows:

"In each SOE an SPI is formed which is led by a head who is responsible to the President Director. SPI is tasked with:

1. Assist the President Director in carrying out operational and financial audits of SOE, assessing control, management and suggestions for improvement
2. Provide information about the results of the inspection or the results of the implementation of SPI duties to the President Director.
3. Monitor follow-up on reported inspection results.

The Internal Audit function is established and carried out in accordance with the provisions in the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

The Company established the Internal Audit Division through the Decree of the President Director of PTC Number: Kpts-99/PTC-DIR.UT/IX/2013 concerning the Company's Organizational Structure on September 2, 2013.

PROFIL PEJABAT INTERNAL AUDIT

INTERNAL AUDIT OFFICIAL PROFILE

P. Ariya Hutama
Chief Audit Executive
Masa Jabatan: 6 Juli 2021 - sekarang, Periode Pertama
Chief Audit Executive
Term of Office: July 6, 2021 – Present, First Period

Data Pribadi
Warga Negara Indonesia
Usia 50 tahun per 31 Desember 2023

Domisili
Jakarta Barat, DKI Jakarta, Indonesia

Riwayat Pendidikan
- Universitas Jayabaya Fakultas Ekonomi Akuntansi, Jakarta (1997)

Keahlian
Auditing, Forensic, Akuntansi Keuangan

Sertifikasi Profesi yang Dimiliki
- Akuntan (Ak), Departemen Keuangan Republik Indonesia
- *Chartered of Accountant* (CA) International Federation of Accountants – IAI
- *Qualified Internal Audit* (QIA) Yayasan Pendidikan Internal Audit (YPIA) Jakarta
- Sertifikasi Indonesia Internal Audit Practioner-IIAP

Pengalaman Kerja
- PT Pertamina Training and Consulting (2021–sekarang)
- PT Pertamina (Persero) Corporate Holding IA (2020-2021)
- PT Pertamina Geothermal Energi (PGE) (2019-2020)
- PT Pertamina (Persero) PQA IA (2018-2019)
- PT Pertamina Hulu Energi (PHE) (2014-2018)
- PT Pertamina (Persero) Corporate Holding IA (2013-2014)
- Badan Pemeriksa Keuangan RI (1998-2012)

Jabatan Rangkap
Tidak ada

Hubungan Afiliasi
Tidak memiliki hubungan afiliasi baik dengan Anggota Komite Dewan Komisaris dan Direksi, maupun Pemegang Saham Utama dan Pengendali

Kepemilikan Saham PTC per 31 Desember 2023
Tidak memiliki saham di PT Pertamina Training and Consulting

Personal Data
Indonesian Citizens
Age 50 years old as of December 31, 2023

Domicile
West Jakarta, DKI Jakarta, Indonesia

Educational background
- Faculty of Accounting Economics Universitas Jayabaya, Jakarta (1997)

Expertise
Financial Accounting, Forensic Auditing

Professional Certification Held
- Accountant (Ak), Ministry of Finance of the Republic of Indonesia
- Chartered of Accountants (CA) International Federation of Accountants – IAI
- Qualified Internal Audit (QIA) Internal Audit Education Foundation (YPIA) Jakarta
- Indonesia Internal Audit Practioner-IIAP Certification

Work Experience
- PT Pertamina Training and Consulting (2021–present)
- PT Pertamina (Persero) Corporate Holding IA (2020-2021)
- PT Pertamina Geothermal Energy (PGE) (2019-2020)
- PT Pertamina (Persero) PQA IA (2018-2019)
- PT Pertamina Hulu Energi (PHE) (2014-2018)
- PT Pertamina (Persero) Corporate Holding IA (2013-2014)
- Indonesian Financial Audit Agency (1998-2012)

Concurrent Position
None

Affiliation
Has no affiliation with Committee Members, the Board of Commissioners and Directors, or Major and Controlling Shareholders

PTC Share Ownership as of December 31, 2023
Has no own shares in PT Pertamina Training and Consulting

PEDOMAN KERJA INTERNAL AUDIT

Pedoman bagi pelaksanaan kegiatan fungsi audit internal telah disusun oleh Perusahaan dalam berbagai kebijakan dan prosedur. Kebijakan dan prosedur tersebut disesuaikan dengan struktur organisasi, kepatuhan terhadap peraturan dan standar profesi auditor internal serta kompleksitas kegiatan usaha Perusahaan. Pedoman kerja Internal audit diatur dalam Sistem Tata Kerja Pedoman Pengelolaan Internal Audit No. A-002/10030/2023-S0.

Lebih jauh, Pedoman kerja Internal Audit mengacu pada:

1. Piagam Internal Audit yang telah diperbaharui pada 3 Oktober 2023 dengan ditandatangani *Chief Audit Executive* serta disahkan oleh Komite Audit/Komisaris Independen dan Direktur Utama sejalan dengan perkembangan standar audit dan kondisi Perusahaan dan terintegrasi dengan Piagam Internal Audit Pertamina. Piagam ini berisi visi, misi, tujuan, ruang lingkup, prinsip

INTERNAL AUDIT WORK GUIDELINES

Guidelines for implementing internal audit function activities have been prepared by the Company in various policies and procedures. These policies and procedures are adjusted to the organizational structure, compliance with regulations and professional standards for internal auditors as well as the complexity of the Company's business activities. Internal audit work guidelines are regulated in the Internal Audit Management Guidelines Work Procedure System No. A-002/10030/2023-S0.

Internal Audit work guidelines refer to:

1. Internal Audit Charter which was updated on October 3, 2023, signed by the Chief Audit Executive and ratified by the Audit Committee/Independent Commissioner and President Director in line with developments in audit standards and conditions of the Company and integrated with the Pertamina Internal Audit Charter. This charter contains the vision, mission, objectives, scope, main

utama, kedudukan, Independen si, wewenang, tanggung jawab, dan standar pelaksanaan Internal Audit.

2. *International Professional Practices Framework* (IPPF). IPPF adalah kerangka kerja konseptual yang mengatur pedoman resmi praktik auditor internal yang dikeluarkan oleh Institute of Internal Auditor. Pedoman dalam IPPF meliputi Pedoman Wajib dan Pedoman yang Disarankan.

3. Struktur Organisasi Internal Audit sebagaimana ditetapkan Direktur Utama melalui Surat Keputusan Direktur Utama PTC Nomor: Kpts-99/PTC-DIR.UT/IX/2013 tentang Struktur Organisasi Perseroan pada tanggal 2 September 2013, kemudian diperbaharui melalui Keputusan Direksi Nomor: Kpts-010/PTC-10000/2022-S3.7 tanggal 29 Maret 2022.

TUGAS DAN TANGGUNG JAWAB INTERNAL AUDIT

Berdasarkan pada Piagam internal audit yang disahkan oleh *Chief Audit Executive*, Direktur Utama dan Ketua Komite Audit/ Komisaris Independen pada tanggal 03 Oktober 2023, tugas dan tanggung jawab Internal Audit adalah sebagai berikut:

1. Menyusun dan mengusulkan program kerja pengawasan tahunan/*Annual Audit Plan* dan rencana anggaran biaya untuk mendapatkan persetujuan Direktur Utama.
2. Melaksanakan kegiatan pengawasan melalui kegiatan *assurance* dan *consulting* di seluruh unit kerja perusahaan.
3. Berkoordinasi dengan *Chief Audit Executive* PT Pertamina (Persero) dalam pelaksanaan kegiatan Internal Audit yang dikelola secara tersentralisasi di Holding sesuai dengan Tabel RASCI yang telah disetujui oleh Direktur Utama PT Pertamina (Persero).
4. Menguji dan mengevaluasi efektivitas pengendalian dan manajemen risiko.
5. Melaksanakan pemeriksaan kepatuhan terhadap peraturan perusahaan dan perundangan terkait.
6. Mengidentifikasi alternatif perbaikan dan peningkatan efisiensi perusahaan.
7. Melaksanakan koordinasi dengan Komite Audit dan eksternal audit.
8. Berkoordinasi dengan Internal Audit PT Pertamina (Persero) dalam penyusunan perencanaan kegiatan Internal Audit tahunan dan menyampaikan laporan kegiatan secara periodik.
9. Melaporkan hasil pengawasan kepada Direktur Utama dan Direktur lainnya yang relevan.
10. Monitoring pelaksanaan tindak lanjut hasil audit internal, eksternal dan institusi pengawasan lainnya.
11. Melaksanakan kegiatan evaluasi dan peningkatan mutu *(Periodic Quality Assessment)* atau audit silang terhadap kegiatan pengawasan intern oleh Internal Audit Pertamina dan Anak Perusahaan serta mendapatkan penilaian kinerja dari Stakeholder dan *Auditee Feedback Survey*.
12. Melaporkan hasil kegiatan pengawasan kepada Dewan Komisaris cq Komite Audit.
13. Melaksanakan penugasan lain yang diamanatkan oleh Direksi dan/atau Dewan Komisaris.

principles, position, independence, authority, responsibility and implementation standards of Internal Audit.

2. International Professional Practices Framework (IPPF). The IPPF is a conceptual framework that regulates the official guidelines for internal auditor practice issued by the Institute of Internal Auditors. The guidelines in the IPPF include Mandatory Guidelines and Recommended Guidelines.
3. Internal Audit Organizational Structure as determined by the President Director through Decree of the President Director of PTC Number: Kpts-99/PTC-DIR.UT/IX/2013 concerning the Organizational Structure of the Company on September 2 2013, then updated through Directors' Decree Number: Kpts- 010/PTC -10000/2022-S3.7 dated 29 March 2022.

INTERNAL AUDIT DUTIES AND RESPONSIBILITIES

Based on the internal audit charter approved by the Chief Audit Executive, President Director and Chair of the Audit Committee/ Independent Commissioner on 03 October 2023, the duties and responsibilities of Internal Audit are as follows:

1. Prepare and propose an annual supervisory work program/ Annual Audit Plan and cost budget plan to obtain approval from the President Director.
2. Carry out monitoring activities through assurance and consulting activities in all company work units.
3. Coordinate with the Chief Audit Executive of PT Pertamina (Persero) in implementing Internal Audit activities which are managed centrally at the Holding in accordance with the RASCI Table which has been approved by the President Director of PT Pertamina (Persero).
4. Test and evaluate the effectiveness of risk control and management.
5. Carry out compliance checks with company regulations and related laws.
6. Identify alternative improvements and increase company efficiency.
7. Coordinate with the Audit Committee and external audit.
8. Coordinate with PT Pertamina (Persero) Internal Audit in preparing annual Internal Audit activity plans and submitting periodic activity reports.
9. Report the results of supervision to the President Director and other relevant Directors.
10. Monitoring the implementation of follow-up results from internal, external audits and other supervisory institutions.
11. Carrying out quality evaluation and improvement activities (Periodic Quality Assessment) or cross audits of internal monitoring activities by Internal Audit of Pertamina and Subsidiaries as well as obtaining performance assessments from Stakeholders and Auditee Feedback Surveys.
12. Report the results of supervisory activities to the Board of Commissioners cq Audit Committee.
13. Carry out other assignments mandated by the Board of Directors and/or Board of Commissioners.

PIHAK YANG MENGANGKAT DAN MEMBERHENTIKAN CHIEF AUDIT EXECUTIVE

Chief Audit Executive diangkat dan diberhentikan oleh Direktur Utama setelah mendapatkan rekomendasi dari *Chief Audit Executive* PT Pertamina (Persero) dan persetujuan Dewan Komisaris melalui Komite Audit, sesuai ketentuan yang tercantum dalam *Board Manual* Dewan Komisaris dan Direksi Nomor 014/PTC-10000/2016-S1 dan sesuai Piagam Internal Audit PT PTC tanggal 03 Oktober 2023. Pemilihan personel Internal Audit dilakukan sesuai dengan kebijakan pengelolaan sumber daya manusia yang berlaku di lingkungan Perusahaan dan Pertamina Group.

THE PARTY THAT APPOINTS AND DISMISS THE CHIEF AUDIT EXECUTIVE

The Chief Audit Executive is appointed and dismissed by the President Director after receiving a recommendation from the Chief Audit Executive of PT Pertamina (Persero) and approval from the Board of Commissioners through the Audit Committee, in accordance with the provisions stated in the Board Manual for the Board of Commissioners and Directors Number 014/PTC -10000/2016-S1 and in accordance with the PT PTC Internal Audit Charter dated 03 October 2023. The selection of Internal Audit personnel is carried out in accordance with the human resource management policies that apply within the Company and the Pertamina Group.

STRUKTUR ORGANISASI AUDIT INTERNAL DAN JUMLAH PEGAWAI

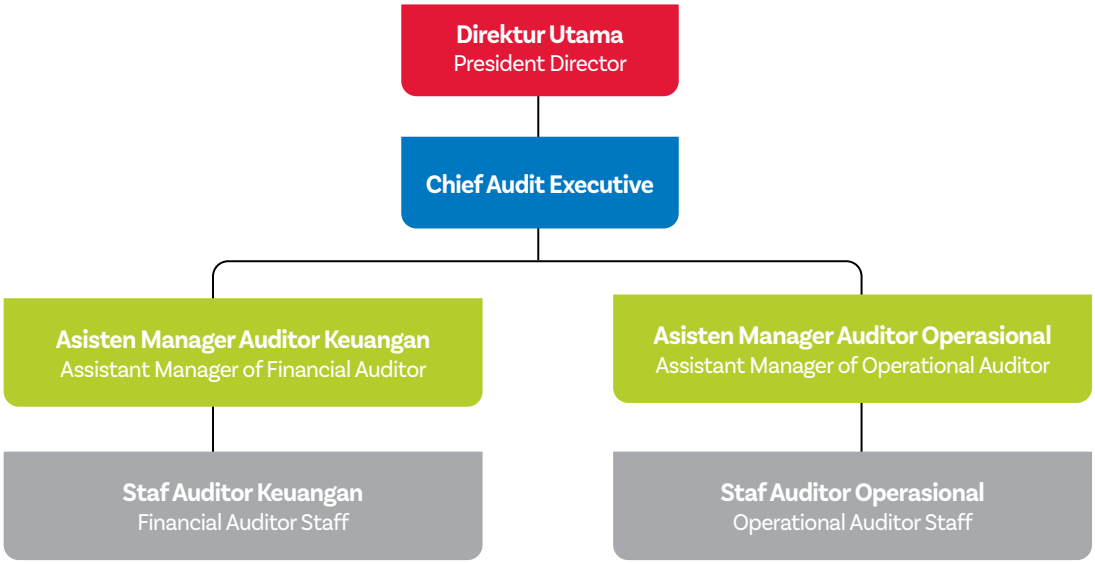
Fungsi Audit Internal di PT Pertamina Training and Consulting dijalankan oleh Internal Audit (IA) yang telah dibentuk sesuai dengan *Board Manual* Nomor: A.008/10000/2022/S0. Internal Audit memiliki tanggung jawab langsung kepada Direktur Utama dan membawahi bidang audit keuangan serta audit operasional. Secara fungsional, Divisi Internal Audit PT PTC memiliki akses langsung untuk berkomunikasi, berkoordinasi, dan melaporkan kegiatannya kepada Komite Audit.

Pada tahun 2023, Organisasi Internal Audit dikelola oleh satu orang *Chief Audit Executive*, dua orang Asisten Manajer Auditor, dan dua orang staf auditor.

INTERNAL AUDIT ORGANIZATIONAL STRUCTURE AND NUMBER OF EMPLOYEES

The Internal Audit function at PT Pertamina Training and Consulting is carried out by Internal Audit (IA) which has been formed in accordance with Board Manual Number: A.008/10000/2022/S0. Internal Audit has direct responsibility to the President Director and oversees the field of financial audit as well as operational audit. Functionally, the PT PTC Internal Audit Division has direct access to communicate, coordinate and report its activities to the Audit Committee.

In 2023, the Internal Audit Organization is managed by one Chief Audit Executive, two Assistant Auditor Managers, and two staff auditors.



SERTIFIKASI SEBAGAI PROFESI AUDIT INTERNAL

CERTIFICATION AS AN INTERNAL AUDIT PROFESSIONAL

Nama dan Jabatan Name and Position	Sertifikasi Certification	Penerbit Issued by
P. Ariya Hutama (Chief Audit Executive)	• Akuntan (Ak) • *Chartered of Accountant* (CA) • *Qualified Internal Audit* (QIA) • Indonesia *Internal Audit Practitioner* (IIAP)	• Departemen Keuangan Republik Indonesia • International Federation of Accountants – IAI • Yayasan Pendidikan Internal Audit (YPIA) Jakarta • Institute of Internal Auditors-IIA Indonesia • Finance department of the Republic of Indonesia • International Federation of Accountants – IAI • Internal Audit Education Foundation (YPIA) Jakarta • Institute of Internal Auditors-IIA Indonesia
Bambang Ratmuko	*Qualified Internal Audit* (QIA)	Yayasan Pendidikan Internal Audit (YPIA) Jakarta Internal Audit Education Foundation (YPIA) Jakarta
Brian Audika	• *Certified Bank Internal Audit* (CBIA) • *Qualified Internal Audit* (QIA) • *Certified Forensic Audit* (CfrA)	• Ikatan Auditor Intern Bank • Yayasan Pendidikan Internal Audit (YPIA) Jakarta • Lembaga Profesi Forensik Auditor (LPFA) • Bank Internal Auditor Association • Jakarta Internal Audit Education Foundation (YPIA). • Professional Forensic Auditor Institute (LPFA)
Afrend Adi Putra	*Qualified Internal Audit* (QIA)	Yayasan Pendidikan Internal Audit (YPIA) Jakarta Internal Audit Education Foundation (YPIA) Jakarta

PROGRAM PENGEMBANGAN KOMPETENSI INTERNAL AUDIT

Selama tahun 2023, *Chief Audit Executive* dan personel di lingkungan Internal Audit mengikuti kegiatan program pengembangan kompetensi sebagai berikut:

INTERNAL AUDIT COMPETENCY DEVELOPMENT PROGRAM

During 2023, the Chief Audit Executive and personnel within the Internal Audit environment has participated in the following competency development program activities:

No.	Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggara Organizing Time	Penyelenggara Organizer
1	P. Ariya Hutama	*Certified Forensic Audit* (CFrA)	Pengelolaan penanganan *fraud* Fraud handling management	13-16 Juni 2023 June 13 – 16, 2023	Lembaga Pengembangan Fraud Auditing (LPFA) Fraud Auditing Development Institute (LPFA)
2	Brian Audika	*Certified Forensic Audit* (CFrA)	Pengelolaan penanganan *fraud* Fraud handling management	13-16 Juni 2023 June 13 – 16, 2023	Lembaga Pengembangan Fraud Auditing (LPFA) Fraud Auditing Development Institute (LPFA)
		Qualified Internal Auditor (QIA)	Sertifikasi profesi internal auditor Internal auditor professional certification	11-20 Desember 2023 11-20 Desember 2023	Yayasan Pendidikan Internal Audit (YPIA) Yayasan Pendidikan Internal Audit (YPIA)

No.	Nama Name	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu Penyelenggara Organizing Time	Penyelenggara Organizer
3	Arfend Adi Putra	*Certified Forensic Audit* (CFrA)	Pengelolaan penanganan *fraud* Fraud handling management	5-8 Desember 2023 December 5–8, 2023	Lembaga Pengembangan Fraud Auditing (LPFA) Fraud Auditing Development Institute (LPFA)
4	Gerard Revianus Lenama	Power BI	*Power Query*, DAX, M, *and more.*	2 Oktober 2023 October 2, 2023	Udemy Udemy
		Fundamental of Risk Based Audit	*Risk Based Audit*	4-5 Oktober 2023 October 4–5, 2023	Institute of Internal Auditors Indonesia Institute of Internal Auditors Indonesia

PELAKSANAAN TUGAS INTERNAL AUDIT TAHUN 2023

Sepanjang tahun 2023, Internal Audit telah melaksanakan audit sebagaimana terlampir di bawah ini:

DUTIES IMPLEMENTATION OF INTERNAL AUDIT IN 2023

Throughout 2023, Internal Audit has carried out audits as attached below:

No	Bidang Audit Audit Field	Sifat Audit Audit Nature	Tempat Place	Obyek Audit Obyek Audit
1	Audit Operasional Operational Audit	Terencana Planned	Kantor Pusat Jakarta Jakarta Head Office	Audit atas Pengelolaan IT Audit of IT Management
2	Audit Operasional Operational Audit	Terencana Planned	Kantor Pusat Jakarta Jakarta Head Office	Audit atas Proses Pengadaan Audit of Procurement Process
3	Audit Keuangan Financial Audit	Terencana Planned	Kantor Pusat Jakarta Jakarta Head Office	Pendampingan Audit dari Kantor Akuntan Publik Audit Assistance from a Public Accounting Firm

Status Tindak Lanjut Audit per 31 Desember 2023

Audit Follow-up Status as of December 31, 2023

No	Audit Audit	Jumlah Rekomendasi Number of Recommendations	Selesai Finished	Tidak Selesai Not completed
1	Audit Internal Internal Audit	7	6	1
2	Audit Eksternal External Audit	0	0	0

KEBIJAKAN DAN PELAKSANAAN FREKUENSI RAPAT INTERNAL AUDIT DENGAN DIREKSI, DEWAN KOMISARIS, DAN/ ATAU KOMITE AUDIT DI TAHUN 2023

POLICY AND IMPLEMENTATION OF THE FREQUENCY OF INTERNAL AUDIT MEETINGS WITH THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS, AND/OR AUDIT COMMITTEE IN 2023

Rapat Divisi IA – Komite Audit
IA Division Meeting - Audit Committee

No	Tanggal Date	Kehadiran Komite Audit Attendance of the Audit Committee		Persentase Kehadiran Attendance Percentage
		Ketua Chairman	Anggota Member	
1	15 Maret 2023 March 15, 2023	Hadir Present	Hadir Present	100%
2	12 Juni 2023 June 12, 2023	Hadir Present	Hadir Present	100%

Rapat Divisi IA – Komite Audit
IA Division Meeting - Audit Committee

No	Tanggal Date	Kehadiran Komite Audit Attendance of the Audit Committee		Persentase Kehadiran Attendance Percentage
		Ketua Chairman	Anggota Member	
3	28 September 2023 September 28, 2023	Hadir Present	Hadir Present	100%
4	18 Oktober 2023 October 18, 2023	Hadir Present	Hadir Present	100%
5	6 Desember 2023 December 6, 2023	Hadir Present	Hadir Present	100%

PENILAIAN KINERJA INTERNAL AUDIT

Penilaian kinerja Internal Audit dilakukan melalui:

1. Pengukuran kinerja *Key Performance Indicator* (KPI) di lingkungan Perusahaan. Penilaian KPI Internal Audit dilakukan secara triwulan, sebanyak empat kali dalam setahun. Pada tahun 2023 capaian kinerja Internal Audit adalah 110 % dari seluruh penugasan.
2. Penilaian *Periodic Quality Assessment* (PQA).
   Periodic Quality Assessment adalah evaluasi oleh Internal Audit Pertamina (Persero) untuk menilai kesesuaian aktivitas penugasan (audit operasional, konsultasi, dan/atau audit investigasi) Fungsi Internal Audit Pertamina Group dengan *the International Standards for the Professional Practice of Internal Auditing* (Standards), Sistem Tata Kerja Internal Audit yang berlaku, serta menilai efektivitas *ongoing monitoring* pelaksanaan penugasan. *Periodic Quality Assessment* diselenggarakan oleh Internal Audit PT Pertamina (Persero) setiap tahun di seluruh Pertamina Group.

   Pada tahun 2023 Divisi Internal Audit PTC memperoleh skor 3,76 dari target KPI 3,40 atau dalam kategori "Sangat Baik".

3. Penilaian *Stakeholder Feedback Survey*.
   Stakeholder Feedback Survey adalah umpan balik dan penilaian oleh Jajaran Direksi, Komisaris dan Komite Audit untuk menilai kualitas layanan Divisi Internal Audit. *Stakeholder Feedback Survey* diselenggarakan oleh Internal Audit PT Pertamina (Persero) setiap tahun di seluruh Pertamina Group. Tahun 2023, Divisi Internal Audit PTC memperoleh skor 4,69 melebihi dari target KPI yaitu skor 4,00 atau dalam kategori "Sangat Memuaskan ".

INTERNAL AUDIT PERFORMANCE ASSESSMENT

Internal Audit performance assessment is carried out through:

1. Measuring the performance of Key Performance Indicators (KPI) in the Company environment. Internal Audit KPI assessments are carried out quarterly, four times a year. In 2023, the Internal Audit performance achievement will be 110% of all assignments.
2. Periodic Quality Assessment (PQA).
   Periodic Quality Assessment is an evaluation by Pertamina (Persero) Internal Audit to assess the suitability of assignment activities (operational audit, consultation and/or investigative audit) of the Pertamina Group Internal Audit Function with the International Standards for the Professional Practice of Internal Auditing (Standards), System Applicable Internal Audit Work Procedures, as well as assessing the effectiveness of ongoing monitoring of assignment implementation. Periodic Quality Assessment is held by PT Pertamina (Persero) Internal Audit every year throughout the Pertamina Group

   In 2023, the PTC Internal Audit Division received a score of 3.76 from the KPI target of 3.40 or in the "Very Good" category.
3. Stakeholder Feedback Survey Assessment.
   The Stakeholder Feedback Survey is feedback and assessment by the Board of Directors, Commissioners and Audit Committee to assess the quality of the Internal Audit Division's services. The Stakeholder Feedback Survey is held by PT Pertamina (Persero) Internal Audit every year throughout the Pertamina Group. In 2023, the PTC Internal Audit Division obtained a score of 4.69, exceeding the KPI target, namely a score of 4.00 or in the "Very Satisfactory" category.

AKUNTAN PUBLIK
PUBLIC ACCOUNTANT

Pelaksanaan audit Laporan Keuangan Perusahaan Tahun Buku 2023 dilakukan oleh Kantor Akuntan Publik (KAP) RSM Amir Abadi Jusuf, Aryanto, Mawar & Rekan sebagai pihak Independen pelaksana audit. Penunjukan tersebut merupakan bagian dari pelaksanaan Keputusan Surat Perjanjian Kerjasama Jasa Audit Atas Laporan Keuangan PTC Tahun Buku 2022-2024 Nomor 727/PTC-11000/2022-B1 tanggal 16 Desember 2022.

Penunjukan KAP sebagai pelaksana audit Laporan Keuangan Perusahaan Tahun Buku 2023, dilaksanakan untuk memenuhi ketentuan Keputusan Menteri Keuangan No. 423/KMK.06/2002 Tahun 2002 tentang Jasa Akuntan Publik dan Peraturan Pemerintah No. 20 Tahun 2015 tentang Praktik Akuntan Publik, dengan penyesuaian pada status PTC sebagai bukan perusahaan terbuka.

The audit of the Company's Financial Report for the 2023 Fiscal Year was carried out by the Public Accounting Firm (KAP) RSM Amir Abadi Jusuf, Aryanto, Mawar & Partners as the independent party implementing the audit. This appointment is part of the implementation of the Decree on the Audit Services Cooperation Agreement on PTC Financial Statementsfor the 2022-2024 Financial Year Number 727/PTC-11000/2022-B1 dated 16 December 2022.

The appointment of KAP as the executor of the audit of the Company's Financial Report for the 2023 Fiscal Year was carried out to comply with the provisions of Minister of Finance Decree No. 423/KMK.06/2002 of 2002 concerning Public Accounting Services and Government Regulation no. 20 of 2015 concerning Public Accounting Practices, with adjustments to PTC's status as not a public company.

AKUNTAN PUBLIK 2017-2023
PUBLIC ACCOUNTANT 2017-2023

Periode Period	KAP KAP	AP AP	Alamat Address	Jasa Services	Jasa Lainnya Other Services	Biaya (Rp) Fee (IDR)
2023	RSM Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Tombang Lumban Gaol	Plaza ASIA, Level 10 Jl. Jend Sudirman Kav.59 Jakarta 12190 Indonesia Plaza ASIA, Level 10 Jl. Jend Sudirman Kav.59 Jakarta 12190 Indonesia	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2023 General audit of the Company's Consolidated Financial Statements for the financial year ending December 31, 2023	*Management Letter* & ICM	300.000.000
2022	RSM Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Donny Iskandar Maramis	Plaza ASIA, Level 10 Jl. Jend Sudirman Kav.59 Jakarta 12190 Indonesia Plaza ASIA, Level 10 Jl. Jend Sudirman Kav.59 Jakarta 12190 Indonesia	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2022 General audit of the Company's Consolidated Financial Statements for the Financial Year ending December 31, 2022	*Management Letter* & ICM	280.000.000
2021	Purwantono, Sungkoro, Surja & Partner (EY)	Hari Purwanto	Gedung Indonesia Stock Exchange, Jl. Jendral Sudirman Kav. 52-53, RT.5/ RW.3, Senayan, Kec. Kby. Baru, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12190 Indonesia Stock Exchange Building, Jl. Jendral Sudirman Kav. 52-53, RT.5/ RW.3, Senayan, Kec. Kby. Baru, South Jakarta City, Special Capital Region of Jakarta 12190	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2021 General audit of the Company's Consolidated Financial Statements for the financial year ending December 31, 2021	*Management Letter* & ICM	275.000.000

AKUNTAN PUBLIK 2017-2023
PUBLIC ACCOUNTANT 2017-2023

Periode Period	KAP KAP	AP AP	Alamat Address	Jasa Services	Jasa Lainnya Other Services	Biaya (Rp) Fee (IDR)
2020	Tanudiredja, Wibisana, Rintis & Rekan (PwC)	Daniel Kohar, S.E., CPA	WTC 3, Jl. Jend. Sudirman Kav.29-31 Jakarta 12920	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2020 General audit of the Company's Consolidated Financial Statements for the financial year ending December 31, 2020	*Management Letter* dan *Review* PSAK 7 Series	210.000.000
2019	Tanudiredja, Wibisana, Rintis & Rekan (PwC)	Daniel Kohar, S.E., CPA	WTC 3, Jl. Jend. Sudirman Kav.29-31 Jakarta 12920	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2019 General audit of the Company's Consolidated Financial Statements for the financial year ending December 31, 2019	Evaluasi Kinerja untuk tahun yang berakhir 31 Desember 2019 Performance Evaluation for the year ending December 31, 2019	217.077.424
2018	Purwantono, Sungkoro, Surja & Partner (EY)	Moch. Dadang Syachruna, CPA	Gedung Indonesia Stock Exchange, Jl. Jendral Sudirman Kav. 52-53, RT.5/ RW.3, Senayan, Kec. Kby. Baru, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta 12190	Audit umum atas Laporan Keuangan Konsolidasian Perusahaan Tahun Buku yang berakhir pada tanggal 31 Desember 2018 General audit of the Company's Consolidated Financial Statements for the financial year ending December 31, 2018	*Management Letter*	175.321.701

KOORDINASI AUDITOR EKSTERNAL

Auditor Eksternal merupakan Kantor Akuntan Publik dan Badan Pemeriksa Keuangan yang berkoordinasi dengan Internal Audit mulai dari tahap pembukaan, pelaksanaan, penyampaian temuan dan tanggapan manajemen serta penutupan audit.

Adapun audit eksternal dilakukan untuk mengatasi hambatan yang mungkin timbul selama proses audit, sehingga memastikan bahwa proses audit sesuai dengan Standar Profesional Akuntan, kontrak kerja yang telah disepakati, lingkup audit yang telah ditetapkan, serta memenuhi tenggat waktu yang ditetapkan.

EXTERNAL AUDITOR COORDINATION

External Auditors are Public Accounting Firms and Financial Audit Boards that coordinate with Internal Audit starting from the opening, implementation, delivery of findings and management responses as well as closing the audit.

External audits are carried out to overcome obstacles that may arise during the audit process, thereby ensuring that the audit process is in accordance with the Professional Accountant Standards, the agreed work contract, the established audit scope, and meets the specified deadlines.

SISTEM PENGENDALIAN INTERNAL
INTERNAL CONTROL SYSTEM

Sistem Pengendalian Internal merupakan mekanisme pengawasan terhadap kegiatan operasional Perusahaan. Penerapan pengendalian internal dilakukan melalui kebijakan, regulasi dan prosedur yang terperinci, dengan tujuan untuk menggerakkan fungsi pengendalian internal serta mengurangi risiko yang mungkin timbul. Dengan sistem pengendalian internal yang optimal, Perusahaan dapat mencapai tujuan melalui operasi yang efektif dan efisien, pelaporan keuangan yang akurat, perlindungan aset Perusahaan, dan kepatuhan terhadap peraturan yang berlaku.

Dalam hal ini, Sistem Pengendalian Internal yang solid menjadi kunci dalam mendukung transformasi dan meningkatkan kinerja Perusahaan secara berkelanjutan, berdasarkan prinsip tata kelola perusahaan yang baik.

The Internal Control System is a monitoring mechanism for the Company's operational activities. The implementation of internal control is carried out through detailed policies, regulations and procedures, with the aim of driving the internal control function and reducing risks that may arise. With an optimal internal control system, the Company can achieve its goals through effective and efficient operations, accurate financial reporting, protection of Company assets, and compliance with applicable regulations.

In this case, a solid Internal Control System is the key to supporting transformation and improving the Company's performance in a sustainable manner, based on the principles of good corporate governance.

PENJELASAN KESESUAIAN SISTEM PENGENDALIAN INTERN DENGAN KERANGKA YANG DIAKUI SECARA INTERNASIONAL (COSO – INTERNAL CONTROL FRAMEWORK)

Sistem Pengendalian Internal PTC mengikuti prinsip-prinsip kerangka pengendalian internal terintegrasi, yang mencakup lingkungan pengendalian, penilaian risiko, prosedur pengendalian, informasi dan komunikasi serta pemantauan yang ditetapkan COSO (Committee of Sponsoring Organizations of the Treadway Commission). Prinsip-prinsip ini telah diinternalisasikan ke dalam tata kelola PTC melalui seluruh Sistem Tata Kerja (STK).

EXPLANATION OF THE COMPATIBILITY OF THE INTERNAL CONTROL SYSTEM WITH AN INTERNATIONALLY RECOGNIZED FRAMEWORK (COSO – INTERNAL CONTROL FRAMEWORK)

PTC's Internal Control System follows the principles of an integrated internal control framework, which includes the control environment, risk assessment, control procedures, information and communication and monitoring established by COSO (Committee of Sponsoring Organizations of the Treadway Commission). These principles have been internalized into PTC governance through the entire Work Procedure System (STK).

LINGKUNGAN PENGENDALIAN

Lingkungan pengendalian ditegakkan dengan menggalang kesadaran akan pentingnya pengendalian internal melalui penanaman budaya perusahaan dan praktik tata kelola yang efektif. Hal ini diwujudkan melalui distribusi buku saku panduan perilaku kepada semua personel perusahaan *(Code of Conduct, Conflict of Interest* dan Pengendalian Gratifikasi) dan penandatanganan pakta integritas oleh anggota manajemen serta pengelolaan *Whistleblowing System* (WBS).

CONTROL ENVIRONMENT

The control environment is enforced by raising awareness of the importance of internal control through instilling a corporate culture and effective governance practices. This is realized through the distribution of behavioral guidebooks to all company personnel (Code of Conduct, Conflict of Interest and Gratification Control) and the signing of an integrity pact by members of management and management of the Whistleblowing System (WBS).

PENILAIAN RISIKO

PTC, melalui SPRM, melakukan analisis komprehensif terhadap pengelolaan risiko bisnis yang mencakup identifikasi, analisis, evaluasi, serta manajemen risiko yang relevan. Pengelolaan risiko memainkan peran strategis dalam usaha mencapai tujuan Perusahaan

RISK ASSESSMENT

PTC, through SPRM, carries out a comprehensive analysis of business risk management which includes identification, analysis, evaluation and management of relevant risks. Risk management plays a strategic efforts to achieve Company goals.

AKTIVITAS PENGENDALIAN

Pengendalian Perusahaan diterapkan melalui standarisasi proses kerja di seluruh kegiatan Perusahaan pada setiap tingkat dan unit kerja dalam struktur Perusahaan. Perusahaan menjamin efektivitas pengendalian dengan memisahkan fungsi operasi dan penyimpanan dari fungsi pencatatan, pembagian tugas dan tanggung jawab, penetapan tingkat kewenangan, serta pencatatan dan dokumentasi yang terperinci.

Selain itu, Perusahaan telah melakukan aktivitas pengendalian fisik atas aktiva dan catatan, serta melakukan pemeriksaan kinerja secara Independen oleh Internal Audit dan audit eksternal (Kantor Akuntan Publik) terkait pendokumentasian dan pencatatan laporan keuangan konsolidasian.

INFORMASI DAN KOMUNIKASI

Perusahaan telah menyiapkan saluran komunikasi yang efektif dan efisien untuk mendukung penyebaran informasi terkait kegiatan operasional serta memastikan kepatuhan terhadap hukum dan regulasi yang berlaku bagi Perusahaan. Informasi mengenai lingkungan pengendalian, penilaian risiko, prosedur pengendalian, dan pemantauan dianggap penting dan dibutuhkan oleh manajemen didapatkan melalui saluran:

- Rapat manajemen rutin;
- Pertemuan dengan pekerja;
- Pertemuan dengan serikat pekerja, yang dilakukan oleh Divisi HC & GA, dan;
- Sosialisasi budaya perusahaan dalam proses aanwijzing yang dilakukan oleh fungsi pengadaan. Sementara untuk menjangkau khalayak yang lebih luas Perusahaan juga menyediakan situs web, media sosial, dan penerbitan laporan tahunan.

PEMANTAUAN

Pemantauan dilakukan melalui evaluasi kinerja oleh manajemen, penjaminan mutu oleh Fungsi *Quality Management*, audit internal oleh fungsi Internal Audit PT PTC, serta audit eksternal oleh Badan Pemeriksa Keuangan (BPK) dan Kantor Akuntan Publik. Proses pemantauan di lingkungan PTC dijalankan secara berkala.

TINJAUAN TERHADAP SISTEM PENGENDALIAN INTERNAL PTC TAHUN 2023

Internal Audit melakukan evaluasi menyeluruh terhadap kecukupan dan efektivitas sistem pengawasan internal, sesuai dengan asersi yang diberikan oleh Direksi. Hasil evaluasi ini disampaikan kepada manajemen untuk ditindaklanjuti, dan pelaksanaannya dipantau secara berkala untuk memastikan bahwa sistem pengendalian internal beroperasi secara efektif.

CONTROL ACTIVITIES

Company control is implemented through standardization of work processes in all Company activities at every level and work unit in the Company structure. The company guarantees the effectiveness of control by separating operations and storage functions from recording functions, dividing duties and responsibilities, determining levels of authority, and detailed recording and documentation.

In addition, The company has carried out physical control activities over assets and records, as well as carried out independent performance checks by Internal Audit and external audit (Public Accounting Firm) regarding documentation and recording of consolidated financial reports.

INFORMATION AND COMMUNICATION

The Company has prepared effective and efficient communication channels to support the dissemination of information related to operational activities and ensure compliance with laws and regulations that apply to the Company. Information regarding the control environment, risk assessment, control procedures and monitoring considered important and required by management is obtained through the following channels:

- Regular management meetings;
- Meetings with workers;
- Meetings with trade unions, conducted by the HC & GA Division, and;
- Socialization of company culture in the planning process carried out by the procurement function. Meanwhile, to reach a wider audience, the Company also provides a website, social media and publishes an annual report.

MONITORING

Monitoring is carried out through performance evaluation by management, quality assurance by the Quality Management function, internal audit by the Internal Audit function of PT PTC and PT Pertamina (Persero), as well as external audit by the Financial Audit Agency (BPK) and the Public Accounting Firm. The monitoring process in the PTC environment is carried out periodically.

REVIEW OF THE PTC INTERNAL CONTROL SYSTEM IN 2023

Internal Audit carries out a comprehensive evaluation of the adequacy and effectiveness of the internal control system, in accordance with the assertions provided by the Board of Directors. The results of this evaluation are submitted to management for follow-up, and implementation is monitored periodically to ensure that the internal control system operates effectively.

Internal Audit melakukan evaluasi menyeluruh terhadap kecukupan dan efektivitas sistem pengawasan internal, sesuai dengan asersi yang diberikan oleh Direksi. Hasil evaluasi ini disampaikan kepada manajemen untuk ditindaklanjuti, dan pelaksanaannya dipantau secara berkala untuk memastikan bahwa sistem pengendalian internal beroperasi secara efektif.

Selama tahun 2023, Sistem Pengendalian Internal Perusahaan telah berjalan dengan efektif dan efisien. Evaluasi yang dilakukan oleh Internal Audit memberikan gambaran positif tentang keberhasilan implementasi sistem pengendalian internal, serta menunjukkan bahwa langkah-langkah yang diambil telah sesuai dengan standar yang ditetapkan. Selain itu, rekomendasi yang diajukan oleh Internal Audit juga telah diimplementasikan dengan baik oleh manajemen Perusahaan, yang mengindikasikan keseriusan Perusahaan dalam memastikan efektivitas dan keandalan sistem pengendalian internalnya.

Internal Audit carries out a comprehensive evaluation of the adequacy and effectiveness of the internal control system, in accordance with the assertions provided by the Board of Directors. The results of this evaluation are submitted to management for follow-up, and implementation is monitored periodically to ensure that the internal control system operates effectively.

During 2023, the Company's Internal Control System has run effectively and efficiently. Evaluations carried out by Internal Audit provide a positive picture of the success of the implementation of the internal control system, and show that the steps taken are in accordance with established standards. In addition, the recommendations proposed by Internal Audit have also been implemented well by the Company's management, which indicates the Company's seriousness in ensuring the effectiveness and reliability of its internal control system.

MANAJEMEN RISIKO
RISK MANAGEMENT

Perusahaan menyadari pentingnya sistem dan proses manajemen risiko yang memadai dalam menciptakan tata kelola perusahaan yang efektif, yang pada gilirannya memberikan manfaat dan nilai tambah yang optimal bagi semua pemangku kepentingan. Oleh karena itu, Perusahaan menjadikan manajemen risiko sebagai bagian integral dari proses organisasi. Dalam upaya memastikan bahwa tujuan dari sistem manajemen risiko dapat tercapai, Perusahaan telah berkomitmen untuk menyediakan sumber daya yang diperlukan.

Penerapan manajemen risiko di PTC mengacu pada kerangka ISO 31000:2018 (*Risk management – Guidelines*), yang bertujuan untuk mendukung pencapaian tujuan Perusahaan dengan cara yang efektif. Sistem ini dirancang untuk meningkatkan proses identifikasi peluang dan ancaman secara efisien, serta untuk mengalokasikan dan memanfaatkan sumber daya yang ada untuk mengelola risiko yang timbul dengan tepat. Dengan menerapkan standar ini, Perusahaan berharap dapat mengoptimalkan pengelolaan risiko dan meminimalkan dampak negatifnya terhadap operasi dan kinerja keseluruhan Perusahaan.

The Company realizes the importance of adequate risk management systems and processes in creating effective corporate governance, which in turn provides optimal benefits and added value for all stakeholders. Therefore, the Company makes risk management an integral part of the organizational process. In an effort to ensure that the objectives of the risk management system can be achieved, the Company has committed to providing the necessary resources.

The implementation of risk management at PTC refers to the ISO 31000:2018 (Risk management – Guidelines) framework, which aims to support the achievement of the Company's goals in an effective manner. This system is designed to improve the process of identifying opportunities and threats efficiently, as well as to allocate and utilize existing resources to manage risks that arise appropriately. By implementing this standard, the Company hopes to optimize risk management and minimize its negative impact on the Company's operations and overall performance.

LANDASAN PENERAPAN MANAJEMEN RISIKO

Dasar Hukum Pengelolaan Risiko di PT Pertamina Training and Consulting adalah sebagai berikut:

1. Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, BAB III Penerapan Manajemen Risiko Badan Usaha Milik Negara;
2. Traktat Manajemen Risiko PT Pertamina Training and Consulting sebagai bentuk komitmen Direksi dan Manajemen yang telah diperbarui dan ditandatangani pada 21 Maret 2023
3. Sistem Tata Kerja yang berlaku di lingkungan PT Pertamina Training and Consulting terdiri dari:
   a. Pedoman Manajemen Risiko No. A-002/11050/2023-S0 REV.2 terhitung mulai tanggal 6 November 2023;
   b. Tata Kerja Organisasi (TKO) & Tata Kerja Individu (TKI) yang berisi petunjuk teknis pengelolaan risiko.

BASIS FOR IMPLEMENTING RISK MANAGEMENT

The legal basis for risk management at PT Pertamina Training and Consulting is as follows:

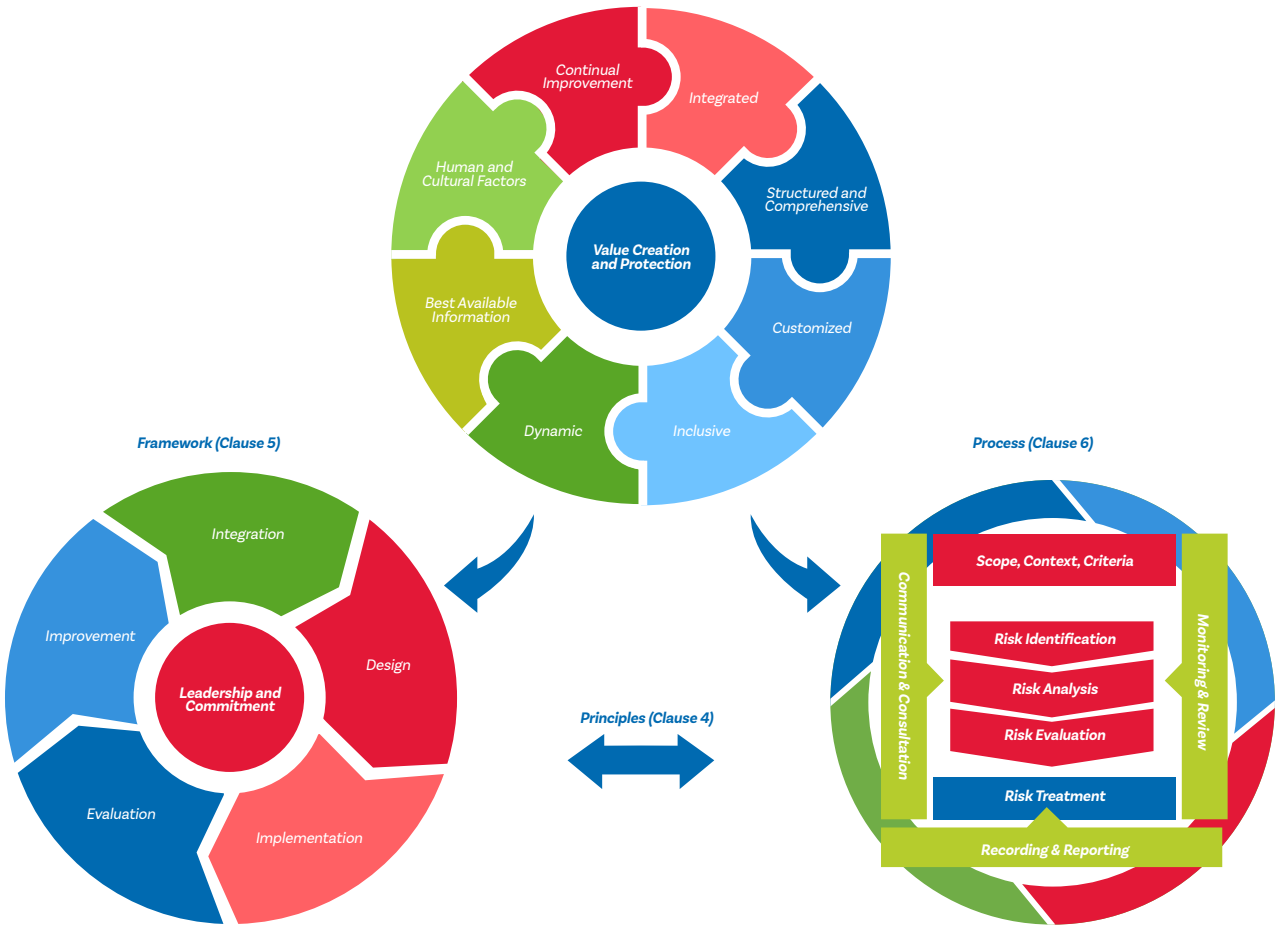
1. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, CHAPTER III Implementation of Risk Management for State-Owned Enterprises;
2. PT Pertamina Training and Consulting Risk Management Treaty as a form of commitment from the Board of Directors and Management which has been updated and signed on March 21, 2023
3. The work system that applies within PT Pertamina Training and Consulting consists of:
   a. Risk Management Guidelines No. A-002/11050/2023-S0 REV.2 starting from 6 November 2023;
   b. Organizational Work Procedures (TKO) & Individual Work Procedures (TKI) which contain technical instructions for risk management.

PRINSIP DAN KERANGKA KERJA MANAJEMEN RISIKO PTC

Dalam mengimplementasikan pengelolaan risiko, PTC mengacu pada standar mutu yang digunakan oleh Pertamina (Persero) yaitu ISO 31000:2018. Pola pelaksanaan tersebut digambarkan sebagai berikut:

PTC RISK MANAGEMENT PRINCIPLES AND FRAMEWORK

In implementing risk management, PTC refers to the quality standards used by Pertamina (Persero), namely ISO 31000:2018. The implementation pattern is described as follows:



PENGELOLAAN RISIKO

PT Pertamina Training and Consulting berkomitmen untuk melakukan penerapan Manajemen Risiko mengacu pada prinsip manajemen risiko ISO 31000:2018 dan tertuang pada Traktat Komitmen Bersama Pengelolaan Risiko PT Pertamina Training and Consulting.

Penyusunan profil risiko di Perusahaan menggunakan metode *Fault Tree Analysis* (FTA) dan *Failure Mode Effect Analysis* (FMEA) dengan mengidentifikasi risiko yang melekat di dalamnya mencakup penyebab risiko (*risk agent*), *key risk indicators* (KRI), Faktor Positif (*Control*) serta dampak terhadap risiko. Analisis kualitatif maupun kuantitatif dilakukan dengan data historis maupun dari *expert judgement* menggunakan metode *value at risk* (VaR)

Berdasarkan surat keputusan Direktur Utama PT Pertamina (Persero) No. Kpts-14/C00000/2023-S0 tanggal 23 Oktober 2023 tentang Penetapan Kategori dan Klasifikasi Risiko Subholding dan Anak Perusahaan di Bawah Holding ditetapkan klasifikasi risiko PTC adalah Netral serta merujuk pada Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 Tahun 2023, Pasal 55 Organ Pengelola Risiko dalam Penerapan Manajemen Risiko, PTC telah memenuhi organ Tata Kelola Risiko (meliputi, *Governing Body, 2nd Line, 1st Line,* dan *3rd Line*) sesuai dengan ketentuan yang berlaku.

RISK MANAGEMENT

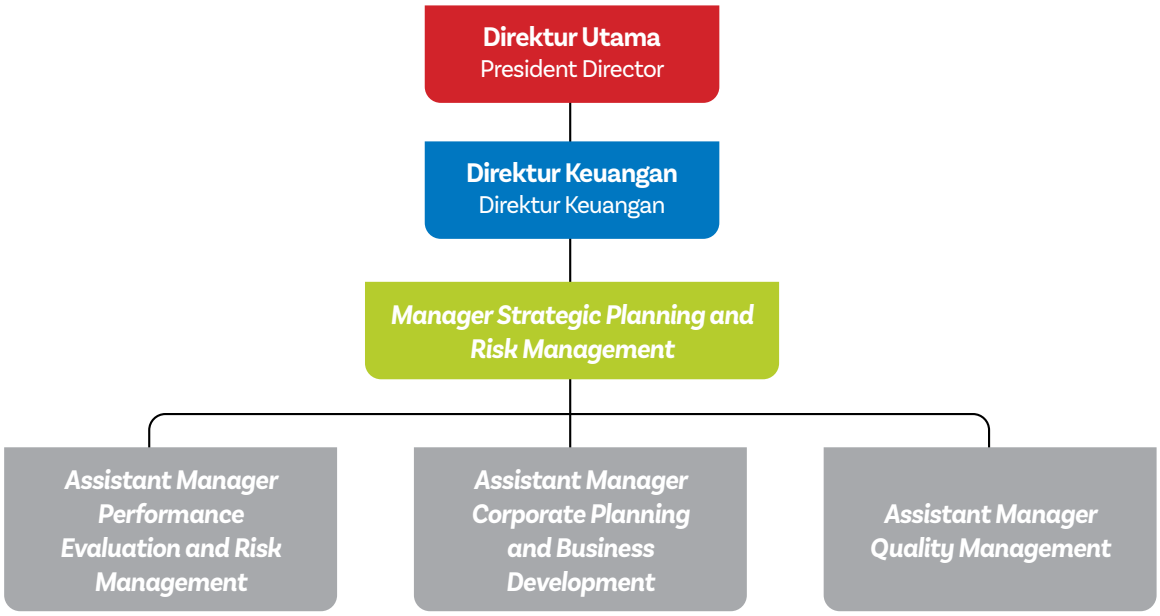
PT Pertamina Training and Consulting is committed to implementing Risk Management referring to the risk management principles of ISO 31000:2018 and stated in the PT Pertamina Training and Consulting Joint Commitment Agreement on Risk Management.

Preparing a risk profile in the Company uses the Fault Tree Analysis (FTA) and Failure Mode Effect Analysis (FMEA) methods by identifying the inherent risks including risk causes (risk agents), key risk indicators (KRI), Positive Factors (Control) and impacts. against risk. Qualitative and quantitative analysis is carried out with historical data and expert judgment using the value at risk (VaR) method.

Based on the Decree of the President Director of PT Pertamina (Persero) No. Kpts-14/C00000/2023-S0 dated October 23, 2023 concerning Determination of Risk Categories and Classifications for Subholdings and Subsidiaries Under Holding, the PTC risk classification is Neutral and refers to the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023, Article 55 Risk Management Organs in the Implementation of Risk Management, PTC has fulfilled the Risk Management organs (including, Governing Body, 2nd Line, 1st Line, and 3rd Line) in accordance with applicable regulations .

STRUKTUR ORGANISASI MANAJEMEN RISIKO

ORGANIZATIONAL STRUCTURE OF RISK MANAGEMENT



SERTIFIKASI BIDANG MANAJEMEN RISIKO

Perusahaan memiliki personel pengelola risiko untuk memastikan kepatuhan dan jaminan kompetensi. Personel pengelola risiko memiliki sertifikasi CRMP.

PERANGKAT SISTEM MANAJEMEN RISIKO

Fungsi ERM (Enterprise Risk Management) di PTC dikelola oleh Divisi Strategic Planning & Risk Management (SPRM), yang bertugas sebagai koordinator pelaksana dan pengelola aktivitas pengelolaan risiko di PTC. Tugas dan tanggung jawab SPRM adalah membantu Direksi dalam memberikan pendapat profesional untuk memastikan Manajemen Risiko Perusahaan (Enterprise Risk Management) berjalan efektif. Beberapa tugas SPRM adalah sebagai berikut:

1. Menetapkan strategi penerapan manajemen risiko dan membangun budaya sadar risiko secara berkala;
2. Bertanggung jawab atas pemantauan pelaksanaan kebijakan manajemen risiko dan pengelolaan risiko yang diambil oleh PT Pertamina Training and Consulting secara keseluruhan, meliputi evaluasi dan memberikan arahan berdasarkan laporan yang disampaikan oleh Fungsi Manajemen Risiko PTC ;
3. Mengevaluasi aktivitas pengelolaan risiko yang memerlukan persetujuan Direksi sesuai dengan kebijakan dan prosedur yang berlaku apabila diperlukan.

Di level Dewan Komisaris, pelaksanaan pengawasan manajemen risiko Perusahaan dilaksanakan oleh Komite Audit berdasarkan Surat Keputusan Dewan Komisaris PTC Nomor 014/PTC-DEKOM/2018-S3 tanggal 14 Agustus 2018 tentang Rekomendasi/Persetujuan Dewan Komisaris atas Penunjukan Ketua Komite Audit dan Perpanjangan masa kerja Anggota Komite Audit dan rangkap tugas sebagai Anggota Komite Risiko PT Pertamina Training and Consulting (PTC).

Komite Pemantau Risiko PTC bersifat Independen yang bertugas membantu Dewan Komisaris dalam memberikan pendapat profesional dan Independen untuk memastikan efektivitas penerapan Manajemen Risiko Perusahaan (Enterprise Risk Management). Komite ini memiliki tugas dan tanggung jawab yang luas, yang meliputi:

1. Melakukan evaluasi kebijakan dan strategi manajemen risiko baik operasional dan pengembangan usaha Perusahaan;
2. Melaporkan hasil pemantauan dan evaluasi serta memberikan rekomendasi atas hal-hal yang perlu mendapatkan perhatian Dewan Komisaris.

PELAKSANAAN KEGIATAN MANAJEMEN RISIKO 2023

Manajemen Risiko Perusahaan melibatkan upaya pengelolaan risiko yang terkait dengan operasi bisnis yang sedang berlangsung, pengembangan usaha, dan risiko proyek yang tengah dijalankan. Seluruh kegiatan pengelolaan risiko ini akan

CERTIFICATION IN THE FIELD OF RISK MANAGEMENT

The Company has risk management personnel to ensure compliance and guarantee competency. Risk management personnel have CRMP certification.

RISK MANAGEMENT SYSTEM TOOLS

The ERM (Enterprise Risk Management) function at PTC is managed by the Strategic Planning & Risk Management (SPRM) Division, which serves as the implementing coordinator and manager of risk management activities at PTC. SPRM's duties and responsibilities are to assist the Board of Directors in providing professional opinions to ensure that Enterprise Risk Management runs effectively. Some SPRM duties are as follows:

1. Establish a risk management implementation strategy and build a risk awareness culture on a regular basis;
2. Responsible for monitoring the implementation of risk management policies and risk management taken by PT Pertamina Training and Consulting as a whole, including evaluating and providing direction based on reports submitted by the PTC Risk Management Function;
3. Evaluate risk management activities that require approval from the Board of Directors in accordance with applicable policies and procedures if necessary.

At the Board of Commissioners level, supervision of the Company's risk management is carried out by the Audit Committee based on the Decree of the PTC Board of Commissioners Number 014/PTC -DEKOM/2018-S3 dated August 14, 2018 concerning Recommendation/Approval of the Board of Commissioners for the Appointment of the Chair of the Audit Committee and Extension of the Member's Service Period. Audit Committee and concurrent duties as Member of the Risk Committee of PT Pertamina Training and Consulting (PTC).

The PTC Risk Monitoring Committee is an Independent whose task is to assist the Board of Commissioners in providing professional and independent opinions to ensure the effectiveness of the implementation of Enterprise Risk Management. This committee has broad duties and responsibilities, which include:

1. Evaluate the Company's operational and business development risk management policies and strategies;
2. Report the results of monitoring and evaluation and provide recommendations on matters that need the attention of the Board of Commissioners.

IMPLEMENTATION OF RISK MANAGEMENT ACTIVITIES 2023

Corporate Risk Management involves efforts to manage risks related to ongoing business operations, business development, and ongoing project risks. All risk management activities will be submitted to the Board of Directors in the form of a monthly

disampaikan kepada Direksi dalam bentuk laporan bulanan, yang merupakan bagian integral dari laporan manajemen kepada entitas induk, PT Pertamina (Persero).

Pelaporan risiko Perusahaan diselenggarakan melalui mekanisme pelaporan manajemen yang terintegrasi dengan sistem pelaporan dan pengendalian risiko yang diterapkan oleh PT Pertamina (Persero) menggunakan *Enterprise Risk Management System* (ERMS) yang merupakan aplikasi Pertamina Group berbasis web yang membantu *Risk Owner* dalam melakukan proses Manajemen Risiko secara online dan terintegrasi (*Scope. Context, Criteria; Risk Identification. Risk Assessment, Risk Treatment, Monitoring & Review, Recording & Reporting).* Setiap pemilik risiko *(Risk Owner)* memastikan bahwa mitigasi yang dilaksanakan dapat menurunkan skala dampak dan skala risiko serta berjalan sesuai dengan *Timeline* yang telah direncanakan. Manajemen Risiko juga telah menjadi salah satu indikator pada *Key Performance Indikator* (KPI) dengan nama *Risk Management Implementation* untuk keseluruhan lini perusahaan.

PROGRAM PENGEMBANGAN KOMPETENSI MANAJEMEN RISIKO 2023

Pada tahun 2023 Program Pengembangan Kompetensi Manajemen Risiko 2023 adalah

- *Ongoing Business Risk Management Training* – Pertamina Corporate University
- *Integrated Risk Management Training* – PPM Manajemen
- *Certified Risk Management Professional* (CRMP) – Badan Nasional Sertifikasi Profesi
- *Risk Management Forum Pertamina Across the Group*

JENIS RISIKO DAN CARA PENGELOLAANNYA

Jenis risiko yang dikelola oleh perusahaan disampaikan dengan kategori dari *Risk Intelligence Map* (RIM), sebagai berikut:

1. *Business Strategy*
   Kategori risiko ini berkaitan dengan kecukupan dan efektivitas strategi bisnis dan implementasinya saat ini yang memengaruhi kemampuan organisasi dalam mencapai tujuannya.
   a. *Growth & sustainability*, yaitu risiko yang terkait dengan ketidakpastian atas keberlangsungan pertumbuhan Perusahaan, yang meliputi *resilience*, *business continuity, quality system & knowledge management*, dan *competitiveness*;
   b. *Strategy*, yaitu risiko kegagalan keputusan bisnis atau hal-hal yang dapat memengaruhi Perusahaan, yang meliputi *synergy, product/service development*, *partnership*, CSR, *business intelligence*, *merger & acquisition* (M&A) *and divestment*, dan *market development*;
   c. *Planning*, yaitu risiko yang berkaitan dengan identifikasi dan prioritisasi atas aktivitas yang diperlukan untuk mencapai tujuan Perusahaan, yang meliputi *operational planning, portfolio business planning, corporate performance management, long-term planning*, dan *commercial planning*.

report, which is an integral part of the management report to the parent entity, PT Pertamina (Persero).

Company risk reporting is carried out through a management reporting mechanism that is integrated with the risk reporting and control system implemented by PT Pertamina (Persero) using the Enterprise Risk Management System (ERMS) which is a web-based Pertamina Group application that assists Risk Owners in carrying out the Risk Management process online and integrated (Scope. Context, Criteria; Risk Identification. Risk Assessment, Risk Treatment, Monitoring & Review, Recording & Reporting). Each risk owner (Risk Owner) ensures that the mitigation implemented can reduce the scale of impact and scale of risk and runs according to the planned timeline. Risk Management has also become an indicator in the Key Performance Indicators (KPI) under the name Risk Management Implementation for all lines of the company.

RISK MANAGEMENT COMPETENCE DEVELOPMENT PROGRAM 2023

In 2023, the 2023 Risk Management Competency Development Program is

- Ongoing Business Risk Management Training – Pertamina Corporate University
- Integrated Risk Management Training – PPM Management
- Certified Risk Management Professional (CRMP) – National Professional Certification Body
- Risk Management Forum Pertamina Across the Group

TYPES OF RISKS AND ITS MANAGEMENT

The types of risks managed by the company are presented in categories from the Risk Intelligence Map (RIM), as follows:

1. Business Strategy
   This risk category relates to the adequacy and effectiveness of current business strategies and implementation that impact the organization's ability to achieve its goals.
   a. Growth & sustainability, namely risks related to uncertainty regarding the Company's continued growth, which includes resilience, business continuity, quality system & knowledge management, and competitiveness;
   b. Strategy, namely the risk of failure in business decisions or matters that could affect the Company, which includes synergy, product/service development, partnerships, CSR, business intelligence, merger & acquisition (M&A) and divestment, and market development;
   c. Planning, namely risks related to the identification and prioritization of activities needed to achieve the Company's goals, which include operational planning, portfolio business planning, corporate performance management, long-term planning, and commercial planning.

2. *Financial Management*
   Kategori risiko ini berkaitan dengan ancaman dan peluang yang dihadapi Perusahaan dalam memastikan pengelolaan sumber daya keuangan yang baik dan kepatuhannya terhadap kebijakan dan standar pengelolaan keuangan, yang meliputi:
   a. *Financial operation*, yaitu risiko yang berhubungan dengan manajemen dan pendanaan, meliputi *credit management, planning & budgeting, liquidity, cost management*, dan *insurance*;
   b. *Accounting*, yaitu risiko yang berhubungan dengan pencatatan dan peringkasan transaksi keuangan perusahaan, yang meliputi *financial audit, financial assurance*, dan *financial reporting*;
   c. Financial strategy, yaitu risiko yang berhubungan dengan perencanaan keuangan Perusahaan untuk memenuhi tujuan Perusahaan pada saat ini atau pada masa mendatang, meliputi *debt & loans*, *hedging risk*, dan *project financing*;
   d. Taxation, yaitu risiko yang terkait kewajiban Perusahaan dalam hal perpajakan, meliputi *tax planning, tax advisory*, dan *tax operation.*
3. *Operational*
   Kategori risiko ini berkaitan dengan kegiatan operasional Perusahaan, yang meliputi:
   a. *Exploration, development, and production*, yaitu risiko yang berhubungan dengan kegiatan eksplorasi, pengembangan, dan produksi minyak dan gas;
   b. *Operational excellence*, yaitu risiko kegagalan Perusahaan dalam mencapai target kegiatan operasional dan pemeliharaan;
   c. *Supply chain process*, yaitu risiko yang berhubungan dengan aktivitas supply chain yang terdiri atas proses pengadaan, pengelolaan vendor, serta pengelolaan *supply & inventory* atas bahan baku, intermedia, dan barang jadi;
   d. *Sales & marketing*, yaitu risiko yang berhubungan dengan kegagalan dalam proses *sales & marketing, customer relation/customer support, marketing strategy, market research*, dan *sales strategy;*
   e. *Processing, transportation, & distribution*, yaitu risiko yang berhubungan dengan segala isu pada proses pengolahan, transportasi, dan distribusi;
   f. *Information technology*, yaitu risiko adanya serangan siber yang dapat memengaruhi data-data Perusahaan, critical system, dan proses bisnis termasuk IT *benefit/value enablement, IT program & project delivery*, dan *IT operations & service delivery;*
   g. *Human resources*, yaitu risiko dalam pengaturan sumber daya manusia, meliputi *compensation & benefit, past service liabilities, talent development, organization*, dan *human resource policies and procedures;*
   h. *Asset management*, yaitu risiko yang berhubungan dengan *hazard* bagi Perusahaan dalam mengelola aset, meliputi *asset utilization & optimization, asset recovery*, dan asset documentation;
   i. HSSE, yaitu risiko terkait dengan *health, safety, security and environment* yang dapat memengaruhi pencapaian target Perusahaan

2. Financial Management
   This risk category relates to the threats and opportunities faced by the Company in ensuring good management of financial resources and compliance with financial management policies and standards, which include:
   a. Financial operations, namely risks related to management and funding, including credit management, planning & budgeting, liquidity, cost management, and insurance;
   b. Accounting, namely risks related to recording and summarizing company financial transactions, which include financial audits, financial assurance and financial reporting;
   c. Financial strategy, namely risks related to the Company's financial planning to meet the Company's current or future objectives, including debt & loans, hedging risk, and project financing;
   d. Taxation, namely risks related to the Company's obligations in terms of taxation, including tax planning, tax advisory and tax operations.
3. Operational
   This risk category is related to the Company's operational activities, which include:
   a. Exploration, development, and production, namely risks related to oil and gas exploration, development and production activities;
   b. Operational excellence, namely the risk of the Company's failure to achieve operational and maintenance activity targets;
   c. Supply chain process, namely risks related to supply chain activities which consist of procurement processes, vendor management, and supply & inventory management of raw materials, intermediaries and finished goods;
   d. Sales & marketing, namely risks related to failure in the sales & marketing process, customer relations/customer support, marketing strategy, market research, and sales strategy;
   e. Processing, transportation, & distribution, namely risks related to all issues in the processing, transportation, and distribution processes;
   f. Information technology, namely the risk of cyber attacks that can affect Company data, critical systems and business processes including IT benefit/value enablement, IT program & project delivery, and IT operations & service delivery;
   g. Human resources, namely risks in managing human resources, including compensation & benefits, past service liabilities, talent development, organization, and human resource policies and procedures;
   h. Asset management, namely risks related to hazards for the Company in managing assets, including asset utilization & optimization, asset recovery, and asset documentation;
   i. HSSE, namely risks related to health, safety, security and environment which can affect the achievement of the Company's targets

4. *Business Environment*
   Kategori risiko ini berkaitan dengan segala ancaman yang berasal dari faktor internal dan eksternal yang memengaruhi bisnis Perusahaan, meliputi:
   a. Technology, yaitu potensi kerugian terkait dengan teknologi yaitu *research, technology development*, *technology adaptability & infrastructure*;
   b. *Culture*, yaitu risiko yang dapat memengaruhi keyakinan dan perilaku, sebagai penentu cara berinteraksi antara pekerja dan manajemen Perusahaan, serta hal sosial lainnya (seperti agama, kebiasaan sosial, dan tingkat pendidikan);
   c. *Economics*, yaitu risiko yang berhubungan dengan kondisi ekonomi yang memengaruhi bisnis Perusahaan, meliputi makroekonomi dan mikroekonomi;
   d. *Market*, yaitu risiko yang berhubungan dengan kegagalan dan kerugian akibat fluktuasi pasar seperti *commodity price*, *exchange rate*, *interest rate*, *supply & demand,* dan *trend;*
   e. *Government*, yaitu risiko yang berhubungan dengan peraturan pemerintah yang memengaruhi bisnis Perusahaan, meliputi regulasi dan *public service obligation* (PSO);
   f. *Social politics*, yaitu risiko yang berhubungan dengan sistem dan persoalan pada faktor-faktor sosial politik, meliputi geopolitik, politik dalam negeri, pertahanan dan keamanan, serta sosial.
5. *Corporate Image*
   Kategori risiko ini berkaitan dengan adanya potensi pemberitaan negatif, persepsi negatif masyarakat, atau peristiwa-peristiwa negatif tidak terkendali yang dapat berdampak terhadap reputasi dan pencapaian target laba Perusahaan. Secara umum, terdapat dua aspek yang memengaruhi *corporate image*, yaitu:
   a. *Brand image*, yaitu risiko yang berhubungan dengan ancaman terhadap *brand equity* atau *brand differentiator* yang membuat pelanggan memilih suatu barang/jasa dibanding barang/ jasa lainnya, meliputi: product/service quality, product/service availability, promotion, communication, dan change management;
   b. *Stakeholder management*, yaitu risiko yang berhubungan dengan kemampuan Perusahaan dalam mengelola dampak terhadap komunitas, akses kepada sumber daya baru, operasi secara efisien, dan penghindaran keterlambatan proyek, meliputi: *investor relations*, *public relations*, *customer relation*, *supplier & vendor relations*, *competitor relation*, dan *government relations*.
6. *Legal, Governance and Compliance*
   Kategori risiko ini berkaitan dengan strategi Perusahaan dalam mengelola isu tata kelola yang baik, pengelolaan risiko perusahaan secara terintegrasi, dan kepatuhan perusahaan terhadap peraturan yang berlaku, meliputi:
   a. Legal, yaitu risiko yang berhubungan dengan pengelolaan Perusahaan terhadap perundang-undangan, konsultasi, aktivitas litigasi (termasuk pengembangan dan pembaruan serta kepatuhan terhadap hukum, peraturan, perjanjian internasional,

4. Business Environment
   This risk category relates to all threats originating from internal and external factors that affect the Company's business, including:
   a. Technology, namely potential losses related to technology, namely research, technology development, technology adaptability & infrastructure;
   b. Culture, namely risks that can influence beliefs and behavior, as a determinant of the way of interaction between workers and Company management, as well as other social matters (such as religion, social habits and level of education);
   c. Economics, namely risks related to economic conditions that affect the Company's business, including macroeconomics and microeconomics;
   d. Market, namely risks related to failure and loss due to market fluctuations such as commodity prices, exchange rates, interest rates, supply & demand, and trends;
   e. Government, namely risks related to government regulations that affect the Company's business, including regulations and public service obligations (PSO);
   f. Social politics, namely risks related to systems and issues based on socio-political factors, including geopolitics, domestic politics, defense and security, and social.
5. Corporate Image
   This risk category is related to the potential for negative news, negative public perception, or uncontrolled negative events that could impact the Company's reputation and achievement of profit targets. In general, there are two aspects that influence corporate image, namely:

   a. Brand image, namely risks related to threats to brand equity or brand differentiators that make customers choose one good/service over other goods/services, including: product/service quality, product/service availability, promotion, communication and change management;
   b. Stakeholder management, namely risks related to the Company's ability to manage impacts on communities, access to new resources, efficient operations, and avoiding project delays, including: investor relations, public relations, customer relations, supplier & vendor relations, competitor relations, and government relations.

6. Legal, Governance and Compliance
   This risk category is related to the Company's strategy in managing good governance issues, integrated corporate risk management, and company compliance with applicable regulations, including:
   a. Legal, namely risks related to the Company's management of legislation, consultation, litigation activities (including development and updating as well as compliance with laws, regulations, international agreements and other policies), including: contract

dan kebijakan lainnya), meliputi: contract management, government investigation, intellectual property, labour and employment issues, litigation and dispute resolution, dan confidentiality;

b. *Governance*, yaitu risiko yang berhubungan dengan perangkat peraturan, kontrol, kebijakan, dan resolusi yang diterapkan guna mengarahkan dan mengendalikan perilaku Perusahaan, meliputi *transparency*, *accountability*, *responsibility*, *independence*, *fairness*, *board effectiveness*, dan *risk oversight*;

c. *Compliance*, yaitu risiko yang berhubungan dengan posisi keuangan, organisasi, atau reputasi Perusahaan akibat ketidakpatuhan terhadap hukum, peraturan, codes of conduct atau standar yang berlaku, meliputi: *integrity, internal control, policies and procedures, regulatory compliance*, dan *corporate investigation*;

d. *Fraud*, yaitu risiko yang berhubungan dengan tindak penipuan, *misrepresentation*, tindakan ilegal, dan kegiatan untuk mendapatkan keuntungan secara tidak adil, meliputi: *corruption, asset misappropriation*, dan *financial fraud*.

management, government investigation, intellectual property, labor and employment issues, litigation and dispute resolution, and confidentiality;

b. Governance, namely risks related to regulations, controls, policies and resolutions implemented to direct and control the Company's behavior, including transparency, accountability, responsibility, independence, fairness, board effectiveness and risk oversight;

c. Compliance, namely risks related to the Company's financial position, organization or reputation due to non-compliance with applicable laws, regulations, codes of conduct or standards, including: integrity, internal control, policies and procedures, regulatory compliance and corporate investigation;

d. Fraud, namely risks related to fraud, misrepresentation, illegal acts, and activities to gain unfair advantage, including: corruption, asset misappropriation, and financial fraud.

TINJAUAN ATAS KEEFEKTIFAN SISTEM MANAJEMEN RISIKO

Untuk mendukung proses pengambilan keputusan yang berdasarkan analisis risiko dan untuk menentukan langkah-langkah mitigasi yang perlu dilakukan, Perusahaan melaksanakan peninjauan berkala terhadap efektivitas sistem manajemen risiko.

Selama setiap tahapan dalam proses ini, terjadi komunikasi dan konsultasi yang berkelanjutan dengan tujuan memastikan bahwa pemangku kepentingan memahami risiko secara menyeluruh.

Hingga 31 Desember 2023, kinerja mitigasi risiko dan risiko-risiko utama yang teridentifikasi di setiap divisi telah dicatat dan dievaluasi sebagai berikut:

REVIEW OF THE EFFECTIVENESS OF RISK MANAGEMENT SYSTEMS

To support the decision-making process based on risk analysis and to determine the mitigation steps that need to be taken, the Company carries out periodic reviews of the effectiveness of the risk management system.

During each stage of this process, there is ongoing communication and consultation with the aim of ensuring that stakeholders fully understand the risks.

Until December 31, 2023, risk mitigation performance and main risks identified in each division have been recorded and evaluated as follows:

No.	Unit Kerja Work Unit	Pencapaian Achievement
1	Fungsi Profit Center Profit Center Function	100%
2	Fungsi Support Support Function	100%
3	Fungsi Leher Neck Function	100%
Rata-Rata Average		100%

Untuk menilai efektivitas sistem manajemen risiko, Divisi Strategic Planning & Risk Management (SPRM) bekerja sama dengan Divisi Internal Audit melalui mekanisme Audit Berbasis Risiko. Hasil dari pemeriksaan Internal Audit disampaikan dalam bentuk rekomendasi atau temuan yang kemudian dilaporkan kepada Komite Audit.

To assess the effectiveness of the risk management system, the Strategic Planning & Risk Management (SPRM) Division collaborates with the Internal Audit Division through a Risk-Based Audit mechanism. The results of the Internal Audit examination are submitted in the form of recommendations or findings which are then reported to the Audit Committee.

Berdasarkan rekomendasi yang dihasilkan, PTC dapat melakukan perbaikan dan pengembangan yang diperlukan untuk meningkatkan efektivitas pengelolaan risiko. Ini memungkinkan Perusahaan untuk terus meningkatkan sistem manajemen risikonya secara proaktif dan responsif terhadap perubahan lingkungan bisnis.

PERNYATAAN MANAJEMEN ATAS KECUKUPAN SISTEM MANAJEMEN RISIKO

- Pengelolaan risiko menjadi aspek strategis dalam upaya mencapai tujuan Perusahaan. PTC menetapkan mekanisme tiga lapis pengendalian melalui ISO 31.000 : 2018 *Risk Management Guidelines* (catatan: di Piagam Audit sebetulnya tidak dinyatakan secara bahwa PTC menganut *three lines of defense*). Kebijakan sistem pengendalian ini disusun melalui pembagian peran dan tanggung jawab pengendalian menjadi tiga lapisan organisasi yang melibatkan pemilik proses sebagai pengelola risiko (lini pertama) dan penyelia risiko (lini kedua) serta Internal Audit (lini ketiga) yang berfungsi mengevaluasi efektivitas sistem pengendalian yang dilakukan lini pertama dan kedua.
- Dalam mekanisme tiga lapis pengendalian ini, seluruh anggota manajemen perusahaan memiliki tanggung jawab untuk mencapai tujuan perusahaan sebagai pemilik proses sekaligus pengelola risiko perusahaan dengan memastikan akuntabilitas proses serta pelaporan kepada badan pengelola.
- Direksi dan Dewan Komisaris berperan sebagai badan tata kelola yang memastikan terpenuhinya integritas, kepemimpinan, dan transparansi guna pengawasan organisasi terkait akuntabilitas terhadap pemangku kepentingan.
- Dalam menjalankan pengelolaan manajemen risiko, Perusahaan telah memiliki Pedoman Internal meliputi: Piagam Dewan Komisaris/Dewan Pengasa, Piagam Direksi, Piagam Manajemen Risiko, Piagam Audit Internal dan Peraturan Pelaksanaan Perusahaan terkait dokumen Tata Hubungan Dewan Komisaris/Dewan pengawas Induk dan Dewan Komisaris/Dewan Pengawas Anak Perusahaan yang berupa Pedoman Pengelolaan Anak Perusahaan/*Joint Venture* PT Pertamina (Persero).

Based on the resulting recommendations, PTC can make improvements and developments necessary to increase the effectiveness of risk management. This allows the Company to continuously improve its risk management system proactively and responsively to changes in the business environment.

MANAGEMENT STATEMENT ON THE ADEQUACY OF THE RISK MANAGEMENT SYSTEM

- Risk management is a strategic aspect in efforts to achieve Company goals. PTC establishes a three-layer control mechanism through ISO 31,000: 2018 Risk Management Guidelines (note: in the Audit Charter it is not actually stated that PTC adheres to three lines of defense). This control system policy is prepared through the division of control roles and responsibilities into three organizational layers involving process owners as risk managers (first line) and risk supervisors (second line) as well as Internal Audit (third line) whose function is to evaluate the effectiveness of the control system carried out by the line first and second.
- In this three-layer control mechanism, all members of company management have the responsibility to achieve company goals as process owners and company risk managers by ensuring process accountability and reporting to the management body.
- The Board of Directors and Board of Commissioners act as governance bodies that ensure the fulfillment of integrity, leadership and transparency for monitoring the organization regarding accountability towards stakeholders.
- In carrying out risk management, the Company has Internal Guidelines including: Board of Commissioners/Trustee Board Charter, Directors' Charter, Risk Management Charter, Internal Audit Charter and Company Implementation Regulations related to the Board of Commissioners/ Parent Supervisory Board and Board of Commissioners/ Parent Supervisory Relationship documents. Subsidiary Supervisor in the form of PT Pertamina (Persero) Subsidiary/ Joint Venture Management Guidelines.

PERKARA HUKUM
LEGAL CASES

Sampai dengan 31 Desember 2023, tidak terdapat permasalahan hukum yang dihadapi oleh Perusahaan.

As of December 31, 2023, there were no legal cases faced by the Company.

PERKARA PENTING YANG SEDANG DIHADAPI DEWAN KOMISARIS DAN DIREKSI

Selama tahun 2023, anggota Dewan Komisaris maupun Direksi yang sedang menjabat tidak menghadapi permasalahan hukum baik perdata maupun pidana yang telah mendapatkan keputusan bersalah dari pengadilan.

IMPORTANT CASES FACED BY THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

During 2023, the incumbent members of the Board of Commissioners and Directors will not face any legal problems, whether civil or criminal, that have received a guilty verdict from the court.

PERKARA PENTING YANG DIHADAPI ENTITAS ANAK

Sampai dengan 31 Desember 2023, tidak terdapat permasalahan hukum yang yang sedang dihadapi oleh Entitas Anak.

IMPORTANT CASES FACED BY SUBSIDIARIES

As of December 31, 2023, there are no legal problems currently being faced by the Subsidiaries.

SANKSI ADMINISTRATIF
ADMINISTRATIVE SANCTIONS

Perusahaan berkomitmen untuk mematuhi semua Peraturan Perundang-undangan, termasuk regulasi yang dikeluarkan oleh Otoritas Jasa Keuangan dan lembaga pengatur lainnya yang berlaku bagi operasional Perusahaan. Selama tahun 2023, Perusahaan tidak dikenakan sanksi administratif yang memengaruhi kelangsungan usaha Perusahaan. Selain itu, baik anggota Direksi maupun anggota Dewan Komisaris Perusahaan tidak dikenakan sanksi administratif sepanjang tahun tersebut. Hal ini mencerminkan ketaatan Perusahaan terhadap peraturan yang berlaku serta komitmen mereka untuk menjalankan aktivitas dengan integritas dan kepatuhan yang tinggi.

The Company is committed to complying with all laws and regulations, including regulations issued by the Financial Services Authority and other regulatory institutions that apply to the Company's operations. During 2023, the Company will not be subject to administrative sanctions that affect the continuity of the Company's business. In addition, neither members of the Board of Directors nor members of the Board of Commissioners of the Company were subject to administrative sanctions throughout the year. This reflects the Company's compliance with applicable regulations and their commitment to carrying out activities with high integrity and compliance.

KODE ETIK
CODE OF CONDUCT

Kode Etik atau *Code of Conduct* merupakan pedoman dan tolak ukur sikap sekaligus perilaku Perusahaan. Kode Etik mendukung Perusahaan untuk mewujudkan Visi dan Misi Perusahaan. Penerapan perilaku dan budaya Perusahaan secara menyeluruh dapat menciptakan iklim kerja yang sehat, sehingga manajemen dan pegawai diharapkan dapat berperilaku sesuai dengan perilaku yang diharapkan Perusahaan, baik dalam perkataan maupun perbuatan.

Dengan penerapan Kode Etik secara konsisten, Perusahaan bertujuan untuk mencapai Visi dan Misi yang telah ditetapkan dengan mempromosikan nilai-nilai integritas, transparansi, dan komitmen terhadap kepatuhan hukum. Setiap Perwira PTC, dalam posisinya mewakili PT Pertamina Training and Consulting, diharapkan untuk mematuhi standar integritas tertinggi, bahkan jika tindakan tersebut tidak secara eksplisit diatur oleh hukum dan regulasi yang berlaku di Indonesia.

Kode etik perusahaan yang diatur dalam Buku Pedoman Etika dan Perilaku yang mengacu kepada peraturan dan berbagai ketentuan terkait, antara lain:

1. Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas;
2. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara;
3. Pedoman Umum GCG Indonesia dari Komite Nasional Kebijakan Governance (KNKG) tahun 2006;
4. Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 sebagaimana telah diubah dengan Peraturan Menteri BUMN No. PER-09/MBU/2012 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara;
5. Surat Edaran Menteri BUMN No. SE-05/MBU/2013 tentang Road Map menuju BUMN Bersih;
6. *Road Map* Tata Kelola Perusahaan yang dikeluarkan oleh Otoritas Jasa Keuangan (OJK) tahun 2014;
7. The Indonesia Corporate Governance Manual, Otoritas Jasa Keuangan (OJK) & International Finance Corporation (IFC), First Edition, 2014;
8. Anggaran Dasar Perusahaan dan perubahannya; dan
9. *Code of Conduct* yang telah direvisi tanggal 9 November 2022.

Perusahaan senantiasa memutakhirkan panduan kode etik ini dengan memperhatikan perkembangan lingkungan dan ketentuan yang berlaku untuk memastikan kesesuaiannya dengan dinamika perusahaan.

The Code of Ethics or Code of Conduct is a guideline and benchmark for the Company's attitudes and behavior. The Code of Ethics supports the Company to realize the Company's Vision and Mission. Implementing the Company's behavior and culture as a whole can create a healthy work climate, so that management and employees are expected to behave in accordance with the behavior expected by the Company, both in words and deeds.

By consistently implementing the Code of Ethics, the Company aims to achieve its stated Vision and Mission by promoting the values of integrity, transparency and commitment to legal compliance. Every PTC Officer, in his position representing PT Pertamina Training and Consulting, is expected to adhere to the highest standards of integrity, even if such actions are not explicitly regulated by applicable laws and regulations in Indonesia.

The company's code of ethics is regulated in the Ethics and Behavior Manual which refers to regulations and various related provisions, including:

1. Law No. 40 of 2007 concerning Limited Liability Companies;
2. Law No. 19 of 2003 concerning State-Owned Enterprises;
3. General Guidelines for Indonesian GCG from the National Committee for Governance Policy (KNKG) in 2006;
4. Regulation of the Minister of State for State-Owned Enterprises No. PER-01/MBU/2011 as amended by State-Owned Enterprises Ministerial Regulation No. PER-09/MBU/2012 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. State-Owned Enterprises Minister Circular No. SE-05/MBU/2013 concerning Road Map towards Clean State-Owned Enterprises;
6. Corporate Governance Road Map issued by the Financial Services Authority (OJK) in 2014;
7. The Indonesia Corporate Governance Manual, Financial Services Authority (OJK) & International Finance Corporation (IFC), First Edition, 2014;
8. Company Articles of Association and amendments thereto; And
9. Code of Conduct which has been revised on November 9, 2022.

The company continually updates this code of ethics guide by considering environmental developments and applicable regulations to ensure its suitability to the company's dynamics.

POKOK-POKOK KODE ETIK

Kode Etik Perusahaan telah direvisi dan disahkan serta ditandatangani oleh seluruh anggota Dewan Komisaris dan Direksi pada tanggal 1 Mei 2019. Kode Etik ini menjadi acuan perilaku bagi seluruh pemangku kepentingan Perusahaan. Kode Etik atau *Code of Conduct* Perusahaan mengatur hal-hal sebagai berikut.

1. Pedoman perilaku dan etika bisnis;
2. Operasional yang memenuhi kaidah kesehatan, keselamatan, dan lingkungan;
3. Sumber daya manusia;
4. Komitmen terhadap mitra kerja;
5. Komitmen terhadap pemegang saham dan pemangku kepentingan; serta
6. Perlindungan terhadap aset Perusahaan.

SOSIALISASI KODE ETIK

Corporate Secretary bertanggung jawab atas sosialisasi dan internalisasi Kode Etik atau *Code of Conduct* Perusahaan. Proses sosialisasi dilakukan dengan mendistribusikan satu salinan dari *Code of Conduct* kepada setiap karyawan PTC. Setelah menerima salinan, setiap karyawan diminta untuk mengisi aplikasi kepatuhan pada OSI sebanyak dua kali setiap tahunnya. Dengan mengisi aplikasi tersebut, setiap karyawan menyatakan telah membaca, memahami, dan menyetujui untuk mematuhi isi dari *Code of Conduct*.

Selanjutnya, hasil dari proses sosialisasi ini akan direkapitulasi oleh Corporate Secretary dan dilaporkan kepada Direktur Utama serta para pemegang saham pada akhir setiap tahun. Proses ini bertujuan untuk memastikan bahwa setiap anggota organisasi memahami dan mematuhi standar perilaku yang ditetapkan oleh Perusahaan, sehingga budaya etika dan kepatuhan dapat ditanamkan secara efektif di seluruh lingkungan kerja.

PENEGAKAN KODE ETIK

Penegakan implementasi Kode Etik atau *Code of Conduct* merupakan tanggung jawab Direksi dibantu oleh Corporate Secretary dan Internal Audit. Proses penegakan ini melibatkan pemberian sanksi dan pemberian bimbingan kepada karyawan yang terbukti melakukan pelanggaran, yang diserahkan kepada atasan langsung mereka dan melalui mekanisme penegakan disiplin yang telah ditetapkan.

Selama tahun 2023, tidak tercatat adanya sanksi disiplin yang diberikan kepada karyawan yang melanggar kode etik. Hal ini mencerminkan komitmen Perusahaan dalam mempromosikan budaya kerja yang mematuhi standar etika yang tinggi serta memberikan bimbingan kepada karyawan yang memerlukan, sehingga diharapkan perilaku yang sesuai dengan nilai-nilai Perusahaan dapat dipertahankan.

PRINCIPALS OF THE CODE OF CONDUCT

The Company's Code of Ethics has been revised and ratified and signed by all members of the Board of Commissioners and Directors on May 1 2019. This Code of Ethics is a reference for behavior for all Company stakeholders. The Company's Code of Ethics or Code of Conduct regulates the following matters.

1. Code of business conduct and ethics;
2. Operations that meet health, safety and environmental regulations;
3. Human resources;
4. Commitment to Business Partners;
5. Commitment to shareholders and stakeholders; as well as
6. Protection of Company assets.

DISSEMINATION OF THE CODE OF CONDUCT

The Corporate Secretary is responsible for the socialization and internalization of the Company's Code of Ethics or Code of Conduct. The socialization process is carried out by distributing one copy of the Code of Conduct to each PTC employee. After receiving a copy, each employee is required to complete an OSI compliance application twice annually. By filling out the application, each employee states that they have read, understood and agree to comply with the contents of the Code of Conduct.

Furthermore, the results of this socialization process will be recapitulated by the Corporate Secretary and reported to the President Director and shareholders at the end of each year. This process aims to ensure that every member of the organization understands and complies with the standards of behavior set by the Company, so that a culture of ethics and compliance can be effectively instilled throughout the work environment.

ENFORCEMENT OF THE CODE OF CONDUCT

Enforcement of the implementation of the Code of Ethics or Code of Conduct is the responsibility of the Board of Directors assisted by the Corporate Secretary and Internal Audit. This enforcement process involves imposing sanctions and providing guidance to employees who are proven to have committed violations, which is handed over to their direct superiors and through established disciplinary enforcement mechanisms.

During 2023, there were no recorded disciplinary sanctions given to employees who violated the code of ethics. This reflects the Company's commitment to promoting a work culture that adheres to high ethical standards and providing guidance to employees who need it, so that it is hoped that behavior that is in line with the Company's values can be maintained.

KEPATUHAN TERHADAP KODE ETIK

Kode Etik merupakan wujud komitmen Perusahaan untuk mematuhi standar hukum dan etika tertinggi di semua wilayah di mana PTC beroperasi. Melalui Pedoman *Code of Conduct* tanggal 1 Mei 2019 Perusahaan menyatakan bahwa Kode Etik berlaku bagi anggota Direksi, Anggota Dewan Komisaris, pekerja tetap, pekerja waktu tertentu, pekerja waktu tidak tertentu, tenaga kerja jasa penunjang yang bekerja di PTC serta mitra kerja yang bekerja sama dengan PTC.

Perusahaan telah menetapkan jabatan-jabatan tertentu di dalam organisasi yang dianggap sebagai Penyelenggara Negara, yang wajib menyampaikan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) kepada Komisi Pemberantasan Korupsi (KPK). Direksi, sebagai bagian dari perwakilan Perusahaan, bertanggung jawab untuk mengkoordinasikan pelaksanaan kebijakan terkait pengelolaan LHKPN di lingkungan Perusahaan dengan KPK.

Untuk memastikan kepatuhan terhadap kebijakan ini, Perusahaan telah menetapkan sanksi-sanksi yang sesuai, termasuk pengurangan penilaian kinerja yang diatur dalam Sistem Manajemen Kinerja (SMK), bagi mereka yang tidak mematuhi kewajiban ini.

Pada tahun 2022, seluruh 51 orang yang wajib melaporkan LHKPN telah mematuhi ketentuan dengan melakukan pelaporan secara daring melalui *e-filing*, tepat waktu, tidak melewati batas waktu bulan Maret 2022. Hal ini mencerminkan ketaatan Perusahaan terhadap regulasi yang berlaku dan komitmen untuk memastikan transparansi dalam pengelolaan aset dan kekayaan.

COMPLIANCE WITH THE CODE OF CONDUCT

The Code of Conduct is a manifestation of the Company's commitment to comply with the highest legal and ethical standards in all regions where PTC operates. Through the Code of Conduct Guidelines dated May 1 2019, the Company stated that the Code of Ethics applies to members of the Board of Directors, Members of the Board of Commissioners, permanent workers, fixed-term workers, indefinite-term workers, support service workers who work at PTC as well as Business Partners who collaborate with PTC.

The company has determined certain positions within the organization that are considered State Administrators, who are required to submit a State Official Asset Report (LHKPN) to the Corruption Eradication Commission (KPK). The Board of Directors, as part of the Company's representatives, is responsible for coordinating the implementation of policies related to LHKPN management within the Company with the KPK.

To ensure compliance with this policy, the Company has established appropriate sanctions, including a reduction in performance appraisals regulated in the Performance Management System (SMK), for those who do not comply with this obligation.

In 2022, all 51 people who are required to report LHKPN have complied with the provisions by reporting online via e-filing, on time, not exceeding the deadline of March 2022. This reflects the Company's compliance with applicable regulations and commitment to ensuring transparency in asset and wealth management.

LAPORAN HARTA KEKAYAAN PENYELENGGARA NEGARA (LHKPN)

STATE ORGANIZERS' WEALTH REPORT (LHKPN)

Sebagai bagian dari kelompok usaha Pertamina, Perusahaan memenuhi peraturan yang melekat sebagai bagian dari pengelolaan Badan Usaha Milik Negara dan mendukung upaya Indonesia yang bebas dari korupsi, Perusahaan memandang perlu untuk mewajibkan pejabat struktural di struktural PTC untuk secara rutin melaporkan Harta Kekayaan Penyelenggara Negara (LHKPN).

As part of the Pertamina business group, the Company complies with the regulations inherent as part of the management of State-Owned Enterprises and supports Indonesia's efforts to be free from corruption. The Company deems it necessary to require structural officials in the PTC structure to regularly report the Assets of State Officials (LHKPN) .

Pemenuhan kepatuhan ini dilaksanakan berdasarkan Surat Keputusan Direksi No. Kpts-014/PTC 10000/2021-S0 tanggal 5 Mei 2021 tentang Kewajiban Penyampaian Laporan Harta Kekayaan Penyelenggaraan Negara (LHKPN) di lingkungan PT Pertamina Training and Consulting serta Surat Keputusan Direktur Utama PT Pertamina (Persero) No. Kpts-03/C00000/2021-S0 tanggal 1 Februari 2021 tentang Kewajiban Penyampaian Laporan Harta Kekayaan Penyelenggaraan Negara (LHKPN) di PT Pertamina (Persero) dan Anak Perusahaan.

Fulfillment of this compliance is carried out based on Directors' Decree No. Kpts-014/PTC 10000/2021-S0 dated 5 May 2021 concerning the Obligation to Submit State Administration Asset Reports (LHKPN) within PT Pertamina Training and Consulting as well as Decree of the President Director of PT Pertamina (Persero) No. Kpts-03/C00000/2021-S0 dated 1 February 2021 concerning the Obligation to Submit State Administration Asset Reports (LHKPN) at PT Pertamina (Persero) and Subsidiaries.

Perusahaan telah menetapkan jabatan-jabatan tertentu di dalam organisasi yang dianggap sebagai Penyelenggara Negara, yang wajib menyampaikan LHKPN kepada Komisi Pemberantasan Korupsi (KPK). Direksi, sebagai bagian dari perwakilan Perusahaan, bertanggung jawab untuk mengoordinasikan pelaksanaan kebijakan terkait pengelolaan LHKPN di lingkungan Perusahaan dengan KPK.

The company has determined certain positions within the organization that are considered State Administrators, who are required to submit LHKPN to the Corruption Eradication Commission (KPK). The Board of Directors, as part of the Company's representatives, is responsible for coordinating the implementation of policies related to LHKPN management within the Company with the KPK.

Untuk memastikan kepatuhan terhadap kebijakan ini, Perusahaan telah menetapkan sanksi-sanksi yang sesuai, termasuk pengurangan penilaian kinerja yang diatur dalam Sistem Manajemen Kinerja (SMK), bagi mereka yang tidak mematuhi kewajiban ini.

To ensure compliance with this policy, the Company has established appropriate sanctions, including a reduction in performance appraisals regulated in the Performance Management System (SMK), for those who do not comply with this obligation.

Pada tahun 2023, seluruh 54 orang yang wajib melaporkan LHKPN telah mematuhi ketentuan dengan melakukan pelaporan secara daring melalui *e-filing*, tepat waktu, tidak melewati batas waktu bulan April 2023. Hal ini mencerminkan ketaatan Perusahaan terhadap regulasi yang berlaku dan komitmen untuk memastikan transparansi dalam pengelolaan aset dan kekayaan.

In 2023, all 54 people who are required to report LHKPN have complied with the provisions by reporting online via e-filing, on time, not exceeding the deadline of April 2023. This reflects the Company's compliance with applicable regulations and commitment to ensuring transparency in asset and wealth management.

Jabatan Wajib LHKPN LHKPN Mandatory Position	Jumlah Wajib Lapor Number of Reporting Subjects	Jumlah Laporan Number of Reports		Ketepatan Waktu Punctuality	
		Angka Number	%	Angka Number	%
Dewan Komisaris Board of Commissioners	3	3	100	3	100
Dewan Direksi Board of Directors	2	2	100	2	100
Manager Manager	12	12	100	12	100

Jabatan Wajib LHKPN LHKPN Mandatory Position	Jumlah Wajib Lapor Number of Reporting Subjects	Jumlah Laporan Number of Reports		Ketepatan Waktu Punctuality	
		Angka Number	%	Angka Number	%
Assistant Manager Assistant Manager	36	36	100	36	100
Lainnya Others	1	1	100	1	100
Jumlah Total	54	54	100	54	100

Informasi daftar Wajib Lapor yang sudah melakukan pelaporan terdapat di tabel di bawah ini.

Information on the list of Reporting Subjects who have already reported is in the table below.

Nama Name	Jabatan Position	Tahun WL Reporting Subjects Year	Status Pelaporan Reporting Status	Tanggal Kirim Sent date
Dewan Komisaris Board of Commissioners				
Amir Faishal	Komisaris Utama President Commissioner	2022	Sudah Lapor Reported	20 Maret 2023 March 20, 2023
Inas Nasrullah Zubir	Komisaris Independen Independent Commissioner	2022	Sudah Lapor Reported	13 Maret 2023 March 13, 2023
Wisnu Wardhana	Komisaris Commissioner	2022	Sudah Lapor Reported	14 September 2022 September 14, 2023
Dewan Direksi Board of Directors				
Indah Kurnianingsih	Direktur Operasi & Pemasaran Director of Operations & Marketing	2022	Sudah Lapor Reported	29 Maret 2023 March 29, 2023
Muhammad Shabran Fauzani	Direktur Utama President Director	2022	Sudah Lapor Reported	31 Maret 2023 March 31, 2023
Manager				
Ageng Nugroho	Information Technology Manager	2022	Sudah Lapor Reported	8 Agustus 2022 August 8, 2022
Ahmad Suyudi	Legal Manager	2022	Sudah Lapor Reported	12 Maret 2023 March 12, 2023
Alan Jayalalana	Event Management Manager	2022	Sudah Lapor Reported	16 Maret 2023 March 16, 2023
Arini Tathagati	HC & GA Manager	2022	Sudah Lapor Reported	10 Maret 2023 March 10, 2023
Banendro Wahyu Jatmiko	Strategic Planning & Risk Management Manager	2022	Sudah Lapor Reported	17 Maret 2023 March 17, 2023
Christiani Djamil	Training & Consulting Manager	2022	Sudah Lapor Reported	28 Februari 2023 February 28, 2023
Fitri Asri Yunita	Finance Manager	2022	Sudah Lapor Reported	18 Februari 2023 February 18, 2023
P. Ariya Hutama	Chief Audit Executive	2022	Sudah Lapor Reported	31 Maret 2023 March 31, 2023
Prajogo Tyasworo	Assessment Center Manager	2022	Sudah Lapor Reported	12 Maret 2023 March 12, 2023

Nama Name	Jabatan Position	Tahun WL Reporting Subjects Year	Status Pelaporan Reporting Status	Tanggal Kirim Sent date
Rusmanan Ruskondi	Securities Services Manager	2022	Sudah Lapor Reported	17 Februari 2023 February 17, 2023
Siti Fauzia	Corporate Secretary	2022	Sudah Lapor Reported	24 Maret 2023 March 24, 2023
Yuni Tri Kurnianingsih	Manpower Supply Manager	2022	Sudah Lapor Reported	15 Februari 2023 February 15, 2023
Assistant Manager				
Abdullah Mujib Sumantri	Assistant Manager IT	2022	Sudah Lapor Reported	20 Maret 2023 March 20, 2023
Adriya Ross Tirta Hudaya	Assistant Manager Procurement	2022	Sudah Lapor Reported	24 Maret 2023 March 24, 2023
Ardiansyah	Assistant Manager Legal Corporate & Litigation 1	2022	Sudah Lapor Reported	17 Maret 2023 March 17, 2023
Aryo Aji Seno	Assistant Manager Training Online & Teknis Assistant Manager Online & Technical Training	2022	Sudah Lapor Reported	14 Maret 2023 March 14, 2023
Bambang Ratmuko	Assistant Manager Auditor Operasional	2022	Sudah Lapor Reported	4 Maret 2023 March 4, 2023
Bayu Anggiawan Putra	Assistant Manager Security Operation 1	2022	Sudah Lapor Reported	14 Maret 2023 March 14, 2023
Brian Audika	Assistant Manager Auditor Keuangan Assistant Manager Financial Auditor	2022	Sudah Lapor Reported	6 Februari 2023 February 6, 2023
Cherry Zulviyanti Riadi Lukman	Assistant Manager Assessment Management	2022	Sudah Lapor Reported	1 Maret 2023 March 1, 2023
Denada Tirta Amertha	Assistant Manager Performance Evaluation & Risk Management	2022	Sudah Lapor Reported	1 Maret 2023 March 1, 2023
Dudi Junaedi Permana	Assistant Manager Consulting	2022	Sudah Lapor Reported	24 Maret 2023 March 24, 2023
Efi Nurdiana	Assistant Manager Billing Collection	2022	Sudah Lapor Reported	28 Februari 2023 February 28, 2023
Endang Yulistiawati	Assistant Manager Operasional AP	2022	Sudah Lapor Reported	29 Maret 2023 March 29, 2023
Fithria Danurahayu	Assistant Manager TC Business Administration	2022	Sudah Lapor Reported	8 Maret 2023 March 8, 2023
Giusti Reza Gumilang	Assistant Manager Corporate Pleanning & Business Development	2022	Sudah Lapor Reported	5 Maret 2023 March 5, 2023
Hario Ardiansyah Budiyanto	Assistant Manager HSE	2022	Sudah Lapor Reported	16 Februari 2022 February 16, 2023

Nama Name	Jabatan Position	Tahun WL Reporting Subjects Year	Status Pelaporan Reporting Status	Tanggal Kirim Sent date
Hedline Marintan Sitompul	Assistant Manager Security Operations 2	2022	Sudah Lapor Reported	10 Maret 2023 March 10, 2023
Hoerudin	Assistant Manager IT Infrastructure	2022	Sudah Lapor Reported	28 Februari 2023 February 28, 2023
Ilham Mohammad Iqbal	Assistant Manager MPS Operations I	2022	Sudah Lapor Reported	14 Maret 2023 March 14, 2023
Isni Istiqomah	Assistant Manager EO Business Administration	2022	Sudah Lapor Reported	27 Maret 2023 March 27, 2023
Lia Irliana	Assistant Manager HC Development	2022	Sudah Lapor Reported	28 Februari 2023 February 28, 2023
Marwa Mayonia Jeric	Assistant Manager Account Receivable And Account Payable	2022	Sudah Lapor Reported	25 Februari 2022 February 25, 2023
Mesiana Nicolaas	Assistant Manager Administrasi Administrative Assistant Manager	2022	Sudah Lapor Reported	13 Maret 2023 March 13, 2023
Mugiati	Assistant Manager EO Operations 1	2022	Sudah Lapor Reported	21 Maret 2023 March 21, 2023
Muhammad Agung Setya Noer Isnanto	Assistant Manager Quality Management	2022	Sudah Lapor Reported	28 Oktober 2022 October 28, 2022
Nining Wuryaningsih	Assistant Manager Training Management & Mandatory	2022	Sudah Lapor Reported	24 Maret 2023 March 24, 2023
Nor Iyoni	Assistant Manager Development Management	2022	Sudah Lapor Reported	12 Maret 2023 March 12, 2023
Nur Apriliza	Assistant Manager Payroll	2022	Sudah Lapor Reported	21 Maret 2023 March 21, 2023
Olivia Steffinda Lasut	Assistant Manager Corporate Communication & CSR	2022	Sudah Lapor Reported	16 Maret 2023 March 16, 2023
Raden Naila Fatmah	Assistant Manager General Affairs	2022	Sudah Lapor Reported	27 Februari 2023 February 27, 2023
Ricky Nursetyawan	Assistant Manager Tax	2022	Sudah Lapor Reported	14 Maret 2023 March 14, 2023
Ricky Roy Sagita	Assistant Manager MPS Operations 2	2022	Sudah Lapor Reported	24 Maret 2023 March 24, 2023
Suciningdiah Sulistiani	Assistant Manager Management Report & Compliance	2022	Sudah Lapor Reported	4 Februari 2023 February 4, 2023
Sulaiman	Assistant Manager Controller	2022	Sudah Lapor Reported	31 Maret 2023 March 31, 2023
Taufiqurrahman	Assistant Manager EO Operations 2	2022	Sudah Lapor Reported	29 Maret 2023 March 29, 2023
Wahyu Haryadi	Assistant Manager Collection MPS	2022	Sudah Lapor Reported	15 Maret 2023 March 15, 2023

Nama Name	Jabatan Position	Tahun WL Reporting Subjects Year	Status Pelaporan Reporting Status	Tanggal Kirim Sent date
Widi Nugroho	Assistant Manager Security Business Administration	2022	Sudah Lapor Reported	13 Maret 2023 March 13, 2023
Lainnya Others				
Yuli Rachmawaty	Staf Ahli Direktur Utama President Director Expert Staff	2022	Sudah Lapor Reported	28 Maret 2023 March 28, 2023

KEBIJAKAN ANTI KORUPSI DAN GRATIFIKASI
ANTI-CORRUPTION AND GRATIFICATION POLICY

Perusahaan memiliki kebijakan khusus yang mengatur tentang pencegahan korupsi, termasuk di antaranya Pemberian Gratifikasi. Kebijakan ini menjelaskan dengan rinci jenis-jenis gratifikasi yang tidak diperbolehkan, baik sebagai penerima maupun pemberi, kondisi di mana gratifikasi bisa diterima atau diberikan, serta batasan nilai gratifikasi yang diperbolehkan.

Sebagai wujud komitmennya terhadap anti korupsi dan pencegahan gratifikasi, manajemen telah melaksanakan pengembangan program dan prosedur yang bertujuan untuk mencegah terjadinya praktik korupsi, balas jasa, kecurangan, suap, dan/atau gratifikasi. Perusahaan juga aktif dalam melaksanakan kewajiban pelaporan harta kekayaan penyelenggara negara, sebagai bagian dari upaya transparansi dan akuntabilitas. Program ini dirancang untuk memberikan pemahaman yang jelas kepada seluruh karyawan tentang pentingnya mematuhi kebijakan anti korupsi dan praktik bisnis yang etis. Selain itu, sistem pengawasan internal terus diperkuat untuk memastikan kepatuhan terhadap kebijakan dan memitigasi risiko terkait korupsi dan gratifikasi.

Perusahaan juga senantiasa menyelaraskan kebijakan tentang anti korupsi dengan peraturan yang berlaku khususnya Undang-Undang No. 20 Tahun 2001 tentang Perubahan atas Undang-Undang No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi.

PENCEGAHAN KORUPSI DAN PENYIMPANGAN

Pencegahan korupsi dan penyimpangan diatur dalam Pedoman Conflict of Interest COI: A-006/10010/2022-S0 yang dipantau pelaksanaannya melalui mekanisme pengendalian internal, audit, dan pelaporan pelanggaran.

SOSIALISASI KEBIJAKAN ANTI KORUPSI

Sosialisasi kebijakan anti korupsi yang diinisiasi oleh Perusahaan merupakan langkah strategis yang sangat penting dalam memastikan kesadaran dan keterlibatan seluruh anggota organisasi dalam memerangi praktik korupsi. Melalui inisiatif tersebut, para Perwira PTC diberikan kesempatan untuk mendalami nilai-nilai etika, kejujuran, dan transparansi yang menjadi landasan kebijakan anti korupsi.

Berkaitan dengan hal tersebut, *Corporate Secretary* melalui fungsi kepatuhan bergerak sebagai penanggung jawab sosialisasi kebijakan anti korupsi di lingkup Perusahaan. Adapun sepanjang tahun 2023, Perusahaan telah melakukan sosialisasi sebanyak 123 kali. Di mana sosialisasi tersebut meliputi *Broadcast* GCG

The company has a special policy that regulates the prevention of corruption, including the provision of gratuities. This policy explains in detail the types of gratuities that are not permitted, both as recipients and givers, the conditions under which gratifications can be received or given, as well as the limits on the value of gratifications that are permitted.

As a form of its commitment to anti-corruption and prevention of gratification, management has implemented program development and procedures aimed at preventing the occurrence of corrupt practices, kickbacks, fraud, bribery and/or gratification. The company is also active in carrying out the obligation to report state administrators' assets, as part of transparency and accountability efforts. This program is designed to provide a clear understanding to all employees about the importance of complying with anti-corruption policies and ethical business practices. In addition, the internal monitoring system continues to be strengthened to ensure compliance with policies and mitigate risks related to corruption and gratification.

The company also always aligns its anti-corruption policies with applicable regulations, especially Law no. 20 of 2001 concerning Amendments to Law No. 31 of 1999 concerning Eradication of Corruption Crimes.

PREVENTION OF CORRUPTION AND DEVIATION

Prevention of corruption and irregularities is regulated in the COI Conflict of Interest Guidelines: A-006/10010/2022-S0, the implementation of which is monitored through internal control mechanisms, audits and violation reporting.

DISSEMINATION OF ANTI-CORRUPTION POLICIES

The socialization of anti-corruption policies initiated by the Company is a very important strategic step in ensuring the awareness and involvement of all members of the organization in fighting corrupt practices. Through this initiative, PTC officers are given the opportunity to explore the values of ethics, honesty and transparency which are the basis of anti-corruption policies.

In this regard, the Corporate Secretary, through the compliance function, is responsible for socializing anti-corruption policies within the Company. Throughout 2023, the Company has carried out outreach 123 times. This socialization includes Broadcast GCG Implementation in the Compliance Online

Implementation di *Compliance Online System*, sosialisasi saat pengenalan karyawan baru, dan sosialisasi GCG.

Melalui sosialisasi ini, tidak hanya nilai-nilai etika dan kejujuran yang disampaikan, tetapi juga pemahaman yang mendalam mengenai praktik GCG. Baik karyawan lama maupun yang baru, dari berbagai tingkatan atau departemen, diundang untuk aktif terlibat dalam membentuk budaya organisasi yang transparan dan bertanggung jawab. Dengan demikian, sosialisasi ini menjadi poin penting dalam memperkuat komitmen Perusahaan memerangi korupsi dalam semua aspek operasionalnya.

PENCEGAHAN SUAP DAN PENGENDALIAN GRATIFIKASI

Gratifikasi adalah segala bentuk pemberian atau penerimaan yang meliputi uang, barang, diskon, komisi, fasilitas perjalanan atau akomodasi, layanan medis gratis, atau manfaat lainnya yang diberikan atau diterima oleh individu yang terkait dengan posisi atau tanggung jawab mereka di Perusahaan. Praktik ini memiliki potensi untuk menciptakan konflik kepentingan di masa mendatang dan merusak integritas serta profesionalisme dalam lingkungan kerja.

Pengendalian gratifikasi di PTC telah diatur dalam Pedoman *Conflict of Interest* (COI) No. A-006/10010/2022-S0 dan Pedoman Gratifikasi No. A-013/10010/2022-S0 merupakan acuan bagi Perwira PTC terkait gratifikasi apa saja yang tidak boleh diterima & yang boleh diterima, serta apa yang harus dilakukan pekerja apabila menerima atau mengetahui adanya gratifikasi.

Sampai dengan 31 Desember 2023, Perusahaan telah menerima 2 (dua) laporan dan telah ditindaklanjuti dengan status kategori gratifikasi yang masih diperbolehkan oleh Fungsi Kepatuhan sesuai dengan peraturan yang berlaku.

System, socialization when introducing new employees, and GCG socialization.

Through this socialization, not only ethical values and honesty are conveyed, but also a deep understanding of GCG practices. Both old and new employees, from various levels or departments, are invited to be actively involved in establishing a transparent and responsible organizational culture. Thus, this outreach is an important point in strengthening the Company's commitment to fighting corruption in all aspects of its operations.

PREVENTION OF BRIBERY AND CONTROL OF GRATITUDE

Gratuity is any form of giving or receiving which includes money, goods, discounts, commissions, travel or accommodation facilities, free medical services, or other benefits given or received by individuals related to their position or responsibilities in the Company. This practice has the potential to create future conflicts of interest and undermine integrity and professionalism in the work environment.

Gratification control at PTC has been regulated in Conflict of Interest (COI) Guidelines No. A-006/10010/2022-S0 and Gratification Guidelines No. A-013/10010/2022-S0 is a reference for PTC officers regarding what gratuities cannot be accepted & what may be accepted, as well as what workers must do if they receive or become aware of gratification.

As of December 31, 2023, the Company has received 2 (two) reports and has followed up with the status of the gratification category which is still permitted by the Compliance Function in accordance with applicable regulations.

KEBIJAKAN ANTI FRAUD
ANTI-FRAUD POLICY

URAIAN KEBIJAKAN ANTI FRAUD YANG DIBERLAKUKAN DI PERUSAHAAN

Segenap Jajaran Dewan Komisaris dan Direksi berkomitmen untuk menjalankan praktek bisnis yang beretika dan bersih dengan:

1. Menerapkan prinsip *Zero Tolerance* terhadap segala bentuk penyuapan di lingkungan dan kegiatan bisnis, termasuk rekan bisnis dari PT Pertamina Training and Consulting;
2. Selalu mematuhi peraturan perundangan anti penyuapan yang berlaku, serta melakukan evaluasi kepatuhan terhadap pelaksanaannya;
3. Menyusun dan menerapkan serta memenuhi persyaratan Sistem Manajemen Anti Penyuapan untuk mencapai sasaran;
4. Memastikan Sistem Manajemen Anti Penyuapan (SMAP) diterapkan secara penuh, konsisten dan meningkat secara berkelanjutan sesuai dengan standar SNI ISO 37001: 2016;
5. Menjadi contoh/teladan untuk meningkatkan kepedulian anti penyuapan (melaporkan tindakan penyuapan), dengan itikad baik dan keyakinan yang cukup;
6. Mendorong setiap insan untuk berpartisipasi dalam menyampaikan dengan itikad baik dan berlandaskan keyakinan yang wajar terhadap penyuapan atau potensi penyuapan serta menjamin tidak ada pembalasan terhadap insan lainnya melakukan hal tersebut;
7. Melakukan perbaikan dan evaluasi secara berkesinambungan terhadap Sistem Manajemen Anti Penyuapan untuk menjamin bahwa kebijakan masih relevan dan sesuai dengan tujuan organisasi;
8. Membentuk Dewan Pengarah dalam memastikan strategi dan kebijakan anti penyuapan agar berjalan sesuai dengan standar SNI ISO 37001: 2016;
9. Membentuk Fungsi Kepatuhan Anti Penyuapan yang mempunyai tanggung jawab dan wewenang untuk memastikan penerapan Sistem Manajemen Anti Penyuapan efektif mencapai sasaran-sasaran yang ditetapkan;
10. Memastikan pemberian sanksi terhadap setiap pelanggaran atas kebijakan Sistem Manajemen Anti Penyuapan seusai ketentuan perusahaan dan/atau peraturan perundang-undangan yang berlaku.

DESCRIPTION OF ANTI-FRAUD POLICIES IMPLEMENTED IN THE COMPANY

The entire Board of Commissioners and Directors are committed to implementing ethical and clean business practices by:

1. Apply the Zero Tolerance principle to all forms of bribery in the business environment and activities, including business partners from PT Pertamina Training and Consulting;
2. Always comply with applicable anti-bribery laws and regulations, and evaluate compliance with their implementation;
3. Develop and implement and fulfill the requirements of the Anti-Bribery Management System to achieve targets;
4. Ensure that the Anti-Bribery Management System (SMAP) is implemented fully, consistently and continuously improved in accordance with the SNI ISO 37001: 2016 standard;
5. Be an example/role model to increase anti-bribery awareness (reporting acts of bribery), with good faith and sufficient confidence;
6. Encourage every individual to participate in conveying in good faith and based on a reasonable belief against bribery or the potential for bribery and ensure that there is no retaliation against other individuals who do so;
7. Carry out continuous improvements and evaluations of the Anti-Bribery Management System to ensure that policies are still relevant and in line with organizational goals;
8. Forming a Steering Committee to ensure that anti-bribery strategies and policies comply with the SNI ISO 37001: 2016 standard;
9. Establish an Anti-Bribery Compliance Function which has the responsibility and authority to ensure that the implementation of the Anti-Bribery Management System effectively achieves the stated targets;
10. Ensure that sanctions are imposed for any violations of the Anti-Bribery Management System policy in accordance with company regulations and/or applicable laws and regulations.

IMPLEMENTASI DAN SERTIFIKASI SNI ISO 37001:2016 SISTEM MANAJEMEN ANTI PENYUAPAN

Dalam rangka mendorong upaya-upaya praktik bisnis yang bersih dari korupsi, kolusi dan nepotisme, PTC telah menyusun Panduan Pengelolaan Sistem Manajemen Anti Penyuapan (SMAP). Di mana penerapan SMAP di PTC mengacu kepada standar SNI ISO 37001:2016 tentang Sistem Manajemen Anti

IMPLEMENTATION AND CERTIFICATION OF SNI ISO 37001:2016 ANTI-BRIBERY MANAGEMENT SYSTEM

In order to encourage business practices that are free from corruption, collusion and nepotism, PTC has prepared an Anti-Bribery Management System (SMAP) Management Guide. Where the implementation of SMAP at PTC refers to the SNI ISO 37001:2016 standard concerning Anti-Bribery Management

Penyuapan. Dalam penerapannya, PTC juga tetap mengacu kepada peraturan perundang-undangan lainnya yang berlaku.

Systems. In its implementation, PTC also continues to refer to other applicable laws and regulations.

KEBIJAKAN ANTI PENYUAPAN

Segenap Jajaran Dewan Komisaris dan Direksi berkomitmen untuk menjalankan praktek bisnis yang beretika dan bersih dengan:

1. Menerapkan prinsip Zero Tolerance terhadap segala bentuk penyuapan di lingkungan dan kegiatan bisnis, termasuk rekan bisnis dari PT Pertamina Training & Consulting;
2. Selalu mematuhi peraturan perundangan anti penyuapan yang berlaku, serta melakukan evaluasi kepatuhan terhadap pelaksanaannya;
3. Menyusun dan menerapkan serta memenuhi persyaratan Sistem Manajemen Anti Penyuapan untuk mencapai sasaran;
4. Memastikan Sistem Manajemen Anti Penyuapan (SMAP) diterapkan secara penuh, konsisten dan meningkat secara berkelanjutan sesuai dengan standar SNI ISO 37001: 2016;
5. Menjadi contoh/teladan untuk meningkatkan kepedulian anti penyuapan (melaporkan tindakan penyuapan), dengan itikad baik dan keyakinan yang cukup;
6. Mendorong setiap insan untuk berpartisipasi dalam menyampaikan dengan itikad baik dan berlandaskan keyakinan yang wajar terhadap penyuapan atau potensi peyuapan serta menjamin tidak ada pembalasan terhadap insan lainnya melakukan hal tersebut;
7. Melakukan perbaikan dan evaluasi secara berkesinambungan terhadap Sistem Manajemen Anti Penyuapan untuk menjamin bahwa kebijakan masih relevan dan sesuai dengan tujuan organisasi;
8. Membentuk Dewan Pengarah dalam memastikan strategi dan kebijakan anti penyuapan agar berjalan sesuai dengan standar SNI ISO 37001: 2016;
9. Membentuk Fungsi Kepatuhan Anti Penyuapan yang mempunyai tanggung jawab dan wewenang untuk memastikan penerapan Sistem Manajemen Anti Penyuapan efektif mencapai sasaran-sasaran yang ditetapkan;
10. Memastikan pemberian sanksi terhadap setiap pelanggaran atas kebijakan Sistem Manajemen Anti Penyuapan seusai ketentuan perusahaan dan/atau peraturan perundang-undangan yang berlaku.

Jakarta, 3 Februari 2023
Direktur Utama

Muhammad S. Fauzani

DEKLARASI MANAJEMEN KEPATUHAN ANTI PENYUAPAN

Kami menyatakan bahwa PT Pertamina Training & Consulting berkomitmen penuh mematuhi Kebijakan, Tujuan, dan persyaratan Sistem Manajemen Anti Penyuapan

Jakarta, 3 Februari 2023

Board of Commissioners

Amir Faisal, President Commissioner
Inas Nasrullah Zubir, Independent Commissioner
Wisnu Wardhana, Commissioner

Board of Directors

Muhammad S. Fauzani, President Director
Indah Kurnianingsih, Operation & Marketing Director

Management

P Ariya Hutama, Chief Internal Audit
Siti Fauzia, Corporate Secretary
Fitri Asri Yunita, Finance Manager
Arini Tathagati, HC & GA Manager
Achmad Suyudi, Legal Manager
Ageng Nugroho, Information Technology Manager
Banendro Wahyu J., Strategic Planning & Risk Management Manager
Christian Djamil, Training & Consulting Manager
Yuni Tri K, Manpower Supply Manager
Prajogo Tyasworo, Assessment Center Manager
Alan Jayalana, Event Organizer Manager
Rusmanan R, Security Services Manager

PTC menyadari pentingnya menciptakan tata kelola organisasi yang bersih dan berintegritas, yang akan mampu mendukung dan mewujudkan proses bisnis yang bersih dari Korupsi, Kolusi dan Nepotisme (KKN), termasuk bebas dari kecurangan, gratifikasi dan penyuapan. Untuk itu, PTC memiliki komitmen dan kesungguhan untuk berupaya melaksanakan operasional perusahaan secara etis dan bertanggung jawab dengan mematuhi ketentuan peraturan dan perundang-undangan terkait anti Penyuapan yang berlaku serta selalu fokus menjadi perusahaan yang berintegritas dan bersih melalui upaya peningkatan secara berkelanjutan dengan:

1. Melarang dan tidak mentolerir Penyuapan dalam setiap aktivitas penyelenggaraan perusahaan.
2. Memenuhi dan menjalankan persyaratan SMAP secara efektif dan konsisten dengan upaya perbaikan secara berkesinambungan.
3. Memberikan wewenang dan tanggung jawab operasional yang Independen kepada FKAP dalam penerapan, pengawasan, pelaporan dan peningkatan SMAP.

PTC akan secara aktif mendorong dan memotivasi Perwira PTC untuk peduli dengan dasar pemahaman yang baik agar terlibat

PTC realizes the importance of creating clean organizational governance with integrity, which will be able to support and realize business processes that are free from Corruption, Collusion and Nepotism (KKN), including free from fraud, gratification and bribery. For this reason, PTC has a commitment and sincerity to strive to carry out company operations ethically and responsibly by complying with applicable anti-bribery regulations and laws and always focusing on becoming a company with integrity and cleanliness through continuous improvement efforts by:

1. Prohibit and do not tolerate bribery in any company management activities.
2. Fulfill and implement SMAP requirements effectively and consistently with continuous improvement efforts.
3. Provide independent operational authority and responsibility to FKAP in implementing, monitoring, reporting and improving SMAP.

PTC will actively encourage and motivate PTC officers to care with a good understanding basis to be involved in anti-bribery

dalam pelaksanaan anti Penyuapan. PTC juga akan menerapkan sanksi yang tegas terhadap semua bentuk pelanggaran dan penyimpangan dari Kebijakan Anti Penyuapan ini sesuai dengan ketentuan yang berlaku.

Dalam hal ini, PTC menerapkan ISO 37001:2016 sesuai dengan instruksi Kementerian BUMN dan PT Pertamina (Persero) via Fax No. 367/C00000/2020-S0 tentang Arahan Implementasi ISO 37001:2016 Sistem Manajemen Anti Penyuapan.

implementation. PTC will also apply strict sanctions against all forms of violations and deviations from this Anti-Bribery Policy in accordance with applicable regulations.

In this case, PTC implements ISO 37001:2016 in accordance with the instructions of the Ministry of SOE and PT Pertamina (Persero) via Fax No. 367/C00000/2020-S0 concerning Directions for Implementing ISO 37001:2016 Anti-Bribery Management Systems.

CERTIFICATE

Certificate No. SAB 00075

SUCOFINDO INTERNATIONAL CERTIFICATION SERVICES

PT PERTAMINA TRAINING & CONSULTING

Gedung 8 Pertiba Air

Jalan Abdul Muis, No 52-54A, Petojo Selatan, Jakarta Pusat, Indonesia

SNI ISO 37001:2016

Sistem Manajemen Anti Penyuapan

Anti-Bribery Management System

Seluruh area dan aktivitas perusahaan di Kantor Pusat mencakup Jenis layanan sebagai berikut :

1. Training & Consulting
2. Man Power Supply
3. Security Services
4. Event Organizer
5. Assessment Center

Darwin Abas

Ketua Badan Pelaksana

Chairman of Governing Board

Kebijakan Anti Penyuapan ini selaras dengan tujuan PTC dan dikomunikasikan dalam lingkungan PTC serta Pihak Berkepentingan untuk mendapatkan kesetaraan pemahaman dan ditinjau terus menerus agar sesuai dengan kebutuhan dan tuntutan perkembangan.

Lebih jauh, PTC menugaskan Fungsi Kepatuhan Anti Penyuapan (FKAP) yang terdiri dari pimpinan dan PWTT yang memiliki kemampuan dan kompetensi yang sesuai serta Independensi dalam rangka menjalankan FKAP dengan tanggung jawab dan wewenang utama untuk:

1. Mengawasi dan memastikan penerapan SMAP sesuai dengan persyaratan;
2. Menyediakan petunjuk dan panduan untuk pekerja atas SMAP dan isu terkait penyuapan;
3. Melaporkan kinerja SMAP kepada Manajemen Puncak dan Dewan Pengarah.

Dalam menjalankan peran dan tugasnya, FKAP disediakan sumber daya yang memadai dan didukung penuh pihak manajemen (peran kepemimpinan). Dan seluruh lapisan pejabat struktural serta semua Pekerja terkait sesuai lingkup penerapan SMAP. Selain itu, Ketua FKAP memiliki akses langsung dan cepat

This Anti-Bribery Policy is in line with PTC's objectives and is communicated within PTC and Stakeholders to gain equal understanding and is reviewed continuously to suit development needs and demands.

Furthermore, PTC assigns an Anti-Bribery Compliance Function (FKAP) consisting of leadership and PWTT who have appropriate abilities and competencies and are independent in order to carry out FKAP with the main responsibility and authority to:

1. Supervise and ensure the implementation of SMAP in accordance with requirements;
2. Provide instructions and guidance for workers on ABMS and bribery related issues;
3. Reporting SMAP performance to Top Management and the Steering Board.

In carrying out its roles and duties, FKAP is provided with adequate resources and is fully supported by management (leadership role). And all layers of structural officials and all related workers are in accordance with the scope of application of SMAP. In addition, the FKAP Chair has direct and fast access

kepada Dewan Pengarah dan Manajemen Puncak ketika ada isu atau masalah yang perlu untuk diketahui terkait Penyuapan atau SMAP. FKAP memiliki akses langsung kepada Dewan Pengarah ketika ada isu atau kepedulian yang diperlukan untuk diketahui terkait dengan penyuapan atau SMAP.

Adapun kesungguhan terhadap anti penyuapan menjadi landasan kuat Perusahaan berhasil meraih penghargaan Pertamina Promoting Anti Bribery Award (Priority Award) Tahun 2023 dalam memperingati Hari Anti Korupsi Sedunia (hakordia) sebagai Top LHKPN Antar Anak Perusahaan Pertamina Services. Di mana penghargaan ini mencerminkan komitmen PTC dalam menerapkan prinsip-prinsip anti suap dan korupsi melalui penerapan SMAP yang ketat dan komprehensif di seluruh lini Perusahaan. Prestasi ini bukan hanya mencerminkan dedikasi PTC untuk menghilangkan praktik suap, tetapi juga memberikan contoh positif bagi perusahaan lain dalam upaya pemberantasan korupsi.

to the Steering Committee and Top Management when there are issues or problems that need to be known regarding Bribery or ABMS. FKAP has direct access to the Steering Committee when there are issues or concerns that need to be known related to bribery or ABMS.

Seriousness towards anti-bribery is a strong basis for the Company's success in winning the 2023 Pertamina Promoting Anti-Bribery Award (Priority Award) in commemoration of World Anti-Corruption Day (hakordia) as Top LHKPN Among Pertamina Services Subsidiaries. This award reflects PTC's commitment to implementing anti-bribery and corruption principles through the implementation of strict and comprehensive ABMS throughout all lines of the Company. This achievement not only reflects PTC's dedication to eliminating bribery practices, but also provides a positive example for other companies in their efforts to eradicate corruption.

PENCEGAHAN INSIDER TRADING
INSIDER TRADING PREVENTION

PTC bukan merupakan perusahaan terbuka, dengan demikian tidak terdapat kepemilikan saham yang diperdagangkan pada bursa efek sehingga Perusahaan belum memiliki kebijakan *insider trading*.

PTC is not a public company, thus there is no ownership of shares traded on the stock exchange so the Company does not have an insider trading policy.

INFORMASI PEMBERIAN DANA UNTUK KEGIATAN POLITIK
INFORMATION ON FUNDING FOR POLITICAL ACTIVITIES

Sesuai pedoman *Code of Conduct* PTC, Perusahaan tidak memperbolehkan Perwira PTC menjadi anggota dan/atau donatur partai politik. Adapun sampai dengan 31 Desember 2023, tidak terdapat pemberian dana untuk kegiatan politik.

In accordance with the PTC Code of Conduct guidelines, the Company does not allow PTC officers to become members and/or donors of political parties. As for December 31, 2023, there will be no funding for political activities.

KEBIJAKAN PENGADAAN BARANG DAN JASA
GOODS AND SERVICES PROCUREMENT POLICY

KEBIJAKAN SERTA PEDOMAN PENGADAAN BARANG DAN JASA

Perusahaan menyadari bahwa perkembangan dan perubahan bisnis global yang cepat sehingga di satu sisi memberikan peluang baru namun juga memberikan tantangan bagi Perusahaan. Untuk itu, Perusahaan memerlukan dukungan Pengadaan Barang/Jasa yang lebih efektif dan efisien. Dalam hal ini, PTC didorong untuk mengutamakan Sinergi Pertamina Incorporated, termasuk juga sinergi dengan BUMN lain/Anak Perusahaan BUMN lain/Perusahaan Terafiliasi BUMN lain sebagai upaya meningkatkan efisiensi usaha atau perekonomian dalam rangka pemenuhan kebutuhan Barang dan/atau Jasa.

Lebih jauh, Perusahaan telah memiliki pedoman pengadaan barang dan jasa yang telah disahkan melalui Pedoman Pengadaan Barang/Jasa No. A-002/11030/2021-S0. Pedoman ini diberlakukan dalam rangka menyamakan pola pikir serta sebagai acuan bagi Pelaku Pengadaan dalam kegiatan Pengadaan Barang/Jasa sejak tahapan perencanaan, Pemilihan Penyedia, pelaksanaan pengawasan Kontrak termasuk closing Kontrak serta penilaian kinerja Penyedia Barang/Jasa. Adapun pedoman ini juga merujuk pada Peraturan Presiden Nomor 16 Tahun 2018 tentang Pengadaan Barang/Jasa Pemerintah dan Peraturan Perubahannya; Peraturan Menteri Badan Usaha Milik Negara Republik Indonesia No. PER-08/MBU/12/2019 Tentang Pedoman Umum Pelaksanaan Pengadaan Barang dan Jasa Badan Usaha Milik Negara; dan Pedoman Pengadaan Barang & Jasa PT Pertamina (Persero) Nomor A5-001/I00010/2019-S9 Tanggal 1 Agustus 2019.

POLICIES AND GUIDELINES FOR PROCUREMENT OF GOODS AND SERVICES

The Company is aware that rapid global business developments and changes, on the one hand, provide new opportunities but also provide challenges for the Company. For this reason, the Company needs support for more effective and efficient procurement of goods/services. In this case, PTC is encouraged to prioritize Pertamina Incorporated Synergies, including synergies with other SOE/Subsidiaries of other SOE/Affiliated Companies of other BUMN as an effort to increase business or economic efficiency in order to fulfill the need for Goods and/or Services.

Furthermore, the Company has guidelines for procurement of goods and services which have been approved through Guidelines for Procurement of Goods/Services No. A-002/11030/2021-S0. This guideline is implemented in order to equalize thinking patterns and as a reference for Procurement Actors in Procurement of Goods/Services activities from the planning stage, Selecting Providers, implementing Contract supervision including closing Contracts and assessing the performance of Goods/Services Providers. This guideline also refers to Presidential Regulation Number 16 of 2018 concerning Government Procurement of Goods/Services and its Amendment Regulations; Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-08/MBU/12/2019 concerning General Guidelines for Implementing the Procurement of Goods and Services for State-Owned Enterprises; and PT Pertamina (Persero) Goods & Services Procurement Guidelines Number A5-001/I00010/2019-S9 dated 1 August 2019.

PROSEDUR DAN TATA CARA PENGADAAN

Secara umum, tahapan-tahapan yang dilakukan dalam proses Pengadaan Barang/Jasa dapat digambarkan sebagai berikut:

1. Tahapan Perencanaan Penyusunan rencana pengadaan harus disinergikan dengan:
   a. Rencana Kerja dan Anggaran Perusahaan (RKAP) atau;
   b. Jadwal pelaksanaan proyek;
   c. Kontrak-kontrak barang/jasa yang masa berlakunya akan segera berakhir, sehingga dapat mengantisipasi bila ada perubahan lingkup pekerjaan dan memerlukan perubahan Kontrak;
   d. Rencana pembangunan proyek-proyek baru/pengadaan yang bersifat kompleks;
   e. Mengidentifikasikan secara rutin semua kebutuhan pengadaan untuk menunjang jalannya operasional di tahun yang akan datang, misal perawatan asset, sewa

PROCEDURE AND METHOD FOR PROCUREMENT OF GOODS AND SERVICES

In general, the stages carried out in the Goods/Services Procurement process can be described as follows:

1. Planning Stages Preparation of procurement plans must be synergized with:
   a. Company Work Plan and Budget (RKAP) or;
   b. Project implementation schedule;
   c. Contracts for goods/services whose validity period will end soon, so that we can anticipate if there are changes in the scope of work and require changes to the Contract;
   d. Development plans for new projects/complex procurement;
   e. Routinely identify all procurement needs to support operations in the coming year, for example asset maintenance, service rental, consultant services,

jasa, jasa konsultan, pembelian barang perkantoran, dll. Rencana tahunan Pengadaan Barang/Jasa dibuat bersamaan dengan periode usulan anggaran untuk diserahkan ke Fungsi Pengadaan dan dapat direvisi secara periodik. Selanjutnya Fungsi Pengadaan melakukan kompilasi data perencanaan pengadaan dan melakukan analisa kebutuhan, analisa pasar, membuat strategi pengadaan dan seleksi Penyedia Barang/Jasa serta menentukan jenis Kontrak.

2. Tahapan Persiapan
   Tahapan Persiapan merupakan tahapan yang paling krusial dan perlu memperhatikan tata kelola waktu. Pada tahapan ini, Fungsi Pengguna membuat ruang lingkup pekerjaan dan estimasi nilai pengadaan, penentuan kriteria evaluasi seleksi, penentuan strategi pengadaan dan jadwal pelaksanaan yang paling efisien dan efektif bagi Perusahaan. Pada tahapan ini, sangat dibutuhkan kerja sama dari berbagai fungsi terkait (Cross Functional Team), untuk menyusun kajian persiapan Pengadaan Barang/Jasa.

   Strategi Pengadaan Barang/Jasa sedapat mungkin dibuat untuk meningkatkan daya tawar Perusahaan, menyederhanakan proses pengadaan dan penggunaan Kontrak jangka panjang, memanfaatkan momentum bisnis sehingga meningkatkan keuntungan Perusahaan.

3. Tahapan Seleksi/Pemilihan Penyedia Barang/Jasa
   Perlu kehati-hatian dalam melaksanakan proses evaluasi prakualifikasi, administrasi, teknis, HSE dan komersial, sehingga pada akhirnya Perusahaan dapat memberikan Kontrak kepada Penyedia Barang/Jasa yang mempunyai komitmen tinggi dalam melaksanakan pekerjaan sesuai kualitas yang diinginkan, jadwal kebutuhan yang direncanakan, aspek HSE yang disyaratkan dan biaya yang terbaik bagi Perusahaan. Tahapan tersebut di atas harus dilanjutkan dengan pengawasan administrasi Kontrak, pengawasan terhadap pelaksanaan Kontrak, realisasi biaya Kontrak dan kinerja Penyedia Barang/Jasa (termasuk implementasi CSMS), serta pembinaan terhadap Penyedia Barang/Jasa (*Supplier Relationship Management*). Sedapat mungkin menghindari terjadinya penambahan lingkup kerja.

purchase of office goods, etc. The annual plan for Procurement of Goods/Services is prepared simultaneously with the budget proposal period to be submitted to the Procurement Function and can be revised periodically. Next, the Procurement Function compiles procurement planning data and carries out needs analysis, market analysis, creates procurement strategies and selection of Goods/Services Providers and determines the type of Contract.

2. Preparation Stages
   The Preparation Stage is the most crucial stage and requires attention to time management. At this stage, the User Function creates the scope of work and estimated procurement value, determines selection evaluation criteria, determines the most efficient and effective procurement strategy and implementation schedule for the Company. At this stage, cooperation is really needed from various related functions (Cross Functional Team), to prepare a preparatory study for the procurement of goods/services.

   The Procurement Strategy for Goods/Services is designed wherever possible to increase the Company's bargaining power, simplify the procurement process and use of long-term contracts, take advantage of business momentum so as to increase the Company's profits.

3. Stages of Selection/Selection of Goods/Service Providers
   It is necessary to be careful in carrying out the pre-qualification, administrative, technical, HSE and commercial evaluation processes, so that in the end the Company can award contracts to Goods/Services Providers who have a high commitment to carrying out work according to the desired quality, planned requirements schedule, and HSE aspects. required and the best cost for the Company. The stages mentioned above must be continued with supervision of Contract administration, supervision of Contract implementation, realization of Contract costs and performance of Goods/Services Providers (including CSMS implementation), as well as coaching of Goods/Services Providers (Supplier Relationship Management). As far as possible, avoid increasing the scope of work.

PELAKSANAAN KEGIATAN/ JENIS PROGRAM DI 2023

Sebagai bagian dari kegiatan penunjang operasional Perusahaan, kegiatan barang dan jasa yang telah dilakukan oleh Perusahaan sepanjang tahun 2023, yaitu sebagai berikut:

IMPLEMENTATION OF GOODS AND SERVICES PROCUREMENT ACTIVITIES/TYPES IN 2023

As part of the Company's operational support activities, goods and service activities carried out by the Company throughout 2023 are as follows:

Uraian Description	Jumlah Total Tahun 2023 2023
Permintaan untuk kebutuhan pengadaan Internal Requests for Internal procurement needs	153 Pengadaan 153 Procurements
Permintaan untuk kebutuhan pengadaan project bisnis Requests for business project procurement needs	1.076 Pengadaan 1.076 Procurements
Total Pengadaan Barang dan Jasa Total Procurement of Goods and Services	1.229 Permintaan 1.229 Procurements

WHISTLEBLOWING SYSTEM
WHISTLEBLOWING SYSTEM

Apabila terjadi pelanggaran, baik yang dilakukan oleh pihak internal maupun eksternal, Perusahaan telah disiapkan mekanisme pelaporan yang memastikan bahwa setiap pelanggaran akan ditindaklanjuti sesuai dengan prosedur yang telah ditetapkan. Mekanisme ini juga dirancang untuk melindungi kepentingan para pemangku kepentingan dari tindakan yang dapat merugikan mereka yang dilakukan oleh karyawan Perusahaan. Selain itu, upaya pencegahan juga diterapkan untuk memastikan bahwa potensi pelanggaran dapat diidentifikasi dan ditangani sebelum mengakibatkan kerugian yang lebih besar.

Kebijakan Pelaporan Pelanggaran di lingkungan PT Pertamina Training and Consulting dituangkan dalam Sistem Tata Kerja (STK) Nomor A-002/10030/2023-S0 tentang Pedoman Pengelolaan Pengaduan bagi seluruh Perwira PTC serta pihak yang berkepentingan dalam hubungan dengan Perusahaan.

Ruang lingkup pengaduan yang akan ditindaklanjuti melalui mekanisme pelaporan pelanggaran mencakup berbagai aspek, seperti korupsi, suap, gratifikasi, konflik kepentingan, pencurian, kecurangan, serta pelanggaran terhadap hukum dan peraturan Perusahaan.

SOSIALISASI WBS

PTC secara berkelanjutan berupaya untuk meningkatkan kesadaran dan kepedulian seluruh Perwira PTC untuk melaporkan tindakan pelanggaran, demi menciptakan lingkungan kerja yang bersih dan berintegritas. Upaya ini bertujuan untuk meningkatkan pemahaman tentang pentingnya pelaporan pelanggaran di semua tingkatan organisasi Perusahaan. Langkah-langkah ini diambil untuk memastikan bahwa setiap individu di PTC merasa dihargai dan didukung dalam melaporkan pelanggaran, sehingga dapat menjaga kepatuhan dan keberlanjutan nilai-nilai etika yang dijunjung tinggi dalam Perusahaan. Divisi IA melakukan sosialisasi terhadap WBS secara rutin melalui email dan *whatsapp* kepada seluruh pekerja PTC.

MEKANISME PENYAMPAIAN LAPORAN PELANGGARAN

Para pelapor memiliki beberapa jalur untuk menyalurkan pengaduan atau pengungkapan, yang dapat dilakukan secara langsung kepada Tim Pengelola WBS atau melalui sistem informasi seperti *whatsapp*, email atau web WBS. WBS dirancang untuk memberikan keamanan dan kerahasiaan bagi Pelapor serta memastikan bahwa pengaduan yang disampaikan dapat ditindaklanjuti dengan tepat dan adil.

If violations occur, whether committed by internal or external parties, the Company has prepared a reporting mechanism that ensures that each violation will be followed up in accordance with established procedures. This mechanism is also designed to protect the interests of stakeholders from actions that could harm them by Company employees. In addition, preventive measures are also implemented to ensure that potential violations can be identified and addressed before they result in greater losses.

The Violation Reporting Policy within PT Pertamina Training and Consulting is outlined in the Work Procedure System (STK) Number A-002/10030/2023-S0 concerning Guidelines for Complaint Management for all PTC Officers and interested parties in relations with the Company.

The scope of complaints that will be followed up through the whistleblowing mechanism covers various aspects, such as corruption, bribery, gratification, conflicts of interest, theft, fraud, as well as violations of Company laws and regulations.

WBS DISSEMINATION

PTC continuously strives to increase awareness and concern for all PTC officers to report violations, in order to create a clean work environment with integrity. This effort aims to increase understanding of the importance of reporting violations at all levels of the Company's organization. These steps are taken to ensure that every individual at PTC feels valued and supported in reporting violations, so as to maintain compliance and sustainability of the ethical values upheld within the Company. The IA Division carries out regular outreach to the WBS via email and WhatsApp to all PTC employees.

MECHANISM FOR SUBMISSION OF VIOLATION REPORTS

Whistleblowers have several channels for channeling complaints or disclosures, which can be done directly to the WBS Management Team or through information systems such as WhatsApp, email or the WBS website. The WBS is designed to provide security and confidentiality for Whistleblowers and ensure that complaints submitted can be followed up appropriately and fairly.

Pelapor dapat membuat pengaduan, pengungkapan, dan mengirimkannya melalui sarana media WBS sebagai berikut:

Website : https://app.pertamina-ptc.com/compliance/
Email : wbs.ptc@pertamina-ptc.com
WhatsApp : +62877 80090049

PERLINDUNGAN BAGI WHISTLEBLOWER

Setiap pelapor berhak mendapat perlindungan dengan sejumlah ketentuan yang berlaku dalam pelaksanaan Pelaporan Pelanggaran PTC, mencakup:

1. Identitas Pelapor dijamin kerahasiaannya oleh Perusahaan.
2. Semua pelapor harus mencantumkan identitasnya dengan jelas. Pelaporan yang dilakukan tanpa identitas akan diperlakukan sebatas informasi awal, sedangkan tindak lanjut atas pelaporan tersebut akan diputuskan oleh pengelola pelaporan pelanggaran. Identitas pelapor akan dirahasiakan, kecuali apabila timbul hal-hal sebagai berikut:
   a. Identitas pelapor diperlukan dalam kaitan dengan laporan atau penyidikan yang dilakukan oleh Pemerintah.
   b. Isi pelaporan sejalan dengan kepentingan Perusahaan dan sejalan dengan tujuan *Code of Conduct*.
   c. Identitas pelapor diperlukan untuk mempertahankan posisi Perusahaan di depan hukum.
3. Perusahaan menjamin perlindungan terhadap Pelapor dari segala bentuk ancaman, intimidasi, ataupun tindakan tidak menyenangkan dari pihak manapun selama Pelapor menjaga kerahasian pelanggaran.
4. Perlindungan terhadap Pelapor juga berlaku bagi para pihak yang melaksanakan penyelidikan maupun pihak-pihak yang memberikan informasi terkait dengan pengaduan/pengungkapan tersebut.
5. Pelapor tidak akan dikenakan hukuman apapun karena tindakan pelaporannya, kecuali apabila yang bersangkutan terlibat dalam pelanggaran tersebut atau laporan merupakan fitnah.

PENANGANAN PENGADUAN

1. Pelapor dapat menyampaikan pengaduan melalui sarana/media yang disediakan oleh Perusahaan dan dikelola oleh Divisi *Internal Audit*, yaitu telepon, *website, email,* SMS, dan *WhatsApp.*
2. PIC Penerima Pengaduan menerima, mencatat, dan mempelajari pengaduan dalam hal substansi pengaduan belum memuat informasi/*evidence* yang jelas mengenal unsur *what*, *where*, *when* (serta unsur *who* khusus untuk pengaduan gratifikasi, suap dan pemerasan). PIC Penanganan yang ditugaskan CAE perlu menggali informasi dan meminta *evidence* lebih lanjut kepada pelapor. Jika dalam 14 (empat belas) hari kalender pelapor tidak memberikan informasi/*evidence* tambahan maka pengaduan dapat diusulkan untuk ditutup (*closing*).
3. PIC Penerima Pengaduan melaporkan kepada Chief Audit Executive (CAE).

Whistleblowers can make complaints, disclosures and send them via the WBS media as follows:

Website : https://app.pertamina-ptc.com/compliance/
Email : wbs.ptc@pertamina-ptc.com
WhatsApp : +62877 80090049

PROTECTION FOR WHISTLEBLOWERS

Every whistleblowers has the right to receive protection with a number of provisions that apply in the implementation of PTC Violation Reporting, including:

1. The identity of the Whistleblower is guaranteed confidentiality by the Company.
2. All reporters must state their identity clearly. Reports made without identity will be treated as initial information, while follow-up action on the report will be decided by the violation reporting manager. The identity of the reporter will be kept confidential, unless the following things arise:
   a. The identity of the reporter is required in connection with reports or investigations carried out by the Government.
   b. The contents of the report are in line with the Company's interests and in line with the objectives of the Code of Conduct.
   c. The identity of the reporter is necessary to maintain the Company's position before the law.
3. The Company guarantees protection for the Whistleblower from all forms of threats, intimidation or unpleasant actions from any party as long as the Whistleblower maintains the confidentiality of the violation.
4. Protection for Whistleblowers also applies to parties carrying out investigations and parties providing information related to the complaint/disclosure.
5. Whistleblower will not be subject to any penalties due to the act of reporting, unless the person concerned is involved in the violation or the report constitutes slander.

THE HANDLING OF COMPLAINTS

1. Reporters can submit complaints through the means/media provided by the Company and managed by the Internal Audit Division, namely telephone, website, email, SMS and WhatsApp.
2. PIC Complaint Recipient receives, records and studies the complaint in the event that the substance of the complaint does not contain clear information/evidence regarding the what, where, when elements (as well as the who element specifically for complaints of gratification, bribery and extortion). The handling PIC assigned by the CAE needs to dig up information and ask for further evidence from the reporter. If within 14 (fourteen) calendar days the reporter does not provide additional information/evidence then the complaint can be proposed for closure.
3. Complaint Recipient PIC reports to the Chief Audit Executive (CAE).

4. CAE membuat surat penugasan kepada pekerja Divisi Internal Audit yang ditunjuk sebagai PIC Penanganan Pengaduan menerbitkan Laporan Hasil Analisis Awal yang menyimpulkan apakah suatu pengaduan dapat dilanjutkan ke tahap penanganan atau ditutup (*closing*).
5. Jika Laporan Hasil Analisis Awal menyimpulkan bahwa suatu pengaduan dilanjutkan ke tahap penanganan, maka PIC Penanganan menyampaikan Hasil Analisis Awal kepada CAE guna mendapatkan persetujuan agar pengaduan dilanjutkan ke tahap penanganan.
6. PIC Penanganan Pengaduan melaksanakan perencanaan, pelaksanaan, dan pelaporan penelaahan dilaksanakan.
7. PIC Penanganan Pengaduan *Audit* membuat *resume* atas hasil penanganan dan melaporkan kepada CAE.

PIHAK YANG MENGELOLA PENGADUAN

Divisi Internal Audit mengelola pengaduan yang masuk, baik melalui *link website*, *email* atau *whatsapp*.

JUMLAH LAPORAN MASUK DAN PROSES TINDAK LANJUT

Pada tahun 2023 pelaporan Whistleblowing System sejumlah 52 laporan yang sudah ditindaklanjuti oleh Tim Pengelola *Whistleblowing System*. Pelaporan yang masuk dan telah tindak lanjut termasuk kategori bukan *fraud* sesuai peraturan yang berlaku di PT Pertamina Training and Consulting. Berdasarkan hasil pelaksanaan *Whistleblowing System* di lingkungan PT Pertamina Training and Consulting selama tahun 2023 adalah sebagai berikut.

4. CAE makes an assignment letter to the Internal Audit Division employee appointed as PIC for Complaint Handling to issue a Preliminary Analysis Results Report which concludes whether a complaint can be continued to the handling stage or closed.
5. If the Initial Analysis Results Report concludes that a complaint is continued to the handling stage, then the Handling PIC submits the Initial Analysis Results to the CAE to obtain approval for the complaint to proceed to the handling stage.
6. The PIC for Complaint Handling carries out planning, implementation and reporting of the review carried out.
7. Audit Complaint Handling PIC makes a resume of the results of the handling and reports to CAE.

THE PARTY MANAGING THE COMPLAINT

The Internal Audit Division manages incoming complaints, either via website link, email or WhatsApp

NUMBER OF INCOMING REPORTS AND FOLLOW-UP PROCESS

In 2023, there were 52 Whistleblowing System reports which have been followed up by the Whistleblowing System Management Team. Reports that are received and have been followed up are included in the non-fraud category according to the regulations in force at PT Pertamina Training and Consulting. Based on the results of implementing the Whistleblowing System within PT Pertamina Training and Consulting during 2023, they are as follows.

Tindak Lanjut Follow-up	Tahun 2023 Year 2023	Tahun 2022 Year 2022
Laporan dalam Proses Report in Process	Tidak Ada None	Tidak Ada None
Laporan yang Selesai Ditindaklanjuti Completed Follow-up Reports	1	Tidak Ada None
Laporan Tidak Terbukti Unproven Report	51	16
Jumlah Total	52	16

PENERAPAN 8 (DELAPAN) PRINSIP GOVERNANSI KORPORAT

IMPLEMENTATION OF 8 (EIGHT) PRINCIPLES OF CORPORATE GOVERNANCE

No.	Uraian Description	*Apply/Explain*	Keterangan Penerapan Implementation Description
1	Peran dan Tanggung Jawab Direksi dan Dewan Komisaris Roles and Responsibilities of the Board of Directors and Board of Commissioners		
1.1	Peran dan Tanggung Jawab Direksi Roles and Responsibilities of the Board of Directors		
Rekomendasi Recommendation			
1.1.1	Untuk mencapai penciptaan nilai yang berkelanjutan, Direksi menjalankan peran kepemimpinannya dan berupaya mencapai hasil governansi sebagai berikut: 1. berdaya saing dan berfokus ke kinerja jangka panjang; 2. beretika dan bertanggung jawab dalam menjalankan bisnis; 3. berkontribusi positif terhadap masyarakat dan lingkungan; serta 4. berkemampuan dalam bertahan dan bertumbuh (corporate resilience) To achieve sustainable value creation, the Board of Directors carries out its leadership role and strives to achieve the following governance results: 1. competitive and focused on long-term performance; 2. ethical and responsible in running business; 3. contribute positively to society and the environment; as well as 4. ability to survive and grow (corporate resilience)	Apply	Terdapat RKAP, RJPP dan Code of Conduct. There are RKAP, RJPP and Code of Conduct.
Panduan Guidelines			
1.1.1.1	Direksi mewujudkan standar etika bisnis yang tinggi dan memastikan pelaksanaan kode etik yang melahirkan budaya korporasi yang berintegritas. The Board of Directors maintains high standards of business ethics and ensures the implementation of a code of ethics that creates a corporate culture of integrity.	Apply	Code of Conduct.
1.1.1.2	Direksi menumbuhkan budaya korporasi yang memastikan bahwa karyawan memahami tanggung jawab mereka untuk berperilaku sesuai dengan nilai-nilai korporasi dan standar etika bisnis yang tinggi. The Board of Directors fosters a corporate culture that ensures that employees understand their responsibility to behave in accordance with corporate values and high standards of business ethics.	Apply	Sosialisasi Code of Conduct. Socialization of the Code of Conduct.
1.1.1.3	Direksi memastikan dipenuhinya tanggung jawab sosial dan lingkungan korporasi. Direksi mempunyai perencanaan strategis yang jelas dalam melaksanakan tanggung jawab sosial dan lingkungan korporasi. The Board of Directors ensures the fulfillment of corporate social and environmental responsibilities. The Board of Directors has a clear strategic plan in carrying out corporate social and environmental responsibilities.	Apply	Menjalankan Program CSR. Carrying out CSR Programs.
1.1.1.4	Direksi memastikan bahwa korporasi kuat secara finansial dan gesit secara operasional. The Board of Directors ensures that the corporation is financially strong and operationally agile.	Apply	PTC terus tumbuh. PTC continues to grow.
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.1.2	Direksi harus memastikan bahwa misi, visi, tujuan, sasaran, strategi, dan rencana tahunan dan jangka menengah korporasi konsisten dengan tujuan jangka panjang, dengan memanfaatkan inovasi dan teknologi secara efektif. The Board of Directors must ensure that the corporation's mission, vision, goals, objectives, strategies and annual and medium-term plans are consistent with long-term goals, by effectively utilizing innovation and technology.	Apply	Telah ada Visi & Misi Perusahaan. There is a Company Vision & Mission.
Panduan Guidelines			
1.1.2.1	Ketika mengembangkan strategi dan rencana, Direksi mempromosikan inovasi dan penggunaan teknologi mutakhir untuk meningkatkan daya saing, menanggapi perhatian dan harapan pemangku kepentingan, serta memenuhi tanggung jawab sosial dan lingkungan. When developing strategies and plans, the Board of Directors promotes innovation and the use of advanced technologies to increase competitiveness, respond to stakeholder concerns and expectations, and fulfill social and environmental responsibilities.	Apply	Terdapat Sistem IT di perusahaan. There is an IT system in the company.
1.1.2.2	Direksi memprioritaskan dan mengedepankan budaya korporasi yang mencakup inovasi dan menyertakan inovasi ke dalam strategi korporasi, perencanaan pengembangan operasional, dan pengawasan operasi The Board of Directors prioritizes and promotes a corporate culture that includes innovation and incorporates innovation into corporate strategy, operational development planning, and operational supervision	Apply	Budaya AKHLAK yang merupakan tatanilai yang dipegang teguh oleh BUMN. AKHLAK culture which is a value system that is firmly held by BUMN.
1.1.2.3	Direksi mendorong inovasi yang meningkatkan penciptaan nilai jangka panjang untuk bisnis dalam lingkungan yang berubah. Inovasi tersebut dapat mencakup merancang model bisnis, produk dan layanan yang inovatif, mempromosikan riset, meningkatkan proses produksi dan operasi, dan berkolaborasi dengan mitra. The Board of Directors drives innovation that enhances long-term value creation for the business in a changing environment. Such innovation can include designing innovative business models, products and services, promoting research, improving production processes and operations, and collaborating with partners.	Apply	Terus mengupayakan inovasi program baru dan membuka pasar non captif. Continue to strive for new program innovations and open non-captive markets.
Rekomendasi Recommendation			
1.1.3	Direksi memastikan bahwa korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan visi, misi, tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan dan standar yang berlaku. The Board of Directors ensures that the corporation implements appropriate and effective risk management and internal control systems that are in line with the corporate vision, mission, goals, objectives and strategies and comply with applicable laws and regulations and standards.	Apply	Perusahaan menerapkan manajemen risiko pada setiap kegiatan operasional perusahaan. The company implements risk management in every company operational activity.
1.1.4	Direksi memastikan integritas akuntansi dan sistem pelaporan keuangan korporasi dan pengungkapan yang tepat waktu dan akurat atas semua informasi material mengenai korporasi. The Board of Directors ensures the integrity of the corporation's accounting and financial reporting systems and the timely and accurate disclosure of all material information regarding the corporation.	Apply	Secara teratur melaporkan kinerja operasional dan keuangan secara berkala. Regularly report operational and financial performance on a regular basis.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.1.4	Direksi memastikan bahwa setiap orang yang terlibat dalam persiapan dan pengungkapan informasi korporasi memiliki pengetahuan, keterampilan, dan pengalaman yang relevan, tercermin antara lain dari sertifikasi profesi yang relevan yang diterbitkan lembaga yang bereputasi. Selain itu, Direksi juga memastikan ketersediaan sumber daya (termasuk karyawan) yang memadai. The Board of Directors ensures that everyone involved in the preparation and disclosure of corporate information has relevant knowledge, skills and experience, reflected, among other things, in relevant professional certifications issued by reputable institutions. Apart from that, the Board of Directors also ensures the availability of adequate resources (including employees).	Apply	Terdapat PIC yang kompeten pada fungsi-fungsi terkait. There is a PIC who is competent in related functions.
1.1.4.2	Ketika menyetujui pengungkapan informasi (termasuk untuk pengungkapan informasi keuangan berkala), Direksi mempertimbangkan semua faktor yang berikut ini: 1. Hasil evaluasi ketepatan desain dan efektivitas implementasi sistem pengendalian internal 2. Opini auditor eksternal atas laporan keuangan, pengamatan atas sistem pengendalian internal, dan pengamatan lainnya melalui sumber lain 3. Pendapat Komite Audit 4. Konsistensi dengan tujuan, strategi, dan kebijakan. When approving information disclosures (including periodic disclosures of financial information), the Board of Directors considers all of the following factors: 1. Results of evaluation of design accuracy and effectiveness of internal control system implementation 2. External auditor's opinion on financial reports, observations of the internal control system, and other observations through other sources 3. Audit Committee Opinion 4. Consistency with goals, strategies and policies.	Apply	Setiap laporan dibuat dengan format standard yang ditentukan oleh Induk Perusahaan. Each report is made in a standard format determined by the Parent Company.
1.1.4.3	Direksi menyampaikan laporan yang mengomentari Laporan Keuangan Triwulanan dan dipublikasikan bersamaan dengan Laporan Keuangan Triwulanan sehingga bermanfaat bagi investor dan analis yang akan meninjau fundamental dan kinerja keuangan korporasi. The Board of Directors submits a report that comments on the Quarterly Financial Report and is published simultaneously with the Quarterly Financial Report so that it is useful for investors and analysts who will review the corporation's financial fundamentals and performance.	Apply	Dilaksanakannya Performance Dialog per Triwulan bersama Pemegang Saham. Implementation of Quarterly Performance Dialogue with Shareholders.
Rekomendasi 5 Recommendation 5			
1.1.5	Direksi memastikan pelaporan keberlanjutan telah disusun sebagaimana mestinya. The Board of Directors ensures that sustainability reporting has been prepared appropriately.	Apply	Setiap laporan dibuat dengan format standard yang ditentukan oleh Induk Perusahaan. Each report is made in a standard format determined by the Parent Company.
Panduan Guidelines			
1.1.5.1	Laporan keberlanjutan disusun berdasarkan kerangka pelaporan yang sesuai dengan ukuran dan kompleksitas korporasi dan memenuhi standar nasional dan atau global. Sustainability reports are prepared based on a reporting framework that is appropriate to the size and complexity of the corporation and meets national and/or global standards.	Apply	Setiap laporan dibuat dengan format standard yang ditentukan oleh Induk Perusahaan. Each report is made in a standard format determined by the Parent Company.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.1.5.2	Pelaporan keberlanjutan korporasi mencerminkan praktik korporasi yang mendukung penciptaan nilai yang berkelanjutan. Corporate sustainability reporting reflects corporate practices that support sustainable value creation.	Apply	Setiap laporan dibuat dengan format standard yang ditentukan oleh Induk Perusahaan. Each report is made in a standard format determined by the Parent Company.
Rekomendasi 6 Recommendation 6			
1.1.6	Direksi membangun kerangka kerja untuk governansi teknologi informasi (TI) korporasi yang selaras dengan kebutuhan dan prioritas bisnis korporasi, mendorong peluang dan kinerja bisnis, memperkuat manajemen risiko, serta mendukung tujuan dan strategi korporasi. The Board of Directors builds a framework for corporate information technology (IT) governance that is aligned with corporate business needs and priorities, encourages business opportunities and performance, strengthens risk management, and supports corporate goals and strategies.	Apply	Telah memiliki Fungsi IT. Has an IT Function.
Panduan Guidelines			
1.1.6.1	Direksi memastikan bahwa korporasi memiliki kebijakan alokasi sumber daya TI yang memastikan investasi dan alokasi sumber daya TI yang memadai dan optimal. The Board of Directors ensures that the corporation has an IT resource allocation policy that ensures adequate and optimal investment and allocation of IT resources.	Apply	Perusahaan telah memenuhi sumber daya TI. The company has sufficient IT resources.
1.1.6.2	Direksi memastikan bahwa manajemen risiko korporasi mencakup manajemen risiko TI. The Board of Directors ensures that corporate risk management includes IT risk management.	Apply	Telah disusun mitigas atas manajemen risiko pada kerangka kerja TI Perusahaan. Mitigates have been prepared for risk management in the Company's IT framework.
1.1.6.3	Direksi memastikan korporasi memiliki kebijakan dan prosedur keamanan TI, termasuk perlindungan terhadap keamanan dan kerahasiaan data. The Board of Directors ensures that the corporation has IT security policies and procedures, including protection of data security and confidentiality.	Apply	Terdapat kebijakan dan langkah-langkah atas prosedur keamanan TI di Perusahaan. There are policies and measures for IT security procedures in the Company.
Rekomendasi 7 Recommendation 7			
1.1.7	Bagi korporasi yang menjalankan kegiatan usaha berdasarkan prinsip Syariah, Direksi perlu memastikan kewenangan dan ketersediaan perangkat pendukung yang memadai agar Dewan Pengawas Syariah dapat menjalankan perannya dengan efektif. For corporations that carry out business activities based on Sharia principles, the Board of Directors needs to ensure the authority and availability of adequate supporting equipment so that the Sharia Supervisory Board can carry out its role effectively.	Explain	Perusahaan bukan perusahaan Syariah. The company is not a Sharia company.
1.1.8	Piagam Direksi secara periodik ditinjau. Piagam mencakup antara lain pembagian peran Direktur secara individual dapat diatur di Piagam Direksi atau dengan surat keputusan Direksi. The Board of Directors' Charter is periodically reviewed. The Charter includes, among other things, the division of roles of individual Directors which can be regulated in the Directors' Charter or by a Directors' Decree.	Apply	Terdapat SK pembagian peran Direktur secara individual. There is a decree on the division of Director roles individually.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.1.9	Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Directors has a policy regarding the resignation of members of the Board of Directors if they are involved in financial crimes and are proven to have made a mistake.	Apply	Terdapat pada Anggaran Dasar dan Board Manual Perusahaan. Found in the Company's Articles of Association and Board Manual.
1.2	Penilaian Kinerja – Direksi dan Anggotanya Performance Assessment – Board of Directors and Members		
Rekomendasi 1 Recommendation 1			
1.2.1	Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif dan Independen untuk menentukan efektivitas Direksi dan setiap individu direktur. The Board of Commissioners conducts annual formal evaluations objectively and independently to determine the effectiveness of the Board of Directors and each individual director.	Apply	Terdapat kebijakan evaluasi dan telah dilakukan evaluasi oleh Dewan Komisaris atas masing-masing individu Direktur. There is an evaluation policy and an evaluation has been carried out by the Board of Commissioners on each individual Director.
Panduan Guidelines			
1.2.1.1	Dewan Komisaris menetapkan kebijakan penilaian sendiri (self-assessment) bagi Direksi untuk menilai kinerja Direksi. Hasil penilaian sendiri disampaikan kepada Dewan Komisaris untuk dinilai dan bila diperlukan disesuaikan dengan penilaian Dewan Komisaris. The Board of Commissioners establishes a self-assessment policy for the Board of Directors to assess the performance of the Board of Directors. The results of the self-assessment are submitted to Board of Commissioners to be assessed and if necessary adjusted to the assessment of the Board of Commissioners.	Apply	Terdapat kebijakan penilaian sendiri untuk menilai capaian Key Performance Individu Direksi secara kolegial. There is a self-assessment policy to assess the Key Performance achievements of individual Directors in a collegial manner.
1.2.1.2	Kebijakan penilaian sendiri atau kebijakan penilaian lainnya didasarkan pada tolok ukur penilaian yang spesifik, terukur, dapat dicapai, dan relevan serta sesuai dengan yang ditetapkan Dewan Komisaris berdasarkan pertimbangan Komite Nominasi dan Remunerasi dan sebagai dasar penilaian akuntabilitas Direksi mengenai tingkat keberhasilan Korporasi dalam mencapai target-target kinerja. Tolak ukur yang terpilih dicantumkan ke dalam kontrak kesepakatan kerja antara Direksi dengan Dewan Komisaris. Self-assessment policies or other assessment policies are based on assessment benchmarks that are specific, measurable, achievable and relevant and in accordance with those determined by the Board of Commissioners based on the considerations of the Nomination and Remuneration Committee and as a basis for assessing the accountability of the Board of Directors regarding the level of success of the Corporation in achieving targets. performance. The selected benchmarks are included in the work agreement contract between the Board of Directors and the Board of Commissioners.	Apply	Penilaian sendiri dalam menilai capaian Key Performance Individu Direksi secara kolegial dilakukan berdasarkan realisasi capaian kinerja yang diatur dalam petunjuk teknis KPI. Self-assessment in assessing the Key Performance achievements of individual Directors in a collegial manner is carried out based on the realization of performance achievements as regulated in the KPI technical instructions.
1.2.1.3	Skema remunerasi yang berupa saham yang diberikan kepada direktur, komisaris, dan karyawan harus mendapat persetujuan dari pemegang saham. The remuneration scheme in the form of shares given to directors, commissioners and employees must obtain approval from shareholders.	Explain	Perusahaan tidak membagikan saham kepada pekerja. The company does not distribute shares to workers.
1.2.1.4	Perpanjangan masa jabatan direktur didasarkan pada hasil evaluasi kinerja yang memuaskan atas kontribusinya. The extension of a director's term of office is based on satisfactory performance evaluation results regarding his or her contribution.	Explain	Perpanjangan masa jabatan direktur ditetapkan berdasarkan RUPS Pemegang Saham. The extension of the director's term of office is determined based on the GMS of Shareholders.
Rekomendasi 2 Recommendation 2			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.2.2	Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi, bertanggung jawab menentukan kriteria evaluasi kinerja dan menilai kinerja Direktur Utama dan anggota Direksi lainnya. The Board of Commissioners, with the consideration of the Nomination and Remuneration Committee, is responsible for determining performance evaluation criteria and assessing the performance of the President Director and other members of the Board of Directors.	Apply	Dewan Komisaris telah melaksanakan penilaian atas Direktur Utama dan anggota Direksi lainnya. The Board of Commissioners has carried out an assessment of the President Director and other members of the Board of Directors.
Panduan Guidelines			
1.2.2.1	Dewan Komisaris memastikan bahwa evaluasi kinerja Direktur Utama didasarkan pada kriteria yang telah ditentukan sebelumnya yang telah dikomunikasikan kepadanya terlebih dahulu. Kriteria atau evaluasi kinerja harus memberi insentif kepada Direktur Utama untuk menjalankan perannya dalam mendukung pencapaian tujuan korporasi dan penciptaan nilai berkelanjutan. The Board of Commissioners ensures that the President Director's performance evaluation is based on predetermined criteria which have been communicated to him in advance. Performance criteria or evaluation must provide incentives to the President Director to carry out his role in supporting the achievement of corporate goals and the creation of sustainable value.	Apply	Dewan Komisaris telah melaksanakan penilaian atas Direktur Utama dan anggota Direksi lainnya. The Board of Commissioners has carried out an assessment of the President Director and other members of the Board of Directors.
1.2.2.2	Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi melakukan evaluasi kinerja tahunan terhadap Direktur Utama. Dewan Komisaris atau Ketua Komite Nominasi dan Remunerasi yang ditunjuk Dewan Komisaris mengkomunikasikan hasil (termasuk area pengembangan) evaluasi kinerja kepada Direktur Utama. The Board of Commissioners, with the consideration of the Nomination and Remuneration Committee, carries out an annual performance evaluation of the President Director. The Board of Commissioners or the Chairman of the Nomination and Remuneration Committee appointed by the Board of Commissioners communicates the results (including development areas) of performance evaluation to the President Director.	Apply	Dewan Komisaris telah melaksanakan penilaian atas Direktur Utama dan anggota Direksi lainnya dan telah disampaikan. The Board of Commissioners has carried out an assessment of the President Director and other members of the Board of Directors and has submitted it.
1.2.2.3	Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi menyetujui kriteria evaluasi kinerja anggota Direksi lainnya. Dewan Komisaris memastikan Direktur Utama mengevaluasi kinerja anggota Direksi lainnya secara obyektif dan akurat berdasarkan kriteria evaluasi kinerja yang telah ditentukan sebelumnya. The Board of Commissioners, with the consideration of the Nomination and Remuneration Committee, approves the performance evaluation criteria for other members of the Board of Directors. The Board of Commissioners ensures that the President Director evaluates the performance of other members of the Board of Directors objectively and accurately based on previously determined performance evaluation criteria.	Apply	Dewan Komisaris dan Direktur Utama melakukan evaluasi kinerja anggota Direksi lainnya. The Board of Commissioners and President Director evaluate the performance of other members of the Board of Directors.
1.3	Peran dan Tanggung Jawab Dewan Komisaris Roles and Responsibilities of the Board of Commissioners		
Rekomendasi 1 Recommendation 1			

No.	Uraian Description	*Apply/Explain*	Keterangan Penerapan Implementation Description
1.3.1	Dewan Komisaris mereviu strategi korporasi paling tidak setiap tahun dan menyetujui misi, visi dan strategi korporasi yang dirumuskan oleh Direksi. Dewan Komisaris juga mereviu, memberikan saran dan menyetujui rencana bisnis dan rencana keuangan jangka panjang dan rencana keuangan jangka pendek korporasi. Dewan Komisaris memberikan advis dan melakukan pemantauan kepada Direksi atas pengelolaan implementasinya. Direksi dan Dewan Komisaris terlibat dalam keputusan yang sangat penting bagi korporasi, diatur dalam anggaran dasar korporasi. The Board of Commissioners reviews the corporate strategy at least annually and approves the mission, vision and corporate strategy formulated by the Board of Directors. The Board of Commissioners also reviews, provides advice and approves business plans and long-term financial plans and short-term financial plans of the corporation. The Board of Commissioners provides advice and monitors the Board of Directors regarding implementation management. The Board of Directors and Board of Commissioners are involved in very important decisions for the corporation, regulated in the corporation's articles of association.	Apply	Telah dilakukan. Have been done.
1.3.2	Jenis keputusan yang memerlukan persetujuan Dewan Komisaris harus diungkapkan dalam laporan tahunan. The types of decisions that require approval from the Board of Commissioners must be disclosed in the annual report.	Apply	Diatur dalam anggaran Dasar. Regulated in the Articles of Association.
1.3.3	Dengan memperhatikan rekomendasi Komite Nominasi dan Remunerasi, Dewan Komisaris mengusulkan kepada, dan untuk diputuskan oleh, RUPS pengangkatan dan/atau pemberhentian anggota Direksi dan anggota Dewan Komisaris. Dalam mengusulkan hal di atas, Dewan Komisaris memperhatikan keberagaman, unsur nondiskriminatif dan memberikan kesempatan yang sama tanpa membedakan suku, agama, ras, antar golongan dan jender. Dewan Komisaris memastikan proses pencalonan dan pemilihan anggota Direksi dan anggota Dewan Komisaris adalah formal dan transparan. By considering the recommendations of the Nomination and Remuneration Committee, the Board of Commissioners proposes to, and is decided by, the GMS the appointment and/or dismissal of members of the Board of Directors and members of the Board of Commissioners. In proposing the above, the Board of Commissioners pays attention to diversity, non-discriminatory elements and provides equal opportunities without distinction between ethnicity, religion, race, group and gender. The Board of Commissioners ensures that the nomination and election process for members of the Board of Directors and members of the Board of Commissioners is formal and transparent.	Apply	Dilaksanakan oleh Induk Perusahaan selaku pemegang saham. Implemented by the Parent Company as shareholder.
1.3.4	Dewan Komisaris atau Komite yang menjalankan fungsi nominasi menyusun kebijakan suksesi dalam proses nominasi anggota Direksi. Setiap tahun Dewan Komisaris meninjau pelaporan pelaksanaan rencana pengembangan dan suksesi yang disampaikan Direktur Utama. The Board of Commissioners or the Committee that carries out the nomination function prepares a succession policy in the nomination process for members of the Board of Directors. Every year the Board of Commissioners reviews reports on the implementation of development and succession plans submitted by the President Director.	Apply	Dilakukan dalam rapat gabungan. Carried out in a joint meeting.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.3.5	Dewan Komisaris a). mengajukan kepada RUPS, yang dapat didahului oleh usulan dari Komite yang menjalankan fungsi remunerasi, besaran remunerasi anggota Direksi dan anggota Dewan Komisaris yang selaras dengan pengembangan korporasi yang berkelanjutan dan kepentingan jangka panjang korporasi dan pemegang saham; b). secara berkala mereviu sistem remunerasi Direksi dan Dewan Komisaris. Board of Commissioners a). submit to the GMS, which may be preceded by a proposal from the Committee carrying out the remuneration function, the amount of remuneration for members of the Board of Directors and members of the Board of Commissioners that is in line with sustainable corporate development and the long-term interests of the corporation and shareholders; b). periodically review the remuneration system for the Board of Directors and Board of Commissioners.	Apply	Dilakukan dalam RUPS Tahunan. Carried out at the Annual GMS.
1.3.6	Dewan Komisaris mengawasi efektivitas kebijakan governansi korporat dan implementasinya serta mengusulkan perubahan jika diperlukan. The Board of Commissioners monitors the effectiveness of corporate governance policies and their implementation and proposes changes if necessary.	Apply	Laporan berkala terkait pelaksanaan dan implementasi governansi korporat rutin disampaikan kepada Dewan Komisaris. Periodic reports related to the implementation and implementation of corporate governance are routinely submitted to the Board of Commissioners.
Panduan Guidelines			
1.3.6.1	Dewan Komisaris memastikan dilakukannya evaluasi secara berkala atas implementasi kebijakan governansi korporat baik secara mandiri maupun menggunakan konsultan eksternal Independen. The Board of Commissioners ensures that it carries out regular evaluations of the implementation of corporate governance policies both independently and using independent external consultants.	Apply	Dilakukan oleh Perusahaan. Carried out by the Company.
Rekomendasi Recommendation			
1.3.7	Dewan Komisaris memantau dan mengarahkan agar korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan, kode perilaku dan standar yang berlaku. The Board of Commissioners monitors and directs the corporation to implement appropriate and effective risk management and internal control systems that are in line with corporate goals, objectives and strategies and comply with applicable laws and regulations, codes of conduct and standards.	Apply	Termasuk dalam tugas Komite Audit dan tertuang dalam Komite Audit charter. Included in the duties of the Audit Committee and contained in the Audit Committee charter.
1.3.7.2	Dewan Komisaris memantau dan menyampaikan masukan untuk meyakinkan bahwa: 1. penetapan dan penerapan kebijakan manajemen risiko adalah konsisten dengan tujuan, sasaran, strategi, dan selera risiko (risk appetite) korporasi, 2. kebijakan manajemen risiko dapat memberikan sinyal peringatan dini (early warning signals) atas risiko material, 3. kebijakan manajemen risiko ditinjau secara berkala, misalnya setiap tahun. The Board of Commissioners monitors and provides input to ensure that: 1. establishing and implementing risk management policies is consistent with corporate goals, objectives, strategies and risk appetite, 2. Risk management policies can provide early warning signals for material risks, 3. Risk management policies are reviewed periodically, for example every year.	Apply	Terdapat Charter Management Risiko. There is a Risk Management Charter.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.3.7.3	Dewan Komisaris memantau dan menyampaikan masukan agar risiko utama teridentifikasi melalui pertimbangan faktor internal dan eksternal. The Board of Commissioners monitors and provides input so that main risks are identified through consideration of internal and external factors.	Apply	Dalam rapat Komite Audit. In the Audit Committee meeting.
1.3.7.4	Dewan Komisaris memantau dan menyampaikan masukan untuk meyakinkan bahwa dampak dan kemungkinan terjadinya risiko telah dinilai, dan bahwa tersedia strategi dan rencana mitigasi risiko yang tepat The Board of Commissioners monitors and provides input to ensure that the impact and likelihood of risks occurring have been assessed, and that appropriate risk mitigation strategies and plans are in place	Apply	Dalam rapat Komite Audit. In the Audit Committee meeting.
1.3.7.5	Dewan Komisaris secara teratur memantau efektivitas manajemen risiko, sistem pengendalian internal korporasi The Board of Commissioners regularly monitors the effectiveness of risk management and the corporation's internal control system	Apply	Dalam rapat Komite Audit. In the Audit Committee meeting.
Rekomendasi Recommendation			
1.3.8	Dewan Komisaris mengawasi dan mengarahkan agar tercapai integritas akuntansi dan sistem pelaporan keuangan korporat, serta Independen si fungsi audit internal dan eksternal. The Board of Commissioners supervises and directs the achievement of accounting integrity and the corporate financial reporting system, as well as independence of the internal and external audit functions.	Apply	Terdapat hasil evaluasi atas audit eksternal. There are evaluation results of external audits.
Panduan Guide			
1.3.8.1	Sebelum menyetujui laporan keuangan, Dewan Komisaris menerima pernyataan dari Direktur Utama dan Direktur Keuangan korporasi, bahwa menurut pendapat mereka, catatan keuangan entitas telah dikelola dengan baik dan laporan keuangan telah disusun sesuai dengan standar akuntansi yang berlaku dan menyajikan secara wajar tentang posisi dan kinerja keuangan korporasi dan bahwa pendapat mereka tersebut dibentuk berdasarkan sistem manajemen risiko dan pengendalian internal yang didesain secara tepat dan diimplementasikan secara efektif. Before approving the financial report, the Board of Commissioners received a statement from the President Director and Director of Finance of the corporation, that in their opinion, the entity's financial records have been managed well and the financial report has been prepared in accordance with applicable accounting standards and presents a fair presentation of the corporation's financial position and performance. and that their opinion is formed based on an appropriately designed and effectively implemented risk management and internal control system.	Apply	Dibahas dalam rapat Kinerja Keuangan bulan Desember. Discussed at the Financial Performance meeting in December.
Rekomendasi Recommendation			
1.3.9	Dewan Komisaris memantau, mereviu dan menyetujui laporan tahunan dan laporan keberlanjutan Korporasi serta memastikan integritasnya, serta mengawasi proses pengungkapan dan pengkomunikasian korporasi. The Board of Commissioners monitors, reviews and approves the Corporation's annual reports and sustainability reports and ensures their integrity, as well as oversees the corporate disclosure and communication process.	Apply	Terdapat surat telaah dan persetujuan atas Laporan Tahunan. There is a letter of review and approval of the Annual Report.
1.3.10	Piagam Dewan Komisaris secara periodik ditinjau. The Board of Commissioners Charter is periodically reviewed.	Explain	Belum secara periodik ditinjau. Not yet periodically reviewed.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.3.11	Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Commissioners has a policy regarding the resignation of members of the Board of Commissioners if they are involved in financial crimes and are proven to have made a mistake.	Apply	Dalam Anggaran Dasar dan Board Manual. In the Articles of Association and Board Manual.
1.3.12	Komisaris Independen sangat diharapkan untuk dapat berkontribusi dalam diskusi yang jujur, obyektif, aktif dan konstruktif pada rapat Dewan Komisaris. Independent Commissioners are highly expected to be able to contribute to honest, objective, active and constructive discussions at Board of Commissioners meetings.	Apply	Telah dibuktikan dalam pelaksanaan tugas pengawasan. Has been proven in carrying out supervisory duties.
Panduan Guidelines			
1.3.12.1	Jika Komisaris Utama bukan Komisaris Independen, maka Dewan Komisaris menunjuk Komisaris Independen atau Komisaris Independen yang senior (jika Komisaris Independen lebih dari satu orang) untuk menjalankan peran Komisaris Utama untuk tugas-tugas Komisaris Utama yang memiliki potensi benturan kepentingan dengan pihak terafiliasi. Kriteria dalam menunjuk Komisaris Independen senior yaitu: a) mampu menyampaikan pendapat/argumen secara konstruktif kepada Komisaris Utama; b) dibandingkan komisaris lainnya, memiliki pengetahuan lebih tentang korporasi, termasuk kinerja, pasar, dan pemangku kepentingannya; c) mampu memberikan pandangan/pemikiran yang berimbang terhadap isu dan perhatian dari pemegang saham mayoritas. If the President Commissioner is not an Independent Commissioner, then the Board of Commissioners appoints an Independent Commissioner or senior Independent Commissioner (if there is more than one Independent Commissioner) to carry out the role of President Commissioner for duties of the President Commissioner that have potential conflicts of interest with affiliated parties. The criteria for appointing a senior Independent Commissioner are: a) able to convey opinions/arguments constructively to the President Commissioner; b) compared to other commissioners, has more knowledge about the corporation, including its performance, market and stakeholders; c) able to provide balanced views/thoughts on the issues and concerns of the majority shareholder.	Apply	Komisaris Utama Perusahaan merupakan Komisaris Independen, dalam KPSSS tanggal 16 Desember 2022. The Company's President Commissioner is an Independent Commissioner, in the KPSSS dated December 16 2022.
1.3.12.2	Dalam menjalankan peran sebagai anggota Dewan Komisaris, Komisaris Independen agar: 1. Bertindak untuk kepentingan terbaik korporasi; 2. Memantau benturan kepentingan antara korporasi dengan anggota Direksi dan Dewan Komisaris atau pemegang saham pengendali; 3. Memperhatikan secara Independen pandangan pemegang saham minoritas dan pemangku kepentingan lainnya; dan 4. Mendorong dialog antara manajemen, pemegang saham, dan pemangku kepentingan lainnya. In carrying out his role as a member of the Board of Commissioners, the Independent Commissioner must: 1. Acting in the best interests of the corporation; 2. Monitor conflicts of interest between the corporation and members of the Board of Directors and Board of Commissioners or controlling shareholders; 3. Independently paying attention to the views of minority shareholders and other stakeholders; And 4. Encourage dialogue between management, shareholders and other stakeholders.	Apply	Telah dilaksanakan dalam setiap rapat gabungan dan rapat dengan pemegang saham. It has been implemented at every joint meeting and meeting with shareholders.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.3.12.3	Korporasi mengungkapkan alasan berakhirnya tugas Komisaris Independen yang terjadi sebelum masa jabatan berakhir. The corporation discloses the reasons for the end of the Independent Commissioner's duties which occurred before the end of the term of office.	Explain	Pada tahun 2023 Komisaris independen berakhir masa tugasnya sesuai dengan berakhirnya masa jabatannya yang tertera dalam KPSSS tanggal 11 September 2020. In 2023, the independent commissioner's term of office ends in accordance with the end of his term of office stated in the KPSSS on September 11, 2020.
Rekomendasi Recommendation			
1.3.13	Komisaris Utama berperan sebagai koordinator Dewan Komisaris dan memastikan efektivitasnya. Komisaris Utama mendorong budaya keterbukaan dan dialog konstruktif yang memungkinkan berbagai pandangan diungkapkan, termasuk mengkoordinasi penetapan agenda rapat dewan yang tepat dan memastikan waktu yang cukup tersedia untuk mendiskusikan semua agenda. Selain itu, juga harus ada kesempatan bagi Dewan Komisaris untuk bertemu dengan jajaran Direksi dan manajemen senior. The President Commissioner acts as coordinator of the Board of Commissioners and ensures its effectiveness. The Chief Commissioner encourages a culture of openness and constructive dialogue that allows a variety of views to be expressed, including coordinating the setting of appropriate board meeting agendas and ensuring sufficient time is available to discuss all agenda items. Apart from that, there must also be an opportunity for the Board of Commissioners to meet with the Board of Directors and senior management.	Apply	Telah dilaksanakan. Already implemented.
Panduan Guidelines			
1.3.13.1	Rincian tugas Komisaris Utama diungkapkan dalam laporan tahunan dan situs web korporasi. Details of the duties of the President Commissioner are disclosed in the annual report and corporate website.	Apply	Ada pada Website. It's on the Website.
1.3.13.2	Komisaris Utama mengkoordinasi pembagian peran pengawasan di antara para anggota Dewan Komisaris, memimpin rapat Dewan Komisaris dan mewakili Dewan Komisaris dalam urusan dengan pihak luar Dewan Komisaris. The President Commissioner coordinates the distribution of supervisory roles among members of the Board of Commissioners, chairs meetings of the Board of Commissioners and represents the Board of Commissioners in matters with parties outside the Board of Commissioners.	Apply	Terdapat SK Pembagian Tugas Dewan Komisaris Nomor: Kpts- 073/PTC-DEKOM/2022-S3 tanggal 16 Desember 2022. There is a Decree on the Division of Duties of the Board of Commissioners Number: Kpts-073/PTC-DEKOM/2022-S3 dated December 16, 2022.
1.3.13.3	Mantan Direktur Utama dan anggota Direksi yang terpilih sebagai anggota Dewan Komisaris tidak dapat langsung ditetapkan sebagai Komisaris Utama. Perlu ada masa jeda 2 (dua) tahun untuk dapat ditunjuk kembali sebagai Komisaris Utama. Jika Dewan Komisaris memutuskan bahwa mantan Direktur Utama/anggota Direksi perlu menjadi Komisaris Utama, maka Dewan Komisaris memberikan alasan dan penjelasan dalam Laporan Tahunan. Former President Directors and members of the Board of Directors who are elected as members of the Board of Commissioners cannot be immediately appointed as President Commissioners. There needs to be a cooling off period of 2 (two) years before being reappointed as President Commissioner. If the Board of Commissioners decides that the former President Director/member of the Board of Directors needs to become President Commissioner, then the Board of Commissioners provides reasons and explanations in the Annual Report.	Explain	Pada tahun 2023 tidak terdapat Mantan Direktur Utama dan anggota Direksi yang terpilih sebagai anggota Dewan Komisaris. In 2023, there was no former President Director or members of the Board of Directors elected as members of the Board of Commissioners.
1.4	Pembentukan Komite Committee Formation		

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
Rekomendasi Recommendation			
1.4.1	Korporasi memiliki komite-komite di bawah Dewan Komisaris sekurang-kurangnya terdiri dari: Komite Audit, Komite Nominasi dan Remunerasi dan Komite Pemantau Manajemen Risiko. The Corporation has committees under the Board of Commissioners consisting of at least: Audit Committee, Nomination and Remuneration Committee and Risk Management Monitoring Committee.	Apply	Terdapat Komite Audit yang tugasnya merangkap sebagai Komite Pemantauan Risiko. There is an Audit Committee which concurrently as the Risk Monitoring Committee.
Panduan Guidelines			
1.4.1.1	Untuk Komite yang tidak diwajibkan dalam aturan perundangan, jika tidak memiliki Komite, korporasi mengungkapkan fakta tersebut dan mengungkapkan proses yang digunakan untuk memastikan bahwa fungsi Komite tersebut dilaksanakan Dewan Komisaris sebagaimana mestinya. For Committees that are not required by law, if they do not have a Committee, the corporation discloses this fact and discloses the process used to ensure that the function of the Committee is carried out by the Board of Commissioners as it should.	Apply	Diungkap dalam Buku Laporan Tahunan bahwa Perusahaan tidak memiliki Komite Nominasi dan Remunerasi. It was revealed in the Annual Report Book that the Company does not have a Nomination and Remuneration Committee.
Rekomendasi Recommendation			
1.4.2	Dewan Komisaris memastikan bahwa anggota Komite Audit seluruhnya Independen dan komite lain yang dibentuk Dewan Komisaris adalah mayoritas dari pihak Independen, serta semua anggota komite memiliki kompetensi, berkomitmen, serta memiliki wewenang yang memadai untuk menjalankan perannya secara efektif dan Independent. The Board of Commissioners ensures that all members of the Audit Committee are independent and that the majority of other committees established by the Board of Commissioners are independent, and that all committee members are competent, committed and have sufficient authority to carry out their roles effectively and independently.	Apply	Ketua dan Anggota Komite Audit merupakan Komisaris independen. The Chairman and Members of the Audit Committee are independent Commissioners.
Panduan Guidelines			
1.4.2.1	Komite memiliki piagam yang secara jelas menetapkan perannya dan memberikan kepadanya semua wewenang yang diperlukan untuk menjalankan perannya. Wewenang ini antara lain mencakup hak untuk memperoleh informasi, bertemu dengan pihak terkait sehubungan dengan pelaksanaan tugasnya (dengan atau tanpa kehadiran manajemen), dan meminta nasihat dari konsultan/ahli eksternal Independen jika komite menilai diperlukan. The Committee has a charter that clearly defines its role and provides it with all the authority necessary to carry out its role. This authority includes, among other things, the right to obtain information, meet with related parties in connection with the implementation of their duties (with or without the presence of management), and request advice from independent external consultants/experts if the committee deems it necessary.	Apply	Terdapat Piagam Komite Audit Nomor: Kpts- 016 /PTC-DEKOM/2018-S1 tanggal 15 Agustus 2018. There is an Audit Committee Charter Number: Kpts-016 /PTC-DEKOM/2018-S1 dated August 15, 2018.
Rekomendasi Recommendation			
1.4.3	Untuk memastikan pemantauan atas pelaksanaan tugas Komite Audit berjalan obyektif dan Independen, Komisaris Utama tidak boleh menjadi ketua Komite Audit, kecuali dalam keadaan luar biasa yang harus dijelaskan dalam laporan tahunan. To ensure that monitoring of the implementation of the Audit Committee's duties is objective and independent, the President Commissioner may not be chairman of the Audit Committee, except in extraordinary circumstances which must be explained in the annual report.	Apply	Ketua Komite Audit dijabat oleh Anggota Dewan Komisaris independen. The Chair of the Audit Committee is held by an independent Member of the Board of Commissioners.
1.5	Penilaian Kinerja - Dewan Komisaris dan Anggotanya Performance Assessment - Board of Commissioners and Members		

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
Rekomendasi Recommendation			
1.5.1	Dewan Komisaris melakukan evaluasi formal tahunan secara obyektif untuk menentukan efektivitas Dewan, komitenya, dan setiap individu komisaris. The Board of Commissioners conducts an annual formal evaluation objectively to determine the effectiveness of the Board, its committees and each individual commissioner.	Apply	Telah dilakukan evaluasi atas Komite Audit tahun 2023. An evaluation of the 2023 Audit Committee has been carried out.
Panduan Guidelines			
1.5.1.1	Dewan Komisaris dapat mempunyai kebijakan penilaian sendiri (self -assessment) untuk menilai kinerja sebagai dewan secara keseluruhan. The Board of Commissioners can have a self-assessment policy to assess performance as a board as a whole.	Apply	Dewan Komisaris memiliki Kontrak Management tersendiri. The Board of Commissioners has its own Management Contract.
1.5.1.2	Kebijakan penilaian sendiri atau kebijakan penilaian lainnya didasarkan pada tolok ukur atau kriteria penilaian yang spesifik, terukur, dapat dicapai, dan relevan serta sesuai dengan yang ditetapkan Dewan Komisaris. The self-assessment policy or other assessment policies are based on benchmarks or assessment criteria that are specific, measurable, achievable and relevant and in accordance with those determined by the Board of Commissioners.	Apply	Sesuai dengan ketentuan dari Induk Perusahaan yang masih relevan dengan Peraturan Menteri BUMN PER-2/MBU/03/2023 tanggal 3 Maret 2023. In accordance with the provisions of the Parent Company which are still relevant to the Minister of BUMN Regulation PER-2/MBU/03/2023 dated March 3, 2023.
1.5.1.3	Perpanjangan masa jabatan komisaris didasarkan pada hasil evaluasi kinerja yang memuaskan atas kontribusinya. The extension of the commissioner's term of office is based on satisfactory performance evaluation results regarding his contribution.	Apply	Terdapat Keputusan Pemegang Saham Secara Sirkuler untuk Perpanjangan Anggota Dewan Komisaris tanggal 21 September 2023. There is a Circular Shareholder Decision for the Extension of Members of the Board of Commissioners on September 21, 2023.
1.5.1.4	Dewan Komisaris melibatkan konsultan eksternal Independen secara berkala paling tidak sekali dalam masa jabatan, untuk memfasilitasi evaluasi kinerja Dewan Komisaris yang objektif dan jujur. The Board of Commissioners regularly engages independent external consultants at least once during their term of office, to facilitate objective and honest performance evaluations of the Board of Commissioners.	Explain	Perusahaan belum pernah melibatkan konsultan eksternal independen dalam melakukan evaluasi kinerja dewan Komisaris. The company has never involved independent external consultants in evaluating the performance of the Board of Commissioners.
1.6	Benturan Kepentingan Conflict of Interest		
Rekomendasi Recommendation			
1.6.1	Anggota Direksi yang mempunyai rangkap jabatan di luar korporasi, harus mendapatkan persetujuan dari Dewan Komisaris. Seorang Komisaris memberi tahu Dewan Komisaris dan ketua komite yang menjalankan fungsi nominasi, sebelum menerima penunjukan baru sebagai direktur atau komisaris dari korporasi terbuka, jabatan direktur lainnya atau posisi lain dengan komitmen waktu yang signifikan. Members of the Board of Directors who hold concurrent positions outside the corporation must obtain approval from the Board of Commissioners. A Commissioner notifies the Board of Commissioners and the chair of the committee performing the nominating function, before accepting a new appointment as director or commissioner of a publicly traded corporation, other directorship or other position with a significant time commitment.	Explain	Tidak ada Anggota Direksi yang mempunyai rangkap jabatan di luar korporasi. No member of the Board of Directors holds concurrent positions outside the corporation.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
Panduan Guidelines			
1.6.1.1	Dewan Komisaris memastikan kebijakan dan pedoman yang jelas bagi anggota Direksi yang menjabat atau ingin menjabat sebagai direktur atau komisaris di korporasi lain. Kebijakan harus menetapkan penunjukan yang diizinkan dan jumlah korporasi yang diizinkan yang di dalamnya mereka dibolehkan untuk secara bersamaan menjabat sebagai direktur atau komisaris. The Board of Commissioners ensures clear policies and guidelines for members of the Board of Directors who serve or wish to serve as directors or commissioners in other corporations. The policy should specify the permitted appointments and the permitted number of corporations in which they are permitted to simultaneously serve as directors or commissioners.	Apply	Board Manual dan Pedoman GCG Perusahaan. Board Manual and Company GCG Guidelines.
Rekomendasi Recommendation			
1.6.2	Dewan Komisaris memantau dan mengelola potensi benturan kepentingan manajemen, anggota Direksi, Dewan Komisaris dan pemegang saham, termasuk penyalahgunaan aset korporasi dan penyalahgunaan dalam transaksi pihak berelasi. Komisaris yang memiliki benturan kepentingan tidak turut serta dalam pemantauan dan pengambilan keputusan atas potensi benturan kepentingan yang melibatkan Komisaris atau afiliasi Komisaris yang bersangkutan. The Board of Commissioners monitors and manages potential conflicts of interest of management, members of the Board of Directors, Board of Commissioners and shareholders, including misuse of corporate assets and misuse in related party transactions. Commissioners who have a conflict of interest do not participate in monitoring and making decisions regarding potential conflicts of interest involving the Commissioner or affiliates of the Commissioner concerned.	Apply	Terdapat Pakta Integritas dan Pernyataan Bebas Benturan Kepentingan dari BOC dan BOD. There is an Integrity Pact and a Statement of Free Conflict of Interest from BOC and BOD.
Panduan Guidelines			
1.6.2.1	Dewan Komisaris memiliki prosedur untuk memastikan bahwa anggota Direksi dan anggota Dewan Komisaris yang memiliki benturan kepentingan tidak ikut serta dalam pengambilan keputusan terkait (abstain) benturan kepentingan tersebut. The Board of Commissioners has procedures to ensure that members of the Board of Directors and members of the Board of Commissioners who have a conflict of interest do not participate in decision making related to (abstain) the conflict of interest.	Apply	Terdapat dalam Code of Conduct. It is contained in the Code of Conduct.
1.6.2.2	Setiap anggota Dewan Komisaris menginformasikan segera kepada Direksi dan Dewan Komisaris jika ada potensi benturan kepentingan, termasuk sebagai akibat dari kedudukannya sebagai konsultan atau pejabat di perusahaan pelanggan, pemasok, kreditur, atau partner bisnis lainnya. Each member of the Board of Commissioners immediately informs the Board of Directors and Board of Commissioners if there is a potential conflict of interest, including as a result of their position as a consultant or official in a customer company, supplier, creditor or other business partner.	Apply	Terdapat dalam Code of Conduct. It is contained in the Code of Conduct.
1.6.2.3	Semua anggota Direksi mengungkapkan dengan segera potensi benturan kepentingannya kepada Dewan Komisaris dan anggota Direksi lainnya serta tidak turut serta dalam pengambilan keputusan dalam hal yang bersangkutan memiliki benturan kepentingan. All members of the Board of Directors immediately disclose potential conflicts of interest to the Board of Commissioners and other members of the Board of Directors and do not participate in decision making in cases where they have a conflict of interest.	Apply	Terdapat Pakta Integritas dan Pernyataan Bebas Benturan Kepentingan dari BOC dan BOD. There is an Integrity Pact and a Statement of Free Conflict of Interest from BOC and BOD.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
1.6.2.4	Dalam laporannya, Dewan Komisaris menginformasikan kepada RUPS adanya benturan kepentingan material yang terjadi disertai perlakuannya. Benturan kepentingan material yang sifatnya tidak sekadar sementara waktu dapat berakibat pada penghentian jabatan sebagai anggota dewan. In its report, the Board of Commissioners informed the GMS of the existence of a material conflict of interest and its treatment. A material conflict of interest that is more than temporary in nature may result in termination of office as a member of the board.	Explain	Pada tahun 2023 tidak terdapat adanya proyek yang melibatkan Direksi dan Dewan Komisaris yang berpotensi adanya benturan kepentingan. In 2023 there was no projects involving the Board of Directors and Board of Commissioners that have the potential for conflicts of interest.
1.7	Peningkatan Kompetensi Anggota Direksi dan Dewan Komisaris Improving the Competency of Members of the Board of Directors and Board of Commissioners		
Rekomendasi Recommendation			
1.7.1	Dewan Komisaris memastikan bahwa anggota Direksi dan Dewan Komisaris memahami peran dan tanggung jawab mereka, karakteristik dan operasi korporasi, peraturan perundang-undangan dan standar yang relevan serta kewajiban lain yang berlaku. Direksi melalui sekretaris korporasi mendukung semua anggota Direksi dan Dewan Komisaris dalam memperbarui dan menyegarkan keterampilan dan pengetahuan mereka yang diperlukan untuk menjalankan peran mereka di Dewan. The Board of Commissioners ensures that members of the Board of Directors and Board of Commissioners understand their roles and responsibilities, characteristics and operations of the corporation, relevant laws and regulations and standards as well as other applicable obligations. The Board of Directors through the corporate secretary supports all members of the Board of Directors and Board of Commissioners in updating and refreshing their skills and knowledge necessary to carry out their roles on the Board.	Apply	Pada tahun 2023 seluruh anggota Dewan Komisaris melakukan upskilling dengan mengikuti pelatihan dan sertifikasi. In 2023, all members of the Board of Commissioners carried out upskilling by participating in training and certification.
Panduan Guidelines			
1.7.1.1	Direksi memastikan bahwa anggota Direksi dan Dewan Komisaris yang baru diangkat menerima program pengenalan yang formal dan memadai serta semua informasi yang relevan dengan peran dan tanggung jawab mereka. The Board of Directors ensures that newly appointed members of the Board of Directors and Board of Commissioners receive a formal and adequate induction program as well as all information relevant to their roles and responsibilities.	Apply	Diadakan Perkenalan direksi baru dalam rapat gabungan BOC-BOD pada tanggal 4 Oktober 2023. The introduction of new directors was held at a joint BOC-BOD meeting on October 4, 2023.
1.7.1.2	Anggota Direksi dan Dewan Komisaris secara teratur menerima program pelatihan dan pengembangan pengetahuan yang relevan, memadai dan berkelanjutan. Members of the Board of Directors and Board of Commissioners regularly receive relevant, adequate and sustainable training and knowledge development programs.	Apply	Pada tahun 2023 seluruh anggota Dewan Komisaris melakukan upskilling dengan mengikuti pelatihan dan sertifikasi. In 2023, all members of the Board of Commissioners carried out upskilling by participating in training and certification.
1.7.1.3	Anggota Direksi dan Dewan Komisaris secara regular menerima informasi yang akurat, tepat waktu dan jelas mengenai perkembangan terakhir peraturan perundang-undangan dan standar yang relevan, kewajiban lain yang berlaku, faktor risiko, dan lingkungan bisnis korporasi. Members of the Board of Directors and Board of Commissioners regularly receive accurate, timely and clear information regarding the latest developments in relevant laws and regulations and standards, other applicable obligations, risk factors and the corporate business environment.	Apply	Dilaporkan dalam Laporan Manajemen bulanan. Reported in the monthly Management Report.
2	Komposisi dan Remunerasi Direksi dan Dewan Komisaris Composition and Remuneration of the Board of Directors and Board of Commissioners		
2.1	Komposisi Direksi Composition of the Board of Directors		

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
Rekomendasi Recommendation			
2.1.1	Dalam menentukan kandidat calon direktur, Dewan Komisaris melalui Komite Nominasi dan Remunerasi tidak hanya mengandalkan rekomendasi dari Dewan Komisaris, manajemen atau pemegang saham mayoritas. Dewan Komisaris melalui Komite Nominasi dan Remunerasi dapat menggunakan sumber Independen untuk menentukan kandidat yang memenuhi syarat. In determining prospective director candidates, the Board of Commissioners through the Nomination and Remuneration Committee does not only rely on recommendations from the Board of Commissioners, management or majority shareholders. The Board of Commissioners through the Nomination and Remuneration Committee can use independent sources to determine candidates who meet the requirements.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
2.1.2	Dewan Komisaris memastikan bahwa kriteria dalam menyeleksi anggota Direksi mencakup paling tidak pengetahuan, kemampuan, dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran Direksi serta memperhatikan terpenuhinya keberagaman Direksi. The Board of Commissioners ensures that the criteria for selecting members of the Board of Directors include at least the knowledge, abilities and skills required to appropriately fulfill the role of the Board of Directors and pay attention to the fulfillment of the diversity of the Board of Directors.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
Panduan Guidelines			
2.1.2.1	Informasi tentang calon Direksi harus diungkapkan dalam proses pemilihan/pemilihan kembali dan wajib tersedia sejak tanggal dilakukannya pemanggilan RUPS sampai dengan penyelenggaraan RUPS serta dapat diunduh melalui situs web Perusahaan Terbuka dan/atau e-RUPS, meliputi: 1. identitas calon dan alasan pengangkatan; 2. kompetensi inti, kualifikasi, dan latar belakang profesional; 3. jabatan saat ini di korporasi lain, serta peran penting di organisasi nirlaba/amal; 4. faktor-faktor yang mempengaruhi Independen si, termasuk hubungan dengan pemegang saham pengendali; 5. lama masa jabatan; 6. kehadiran dalam rapat Direksi (kecuali untuk Direktur baru); dan 7. setiap kepemilikan saham dalam korporasi Information about prospective Directors must be disclosed in the election/re-election process and must be available from the date the GMS summons is issued until the GMS is held and can be downloaded via the Public Company website and/or e-GMS, including: 1. identity of the candidate and reasons for appointment; 2. core competencies, qualifications, and professional background; 3. current positions at other corporations, as well as key roles at non-profit/charitable organizations; 4. factors influencing Independence, including relationships with controlling shareholders; 5. length of term of office; 6. attendance at Board of Directors meetings (except for new Directors); And 7. any share ownership in the corporation	Apply	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.1.3	Kebijakan korporasi tentang keberagaman pada, Direksi dan Dewan Komisaris diungkapkan dalam Laporan Tahunan. Corporate policies regarding diversity among the Board of Directors and Board of Commissioners are disclosed in the Annual Report.	Apply	Terdapat pengungkapan keberagaman direksi dan Dewan Komisaris pada Laporan Tahunan tahun buku 2022. There is a disclosure of the diversity of the board of directors and the Board of Commissioners in the Annual Report for the 2022 financial year.
Panduan Guidelines			
2.1.3.1	Korporasi melaporkan dalam Laporan Tahunan keberagaman Direksi dan Dewan Komisaris saat ini, target komposisi yang terukur dan kemajuan yang dicapai dalam mencapai target tersebut. Informasi harus mencakup referensi tentang bagaimana keberagaman dicapai melalui perencanaan suksesi yang tepat di Direksi dan Dewan Komisaris. Corporations report in the Annual Report the current diversity of the Board of Directors and Board of Commissioners, measurable composition targets and the progress achieved in achieving these targets. Information should include references to how diversity is achieved through appropriate succession planning in the Board of Directors and Board of Commissioners.	Apply	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
Rekomendasi Recommendation			
2.1.4	Dewan Komisaris memastikan bahwa kebijakan dan prosedur untuk seleksi dan nominasi Komisaris adalah jelas dan transparan sehingga dapat menghasilkan komposisi Dewan yang diinginkan. Dewan Komisaris menggunakan sumber Independen untuk menentukan kandidat yang memenuhi syarat. The Board of Commissioners ensures that the policies and procedures for the selection and nomination of Commissioners are clear and transparent so as to produce the desired Board composition. The Board of Commissioners uses independent sources to determine qualified candidates.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.1.4.1	Informasi tentang calon Komisaris harus diungkapkan dalam proses pemilihan/pemilihan kembali dan wajib tersedia sejak tanggal dilakukannya pemanggilan RUPS sampai dengan penyelenggaraan RUPS serta dapat diunduh melalui situs web Perusahaan Terbuka dan/atau e-RUPS, meliputi: 1. identitas calon dan alasan pengangkatan; 2. kompetensi inti, kualifikasi, dan latar belakang profesional; 3. jabatan saat ini di korporasi lain, serta peran penting di organisasi nirlaba/amal; 4. faktor-faktor yang mempengaruhi Independen si, termasuk hubungan dengan pemegang saham pengendali; 5. lama masa jabatan; 6. kehadiran dalam rapat Dewan Komisaris dan komite (kecuali untuk Komisaris Baru); dan 7. setiap kepemilikan saham dalam korporasi Information about prospective Commissioners must be disclosed in the election/re-election process and must be available from the date the GMS summons is issued until the GMS is held and can be downloaded via the Public Company website and/or e-GMS, including: 1. identity of the candidate and reasons for appointment; 2. core competencies, qualifications, and professional background; 3. current positions at other corporations, as well as key roles at non-profit/charitable organizations; 4. factors influencing Independence, including relationships with controlling shareholders; 5. length of term of office; 6. attendance at Board of Commissioners and committee meetings (except for New Commissioners); And 7. any share ownership in the corporation	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
2.1.4.2	Jika Dewan Komisaris menggunakan konsultan eksternal Independen dalam proses nominasi, maka informasi relevan mengenai konsultan eksternal Independen diungkapkan di laporan tahunan, termasuk informasi mengenai Independen si dan benturan kepentingan. If the Board of Commissioners uses an independent external consultant in the nomination process, then relevant information regarding the Independent external consultant is disclosed in the annual report, including information regarding the Independent and conflicts of interest.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
Rekomendasi Recommendation			
2.1.5	Dewan Komisaris/Komite yang menjalankan fungsi nominasi menetapkan prosedur dan kriteria nominasi yang konsisten dengan matriks keahlian Dewan Komisaris yang telah disetujui Dewan Komisaris dan memastikan bahwa profil kandidat memenuhi persyaratan yang ditetapkan dalam matriks keahlian dan kriteria nominasi. The Board of Commissioners/Committee which carries out the nomination function determines nomination procedures and criteria that are consistent with the Board of Commissioners' skills matrix which has been approved by the Board of Commissioners and ensures that the candidate profile meets the requirements set out in the skills matrix and nomination criteria.	Apply	Terdapat dalam pembagian tugas Dewan Komisaris. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
2.1.6	Komposisi Dewan Komisaris harus dibentuk sedemikian rupa sehingga anggota -anggotanya secara kelompok mencerminkan keberagaman dalam hal kemampuan, keahlian, pengetahuan, pengalaman, usia, latar belakang budaya, dan gender yang dibutuhkan untuk memenuhi secara tepat peran Dewan Komisaris. The composition of the Board of Commissioners must be formed in such a way that its members as a group reflect the diversity in terms of abilities, skills, knowledge, experience, age, cultural background and gender required to appropriately fulfill the role of the Board of Commissioners.	Apply	Terdapat dalam pembagian tugas Dewan Komisaris. This is contained in the division of duties of the Board of Commissioners.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.1.6.1	Setidaknya ada satu Komisaris memiliki pengalaman sebelumnya pengalaman di sektor utama tempat korporasi beroperasi. At least one Commissioner has previous experience in the main sector in which the corporation operates.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direktur berada di Pemegang Saham Utama. The policy for appointing and determining prospective Director candidates rests with the Major Shareholders.
2.1.6.2	Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi korporasi. Determining the number of members of the Board of Commissioners considering the condition of the corporation.	Apply	Kebijakan pengangkatan dan penetapan kandidat calon Anggota Dewan Komisaris berada di Pemegang Saham Utama. The policy for appointing and determining candidates for members of the Board of Commissioners rests with the Principal Shareholders.
Rekomendasi Recommendation			
2.1.7	Untuk memampukan Dewan Komisaris dalam memberikan advis dan supervisi secara Independen kepada Direksi dan untuk peran-peran yang terdapat potensi benturan kepentingan, Dewan Komisaris terdiri dari Komisaris Independen yang cukup jumlahnya, dengan masa jabatan yang dibatasi dan terdapat pengungkapan Jangka waktu keanggotaan Dewan Komisaris serta Independen si mereka dari sudut pandang korporasi. To enable the Board of Commissioners to provide independent advice and supervision to the Board of Directors and for roles where there is a potential conflict of interest, the Board of Commissioners consists of a sufficient number of Independent Commissioners, with limited terms of office and disclosure of the term of membership of the Board of Commissioners and Independent Commissioners. them from a corporate perspective.	Apply	Kebijakan pengangkatan dan penetapan kandidat calon Anggota Dewan Komisaris berada di Pemegang Saham Utama berdasarkan Keputusan Pemegang Saham Secara Sirkuler (KPSSS). The policy for appointing and determining candidates for members of the Board of Commissioners rests with the Major Shareholders based on the Circular Shareholder Decision (KPSSS).
Panduan Guidelines			
2.1.7.1	Mantan Direktur Utama/anggota Direksi dapat masuk ke dalam Dewan Komisaris sebagai Komisaris Independen hanya dalam kondisi luar biasa dan harus ada masa jeda antara jabatan tersebut setidaknya 2 (dua) tahun. Former President Directors/members of the Board of Directors can join the Board of Commissioners as Independent Commissioners only in extraordinary circumstances and there must be a gap period between these positions of at least 2 (two) years.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Anggota Dewan Komisaris berada di Pemegang Saham Utama. The policy for appointing and determining candidates for members of the Board of Commissioners rests with the Principal Shareholders.
2.1.7.2	Mantan Komisaris Independen dapat diangkat kembali sebagai Komisaris Independen hanya dalam kondisi luar biasa dan harus ada masa jeda antara jabatan tersebut setidaknya 2 (dua) tahun. Former Independent Commissioners can be reappointed as Independent Commissioners only in extraordinary circumstances and there must be a gap period between positions of at least 2 (two) years.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Anggota Dewan Komisaris berada di Pemegang Saham Utama. The policy for appointing and determining candidates for members of the Board of Commissioners rests with the Principal Shareholders.
2.1.7.3	Masa jabatan Komisaris Independen tidak boleh melebihi batas waktu 9 (Sembilan) tahun. Bagi korporasi dengan masa jabatan 5 (lima) tahun maka tidak boleh melebihi batas waktu 10 (sepuluh) tahun. Setelah sembilan/sepuluh tahun, seorang Komisaris Independen dapat terus menjabat hanya sebagai komisaris. The term of office of an Independent Commissioner may not exceed the time limit of 9 (nine) years. For corporations with a term of office of 5 (five) years, the term of office may not exceed 10 (ten) years. After nine/ten years, an Independent Commissioner can continue to serve only as a commissioner.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Anggota Dewan Komisaris berada di Pemegang Saham Utama. The policy for appointing and determining candidates for members of the Board of Commissioners rests with the Principal Shareholders.
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.1.8	Untuk memfasilitasi fungsi Direksi dan Dewan Komisaris yang efektif dan guna meningkatkan kepercayaan investor dan pemangku kepentingan, Komite Nominasi dan Remunerasi memastikan bahwa terdapat proses yang formal, ketat dan transparan untuk penunjukan dan pengangkatan anggota Direksi dan Dewan Komisaris. To facilitate the effective functioning of the Board of Directors and Board of Commissioners and to increase investor and stakeholder confidence, the Nomination and Remuneration Committee ensures that there is a formal, strict and transparent process for the appointment and appointment of members of the Board of Directors and Board of Commissioners.	Explain	Kebijakan pengangkatan dan penetapan kandidat calon Direksi dan Anggota Dewan Komisaris berada di Pemegang Saham Utama. The policy for appointing and determining candidates for Directors and Members of the Board of Commissioners rests with the Principal Shareholders.
Panduan Guidelines			
2.1.8.1	Tanggung jawab dan peran Komite Nominasi dan Remunerasi termasuk namun tidak terbatas pada: 1. menyusun pedoman untuk memastikan bahwa semua komisaris mengalokasikan waktu yang cukup kepada korporasi agar dapat menjalankan tanggung jawab mereka secara efektif. Pedoman tersebut mencakup diantaranya: a. Dalam penunjukan Komisaris Utama, Komite Nominasi dan Remunerasi menyiapkan uraian spesifikasi pekerjaan, termasuk persyaratan komitmen waktu yang juga mempertimbangkan kebutuhan komitmen waktu pada saat krisis. Adanya komitmen signifikan lainnya di luar korporasi harus diungkapkan kepada Dewan Komisaris sebelum penunjukan dan diungkapkan dalam laporan tahunan. Perubahan komitmen harus segera dilaporkan kepada Dewan Komisaris dan dampaknya dijelaskan dalam laporan tahunan berikutnya. b. Dalam penunjukan anggota komisaris, Komite Nominasi dan Remunerasi menetapkan syarat dan ketentuan penunjukan anggota komisaris. Syarat dan ketentuan ini tersedia untuk dilakukan pemeriksaan. Komitmen waktu yang diharapkan dicantumkan dalam Surat penunjukan anggota komisaris dan anggota komisaris harus memiliki waktu yang cukup untuk memenuhi komitmen waktu yang diharapkan. Adanya komitmen signifikan lainnya di luar korporasi harus diungkapkan kepada Dewan Komisaris sebelum penunjukan, beserta indikasi komitmen waktu yang diperlukan dan Dewan Komisaris harus diberitahu jika terdapat perubahan atas komitmen tersebut. 2. secara proaktif memimpin dan bertanggung jawab atas pengembangan, implementasi, dan reviu berkelanjutan atas perencanaan suksesi Direksi dan Dewan Komisaris. 3. menjunjung tinggi prinsip Independen si dalam menangani benturan kepentingan (dan potensi benturan kepentingan) di antara anggota komite dalam pelaksanaan tugas Komite. 4. mempertimbangkan dan bertanggung jawab dalam menunjuk konsultan Independen nominasi, termasuk pemilihan dan persyaratan dalam penugasannya, serta mengungkapkan identitas dan biaya jasa konsultansi.	Explain	Perusahaan tidak memiliki Komite Nominasi dan Remunerasi. The Company does not have a Nomination and Remuneration Committee.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.1.8.1	The responsibilities and roles of the Nomination and Remuneration Committee include but are not limited to: 1. develop guidelines to ensure that all commissioners allocate sufficient time to the corporation to carry out their responsibilities effectively. These guidelines include: a. In appointing the President Commissioner, the Nomination and Remuneration Committee prepares a description of the job specifications, including time commitment requirements which also considering the need for time commitment during times of crisis. Any other significant commitments outside the corporation must be disclosed to the Board of Commissioners prior to appointment and disclosed in the annual report. Changes in commitments must be immediately reported to the Board of Commissioners and their impacts explained in the next annual report. b. In appointing commissioners, the Nomination and Remuneration Committee determines the terms and conditions for appointing commissioners. These terms and conditions are available for inspection. The expected time commitment is stated in the letter of appointment of commissioner members and commissioner members must have sufficient time to fulfill the expected time commitment. The existence of other significant commitments outside the corporation must be disclosed to the Board of Commissioners prior to appointment, along with an indication of the time commitment required and the Board of Commissioners must be notified if there are changes to these commitments. 2. proactively lead and be responsible for the development, implementation and ongoing review of succession planning for the Board of Directors and Board of Commissioners. 3. upholding the principle of independence in handling conflicts of interest (and potential conflicts of interest) between committee members in carrying out the Committee's duties. 4. consider and be responsible for appointing nominated Independent consultants, including the selection and requirements for their assignment, as well as disclosing the identity and costs of consultancy services.	Explain	Perusahaan tidak memiliki Komite Nominasi dan Remunerasi. The Company does not have a Nomination and Remuneration Committee.
2.2	Remunerasi Direksi dan Dewan Komisaris Remuneration of Directors and Board of Commissioners		
Rekomendasi Recommendation			
2.2.1	Kebijakan remunerasi anggota Direksi terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Remunerasi Direksi harus diusulkan, dapat dengan melalui Komite Nominasi dan Remunerasi, oleh Dewan Komisaris untuk diputuskan oleh RUPS. Jumlah remunerasi yang diusulkan kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Direksi dan situasi ekonomi serta kinerja korporasi. The remuneration policy for members of the Board of Directors consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. Directors' remuneration must be proposed, possibly through the Nomination and Remuneration Committee, by the Board of Commissioners to be decided by the GMS. The amount of remuneration proposed to the GMS is determined by considering the role of each member of the Board of Directors and the economic situation and corporate performance.	Apply	Dilakukan berdasarkan Keputusan Pemegang Saham Secara Sirkuler. Carried out based on Circular Shareholder Resolution.
Panduan Guidelines			
2.2.1.1	Kebijakan remunerasi bersifat wajar dan adil, baik dalam struktur maupun besaran, dan ditentukan dalam konteks nilai-nilai korporasi, struktur penghargaan internal, dan mendorong kompetisi dengan tetap peka terhadap harapan pemangku kepentingan dan norma masyarakat. Remuneration policies are reasonable and fair, both in structure and amount, and are determined in the context of corporate values, internal reward structures, and encourage competition while remaining sensitive to stakeholder expectations and community norms.	Apply	Diatur dengan Pedoman Pengelolaan Anak Perusahaan/Joint Venture PT Pertamina (Persero) yang disesuaikan dengan kondisi kemampuan perusahaan. Regulated by PT Pertamina (Persero) Subsidiary/Joint Venture Management Guidelines which are adjusted to the condition of the company's capabilities.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.2.1.2	Korporasi memiliki kebijakan remunerasi anggota Direksi yang berbasis kinerja dan selaras dengan pencapaian kepentingan jangka panjang korporasi, seperti ukuran kinerja sebagai berikut: opsi kepemilikan saham, bonus yang ditangguhkan, provisi pengembalian sebagian atau seluruh bonus/insentif yang telah dibayar (clawback). The corporation has a remuneration policy for members of the Board of Directors that is performance-based and in line with the achievement of the corporation's long-term interests, such as the following performance measures: share ownership options, deferred bonuses, provisions for the return of part or all of the bonuses/ incentives that have been paid (clawback).	Explain	Perusahaan tidak memiliki kebijakan untuk opsi kepemilikan saham bagi pekerja. The company does not have a policy for stock ownership options for employees.
2.2.1.3	Direksi tidak menerima fasilitas lain di luar fasilitas yang sudah diberikan berdasarkan Rapat Umum Pemegang Saham korporasi. The Board of Directors does not receive other facilities apart from the facilities already provided at the corporation's General Meeting of Shareholders.	Apply	Telah dilaksanakan sesuai keputusan RUPS (KPSSS). It has been implemented in accordance with the resolutions of the GMS (KPPS).
Rekomendasi Recommendation			
2.2.2	Kebijakan remunerasi anggota Dewan Komisaris terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Jumlah remunerasi yang diusulkan Dewan Komisaris kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Dewan Komisaris dan situasi ekonomi serta kinerja korporasi. Di samping itu juga harus dipertimbangkan posisinya sebagai Komisaris Utama dan ketua serta keanggotaannya dalam komite-komite. The remuneration policy for members of the Board of Commissioners consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. The amount of remuneration proposed by the Board of Commissioners to the GMS is determined by considering the role of each member of the Board of Commissioners and the economic situation and corporate performance. Apart from that, consideration must also be given to his position as President Commissioner and chairman as well as his membership in committees.	Apply	Diatur dengan Pedoman Pengelolaan Anak Perusahaan/Joint Venture PT Pertamina (Persero) yang disesuaikan dengan kondisi kemampuan perusahaan. Regulated by PT Pertamina (Persero) Subsidiary/Joint Venture Management Guidelines which are adjusted to the condition of the company's capabilities.
Panduan Guidelines			
2.2.2.1	Remunerasi Dewan Komisaris harus berupa remunerasi tetap. Jika anggota Dewan Komisaris diberi remunerasi terkait kinerja maka dasar pemberian harus terkait dengan pengembangan jangka panjang korporasi dan berbeda dengan anggota Direksi. The remuneration of the Board of Commissioners must be a fixed remuneration. If members of the Board of Commissioners are given remuneration related to performance, the basis for the award must be related to the long-term development of the corporation and is different from members of the Board of Directors.	Apply	Telah dilaksanakan sesuai keputusan RUPS Sirkuler (KPSSS). It has been implemented in accordance with the resolution of the Circular GMS (KPPS).
2.2.2.2	Komisaris Independen tidak boleh menerima opsi saham, saham yang dikaitkan dengan kinerja, atau bonus. Independent Commissioners may not receive stock options, shares linked to performance, or bonuses.	Explain	Tidak ada kebijakan pemberian saham kepada Pekerja. There is no policy on giving shares to workers.
Rekomendasi Recommendation			

No.	Uraian Description	*Apply/Explain*	Keterangan Penerapan Implementation Description
2.2.3	Untuk memastikan bahwa paket remunerasi ditentukan berdasarkan prestasi, kualifikasi dan kompetensi direktur dan komisaris dengan memperhatikan kinerja operasi korporasi, kinerja individu dan kondisi pasar, Komite Nominasi dan Remunerasi memastikan bahwa terdapat prosedur yang adil dan transparan untuk menetapkan kebijakan remunerasi anggota Direksi dan Dewan Komisaris. To ensure that remuneration packages are determined based on the achievements, qualifications and competencies of directors and commissioners by considering corporate operational performance, individual performance and market conditions, the Nomination and Remuneration Committee ensures that there are fair and transparent procedures for determining remuneration policies for members of the Board of Directors and Board of Commissioners.	Apply	Telah dilaksanakan sesuai keputusan RUPS Sirkuler (KPSSS). It has been implemented in accordance with the decision of the Circular GMS (KPPS).
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
2.2.3.1	Dalam menjalankan perannya Komite Nominasi dan Remunerasi: 1. menentukan proporsi yang tepat dan seimbang antara komponen remunerasi yang tetap dan yang terkait kinerja, komponen remunerasi yang dibayar langsung atau yang ditangguhkan. Indikator kinerja, termasuk indikator non-keuangan, dipastikan relevan dan dirancang untuk mendukung pencapaian kinerja jangka panjang korporat. Insentif remunerasi dipastikan sesuai dengan kebijakan risiko korporasi. Selain itu, terdapat penetapan batas atas remunerasi dan batas atas tersebut diungkapkan di laporan tahunan, 2. mempertimbangkan apakah direktur dan komisaris memenuhi syarat untuk memperoleh bonus tahunan dan/atau tunjangan dengan skema insentif jangka panjang. 3. secara hati-hati mempertimbangkan kewajiban kompensasi (termasuk iuran pensiun dan semua komponen lainnya) yang menjadi hak direktur/komisaris jika diberhentikan lebih awal. Tujuannya adalah untuk menghindari pemberian penghargaan atas kinerja yang tidak baik, 4. mempertimbangkan konsekuensi kewajiban pensiun dan manfaat jangka panjang lainnya bagi direktur dan komisaris bagi korporasi, termasuk dampak kenaikan imbalan kerja tersebut dan perubahan lainnya, terutama untuk direktur dan komisaris yang hampir pensiun. 5. menjunjung tinggi prinsip Independen si dalam menangani benturan kepentingan (dan potensi benturan kepentingan) di antara anggota komite dalam pelaksanaan tugas Komite. 6. mempertimbangkan dan bertanggung jawab dalam menunjuk konsultan Independen remunerasi, termasuk pemilihan dan persyaratan dalam penugasannya, serta mengungkapkan identitas dan biaya jasa konsultansi. In carrying out its role the Nomination and Remuneration Committee: 1. determine the appropriate and balanced proportion between fixed and performance-related remuneration components, remuneration components that are paid directly or that are deferred. Performance indicators, including non-financial indicators, are ensured to be relevant and designed to support the achievement of long-term corporate performance. Remuneration incentives are ensured in accordance with corporate risk policies. Apart from that, there is a determination of an upper limit on remuneration and this upper limit is disclosed in the annual report, 2. consider whether directors and commissioners qualify for annual bonuses and/or allowances under long-term incentive schemes. 3. carefully consider the compensation obligations (including pension contributions and all other components) that the director/commissioner is entitled to if dismissed early. The aim is to avoid giving rewards for poor performance, 4. consider the consequences of pension obligations and other long-term benefits for directors and commissioners for the corporation, including the impact of increases in employee benefits and other changes, especially for directors and commissioners who are nearing retirement. 5. upholding the principle of independence in handling conflicts of interest (and potential conflicts of interest) between committee members in carrying out the Committee's duties. 6. consider and be responsible for appointing Independent Consultant remuneration, including the selection and requirements for assignment, as well as disclosing the identity and costs of consultancy services.	Explain	Perusahaan tidak memiliki Komite Nominasi dan Remunerasi. The Company does not have a Nomination and Remuneration Committee.
3	Hubungan Kerja antara Direksi dengan Dewan Komisaris Working Relationship between the Board of Directors and the Board of Commissioners		
3.1	Sifat Hubungan Kerja Nature of Working Relationships		
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
3.1.1	Terdapat diskusi yang terbuka antara Direksi dengan Dewan Komisaris serta di antara para anggota Direksi dan para anggota Dewan Komisaris. Namun, tetap penting menjaga kerahasiaan informasi agar tidak terjadi kebocoran informasi rahasia. There are open discussions between the Board of Directors and the Board of Commissioners as well as between members of the Board of Directors and members of the Board of Commissioners. However, it is still important to maintain the confidentiality of information to prevent leaks of confidential information.	Apply	Dilakukan pada rapat gabungan Dewan Komisaris dan Direksi. Carried out at a joint meeting of the Board of Commissioners and Directors.
3.1.2	Sesuai dengan tugas dan perannya masing-masing, Direksi bekerjasama dengan Dewan Komisaris dalam merumuskan misi, visi dan strategi korporasi dan secara reguler membahas pengimplementasiannya. In accordance with their respective duties and roles, the Board of Directors collaborates with the Board of Commissioners in formulating the corporate mission, vision and strategy and regularly discusses their implementation.	Explain	Di tahun 2023 belum ada pembahasan terkait visi misi perusahaan dan strategi korporasi. In 2023 there will be no discussion regarding the company's vision and mission and corporate strategy.
3.1.3	Sekretaris Korporasi memiliki peran penting dalam mendukung efektivitas hubungan kerja antara Direksi dengan Dewan Komisaris, mendorong implementasi praktek governansi korporat yang baik, termasuk komunikasi yang efektif dengan pemegang saham dan pemangku kepentingan lainnya. The Corporate Secretary has an important role in supporting the effectiveness of the working relationship between the Board of Directors and the Board of Commissioners, encouraging the implementation of good corporate governance practices, including effective communication with shareholders and other stakeholders.	Apply	Diatur dalam Board Manual Perusahaan. Regulated in the Company's Board Manual.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
3.1.3.1	Peran dan tanggung jawab Sekretaris Korporasi mencakup, namun tidak terbatas pada: 1. memastikan arus informasi yang baik antara Dewan Komisaris dengan komitenya dan antara Dewan Komisaris dengan Direksi 2. memantau perkembangan governansi korporat, termasuk memastikan piagam Dewan Komisaris, Direksi, dan komite dilaksanakan sepenuhnya, membantu serta memberikan advis kepada Direksi dan Dewan Komisaris dalam menerapkan praktik governansi korporat untuk memenuhi harapan pemangku kepentingan, 3. Mengelola semua keperluan rapat Dewan Komisaris, Direksi, Direksi dengan Dewan Komisaris, komite yang dibentuk Dewan Komisaris, menghadiri dan mencatat risalah semua rapat dan memfasilitasi komunikasi antara Direksi dengan Dewan Komisaris, termasuk memastikan bahwa pembahasan dan keputusan rapat Direksi dan Dewan Komisaris dicatat secara akurat dalam risalah 4. Mengatur dan memfasilitasi orientasi direktur/komisaris/anggota komite baru dan pengembangan profesional direktur/komisaris/anggota komite 5. Mengelola aktivitas hubungan investor untuk menjaga dan meningkatkan komunikasi antara korporasi dengan pemegang saham/investor, baik lokal maupun asing. The roles and responsibilities of the Corporate Secretary include, but are not limited to: 1. ensure a good flow of information between the Board of Commissioners and its committees and between the Board of Commissioners and the Board of Directors 2. monitoring the development of corporate governance, including ensuring that the charter of the Board of Commissioners, Directors and committees is fully implemented, assisting and providing advice to the Board of Directors and Board of Commissioners in implementing corporate governance practices to meet stakeholder expectations, 3. Manage all meeting requirements of the Board of Commissioners, Board of Directors, Directors and Board of Commissioners, committees formed by the Board of Commissioners, attend and record minutes of all meetings and facilitate communication between the Board of Directors and the Board of Commissioners, including ensuring that discussions and decisions at meetings of the Board of Directors and Board of Commissioners are recorded accurately in treatise 4. Organize and facilitate the orientation of new directors/commissioners/committee members and professional development of directors/commissioners/committee members 5. Manage investor relations activities to maintain and improve communication between corporations and shareholders/investors, both local and foreign.	Apply	Diatur dalam Board Manual Perusahaan dan Surat Keputusan tentang Penunjukan Corporate Secretary sebagai CCO (Chief Compliance Officer). Regulated in the Company's Board Manual and Decree concerning the Appointment of the Corporate Secretary as CCO (Chief Compliance Officer).
3.1.3.2	Setiap direktur dan komisaris dapat berkomunikasi langsung dengan sekretaris korporat dan sebaliknya. Each director and commissioner can communicate directly with the corporate secretary and vice versa.	Apply	Telah dilaksanakan. Already implemented.
3.1.3.3	Dewan Komisaris memberikan pertimbangan kepada Direksi dalam pengangkatan dan pemberhentian Sekretaris Korporasi. The Board of Commissioners provides consideration to the Board of Directors in the appointment and dismissal of the Corporate Secretary.	Apply	Surat Persetujuan Dewan Komisaris pengangkatan Sekretaris Perusahaan. Letter of Approval from the Board of Commissioners for the appointment of the Corporate Secretary.
3.2	Akses informasi Dewan Komisaris Access information on the Board of Commissioners		
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
3.2.1	Direksi bertanggung jawab untuk memastikan Dewan Komisaris mendapatkan akses informasi yang akurat, relevan dan tepat waktu. Dewan Komisaris sendiri memastikan bahwa ia memperoleh informasi yang memadai. Direksi menyediakan informasi kepada Dewan Komisaris secara teratur, tanpa penundaan dan secara komprehensif tentang semua masalah yang relevan dengan korporasi. Dewan Komisaris sewaktu-waktu dapat meminta Direksi untuk memberikan informasi tambahan. The Board of Directors is responsible for ensuring that the Board of Commissioners has access to accurate, relevant and timely information. The Board of Commissioners itself ensures that it obtains adequate information. The Board of Directors provides information to the Board of Commissioners regularly, without delay and comprehensively on all issues relevant to the corporation. The Board of Commissioners may at any time ask the Board of Directors to provide additional information.	Apply	Penyampaian Laporan Manajemen setiap bulannya. Submission of Management Reports every month.
Panduan Guidelines			
3.2.1.1	Dewan Komisaris memiliki proses yang memungkinkan anggota Dewan Komisaris, termasuk Komisaris Independen, dapat memiliki akses ke Direksi dan manajemen senior terkait. The Board of Commissioners has a process that allows members of the Board of Commissioners, including Independent Commissioners, to have access to the Board of Directors and related senior management.	Apply	Menyelenggarakan Rapat Gabungan Dewan Komisaris dan Direksi yang mengundang Manajemen terkait. Organizing a Joint Meeting of the Board of Commissioners and Directors inviting relevant Management.
3.2.1.2	Direktur Utama atau Sekretaris Korporat segera menginformasikan kepada Dewan Komisaris tentang peristiwa besar yang material dan penting mengenai kondisi dan kinerja serta pengelolaan korporasi. Jika diperlukan, rapat Dewan Komisaris diadakan untuk membahas peristiwa tersebut. The President Director or Corporate Secretary immediately informs the Board of Commissioners about major material and important events regarding the condition, performance and management of the corporation. If necessary, a Board of Commissioners meeting is held to discuss the incident.	Apply	Dilaporkan dalam rapat gabungan Dewan Komisaris dan Direksi. Reported at a joint meeting of the Board of Commissioners and Directors.
3.2.1.3	Di antara rapat Dewan, Dewan Komisaris berhubungan secara teratur dengan Direksi agar terus dapat terinformasikan perkembangan korporasi yang perlu mendapat perhatian Dewan Komisaris sehingga Dewan Komisaris dapat menjalankan tugasnya dengan lebih efektif. Between Board meetings, the Board of Commissioners communicates regularly with the Board of Directors to keep them informed of corporate developments that need the attention of the Board of Commissioners so that the Board of Commissioners can carry out their duties more effectively.	Apply	Adanya surat arahan atas hasil rapat dari Dewan Komisaris. There is a letter of direction regarding the results of the meeting from the Board of Commissioners.
3.3	Tanggung jawab Direksi dan Dewan Komisaris atas Dampak Struktur Kepemilikan terhadap Korporasi Responsibility of the Board of Directors and Board of Commissioners for the Impact of Ownership Structure on the Corporation		
Rekomendasi Recommendation			
3.3.1	Dampak struktur kepemilikan terhadap korporasi. Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham dan hubungan antar-pemegang saham korporasi yang mungkin berdampak terhadap pengelolaan dan operasi korporasi. The impact of ownership structure on corporations. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the share ownership structure and relationships between corporate shareholders that may have an impact on the management and operations of the corporation.	Explain	Kepemilikan saham Perusahaan berada di PT Pertamina (Persero) dan PT Pertamina Pedeve Indonesia. The Company's share ownership is in PT Pertamina (Persero) and PT Pertamina Pedeve Indonesia.
Panduan Guidelines			

No.	Uraian Description	*Apply/Explain*	Keterangan Penerapan Implementation Description
3.3.1.1	Direksi dan Dewan Komisaris memahami struktur kepemilikan pemegang saham dan hubungan antar-pemegang saham korporasi, serta mempertimbangkan dampaknya terhadap pengendalian atas korporasi, termasuk perjanjian tertulis dan tidak tertulis keluarga sebagai pemegang saham pengendali, perjanjian antar pemegang saham, atau kebijakan grup bisnis dimana korporasi merupakan bagiannya. The Board of Directors and Board of Commissioners understand the shareholder ownership structure and relationships between corporate shareholders, and consider the impact on control over the corporation, including written and unwritten family agreements as controlling shareholders, agreements between shareholders, or policies of the business group of which the corporation is a part.	Apply	Terdapat surat pernyataan kepemilikan saham, pada Pernyataan Bebas Benturan Kepentingan. There is a statement of share ownership, in the Free Conflict of Interest Statement.
3.3.1.2	Direksi dan Dewan Komisaris memastikan bahwa struktur kepemilikan pemegang saham dan hubungan antar-pemegang saham korporasi tidak mempengaruhi pelaksanaan peran dan tanggung jawab Direksi dan Dewan Komisaris, (termasuk di antaranya dalam kaitannya dengan rencana suksesi Direksi) demi kepentingan terbaik korporasi. The Board of Directors and Board of Commissioners ensure that the shareholder ownership structure and relationships between corporate shareholders do not affect the implementation of the roles and responsibilities of the Board of Directors and Board of Commissioners, (including in relation to the Directors' succession plan) in the best interests of the corporation.	Explain	Kebijakan penetapan Direksi dan Dewan Komisaris ada pada Pemegang saham Mayoritas. The policy for determining the Board of Directors and Board of Commissioners rests with the Majority Shareholders.
3.3.1.3	Dewan Komisaris memantau dan Direksi memastikan bahwa informasi diungkapkan dengan benar ketika terdapat kondisi yang berdampak pada pengendalian atas korporasi. The Board of Commissioners monitors and the Board of Directors ensures that information is disclosed correctly when there are conditions that impact control over the corporation.	Apply	Dengan mengungkapkan kepemilikan pemegang Saham pada Laporan Tahunan. By disclosing shareholder ownership in the Annual Report.
4	Perilaku Etis dan Bertanggung Jawab Ethical and Responsible Behavior		
4.1	Pedoman Etika dan Perilaku Code of Ethics and Conduct		
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
4.1.1	Pernyataan ini dituangkan dalam Pedoman Perilaku dan Etika Usaha yang harus secara jelas mengungkapkan harapan korporasi bahwa setiap anggota Direksi dan Dewan Komisaris serta karyawan akan: 1. Bertindak untuk kepentingan terbaik korporasi; 2. Bertindak dengan jujur dan dengan integritas berstandar tinggi; 3. Bersikap Independen dan bertindak berdasarkan informasi yang lengkap, dengan itikad baik, dengan uji tuntas dan kehati-hatian. 4. Mematuhi peraturan perundang-undangan yang berlaku bagi korporasi dan operasinya; 5. Menghindari tindakan yang melanggar peraturan perundang-undangan atau tindakan yang tidak etis berdasarkan pedoman etika korporasi; 6. Tidak terlibat atau berpartisipasi dalam kegiatan apapun yang akan menimbulkan benturan kepentingan dengan kepentingan terbaik korporasi atau yang akan berdampak negatif terhadap reputasi korporasi; 7. Tidak mengambil manfaat atas properti atau informasi yang dimiliki korporasi, kepemilikan aset lainnya atau pelanggannya untuk kepentingan pribadi atau yang menyebabkan kerugian bagi korporasi dan pelanggannya. 8. Tidak memanfaatkan jabatannya atau peluang yang dihasilkan oleh jabatannya untuk kepentingan pribadi. 9. Menghindari perbuatan meminta atau menerima dari pihak ketiga pembayaran, gratifikasi atau keuntungan lain untuk dirinya sendiri atau untuk orang lain yang menimbulkan benturan kepentingan/memberikan keuntungan kepada pihak ketiga secara melanggar peraturan perundang-undangan. 10. Menghormati perbedaan pendapat dan hak-hak setiap anggota Direksi, Dewan Komisaris, dan karyawan. 11. Memastikan pengungkapan yang lengkap, adil, akurat, tepat waktu, dan dapat dipahami dalam laporan dan dokumen yang disampaikan korporasi kepada regulator dan dalam komunikasi publik lainnya. This statement is outlined in the Code of Business Conduct and Ethics which must clearly express the corporation's expectations that each member of the Board of Directors and Board of Commissioners as well as employees will: 1. Acting in the best interests of the corporation; 2. Act honestly and with high standards of integrity; 3. Be Independent and act based on complete information, in good faith, with due diligence and prudence. 4. Comply with the laws and regulations that apply to the corporation and its operations; 5. Avoid actions that violate laws and regulations or unethical actions based on corporate ethical guidelines; 6. Not be involved or participate in any activities that will create a conflict of interest with the best interests of the corporation or that will have a negative impact on the corporation's reputation; 7. Do not take advantage of property or information owned by the corporation, ownership of other assets or its customers for personal gain or which causes losses to the corporation and its customers. 8. Not taking advantage of his position or the opportunities generated by his position for personal gain. 9. Avoid acts of requesting or receiving from third parties payments, gratuities or other benefits for oneself or for other people which creates a conflict of interest/providing benefits to third parties in violation of statutory regulations. 10. Respect differences of opinion and the rights of every member of the Board of Directors, Board of Commissioners and employees. 11. Ensure complete, fair, accurate, timely and understandable disclosure in reports and documents submitted by the corporation to regulators and in other public communications.	Apply	Terdapat pada Code of Conduct. Found in the Code of Conduct.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
4.1.2	Direksi menetapkan kebijakan dan praktik anti pencucian uang dan pendanaan terorisme, anti suap, antikorupsi, antikecurangan (antifraud), keterlibatan dalam politik dengan mengacu pada standar nasional atau internasional mengenai anti pencucian uang, anti suap, antikorupsi, antikecurangan atau standar terkait lainnya. The Board of Directors determines policies and practices for anti-money laundering and terrorism financing, anti-bribery, anti-corruption, anti-fraud, involvement in politics by referring to national or international standards regarding anti-money laundering, anti-bribery, anti-corruption, anti-fraud or other related standards.	Apply	Dijabarkan pada Pedoman Code of Conduct. Described in the Code of Conduct Guidelines.
Panduan Guidelines			
4.1.2.1	Direksi mengembangkan dan menetapkan sistem yang dapat digunakan sebagai upaya dalam mencegah terjadinya pencucian uang dan pendanaan terorisme, anti korupsi, penawaran atau penerimaan suap serta pembayaran atau bujukan-bujukan lainnya untuk melakukan perbuatan yang melanggar peraturan perundang-undangan atau tidak etis. The Board of Directors develops and establishes a system that can be used as an effort to prevent money laundering and terrorist financing, anti-corruption, offering or accepting bribes as well as payments or other inducements to commit acts that violate laws and regulations or are unethical.	Apply	Dijabarkan pada Pedoman Code of Conduct. Described in the Code of Conduct Guidelines.
4.1.2.2	Direksi mengkomunikasikan kebijakan anti pencucian uang, anti suap, dan antikorupsi dengan memberi pelatihan kepada staf serta berupaya memperluas upaya anti pencucian uang, anti suap dan antikorupsi kepada pemangku kepentingan. The Board of Directors communicates anti-money laundering, anti-bribery and anti-corruption policies by providing training to staff and making efforts to expand anti-money laundering, anti-bribery and anti-corruption efforts to stakeholders.	Apply	Sosialisasi GCG kepada Pekerja, Pemasok. GCG Socialization to Workers, Suppliers.
4.1.2.3	Setiap pelanggaran material terhadap kebijakan anti pencucian uang, anti suap, antikorupsi harus diinformasikan kepada Direksi dan Dewan Komisaris atau Komite Dewan Komisaris. Any material violation of anti-money laundering, anti-bribery, anti-corruption policies must be informed to the Board of Directors and Board of Commissioners or the Board of Commissioners Committee.	Apply	Pedoman WBS. WBS Guidelines.
4.1.2.4	Direksi menetapkan dan meninjau secara teratur kebijakan yang transparan tentang keterlibatan politik, yang mencakup lobi dan donasi untuk tujuan politik atau kandidat jika diizinkan oleh peraturan perundang-undangan, dan memastikan bahwa manfaat dan risiko dari pendekatan yang diambil dipahami, dipantau, dan ditinjau secara teratur oleh Dewan Komisaris. The Board of Directors establishes and regularly reviews a transparent policy on political engagement, which includes lobbying and donations to political causes or candidates where permitted by law, and ensures that the benefits and risks of the approach taken are understood, monitored and regularly reviewed by Board of Commissioners.	Apply	Tanda tangan Pengesahan Pedoman Code of Conduct. Signature of Ratification of Code of Conduct Guidelines.
4.2	Nilai-Nilai dan Budaya Organisasi Organizational Values and Culture		
Rekomendasi Recommendation			
4.2.1	Korporasi mengartikulasikan, menumbuhkan dan mengungkapkan budaya dan nilainilai korporasi Corporations articulate, cultivate and express corporate culture and values	Apply	Adanya sosialisasi dan Survey terhadap tata nilai perusahaan "AKHLAK". There was socialization and a survey of the "AKHLAK" company values.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
4.2.1.1	Korporasi menumbuhkan budaya korporasi yang memastikan bahwa seluruh anggota Direksi dan anggota Dewan Komisaris serta seluruh karyawannya memahami dan berkomitmen menjalankan tanggung jawab mereka untuk berperilaku yang sesuai pedoman etika dan perilaku The corporation fosters a corporate culture that ensures that all members of the Board of Directors and Board of Commissioners as well as all employees understand and are committed to carrying out their responsibilities to behave in accordance with ethical and behavioral guidelines.	Apply	Adanya sosialisasi dan Survey terhadap tata nilai perusahaan "AKHLAK". There was socialization and a survey of the "AKHLAK" company values.
4.2.1.2	Terdapat pelatihan dan sosialisasi yang memadai di level Direksi dan Dewan Komisaris serta seluruh karyawan korporasi yang disebutkan di atas untuk semua aspek yang berkaitan dengan budaya, nilai-nilai dan etika korporasi. There is adequate training and outreach at the level of the Board of Directors and Board of Commissioners as well as all corporate employees mentioned above for all aspects related to corporate culture, values and ethics.	Apply	Terdapat online training via TRACO terkait AKHLAK. There is online training via TRACO regarding AKHLAK.
4.2.1.3	Terdapat penilaian dan program pemantauan agar seluruh Direksi, Dewan Komisaris, serta seluruh karyawan korporasi memahami kode etik yang relevan dan menerapkannya secara efektif untuk menghindari keterlibatan korporasi dalam perilaku yang tidak tepat. There is an assessment and monitoring program so that all Directors, Board of Commissioners and all corporate employees understand the relevant code of ethics and implement it effectively to avoid corporate involvement in inappropriate behavior.	Apply	Terdapat Survey terhadap tata nilai perusahaan "AKHLAK". There is a survey of the "AKHLAK" company values.
4.3	Komunikasi dan Penegakan Pedoman Etika, Nilai-Nilai dan Budaya Communication and Enforcement of Ethical Guidelines, Values and Culture		
Rekomendasi Recommendation			
4.3.1	Pedoman perilaku dan kode etik korporasi dikomunikasikan secara efektif kepada Direksi, Dewan Komisaris, serta seluruh karyawan, diintegrasikan ke dalam strategi dan operasi korporasi termasuk sistem manajemen risiko dan struktur remunerasi, serta ditegakkan. The corporate code of conduct and ethics are communicated effectively to the Board of Directors, Board of Commissioners and all employees, integrated into corporate strategy and operations including the risk management system and remuneration structure, and enforced.	Apply	Terdapat kewajiban bagi seluruh Perwira PTC untuk membuat pernyataan atas Pedoman Code of Conduct pada sistem aplikasi OSI. There is an obligation for all PTC officers to make a statement regarding the Code of Conduct Guidelines in the OSI application system.
Panduan Guidelines			
4.3.1.1	Korporasi memiliki pedoman pelaporan pelanggaran yang dapat digunakan untuk mendorong dilaporkannya perilaku yang melanggar peraturan perundang-undangan atau tidak etis, yang di dalamnya mencakup juga suatu pedoman tentang bagaimana korporasi melindungi pelapor yang beritikad baik. Corporations have violation reporting guidelines that can be used to encourage reporting of behavior that violates laws and regulations or is unethical, which also includes a guideline on how the corporation protects whistleblowers who have good intentions.	Apply	Pedoman WBS. WBS Guidelines.
4.3.1.2	Korporasi memastikan bahwa Dewan Komisaris dan komite segera diberitahu jika terdapat pelanggaran material pedoman etika dan perilaku The Corporation ensures that the Board of Commissioners and committees are immediately notified if there is a material violation of ethical and behavioral guidelines	Apply	Pelaporan WBS kepada Dewan Komisaris dari Direksi pada Laporan Penerapan GCG di Perusahaan. WBS reporting to the Board of Commissioners from the Board of Directors in the GCG Implementation Report in the Company.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
4.3.1.3	Korporasi memastikan bahwa Dewan Komisaris dan Komite segera diberitahu jika terdapat insiden material yang dilaporkan berdasarkan kebijakan pelaporan pelanggaran. The Corporation ensures that the Board of Commissioners and Committees are immediately notified if any material incidents are reported based on the violation reporting policy.	Apply	Pelaporan WBS kepada Dewan Komisaris dari Direksi pada Laporan Penerapan GCG di Perusahaan. WBS reporting to the Board of Commissioners from the Board of Directors in the GCG Implementation Report in the Company.
4.3.1.4	Direksi memastikan bahwa pelanggaran pedoman mengakibatkan tindakan disipliner, termasuk pemecatan Jika terdapat pelanggaran, Direksi wajib mengambil tindakan preventif agar pelanggaran tersebut tidak terulang kembali. The Board of Directors ensures that violations of the guidelines result in disciplinary action, including dismissal. If there is a violation, the Board of Directors is obliged to take preventive action so that the violation does not happen again.	Apply	Pada Laporan Tahunan. In Annual Report.
5	Manajemen Risiko, Pengendalian Internal dan Kepatuhan Risk Management, Internal Control and Compliance		
5.1	Pengendalian Internal dan Kepatuhan Internal Control and Compliance		
Rekomendasi Recommendation			
5.1.1	Direksi melakukan reviu secara berkala atas ketepatan desain dan efektivitas operasional sistem governansi, pengelolaan risiko, pengendalian internal dan kepatuhan korporasi dan melaporkan pelaksanaan dan hasil reviu kepada para pemegang saham melalui laporan tahunan Korporasi. The Board of Directors carries out regular reviews of the accuracy of the design and operational effectiveness of the governance system, risk management, internal control and corporate compliance and reports the implementation and results of the review to shareholders through the Corporation's annual report.	Apply	Laporan Penerapan GCG akhir tahun pada Perusahaaan. Year-end GCG Implementation Report at the Company.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
5.1.1.1	Reviu berkala yang dilakukan oleh Direksi secara khusus mempertimbangkan: 1. Adanya perubahan sejak reviu berkala terakhir tentang sifat dan ruang lingkup risiko signifikan dan kemampuan korporasi dalam merespons perubahan bisnis dan lingkungan eksternalnya; 2. Ruang lingkup dan mutu pemantauan yang sedang berjalan atas risiko dan sistem pengendalian internal, peran fungsi audit internal dan penyedia jasa asurans lainnya; 3. Cakupan dan frekuensi komunikasi hasil pemantauan di atas kepada Dewan Komisaris (atau kepada Komite Audit) yang memampukan Dewan Komisaris untuk menilai secara menyeluruh tentang kondisi pengendalian internal dan efektivitasnya dalam pengelolaan risiko; 4. Terjadinya kegagalan atau defisiensi dalam pengendalian internal yang ditemukan dalam periode yang direviu dan luasnya dampak kontinjensi yang telah, dapat, atau mungkin terjadi di masa depan, yang berdampak material atas kondisi atau kinerja keuangan korporasi; dan 5. Efektivitas pengendalian internal yang berkaitan dengan pelaporan keuangan dan kepatuhan terhadap peraturan perundang undangan yang berlaku. Periodic reviews carried out by the Board of Directors specifically consider: 1. There have been changes since the last periodic review regarding the nature and scope of significant risks and the corporation's ability to respond to changes in its business and external environment; 2. The scope and quality of ongoing monitoring of risks and internal control systems, the role of the internal audit function and other assurance service providers; 3. The scope and frequency of communication of the above monitoring results to the Board of Commissioners (or to the Audit Committee) which enables the Board of Commissioners to comprehensively assess the condition of internal control and its effectiveness in risk management; 4. The occurrence of failures or deficiencies in internal control discovered in the period reviewed and the extent of contingent impacts that have, can, or may occur in the future, which have a material impact on the corporation's financial condition or performance; And 5. Effectiveness of internal controls relating to financial reporting and compliance with applicable laws and regulations.	Apply	Laporan Penerapan GCG akhir tahun pada Perusahaaan. Year-end GCG Implementation Report at the Company.
5.1.1.2	Direksi memastikan bahwa korporasi memiliki sebuah fungsi yang berperan untuk senantiasa mengikuti perubahan dalam berbagai peraturan perundang-undangan yang berlaku, yang terkait dengan usahanya dan peraturan perundang-undangan pada umumnya, serta memiliki sistem untuk memastikan kepatuhan korporasi terhadap peraturan perundang-undangan yang berlaku dan peraturan internal korporasi. The Board of Directors ensures that the corporation has a function whose role is to always follow changes in various applicable laws and regulations related to its business and laws and regulations in general, as well as having a system to ensure the corporation's compliance with applicable laws and regulations. corporate internal.	Apply	Tugas Divisi Legal. Duties of the Legal Division.
5.2	Manajemen Risiko Risk management		
Rekomendasi Recommendation			
5.2.1	Strategi dan risiko merupakan satu kesatuan, diungkapkan secara transparan, masuk ke dalam pelaksanaan tugas dan tanggung jawab Direksi dan Dewan Komisaris, serta dalam diskusi di rapat Dewan Komisaris dan Direksi.	Apply	Tertuang dalam RKAP Perusahaan. Contained in the Company's RKAP.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
5.2.1.1	Direksi memimpin penerapan manajemen risiko untuk dimanfaatkan oleh seluruh jajaran manajemen dalam menciptakan dan melindungi nilai bagi korporasi, dengan memberi contoh dan menjadi teladan dalam hal pengendalian dan pengelolaan risiko dalam aktivitas bisnis dan operasional guna menanamkan, memperkuat, dan mengembangkan budaya sadar risiko yang berlandaskan pada kepatuhan dan pengendalian internal yang efektif. The Board of Directors leads the implementation of risk management to be utilized by all levels of management in creating and protecting value for the corporation, by setting an example and being a role model in terms of controlling and managing risks in business and operational activities in order to instill, strengthen and develop a risk-aware culture that is based on compliance. and effective internal control.	Apply	Penetapan high risk dan mitigasi atas potensi risiko pada setiap kegiatan perusahaan. Determining high risk and mitigating potential risks in each company activity.
5.2.1.2	Direksi mengungkapkan a) risiko-risiko utama yang dihadapi korporasi serta pengelolaannya; dan b) apakah terdapat eksposur material atas risiko lingkungan atau sosial dan, jika ya, bagaimana mengelola atau intensi dalam mengelola risiko tersebut. The Board of Directors discloses a) the main risks faced by the corporation and their management; and b) whether there is material exposure to environmental or social risks and, if so, how to manage or intend to manage those risks.	Apply	Telah disusunnya Top Risk perusahaan. The company's Top Risk has been prepared.
5.2.1.3	Direksi memastikan kesesuaian sistem pengendalian internal dan kerangka kerja manajemen risiko dengan karakteristik kebutuhan dan proses bisnis korporasi sehingga proses pengendalian internal dan pengelolaan risiko terhadap seluruh jenis risiko yang dihadapi korporasi, termasuk di dalamnya komunikasi dan pelaporan tentang risiko, manajemen risiko, pemeriksaannya, serta efektivitasnya, dapat terlaksanakan secara efektif selaras dengan ekspektasi para pemangku kepentingan." The Board of Directors ensures the suitability of the internal control system and risk management framework with the characteristics of the corporation's needs and business processes so that the internal control and risk management processes cover all types of risks faced by the corporation, including communication and reporting about risks, risk management, audits and their effectiveness, can be implemented effectively in line with stakeholder expectations."	Apply	Pedoman Manajemen Risiko dan Charter Manajemen Risiko. Risk Management Guidelines and Risk Management Charter.
5.2.1.4	Direksi memastikan proses governansi risiko di Teknologi Informasi termasuk gangguan, keamanan cyber, pemulihan bencana, untuk memastikan bahwa semua risiko utama diidentifikasi, dikelola, dan dilaporkan kepada Dewan Komisaris. The Board of Directors ensures risk governance processes in Information Technology including disruption, cyber security, disaster recovery, to ensure that all major risks are identified, managed and reported to the Board of Commissioners.	Apply	Adanya pedoman TI perusahaan. The existence of company IT guidelines.
Rekomendasi Recommendation			
5.2.2	Komite Pemantau Manajemen Risiko membantu pelaksanaan tugas Dewan Komisaris dengan menciptakan mekanisme yang transparan, fokus, dan Independen dalam pengawasan manajemen risiko korporasi. The Risk Management Monitoring Committee assists in carrying out the duties of the Board of Commissioners by creating a transparent, focused and independent mechanism for supervising corporate risk management.	Apply	Tertuang dalam Charter Komite Audit. Contained in the Audit Committee Charter.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
5.2.2.1	Peran Komite Pemantau Manajemen Risiko termasuk diantaranya: 1. memantau kinerja korporat terhadap kerangka manajemen risiko, termasuk memantau apakah korporasi beroperasi dalam selera risiko yang disetujui oleh Dewan Komisaris; 2. memantau pengendalian terhadap risiko-risiko utama, termasuk risiko utama pelaporan keuangan dan risiko kecurangan (fraud risk); 3. mereviu setiap kejadian material yang melibatkan fraud atau kelemahan signifikan dalam pengendalian risiko korporasi, serta pelajaran yang didapat untuk mencegah terulang di masa datang; 4. menerima laporan dari auditor internal tentang hasil reviu atas kecukupan proses manajemen risiko korporasi; 5. menerima laporan dari manajemen tentang sumber risiko baru dan yang muncul serta pengendalian risiko dan langkah-langkah mitigasi yang telah dilakukan Direksi untuk menangani risiko tersebut; 6. menyusun rekomendasi kepada Dewan Komisaris terkait dengan perubahan yang harus dilakukan pada kerangka manajemen risiko entitas atau selera risiko yang disetujui oleh Dewan Komisaris; dan 7. mengawasi program asuransi korporasi, dengan memperhatikan bisnis korporat dan risiko yang dapat diasuransikan. The role of the Risk Management Monitoring Committee includes: 1. monitor corporate performance against the risk management framework, including monitoring whether the corporation operates within the risk appetite approved by the Board of Commissioners; 2. monitor control of key risks, including major financial reporting risks and fraud risks; 3. reviewing every material incident involving fraud or significant weaknesses in corporate risk control, as well as lessons learned to prevent recurrence in the future; 4. receive reports from internal auditors regarding the results of reviews of the adequacy of corporate risk management processes; 5. receive reports from management regarding new and emerging sources of risk as well as risk control and mitigation steps that have been carried out by the Board of Directors to handle these risks; 6. prepare recommendations to the Board of Commissioners regarding changes that must be made to the entity's risk management framework or risk appetite as approved by the Board of Commissioners; And 7. oversee corporate insurance programs, considering corporate business and insurable risks.	Apply	Tertuang dalam Charter Komite Audit yang menjelaskan tugas sebagai Komite Risiko. Contained in the Audit Committee Charter which explains the duties of the Risk Committee.
5.2.2.2	Jumlah anggota Komite Pemantau Manajemen Risiko adalah memadai dan mayoritas Independen ; di antara anggotanya memiliki pengetahuan teknis yang diperlukan dan pemahaman yang memadai tentang industri tempat entitas beroperasi, untuk dapat melaksanakan mandat komite secara efektif. The number of members of the Risk Management Monitoring Committee is adequate and the majority are independent; among its members have the necessary technical knowledge and sufficient understanding of the industry in which the entity operates, to be able to carry out the committee's mandate effectively.	Apply	SK Penunjukan Komite Audit Nomor: Kpts- 032/PTC-DEKOM/2023-S3 tanggal 21 September 2023. Audit Committee Appointment Decree Number: Kpts-032/PTC-DEKOM/2023-S3 dated September 21, 2023.
5.3	Integrasi Governansi, Manajemen Risiko dan Kepatuhan Integration of Governance, Risk Management and Compliance		
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
5.3.1	Direksi membangun sistem governansi, manajemen risiko, dan kepatuhan (GRC) yang terintegrasi, dengan menangani berbagai ketidakpastian secara terpadu dan dengan integritas yang tinggi, untuk meyakinkan bahwa korporasi dapat mencapai tujuannya. The Board of Directors has built an integrated governance, risk management and compliance (GRC) system, by handling various uncertainties in an integrated manner and with high integrity, to ensure that the corporation can achieve its goals.	Apply	Berada pada divisi SPRM. Located in the SPRM division.
Panduan Guidelines			
5.3.1.1	Direksi memastikan adanya koordinasi dan peningkatan kapabilitas di antara sistem utama GRC yang meliputi sistem governansi, manajemen strategi, manajemen kinerja, manajemen risiko, manajemen kepatuhan, dan sistem audit internal agar korporasi tetap berada pada jalur yang benar dalam mencapai tujuannya. The Board of Directors ensures coordination and increased capability between the main GRC systems which include governance systems, strategic management, performance management, risk management, compliance management and internal audit systems so that the corporation remains on the right track in achieving its goals.	Apply	Konsisten menerapkan GCG dan Manajemen Risiko di Perusahaan. Consistently implement GCG and Risk Management in the Company.
Rekomendasi Recommendation			
5.3.2	Direksi memastikan bahwa bagian yang membawahi fungsi kepatuhan tidak merangkap melaksanakan fungsi yang berpotensi menimbulkan benturan kepentingan. The Board of Directors ensures that the department in charge of the compliance function does not concurrently carry out functions that have the potential to cause a conflict of interest.	Apply	Fungsi Kepatuhan berada di bawah Corporate Secretary yang berada di Leher struktur organisasi. The Compliance function is under the Corporate Secretary who is at the neck of the organizational structure.
5.4	Audit Internal Internal Audit		
Rekomendasi Recommendation			
5.4.1	Dewan Komisaris melalui Komite Audit memantau dan memastikan bahwa fungsi audit internal membantu korporasi untuk mencapai tujuannya dengan membawa pendekatan yang objektif dan disiplin untuk mengevaluasi dan meningkatkan efektivitas manajemen risiko, pengendalian internal, dan governansi korporat. The Board of Commissioners, through the Audit Committee, monitors and ensures that the internal audit function helps the corporation to achieve its goals by bringing an objective and disciplined approach to evaluating and improving the effectiveness of risk management, internal control and corporate governance.	Apply	Adanya rapat rutin Komite Audit dengan fungsi Audit Internal. There are regular meetings of the Audit Committee with the Internal Audit function.
Panduan Guidelines			
5.4.1.1	Audit internal dilakukan secara objektif dan Independen dari manajemen korporasi dan dari fungsi yang diauditnya. Dengan demikian, Audit Internal secara fungsional bertanggung jawab dan melapor kepada Dewan Komisaris melalui Komite Audit, memiliki akses langsung kepada Komite Audit dan Dewan Komisaris dan dapat berkomunikasi dan bertemu langsung dengan Komite Audit dan Dewan Komisaris dengan atau tanpa kehadiran Direksi. Internal audits are carried out objectively and independently from corporate management and from the function being audited. Thus, Internal Audit is functionally responsible and reports to the Board of Commissioners through the Audit Committee, has direct access to the Audit Committee and Board of Commissioners and can communicate and meet directly with the Audit Committee and Board of Commissioners with or without the presence of the Board of Directors.	Apply	Adanya rapat rutin Komite Audit dengan fungsi Audit Internal. There are regular meetings of the Audit Committee with the Internal Audit function.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
5.4.1.2	Dewan Komisaris melalui komite audit memastikan fungsi audit internal memiliki a. wewenang, sumber daya dan akses atas informasi yang memadai untuk melaksanakan perannya secara efektif. The Board of Commissioners through the audit committee ensures that the internal audit function has a. adequate authority, resources and access to information to carry out its role effectively.	Apply	Charter Internal Audit. Internal Audit Charter.
5.4.1.3	Komite Audit merekomendasikan kepada Dewan Komisaris pengangkatan dan pemberhentian Kepala Audit Internal, lingkup pekerjaan, dan anggaran untuk fungsi Audit Internal. The Audit Committee recommends to the Board of Commissioners the appointment and dismissal of the Head of Internal Audit, scope of work, and budget for the Internal Audit function.	Apply	Dilakukan berdasarkan instruksi dari Chief Audit Executive Pemegang Saham. Carried out based on instructions from the Chief Audit Executive of the Shareholders.
5.4.1.4	Komite Audit mengkaji efektivitas pelaksanaan audit intern dan mengevaluasi kinerja Audit Internal setiap tahun dan menyampaikan hasilnya kepada Dewan Komisaris. Setiap tiga tahun sekali, dengan mempertimbangkan rekomendasi Komite Audit, Dewan Komisaris menunjuk konsultan eksternal Independen untuk mengkaji ulang kinerja Audit Internal. The Audit Committee reviews the effectiveness of internal audit implementation and evaluates Internal Audit performance every year and submits the results to the Board of Commissioners. Every three years, considering the Audit Committee's recommendations, the Board of Commissioners appoints an independent external consultant to review the performance of the Internal Audit.	Apply	Adanya surat evaluasi atas pelaksanaan audit eksternal. There is an evaluation letter regarding the implementation of the external audit.
5.4.1.5	Audit internal membuat rencana audit, yang melibatkan Direktur Utama, Dewan Komisaris dengan pertimbangan Komite Audit. Rencana audit internal disampaikan kepada Direksi dan Dewan Komisaris untuk mendapatkan persetujuan. Internal audit creates an audit plan, involving the President Director, Board of Commissioners with consideration by the Audit Committee. The internal audit plan is submitted to the Board of Directors and Board of Commissioners for approval.	Apply	Terdapat rencana audit tahunan. There is an annual audit plan.
5.4.1.6	Komite Audit memastikan pelaksanaan audit internal dilakukan berdasarkan standar profesional audit internal yang berlaku dan dengan menjunjung tinggi kode etik profesi serta kode etik organisasi. The Audit Committee ensures that the implementation of internal audits is carried out based on applicable internal audit professional standards and by upholding the professional code of ethics and the organization's code of ethics.	Apply	Terlaksananya rencana program audit internal yang telah disusun. Implementation of the internal audit program plan that has been prepared.
6	Pengungkapan dan Transparansi Disclosure and Transparency		
6.2	Kebijakan Pengungkapan Disclosure Policy		
6.1.1	Korporasi memiliki kebijakan dan prosedur pengungkapan dan transparansi yang memastikan pengungkapan informasi material dan menjaga informasi sensitif serta rahasia korporasi. The corporation has disclosure and transparency policies and procedures that ensure disclosure of material information and safeguard sensitive information and confidential corporate.	Apply	Kebijakan Pengungkapan Informasi. Information Disclosure Policy.
6.1.2	Hak pemegang saham untuk memperoleh secara teratur dan tepat waktu informasi material yang relevan tentang korporasi harus dipenuhi. Shareholders' rights to obtain regularly and in a timely manner relevant material information about the corporation must be fulfilled.	Apply	Laporan Manajemen Bulanan, Triwulanan dan Laporan Tahunan disampaikan tepat waktu. Monthly, Quarterly and Annual Management Reports are submitted on time.
Panduan Guidelines			
6.1.2.1	Korporasi memiliki dan mengungkapkan kebijakan tertulis dalam melaksanakan kewajiban pengungkapan secara terus-menerus/ keterbukaan informasi berdasarkan peraturan berlaku. The corporation has and discloses written policies in carrying out continuous disclosure obligations/information disclosure based on applicable regulations.	Explain	Belum adanya pedoman Keterbukaan informasi. There are no guidelines for information disclosure.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
6.2	Laporan Keuangan dan Keberlanjutan Financial and Sustainability Reports		
Rekomendasi Recommendation			
6.2.1	Korporasi mengungkapkan sistem dan prosedur untuk memastikan bahwa laporan keuangan interim yang tidak diaudit atau direviu oleh auditor eksternal secara material adalah akurat, lengkap, dan memberikan investor informasi yang tepat untuk membuat keputusan investasi yang tepat. The Corporation discloses systems and procedures to ensure that interim Financial Statementsthat have not been audited or reviewed by an external auditor are materially accurate, complete, and provide investors with appropriate information to make informed investment decisions.	Apply	Terdapat pernyataan pada Laporan keuangan yang dibuat oleh KAP. There is a statement in the financial report made by KAP.
Panduan Guidelines			
6.2.1.1	Pengungkapan sistem dan prosedur paling tidak mencakup: 1. pengendalian internal atas pelaporan keuangan, termasuk laporan keuangan interim, 2. peran fungsi manajemen risiko/kepatuhan/pengawasan manajemen dan fungsi audit internal dalam memastikan integritas laporan keuangan interim, 3. peran Komite Audit dalam mereviu laporan keuangan interim yang akan dipublikasikan. Disclosure of systems and procedures includes at least: 1. internal control over financial reporting, including interim financial reports, 2. the role of the risk management/compliance/management oversight function and the internal audit function in ensuring the integrity of interim financial reports, 3. the role of the Audit Committee in reviewing interim Financial Statementsto be published.	Apply	Terdapat pernyataan pada Laporan keuangan yang dibuat oleh KAP. There is a statement in the financial report made by KAP.
Rekomendasi Recommendation			
6.2.2	Komite Audit memastikan kualitas audit laporan keuangan yang dilaksanakan oleh auditor eksternal. Kegiatan ini termasuk merekomendasikan penunjukan, penunjukan kembali dan, jika perlu, pemberhentian dan remunerasi auditor eksternal. The Audit Committee ensures the quality of financial report audits carried out by external auditors. These activities include recommending the appointment, reappointment and, if necessary, dismissal and remuneration of external auditors.	Apply	Terdapat surat hasil evaluasi audit Keuangan eksternal dan penunjukan auditor eksternal. There is a letter from the evaluation results of the external financial audit and the appointment of an external auditor.
Panduan Guidelines			
6.2.2.1	Proses seleksi auditor eksternal yang melalui tender dilakukan secara transparan sehingga pemegang saham dapat mengamati dan memantau proses jika mereka menginginkannya. The external auditor selection process through tender is carried out transparently so that shareholders can observe and monitor the process if they wish.	Apply	Dilakukan oleh fungsi procurement Perusahaan. Carried out by the Company's procurement function.
6.2.2.2	Komite Audit memastikan bahwa dalam kontrak dengan auditor tidak terdapat klausula yang dapat mengganggu Independen si atau kompetensi auditor dalam melaksanakan audit laporan keuangan. The Audit Committee ensures that in the contract with the auditor there are no clauses that could interfere with the auditor's independence or competence in carrying out the financial report audit.	Apply	Kontrak kerja KAP. KAP work contract.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
6.2.2.3	Komite Audit melakukan dialog yang memadai dengan auditor eksternal tanpa kehadiran manajemen dan memantau interaksi antara manajemen dan auditor eksternal, termasuk mereviu management letter yang diberikan oleh auditor eksternal dan mengawasi tanggapan manajemen. The Audit Committee carries out adequate dialogue with the external auditor without the presence of management and monitors interactions between management and the external auditor, including reviewing the management letter provided by the external auditor and monitoring management's response.	Explain	Tidak terdapat dialog antara Komite Audit dengan auditor eksternal. There is no dialogue between the Audit Committee and the external auditor.
6.2.2.4	Dewan Komisaris, atau Komite Audit, memastikan agar auditor eksternal segera menginformasikan semua temuan dan masalah signifikan yang ditemukan auditor eksternal selama pelaksanaan audit. The Board of Commissioners, or Audit Committee, ensures that the external auditor immediately informs all significant findings and problems discovered by the external auditor during the audit.	Explain	Jalannya audit keuangan yang dilakukan oleh auditor eksternal di fasilitasi dan diawasi oleh fungsi Internal Audit. The course of financial audits carried out by external auditors is facilitated and supervised by the Internal Audit function.
6.2.2.5	Komite Audit mereviu setiap jasa nonaudit yang diberikan oleh auditor eksternal dan afiliasinya serta biaya terkait, untuk memastikan bahwa layanan tersebut tidak mengganggu Independen si auditor. The Audit Committee reviews every non-audit service provided by external auditors and their affiliates and related costs, to ensure that such services do not interfere with the auditor's independence.	Explain	Komite Audit tidak melakukan reviu atas jasa nonaudit yang diberikan oleh auditor eksternal. The Audit Committee does not review non-audit services provided by external auditors.
Rekomendasi Recommendation			
6.2.3	Laporan keberlanjutan harus disiapkan dan diungkapkan dengan akurat dan disusun sesuai kerangka pelaporan keberlanjutan nasional atau internasional. Sustainability reports must be prepared and disclosed accurately and prepared in accordance with national or international sustainability reporting frameworks.	Apply	Dimuat laporan keberlanjutan perusahaan dalam Buku Laporan Tahunan tahun buku 2022. The company's sustainability report will be included in the Annual Report Book for the 2022 financial year.
Panduan Guidelines			
6.2.3.1	Laporan keberlanjutan diberikan asurans oleh pihak eksternal yang Independen dan kompeten. Sustainability reports are provided with assurance by independent and competent external parties.	Explain	Perusahaan tidak meminta pihak eksternal untuk membuat Laporan Berkelanjutan. The company does not ask external parties to create a Sustainability Report.
Rekomendasi Recommendation			
6.2.4	Korporasi menerbitkan laporan tahunan secara terintegrasi yang menempatkan kinerja historis ke dalam konteks dan menggambarkan risiko, peluang, dan prospek korporasi di masa depan, sehingga membantu pemegang saham dan pemangku kepentingan memahami tujuan strategis korporasi dan kemajuannya dalam menciptakan nilai yang berkelanjutan. Corporations publish integrated annual reports that put historical performance into context and describe the corporation's risks, opportunities and future prospects, thereby helping shareholders and stakeholders understand the corporation's strategic objectives and its progress in creating sustainable value.	Apply	Laporan Tahunan tahun buku 2022. Annual Report for the 2022 financial year.
6.3	Diseminasi Informasi Information Dissemination		
Rekomendasi Recommendation			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
6.3.1	Saluran penyebaran informasi harus menyediakan akses yang setara, tepat waktu, dan relatif murah untuk informasi yang relevan bagi pengguna. Information dissemination channels should provide equal, timely and relatively inexpensive access to relevant information for users.	Apply	Sistem email secara broadcast. Broadcast email system.
Panduan Guidelines			
6.3.1.1	Korporasi secara berkala mengadakan pertemuan dengan analis keuangan Corporations regularly hold meetings with financial analysts	Apply	Diskusi bulanan dengan tim Keuangan Persero. Monthly discussions with the Persero Finance team.
6.3.1.2	Korporasi memanfaatkan penggunaan teknologi informasi secara efektif dan lebih luas selain situs web sebagai media keterbukaan informasi Corporations utilize information technology effectively and more widely apart from websites as a medium for information disclosure	Apply	Sistem Keuangan, sistem HRMS , Sistem Pengadaan, Aplikasi Compliance online system pada aplikasi OSI. Financial System, HRMS system, Procurement System, Compliance online system application in the OSI application.
6.3.1.3	Korporasi memastikan bahwa informasi yang disebarkan dijaga dan terproteksi keamanannya The corporation ensures that the security of the information it disseminates is maintained and protected	Apply	Terdapat penerapan sistem keamanan Ti di Perusahaan. There is an implementation of an IT security system in the Company.
Rekomendasi Recommendation			
6.3.2	Korporasi memastikan bahwa pernyataan tahunan terhadap penerapan Pedoman Umum Governansi Korporat Indonesia, termasuk penjelasan atas penerapan atas masing-masing Rekomendasi dan Panduan tersedia di situs web selama jangka waktu minimal lima tahun. The Corporation ensures that an annual statement regarding the implementation of the General Guidelines for Indonesian Corporate Governance, including an explanation of the implementation of each Recommendation and Guide is available on the website for a minimum period of five years.	Apply	Terdapat informasi terkait GCG pada website Perusahaan. There is information related to GCG on the Company's website.
6.3.3	Untuk korporasi yang terdaftar di pasar modal di yurisdiksi selain yurisdiksi asal, peraturan perundang-undangan atas governansi korporat yang berlaku harus diungkapkan dengan jelas. Dalam hal cross listing, kriteria dan prosedur cross listing, kriteria dan prosedur untuk mengakui persyaratan listing untuk listing utama harus transparan dan didokumentasikan. For corporations listed on the capital market in jurisdictions other than the home jurisdiction, the applicable corporate governance laws and regulations must be clearly disclosed. In the case of cross listing, cross listing criteria and procedures, criteria and procedures for recognizing listing requirements for the main listing must be transparent and documented.	Explain	Perusahaan bukan merupakan perusahaan terbuka (Go Public). The company is not a public company (Go Public).
7	Perlindungan terhadap Hak-Hak Pemegang Saham Protection of Shareholder Rights		
7.1	Hak Pemegang Saham Shareholder Rights		
Rekomendasi Recommendation			
7.1.1	Korporasi memiliki suatu kebijakan komunikasi yang memfasilitasi dan mendorong partisipasi pemegang saham atau investor The corporation has a communications policy that facilitates and encourages shareholder or investor participation	Apply	Anggaran Dasar dan Pedoman GCG (COCG). Articles of Association and GCG Guidelines (COCG).
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.1.1.1	Pemegang saham, termasuk pemegang saham institusional, diperbolehkan untuk melakukan konsultasi satu dengan lainnya tentang isu mengenai hak-hak dasar pemegang saham sebagaimana yang ditetapkan dalam Prinsip ini, namun hal ini tidak boleh disalahgunakan. Shareholders, including institutional shareholders, are permitted to consult with each other on issues regarding basic shareholder rights as stipulated in these Principles, but this must not be abused.	Apply	Diatur dalam Pedoman Pengelolaan Anak Perusahaan/Joint Venture Pertamina dan Piagam KTKT yang berlaku pula pada Anak Perusahaan. Regulated in the Pertamina Subsidiary/Joint Venture Management Guidelines and the KTKT Charter which also applies to Subsidiaries.
7.1.1.2	Korporasi mendorong adanya dialog konstruktif antara pemegang saham (terutama investor institusional) dengan manajemen. Korporasi menanggapi permintaan dari pemegang saham untuk terlibat dalam dialog untuk mendukung pertumbuhan yang berkelanjutan dan meningkatkan nilai korporasi dalam jangka menengah hingga panjang. Corporations encourage constructive dialogue between shareholders (especially institutional investors) and management. The corporation responded to requests from shareholders to engage in dialogue to support sustainable growth and increase corporate value in the medium to long term.	Apply	Terdapat Perjanjian atas Notional Pooling. There is an Agreement on Notional Pooling.
7.1.1.3	Korporasi menyediakan wadah atau platform dialog konstruktif antara seluruh pemegang saham dengan manajemen. Corporations provide a forum or platform for constructive dialogue between all shareholders and management.	Apply	Terdapat WA Group Koordinasi Pemegang Saham dg Seluruh anak perusahaan. There is a WA Group Coordinating Shareholders with all subsidiaries.
7.1.1.4	Korporasi segera mengungkapkan kepada publik semua fakta baru yang material yang tersedia bagi analis keuangan dan pihak lainnya yang serupa. The Corporation promptly discloses to the public all material new facts that are available to financial analysts and other similar parties.	Apply	Tertuang dalam buku Laporan tahunan Perusahaan. Contained in the Company's annual report book.
7.1.1.5	Korporasi mengungkapkan kebijakan komunikasi korporasi dengan pemegang saham atau investor dalam situs web dan laporan. Corporations disclose corporate communication policies with shareholders or investors in websites and reports.	Explain	Pedoman Pengelolaan Web belum ada. Web Management Guidelines do not yet exist.
Rekomendasi Recommendation			
7.1.2	Korporasi yang merupakan entitas induk memastikan bahwa kebijakan governansi korporatnya berlaku bagi entitas anak dan entitas sepengendali yang di dalamnya investasi korporasi adalah signifikan. The corporation, which is the parent entity, ensures that its corporate governance policies apply to subsidiaries and entities under common control in which the corporation's investment is significant.	Apply	Terdapat surat edaran dari Persero terkait Pedoman Investasi Korporat. There is a circular from Persero regarding Corporate Investment Guidelines.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.1.2.1	Kerangka kerja dan kebijakan governansi korporat di entitas anak termasuk kebijakan tertulis antara lain mengenai: 1. wewenang untuk menunjuk komisaris dan direktur. Umumnya, untuk entitas anak dengan ukuran relatif besar, Dewan Komisaris perlu dilibatkan dalam penunjukkan pengurus di entitas anak. Untuk entitas anak yang lebih kecil, Direksi yang berwenang melaksanakannya; 2. efektivitas sistem pengendalian internal dan ketaatan terhadap aturan perundang-undangan yang berlaku; dan 3. pengungkapan yang tepat waktu dan akurat atas informasi material entitas anak, termasuk informasi keuangan, transaksi dengan pihak berelasi dan informasi material lainnya. 4. Jika korporasi memiliki/membentuk entitas berbadan hukum selain perseroan terbatas, korporasi memastikan bahwa kebijakan governansi korporatnya berlaku bagi entitas tersebut disesuaikan dengan konteks jenis badan hukumnya. Corporate governance framework and policies in subsidiaries include written policies regarding, among other things: 1. authority to appoint commissioners and directors. Generally, for subsidiaries with relatively large sizes, the Board of Commissioners needs to be involved in appointing management in the subsidiary. For smaller subsidiaries, the Board of Directors has the authority to implement it; 2. effectiveness of the internal control system and compliance with applicable laws and regulations; And 3. timely and accurate disclosure of material information on subsidiaries, including financial information, transactions with related parties and other material information. 4. If a corporation owns/forms a legal entity other than a limited liability company, the corporation ensures that its corporate governance policies apply to that entity according to the context of the type of legal entity.	Apply	Pedoman GCG (COCG) perusahaan. Company GCG (COCG) guidelines.
7.1.2.2	Untuk investasi di entitas anak yang signifikan namun di bawah mayoritas (seperti kepemilikan antara 20 persen sampai 50 persen saham), Direksi memastikan bahwa terdapat perjanjian pemegang saham atau perjanjian lain yang memungkinkan korporasi memantau kinerja korporasi dan berpartisipasi dalam kepengurusan, termasuk untuk persetujuan transaksi dan keputusan yang signifikan. Hal ini diperlukan antara lain untuk memastikan bahwa korporasi memiliki informasi yang memadai, akurat, dan tepat waktu di entitas anak. For investments in subsidiaries that are significant but below the majority (such as ownership between 20 percent and 50 percent of shares), the Board of Directors ensures that there is a shareholder agreement or other agreement that allows the corporation to monitor corporate performance and participate in management, including for approval of transactions and decisions which is significant. This is necessary, among other things, to ensure that the corporation has adequate, accurate and timely information on subsidiaries.	Apply	Terdapat Akta Penyertaan Modal pada PT PAR. There is a Deed of Capital Participation at PT PAR.
Rekomendasi Recommendation			
7.1.3	Korporasi memiliki aturan dan prosedur yang mengatur akuisisi, pengambilalihan, dan transaksi luar biasa seperti merger dan penjualan aset korporasi yang substansial untuk memastikan transaksi terjadi secara transparan dan dalam kondisi yang wajar dan melindungi hak-hak semua pemegang saham sesuai dengan kelasnya. Corporations have rules and procedures governing acquisitions, takeovers and extraordinary transactions such as mergers and sales of substantial corporate assets to ensure transactions occur transparently and under fair conditions and protect the rights of all shareholders according to their class.	Apply	Terdapat kebijakan dari Pemegang Saham yang berlaku bagi anak perusahaan. There are policies from Shareholders that apply to subsidiaries.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.1.3.1	Korporasi secara jelas mengungkapkan aturan dan prosedur tersebut sehingga investor memahami hak-hak mereka dan hak untuk memperoleh kompensasi. Corporations clearly disclose these rules and procedures so that investors understand their rights and the right to obtain compensation.	Explain	Perusahaan bukan perusahaan terbuka (go publik). The company is not a public company (go public).
7.1.3.2	Taktik yang mencegah pengambilalihan (anti-take-over devices) tidak boleh digunakan untuk melindungi manajemen dan Dewan Komisaris dari akuntabilitas. Tactics that prevent takeover (anti-take-over devices) must not be used to protect management and the Board of Commissioners from accountability.	Explain	Perusahaan bukan perusahaan terbuka (go publik). The company is not a public company (go public).
7.2	Perlakuan Adil Terhadap Pemegang Saham Equal Treatment of Shareholders		
Rekomendasi Recommendation			
7.2.1	Korporasi memiliki aturan dan prosedur yang memastikan a). semua pemegang saham dari seri yang sama dalam satu kelas saham harus diperlakukan setara, b).pengungkapan aturan dan prosedur tersebut serta pengungkapan struktur modal dan pengaturan yang memungkinkan pemegang saham tertentu memeroleh pengaruh atau kendali yang tidak proporsional dengan kepemilikan sahamnya. Corporations have rules and procedures that ensure a). all shareholders of the same series in one class of shares must be treated equally, b). disclosure of such rules and procedures as well as disclosure of capital structures and arrangements that allow certain shareholders to obtain influence or control that is disproportionate to their share ownership.	Apply	Diatur dalam Code of Conduct. Regulated in the Code of Conduct.
Panduan Guidelines			
7.2.1.1	Untuk memastikan transparansi hak pemegang saham untuk memperoleh bagian dari laba, korporasi mengungkapkan kebijakan dividen yang terukur, misalnya target rasio pembayaran dividen/ dividen per saham. To ensure transparency of shareholders' rights to obtain a share of profits, corporations disclose measurable dividend policies, for example the target dividend payment ratio/dividends per share.	Apply	Perhitungan penetapan dividen salah satu komponennya adalah target rasio dividen per saham. One of the components in calculating dividend determination is the target dividend ratio per share.
7.2.1.2	Para investor memperoleh informasi tentang hak yang melekat pada semua seri maupun kelas saham sebelum mereka membelinya. Setiap perubahan dalam nilai ekonomi saham atau hak suara mendapat persetujuan dari kelas saham yang terdampak secara negatif. Investors obtain information about the rights attached to all series and classes of shares before they buy them. Any change in the economic value of shares or voting rights requires the approval of the class of shares negatively affected.	Apply	Peserta Notional Pooling adalah masih dalam Pertamina Group. Notional Pooling participants are still within the Pertamina Group.
7.2.1.3	Agar pemegang saham dapat mengetahui pemilik manfaat akhir (beneficial owner) korporasi dengan kepemilikan signifikan, korporasi mengungkapkan pemilik manfaat akhir dalam kepemilikan saham melalui pemegang saham utama dan pengendali serta pemilik manfaat akhir dalam kepemilikan saham paling sedikit 5% (lima persen). So that shareholders can know the ultimate beneficial owner (beneficial owner) of a corporation with significant ownership, the corporation discloses the ultimate beneficial owner in share ownership through the main and controlling shareholders and the ultimate beneficial owner in share ownership of at least 5% (five percent).	Apply	Terdapat beneficial owner. There is a beneficial owner.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.2.1.4	Korporasi mengungkapkan: a). perjanjian antar pemegang saham, b). voting cap, c). multiple voting rights, d). perikatan lain yang memungkinkan pemegang saham tertentu memiliki hak suara di atas kepemilikannya di korporasi. The corporation discloses: a). agreement between shareholders, b). voting cap, c). multiple voting rights, d). other agreements that allow certain shareholders to have voting rights over their ownership in the corporation.	Apply	Karena Pemegang saham minoritas merupakan juga anak perusahaan dari Pemegang Saham Mayoritas. Because minority shareholders are also subsidiaries of the majority shareholder.
7.2.1.5	Korporasi menyediakan mekanisme/prosedur yang memungkinkan pemegang saham memiliki kesempatan untuk mendapatkan ganti rugi yang efektif atas pelanggaran hak-hak mereka sesuai dengan aturan perundangan berlaku dengan biaya yang wajar dan tanpa penundaan yang berlebihan. The Corporation provides mechanisms/procedures that enable shareholders to have the opportunity to obtain effective compensation for violations of their rights in accordance with applicable laws and regulations at a reasonable cost and without excessive delay.	Apply	Tertuang dalam kontrak kerja. Contained in the employment contract.
Rekomendasi Recommendation			
7.2.2	Korporasi memiliki aturan dan prosedur yang memastikan transaksi pihak berelasi disetujui dan dilaksanakan sedemikian rupa yang dapat meyakinkan bahwa benturan kepentingan telah dikelola dengan tepat, dan melindungi kepentingan korporasi dan pemegang saham. Corporations have rules and procedures that ensure related party transactions are approved and implemented in a manner that ensures that conflicts of interest are managed appropriately, and protects the interests of the corporation and shareholders.	Apply	Surat bebas benturan kepentingan selalu diterbitkan pada proyek-proyek besar oleh Direktur terkait. A conflict of interest free letter is always issued on major projects by the relevant Director.
Panduan Guidelines			
7.2.2.1	Korporasi memiliki kebijakan dan prosedur operasional baku bahwa transaksi dengan pihak berelasi dilakukan sedemikian rupa untuk memastikan bahwa transaksi adalah adil dan wajar (arm's length transaction). Corporations have standard operational policies and procedures that ensure that transactions with related parties are carried out in such a way as to ensure that transactions are fair and reasonable (arm's length transactions).	Apply	Surat bebas benturan kepentingan selalu diterbitkan pada proyek-proyek besar oleh Direktur terkait. A conflict of interest free letter is always issued on major projects by the relevant Director.
7.2.2.2	Transaksi pihak berelasi yang material, termasuk perjanjian jasa konsultasi dan jasa atau pekerjaan lainnya antara direktur/komisaris dan afiliasinya dengan korporasi harus mendapatkan persetujuan sesuai dengan aturan perundangan berlaku. Selain yang sudah diatur persetujuannya dalam aturan perundangan, transaksi pihak berelasi yang material memperoleh persetujuan Dewan Komisaris. Komisaris yang memiliki benturan kepentingan tidak turut serta dalam pemberian persetujuan. Material related party transactions, including consulting services agreements and other services or work between directors/commissioners and their affiliates with the corporation must obtain approval in accordance with applicable laws and regulations. Apart from those that have been regulated for approval in statutory regulations, material related party transactions obtain approval from the Board of Commissioners. Commissioners who have a conflict of interest do not participate in granting approval.	Apply	Dewan Komisaris tidak terlibat dalam proses negosiasi proyek. The Board of Commissioners is not involved in the project negotiation process.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.2.2.3	Korporasi memiliki kebijakan bahwa transaksi yang sudah pasti merugikan pemegang saham publik/minoritas dilarang. Contoh transaksi tersebut: 1. Bantuan/subsidi keuangan kepada Direksi atau Komisaris pada tingkat bunga di bawah kewajaran; kalaupun ada pemberian pinjaman harus dilakukan pada tingkat bunga dan syarat wajar dan mendapat persetujuan dari Dewan Komisaris 2. bantuan/subsidi keuangan kepada entitas selain entitas yang dimiliki sepenuhnya oleh korporasi. The corporation has a policy that transactions that are certain to harm public/minority shareholders are prohibited. Examples of such transactions: 1. Financial assistance/subsidies to Directors or Commissioners at interest rates below reasonable; Even if there is a loan, it must be made at a reasonable interest rate and terms and obtain approval from the Board of Commissioners 2. financial assistance/subsidies to entities other than entities wholly owned by the corporation.	Apply	Diatur dalam Anggaran Dasar dan Code of Conduct. Regulated in the Articles of Association and Code of Conduct.
7.2.2.4	Dewan Komisaris mengungkapkan kebijakan proses untuk menyetujui, meninjau dan memantau transaksi pihak berelasi dan setiap konflik kepentingan yang melekat. The Board of Commissioners discloses the process policy for approving, reviewing and monitoring related party transactions and any inherent conflicts of interest.	Explain	Surat bebas benturan kepentingan selalu diterbitkan pada proyek-proyek besar oleh Direktur terkait. A conflict of interest free letter is always issued on major projects by the relevant Director.
7.2.2.5	Kesimpulan kajian Komite Audit atas transaksi pihak berelasi/ benturan kepentingan yang signifikan diungkapkan dalam Laporan Tahunan korporasi. The conclusions of the Audit Committee's review of related party transactions/significant conflicts of interest are disclosed in the corporation's Annual Report.	Explain	Surat bebas benturan kepentingan selalu diterbitkan pada proyek-proyek besar oleh Direktur terkait. A conflict of interest free letter is always issued on major projects by the relevant Director.
Rekomendasi Recommendation			
7.2.3	Korporasi memiliki dan mengungkapkan kebijakan untuk mencegah terjadinya insider trading. Korporasi memiliki aturan yang jelas mengenai perdagangan apa pun dalam saham korporasi yang dilakukan oleh direktur, komisaris dan orang dalam untuk memastikan bahwa siapapun tidak boleh mendapatkan keuntungan secara langsung atau tidak langsung dari informasi yang tidak/belum tersedia di pasar. Corporations have and disclose policies to prevent insider trading. Corporations have clear rules regarding any trading in corporate shares carried out by directors, commissioners and insiders to ensure that anyone cannot profit directly or indirectly from information that is not/not yet available on the market.	Explain	Perusahaan bukan merupakan perusahaan terbuka (go publik). The company is not a public company (go public).
7.3	Rapat Umum Pemegang Saham General Meeting of Shareholders		
Rekomendasi Recommendation			
7.3.1	Korporasi melakukan panggilan RUPS dengan agenda dan materi RUPS selengkap dan sedini mungkin (paling lambat 28 hari sebelum RUPS) untuk memberikan waktu dan materi yang cukup bagi pemegang saham untuk mempelajari dengan baik agenda rapat. Undangan rapat dan seluruh informasi RUPS diungkapkan melalui sarana elektronik seperti melalui situs web korporasi. The corporation calls for a GMS with the GMS agenda and materials as complete and as early as possible (no later than 28 days before the GMS) to provide sufficient time and materials for shareholders to properly study the meeting agenda. Meeting invitations and all GMS information are disclosed via electronic means such as through the corporate website.	Explain	Dalam pelaksanaannya 7 hari sebelum RUPS. In implementation 7 days before the GMS.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.3.1.1	Dalam materi atas agenda RUPS, korporasi menyampaikan informasi relevan dan lengkap yang diperlukan dalam pengambilan keputusan, termasuk penjelasan dan justifikasi (rationale) atas keputusan yang diusulkan untuk disetujui dalam RUPS. In the material on the GMS agenda, the corporation submits relevant and complete information needed for decision making, including explanations and justifications (rationale) for the decisions proposed for approval at the GMS.	Apply	Materi disesuaikan dengan template yang disetujui Pemegang Saham. Material is adapted to the template approved by Shareholders.
Rekomendasi Recommendation			
7.3.2	Korporasi memiliki dan mengungkapkan aturan dan prosedur yang memfasilitasi pemegang saham dalam berpartisipasi dan memberikan suara secara efektif di RUPS. The corporation has and discloses rules and procedures that facilitate shareholders in participating and voting effectively at the GMS.	Apply	Terdapat dalam narasi materi RUPS. Available in the narrative of the GMS material.
Panduan Guidelines			
7.3.2.1	Korporasi menyediakan infrastruktur yang memungkinkan kehadiran seluruh pemegang saham domestik maupun asing, termasuk investor institusi dalam RUPS. The corporation provides infrastructure that allows the presence of all domestic and foreign shareholders, including institutional investors, at the GMS.	Apply	Terdapat kebijakan bahwa RUPS T dapat dilaksanakan secara Hybrid. There is a policy that the T GMS can be held in a hybrid manner.
7.3.2.2	Seluruh anggota Direksi dan anggota Dewan Komisaris hadir dalam RUPS Tahunan All members of the Board of Directors and members of the Board of Commissioners were present at the Annual GMS	Apply	RUPST Dihadiri oleh Pemegang Saham/Perwakilannya, Direksi dan Dewan Komisaris. The AGMS was attended by Shareholders/Representatives, Directors and Board of Commissioners.
7.3.2.3	Ketua Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Manajemen Risiko, serta komite lainnya siap memberikan tanggapan yang berarti atas pertanyaan yang ditujukan kepada mereka dalam RUPS. The Chairs of the Audit Committee, Nomination and Remuneration Committee, Risk Management Monitoring Committee, and other committees are ready to provide meaningful responses to questions addressed to them at the GMS.	Apply	Terlaksana dalam RUPST. Implemented at the AGMS.
7.3.2.4	Pemegang saham memiliki kesempatan, dalam batas kewajaran, untuk: 1. mengajukan pertanyaan dalam RUPS, termasuk pertanyaan yang berkaitan dengan hasil audit eksternal tahunan, 2. memasukkan suatu acara ke dalam agenda RUPS, dan 3. mengajukan usulan resolusi. Shareholders have the opportunity, within reasonable limits, to: 1. ask questions at the GMS, including questions relating to the results of the annual external audit, 2. include an event on the GMS agenda, and 3. submit a proposed resolution.	Apply	Diatur oleh Induk Perusahaan. Regulated by the Parent Company.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.3.2.5	Korporasi memiliki cara atau prosedur teknis pemungutan suara (voting) yang mengedepankan Independen si, dan kepentingan pemegang saham, yaitu: 1. lokasi RUPS yang mudah diakses sebagian besar pemegang saham 2. pemungutan secara tertutup (poll-voting) dan bukan dengan mengacungkan tangan (show of hands) 3. memastikan tidak ada syarat dan prosedur RUPS yang menghambat pemegang saham untuk turut serta mengambil keputusan. Corporations have technical methods or procedures for voting that prioritize independence and the interests of shareholders, namely: 1. GMS location that is easily accessible to most shareholders 2. closed voting (poll-voting) and not by show of hands (show of hands) 3. ensure that there are no GMS requirements and procedures that prevent shareholders from participating in making decisions.	Apply	Diatur dalam tata tertib RUPS. Regulated in the GMS rules and regulations.
7.3.2.6	Korporasi mengupayakan prosedur pemungutan suara secara elektronik serta mengambil langkah untuk membangun infrastruktur yang memungkinkan pemungutan suara secara elektronik atau menggunakan infrastruktur yang telah tersedia di ekosistem dalam pemungutan suara. Corporations are working on electronic voting procedures and taking steps to build infrastructure that enables electronic voting or use existing infrastructure in the voting ecosystem.	Explain	Selama ini dilaksanakan secara aklamasi dan kesepakatan bersama. So far, this has been carried out by acclamation and mutual agreement.
7.3.2.7	Setiap pemungutan suara dalam RUPS hanya untuk satu keputusan, tidak ada penggabungan beberapa keputusan ke dalam resolusi yang sama (bundling). Each vote at the GMS is only for one decision, there is no combining of several decisions into the same resolution (bundling).	Apply	Saham Perusahaan hanya dimiliki oleh PT Pertamina (Persero) dan PT Pertamina Pedeve Indonesia. Company shares are only owned by PT Pertamina (Persero) and PT Pertamina Pedeve Indonesia.
7.3.2.8	Korporasi menunjuk pihak Independen (pengawas/inspektur) untuk menghitung dan/atau mengesahkan suara dalam RUPS dan mengungkapkannya dalam risalah RUPS. The corporation appoints an independent party (supervisor/ inspector) to count and/or ratify the votes at the GMS and disclose this in the minutes of the GMS.	Apply	Mengundang Notaris sebagai pengesah suara dan menuangkannya dalam risalah RUPS. Invite a Notary to validate the vote and include it in the minutes of the GMS.
7.3.2.9	Jika resolusi yang disetujui oleh pemegang saham pengendali bertentangan dengan sebagian besar suara pemegang saham nonpengendali, maka pasca RUPS, korporasi mengungkapkan tindakan apa yang diambil untuk memahami dan menanggapi hal yang menjadi perhatian pemegang saham nonpengendali yang menyebabkannya memberikan suara yang berbeda dari pemegang saham pengendali. If the resolution approved by the controlling shareholder conflicts with the majority of non-controlling shareholders' votes, then post-GMS, the corporation discloses what actions it took to understand and respond to the non-controlling shareholder's concerns that caused it to vote differently from the controlling shareholder.	Explain	Saham Perusahaan hanya dimiliki oleh PT Pertamina (Persero) dan PT Pertamina Pedeve Indonesia. Company shares are only owned by PT Pertamina (Persero) and PT Pertamina Pedeve Indonesia.
Rekomendasi Recommendation			
7.3.3	Pemegang saham berpartisipasi efektif dalam menetapkan penunjukan anggota Direksi dan Dewan Komisaris Shareholders participate effectively in determining the appointment of members of the Board of Directors and Board of Commissioners	Apply	Dilakukan internal antara Pemegang saham bersama kementerian BUMN. Carried out internally between shareholders and the BUMN ministry.
Panduan Guidelines			

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.3.3.1	Dewan Komisaris melalui Komite Nominasi dan Remunerasi melakukan pemeriksaan yang mendalam atas kandidat Direktur dan Komisaris serta menyampaikan semua informasi relevan yang material mengenai kandidat kepada pemegang saham dalam proses pemilihan anggota dewan. Informasi yang diungkapkan termasuk informasi mengenai jabatan Direktur atau Komisaris di korporasi lain, dan apakah mereka dinilai Independen dari sudut pandang korporasi. The Board of Commissioners, through the Nomination and Remuneration Committee, carries out in-depth examination of Director and Commissioner candidates and conveys all material relevant information regarding the candidates to shareholders in the process of selecting board members. The information disclosed includes information regarding Director or Commissioner positions in other corporations, and whether they are considered Independent from the corporation's perspective.	Explain	Dilakukan internal antara Pemegang saham bersama kementerian BUMN. Carried out internally between shareholders and the BUMN ministry.
7.3.3.2	Direktur dan komisaris dicalonkan untuk pemilihan setidaknya sekali setiap tiga tahun atau lima tahun bagi korporasi yang peraturannya mengharuskan lima tahun. Akan lebih baik jika pencalonan dilakukan setiap setahun sekali. Directors and commissioners are nominated for election at least once every three years or five years for corporations whose regulations require five years. It would be better if nominations were carried out once a year.	Apply	Dilakukan pencalonan setiap tiga tahun sekali sesuai AD Perusahaan. Nominations are carried out every three years according to the Company's AD.
7.3.3.3	Pemegang saham melakukan pemungutan suara terpisah untuk tiap-tiap kandidat direktur dan komisaris. Shareholders vote separately for each candidate for director and commissioner.	Explain	Dilakukan internal antara Pemegang saham bersama kementerian BUMN. Carried out internally between shareholders and the BUMN ministry.
Rekomendasi Recommendation			
7.3.4	Korporasi memastikan transparansi dan akuntabilitas auditor eksternal di RUPS. The corporation ensures transparency and accountability of external auditors at the GMS.	Apply	Terdapat Laporan KAP. There is a KAP Report.
Panduan Guidelines			
7.3.4.1	Dalam panggilan RUPS, korporasi mengidentifikasi dan menginformasikan calon auditor eksternal yang akan ditunjuk atau ditunjuk kembali dalam RUPS. In the invitation to the GMS, the corporation identifies and informs prospective external auditors who will be appointed or re-appointed at the GMS.	Apply	Terdapat dalam surat usulan KAP yang disampaikan dalam RUPST. It is contained in the KAP proposal letter submitted at the AGMS.
7.3.4.2	Korporasi memastikan bahwa auditor eksternal menghadiri RUPS dan berkewajiban menjawab pertanyaan dari pemegang saham terkait dengan audit atas laporan keuangan. The corporation ensures that external auditors attend the GMS and are obliged to answer questions from shareholders related to the audit of financial statements.	Explain	RUSP hanya dihadiri oleh Pemegang Saham/perwakilannya, Dewan Komisaris dan Direksi Perusahaan . The RUSP is only attended by Shareholders/representatives, the Company's Board of Commissioners and Directors.
Rekomendasi Recommendation			
7.3.5	Penyampaian hasil pemungutan suara dan ringkasan risalah RUPS secara lengkap diumumkan ke publik pada hari kerja berikutnya. Submission of voting results and a complete summary of the minutes of the GMS will be announced to the public on the following working day.	Apply	Telah disampaikan. Has delivered.
Panduan Guidelines			
7.3.5.1	Risalah RUPS diinformasikan kepada pemegang saham selambat-lambatnya 30 hari kerja setelah RUPS. The minutes of the GMS are communicated to shareholders no later than 30 working days after the GMS.	Apply	Telah disampaikan. Has delivered.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
7.3.5.2	Risalah RUPS memuat pertanyaan yang diajukan oleh pemegang saham dan jawaban yang diberikan oleh pimpinan rapat atau pihak yang menjawab. The minutes of the GMS contain questions asked by shareholders and answers given by the chairman of the meeting or the party who answered.	Apply	Terdapat pada Berita Acara minuta RUPS. Available in the Minutes of the GMS minutes.
7.3.5.3	Penyelenggaraan RUPS, beserta semua materi rapat, laporan dan dokumen terkait yang meliputi antara lain laporan tahunan dan hasil pemungutan suara, termasuk agenda rapat yang bersangkutan dimuat di laman atau media digital komunikasi resmi korporasi dan tersedia selama paling tidak 10 (sepuluh) tahun. The holding of the GMS, along with all meeting materials, reports and related documents which include, among other things, the annual report and voting results, including the relevant meeting agenda are published on the company's official website or digital communication media and are available for at least 10 (ten) years.	Apply	Terdapat di Annual Report dan Website. Available in the Annual Report and Website.
8	Pemangku Kepentingan Lainnya Other Stakeholders		
8.1	Keterlibatan Pemangku Kepentingan Kunci (stakeholder engagement) Key Stakeholder Engagement (stakeholder engagement)		
Rekomendasi Recommendation			
8.1.1	Korporasi melalui Sekretaris Korporasi melaksanakan komunikasi yang regular, transparan dan efektif dengan pemangku kepentingan kunci serta melibatkan mereka untuk memahami harapan dan keluhan mereka serta dampak korporasi terhadap mereka. The Corporation, through the Corporate Secretary, carries out regular, transparent and effective communication with key stakeholders and involves them to understand their hopes and complaints as well as the impact of the corporation on them.	Apply	Cooperative dan aktif menghadiri pertemuan dengan pic pada pemegang saham dan aktif berkomunikasi dengan Dewan Komisaris. Cooperative and actively attends meetings with shareholders and actively communicates with the Board of Commissioners.
Panduan Guidelines			
8.1.1.1	Korporasi mengungkapkan proses dalam mengidentifikasi dan memilih pemangku kepentingan kunci yang akan dilibatkan. The corporation revealed the process for identifying and selecting key stakeholders to be involved.	Apply	Terlihat dalam program kerja. Seen in the work program.
8.1.1.2	Korporasi mengungkapkan pendekatan dan kegiatan dalam menangani keterlibatan pemangku kepentingan kunci termasuk frekuensinya berdasarkan jenis dan kelompok pemangku kepentingan kunci. The corporation discloses its approach and activities in handling key stakeholder engagement including its frequency based on type and key stakeholder group.	Apply	Terdapat program rapat dengan Dewan Komisaris dan Pemegang Saham. There is a meeting program with the Board of Commissioners and Shareholders.
8.1.1.3	Korporasi menyediakan saluran yang dapat digunakan para pemangku kepentingan kunci (misalnya pelanggan, pemasok, masyarakat umum, dll.) untuk menyampaikan pendapat dan masukan, menyuarakan keluhan dan/atau pengaduan mereka atas kemungkinan pelanggaran hak-hak mereka. Corporations provide channels through which key stakeholders (e.g. customers, suppliers, the general public, etc.) can express their opinions and input, voice their complaints and/or complain about possible violations of their rights.	Apply	Adanya saluran WBS. There is a WBS channel.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
8.1.1.4	Korporasi mengungkapkan pandangan, masukan dan keluhan signifikan yang disampaikan para pemangku kepentingan kunci yang diperoleh dari keterlibatan pemangku kepentingan kunci, termasuk: 1. respons korporasi, dan 2. kelompok pemangku kepentingan kunci yang menyampaikan pandangan dan masukan. The corporation expresses significant views, input and complaints submitted by key stakeholders obtained from key stakeholder engagement, including: 1. corporate response, and 2. key stakeholder groups who provide views and input.	Apply	Adanya tindak lanjut atas laporan yang masuk melalui saluran WBS. There is follow-up on reports received via the WBS channel.
8.2	Integrasi Keberlanjutan dalam Model Bisnis Integration of Sustainability in Business Models		
Rekomendasi Recommendation			
8.2.1	Dewan Komisaris bersama-sama dengan Direksi bertanggung jawab, akuntabel dan transparan atas governansi keberlanjutan, termasuk menetapkan strategi, prioritas, dan target keberlanjutan korporasi. Direksi dan Dewan Komisaris memasukkan pertimbangan keberlanjutan ketika menjalankan perannya, termasuk antara lain dalam pengembangan dan implementasi strategi korporasi, rencana bisnis, rencana aksi utama dan manajemen risiko. The Board of Commissioners together with the Board of Directors are responsible, accountable and transparent for sustainability governance, including determining corporate sustainability strategies, priorities and targets. The Board of Directors and Board of Commissioners include sustainability considerations when carrying out their roles, including, among others, in the development and implementation of corporate strategy, business plans, main action plans and risk management.	Apply	Rencana Kerja dan Anggaran Program perusahaan disusun Direksi atas telaah dan persetujuan Dewan Komisaris. The Company's Work Plan and Program Budget are prepared by the Board of Directors with the review and approval of the Board of Commissioners.
Panduan Guidelines			
8.2.1.1	Direksi memastikan bahwa strategi, prioritas dan target keberlanjutan korporasi serta kinerja terhadap target ini dikomunikasikan kepada para pemangku kepentingan. The Board of Directors ensures that corporate sustainability strategies, priorities and targets as well as performance against these targets are communicated to stakeholders.	Apply	Dilakukan dalam townhall meeting kepada seluruh pekerja. Carried out in a townhall meeting for all workers.
8.2.1.2	Direksi dan Dewan Komisaris senantiasa mengikuti dan memahami masalah keberlanjutan yang relevan bagi korporasi dan bisnisnya. The Board of Directors and Board of Commissioners always follow and understand sustainability issues that are relevant to the corporation and its business.	Apply	Tertuang dalam RKAP. Contained in the RKAP.
8.2.1.3	Evaluasi kinerja Direksi dan Dewan Komisaris mencakup kinerja mereka dalam mengawasi dan menangani risiko serta peluang yang signifikan tentang keberlanjutan korporasi. Evaluation of the performance of the Board of Directors and Board of Commissioners includes their performance in monitoring and handling significant risks and opportunities regarding corporate sustainability.	Apply	Adanya form penilaian yang standard terkait penanganan risiko atas evaluasi kinerja Direksi dan Dewan Komisaris. There is a standard assessment form related to risk management for evaluating the performance of the Board of Directors and Board of Commissioners.
8.2.1.4	Direksi menunjuk seseorang dalam manajemen yang berperan khusus dalam mengelola secara strategik keberlanjutan, termasuk mengintegrasikan pertimbangan keberlanjutan dalam kegiatan korporasi. The Board of Directors appoints someone in management who has a special role in strategically managing sustainability, including integrating sustainability considerations into corporate activities.	Apply	Direktur Keuangan membawahi divisi Strategic Planning dan Risk Management. The Director of Finance oversees the Strategic Planning and Risk Management division.
8.3	Perlindungan terhadap Pemangku Kepentingan Protection of Stakeholders		

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
Rekomendasi Recommendation			
8.3.1	Direksi memastikan dan mengungkapkan bahwa operasi korporasi mencerminkan penerapan standar etika, tanggung jawab sosial dan lingkungan yang tinggi di seluruh korporasi dan memastikan bahwa kebijakan dan prosedur yang tepat diterapkan untuk menghormati serta mematuhi hak-hak pemangku kepentingan. The Board of Directors ensures and discloses that corporate operations reflect the implementation of high standards of ethics, social and environmental responsibility throughout the corporation and ensure that appropriate policies and procedures are implemented to respect and comply with stakeholder rights.	Apply	Dengan berpegang pada pedoman Code of Conduct.
Panduan Guidelines			
8.3.1.1	Korporasi menjalankan dan mengungkapkan kebijakan tentang tanggung jawab korporasi kepada pelanggan termasuk antara lain mempertimbangkan keamanan informasi pelanggan, etika dan perilaku penjualan, layanan purna jual sesuai dengan umur produk/masa layanan, serta menindaklanjuti tingkat kepuasan pelanggan untuk meningkatkan kualitas produk dan layanan. Iklan dan hubungan masyarakat harus mempromosikan konsumsi yang bertanggung jawab dan dilakukan secara bertanggung jawab, termasuk menghindari penyesatan pelanggan, atau menyebabkan kesalahpahaman tentang produk dan layanan yang ditawarkan oleh korporasi. The corporation implements and discloses policies regarding corporate responsibility to customers, including considering customer information security, sales ethics and behavior, after-sales service according to product age/service period, as well as following up on customer satisfaction levels to improve product and service quality. Advertising and public relations should promote responsible consumption and be conducted responsibly, including avoiding misleading customers, or causing misunderstandings about the products and services offered by the corporation.	Apply	Adanya kebijakan pengadaan dan penangan keluhan pelanggan. Existence of procurement policies and handling customer complaints.
8.3.1.2	Korporasi menjalankan dan mengungkapkan kebijakan yang meliputi kriteria dalam pemilihan pemasok, mekanisme pengadaan yang transparan, upaya peningkatan kemampuan pemasok, dan pemenuhan hak-hak yang berkaitan dengan pemasok. Korporasi juga memiliki kebijakan yang mendorong dan memantau pemasok untuk menghormati hak asasi manusia, menjalankan tanggung jawab sosial dan lingkungan, memperlakukan karyawan, staf, dan pekerja mereka secara adil, serta memastikan bahwa pemasok telah menerapkan kebijakan dan prosedur bisnis yang berkelanjutan dan berbasis nilai berkelanjutan. Corporations implement and disclose policies that include criteria for selecting suppliers, transparent procurement mechanisms, efforts to increase supplier capabilities, and fulfillment of rights related to suppliers. The corporation also has policies that encourage and monitor suppliers to respect human rights, carry out social and environmental responsibilities, treat their employees, staff and workers fairly, and ensure that suppliers have implemented sustainable and value-based business policies and procedures.	Apply	Terdapat pedoman pengadaan. There are procurement guidelines.
8.3.1.3	Korporasi menjalankan dan mengungkapkan tanggung jawab sosial dengan menerapkan pengetahuan dan pengalaman bisnis korporasi untuk mengembangkan dan menghasilkan kegiatan tanggung jawab sosial yang secara kongkrit memberikan nilai tambah bagi masyarakat termasuk mendorong kemandirian masyarakat. Corporations carry out and express social responsibility by applying corporate business knowledge and experience to develop and produce socially responsible activities that concretely provide added value to society, including encouraging community independence.	Apply	Perusahaan menjalankan program CSR bagi lingkungan. The company carries out a CSR program for the environment.

No.	Uraian Description	Apply/Explain	Keterangan Penerapan Implementation Description
8.3.1.4	Korporasi menjalankan dan mengungkapkan tanggung jawab lingkungan dengan mencegah, mengurangi, dan mengelola hal-hal berdampak negatif terhadap lingkungan dari semua aspek operasi korporasi, termasuk dalam penggunaan: 1. bahan baku, 2. energi, 3. penggunaan air, 4. pemanfaatan sumber daya terbarukan 5. pemanfaatan serta rehabilitasi keanekaragaman hayati, pengelolaan limbah dan penurunan dampak gas rumah kaca serta emisi karbon. Corporations carry out and express environmental responsibility by preventing, reducing and managing negative impacts on the environment from all aspects of corporate operations, including the use of: 1. raw material, 2. energy, 3. water usage, 4. utilization of renewable resources 5. utilization and rehabilitation of biodiversity, waste management and reducing the impact of greenhouse gases and carbon emissions.	Apply	Kebijakan efisiensi pemakaian air, listrik dan kertas di lingkungan kerja. Policy for efficient use of water, electricity and paper in the work environment.
8.3.1.5	Korporasi melaksanakan dan mengungkapkan kebijakan persaingan yang sehat dengan mengedepankan perilaku bisnis yang etis dan tidak melakukan praktik antipersaingan untuk mendapatkan atau melindungi posisi pasar. The corporation implements and discloses fair competition policies by prioritizing ethical business behavior and not engaging in anti-competitive practices to gain or protect market position.	Apply	Terdapat dalam Code of Conduct. It is contained in the Code of Conduct.
8.3.1.6	Direksi memiliki kebijakan guna melindungi hak para kreditur. 1. Dewan Komisaris mengawasi dan Direksi memonitor likuiditas dan solvabilitas keuangan korporasi. 2. Direksi memastikan bahwa risiko terhadap posisi keuangan atau kesulitan keuangan segera teridentifikasi, dikelola, dimitigasi serta dilaporkan. Dewan Komisaris memantau penanganan Direksi atas risiko atau kesulitan keuangan dan menerima laporan rutin. The Board of Directors has a policy to protect the rights of creditors. 1. The Board of Commissioners supervises and the Board of Directors monitors the corporation's financial liquidity and solvency. 2. The Board of Directors ensures that risks to the financial position or financial difficulties are immediately identified, managed, mitigated and reported. The Board of Commissioners monitors the Directors' handling of financial risks or difficulties and receives regular reports.	Apply	Terdapat kebijakan SLA pembayaran kepada kreditur dalam pedoman pengadaan. There is an SLA policy for payments to creditors in the procurement guidelines.
Rekomendasi Recommendation			
8.3.2	Direksi mendorong karyawan bekerja untuk kepentingan jangka panjang korporasi dan mengedepankan keberlanjutan. The Board of Directors encourages employees to work for the long-term interests of the corporation and prioritizes sustainability.	Apply	Terdapat KPI dan Program kerja bagi individu, dan divisi yang merupakan cascading dari program kerja perusahaan. There are KPIs and work programs for individuals, and divisions which are a cascade of company work programs.
Panduan Guidelines			
8.3.2.1	Korporasi memiliki kebijakan pemberian insentif jangka panjang kepada karyawan, yang mendorong penciptaan nilai yang berkelanjutan. The corporation has a policy of providing long-term incentives to employees, which encourages sustainable value creation.	Apply	Adanya kebijakan yang telah dilaksanakan terkait program insentif. There are policies that have been implemented regarding incentive programs.

No.	Uraian Description	*Apply/Explain*	Keterangan Penerapan Implementation Description
8.3.2.2	Remunerasi berbasis kinerja untuk karyawan harus memperhatikan unsur risiko, termasuk mengukur imbal hasil yang disesuaikan dengan risiko (risk-adjusted return), untuk memastikan bahwa tidak ada insentif yang diberikan untuk pengambilan risiko yang tidak diinginkan. Performance-based remuneration for employees must take into account the element of risk, including measuring risk-adjusted returns, to ensure that no incentives are provided for undesirable risk taking.	Apply	Adanya kebijakan yang telah dilaksanakan terkait program insentif berbasis kinerja. There are policies that have been implemented regarding performance-based incentive programs.
8.3.2.3	Direksi mengelola dengan baik benturan kepentingan yang mungkin timbul antara karyawan sebagai penerima manfaat dana pensiun dengan korporasi sebagai pengelola dana pensiun. The Board of Directors properly manages conflicts of interest that may arise between employees as recipients of pension fund benefits and the corporation as pension fund manager.	Apply	Ada kebijakan terkait pengelolaan dana pensiun bagi pekerja. There are policies regarding the management of pension funds for workers.
8.3.2.4	Direksi memastikan korporasi memiliki program pengembangan dan manajemen sumber daya manusia yang efektif untuk memastikan bahwa korporasi memiliki karyawan dalam jumlah yang memadai dan yang berpengetahuan, terampil, dan berpengalaman. The Board of Directors ensures that the corporation has an effective human resource development and management program to ensure that the corporation has an adequate number of employees who are knowledgeable, skilled and experienced.	Apply	Adanya program pengembangan kapabilitas bagi sumber daya manusia. There is a capability development program for human resources.
8.3.2.5	Pada saat mengisi posisi manajerial dalam korporasi, Direksi mempertimbangkan unsur keberagaman, nondiskriminatif dan memberikan kesempatan yang sama kepada semua calon tanpa membedakan suku, agama, ras, golongan, dan jender. Kebijakan keberagaman tersebut disertai dengan tujuan yang terukur. When filling managerial positions in a corporation, the Board of Directors considers elements of diversity, non-discrimination and provides equal opportunities to all candidates without distinction of ethnicity, religion, race, class and gender. The diversity policy is accompanied by measurable goals.	Apply	Telah diterapkan. Has been implemented.

Tindak Lanjut Follow-up	Tahun 2023 Year 2023	Tahun 2022 Year 2022
Laporan dalam Proses Report in Process	Tidak Ada None	Tidak Ada None
Laporan yang Selesai Ditindaklanjuti Completed Follow-up Reports	1	Tidak Ada None
Laporan Tidak Terbukti Unproven Report	51	16
Jumlah Total	51	16

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07

LAPORAN KEBERLANJUTAN

SUSTAINABILITY REPORT

BATASAN DAN TANGGUNG JAWAB
LIMITATIONS AND RESPONSIBILITIES

Penyusunan Laporan Keberlanjutan PT Pertamina Training and Consulting, disebut juga "PTC" atau "Perusahaan" tahun 2023 memuat berbagai pernyataan terkait kondisi keuangan, kegiatan operasi, kebijakan, proyeksi, rencana, strategi, serta tujuan Perusahaan, yang digolongkan sebagai pernyataan ke depan dalam pelaksanaan perundang-undangan yang berlaku. Pernyataan-pernyataan tersebut memiliki prospek risiko serta ketidakpastian, hingga kemungkinan perbedaan dengan perkembangan yang aktual. Berbagai pernyataan prospektif dalam Laporan Keberlanjutan ini disusun berdasarkan asumsi-asumsi mengenai kondisi terkini, serta proyeksi atas situasi mendatang terkait lingkungan bisnis Perusahaan. PTC tidak dapat menjamin bahwa dokumen-dokumen yang telah dipastikan keabsahannya akan membawa hasil yang pasti.

Untuk dapat meraih pembaca yang lebih beragam dan sesuai ketentuan yang berlaku, laporan ini disajikan dalam 2 (dua) bahasa yaitu Bahasa Indonesia dan Bahasa Inggris. Laporan Keberlanjutan ini merupakan bagian yang tidak terpisahkan dari Laporan Tahunan Perusahaan Tahun 2023 yang dapat dilihat dan diunduh di situs web resmi Perusahaan yaitu www.ptc.co.id. Untuk mempermudah pengguna laporan, Laporan Keberlanjutan ini menggunakan penanda berwarna "merah" untuk indeks kesesuaian dengan Surat Edaran OJK No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik dan indeks kesesuaian dengan Standar GRI.

The preparation of the Sustainability Report for PT Pertamina Training and Consulting, also called "PTC" or "Company" for 2023 contains various statements regarding financial conditions, operational activities, policies, projections, plans, strategies and objectives of the Company, which are classified as forward-looking statements in the implementation of the law. -applicable laws. These statements have the prospect of risk and uncertainty, to possible differences with actual developments. The various prospective statements in this Sustainability Report are prepared based on assumptions regarding current conditions, as well as projections of future situations related to the Company's business environment. PTC cannot guarantee that documents whose validity has been confirmed will produce certain results.

To reach a wider range of readers and in accordance with applicable regulations, this report is presented in 2 (two) languages, namely Indonesian and English. This Sustainability Report is an inseparable part of the Company's 2023 Annual Report which can be viewed and downloaded on the Company's official website, namely www.ptc.co.id. To make it easier for report users, this Sustainability Report uses a "red" marker for the conformity index with OJK Circular No. 16/SEOJK.04/2021 concerning Form and Content of Issuer or Public Company Annual Reports and conformity index with GRI Standards.

TENTANG LAPORAN KEBERLANJUTAN PT PERTAMINA TRAINING AND CONSULTING

ABOUT SUSTAINABILITY REPORT OF PT PERTAMINA TRAINING AND CONSULTING

Transparansi merupakan keharusan di era keterbukaan informasi saat ini, termasuk bagi korporasi. Dengan bersikap transparan, maka para pemangku kepentingan akan mengetahui apa saja yang sudah dilakukan oleh korporasi tersebut, termasuk dalam kaitannya dengan pemenuhan hak-hak pemangku kepentingan. Dalam konteks itulah, Perusahaan menerbitkan Laporan Keberlanjutan PT Pertamina Training and Consulting ("PTC" atau "Perusahaan") tahun 2023.

Laporan ini disusun dengan mengacu pada Surat Edaran Otoritas Jasa Keuangan ("OJK") No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik dan Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Selain itu, laporan ini juga dipublikasikan dengan merujuk pada Standar *Global Reporting Initiative* ("GRI") yang dipublikasikan *Global Sustainability Standards Board* ("GSBB").

ENTITAS YANG TERMASUK DALAM LAPORAN KEBERLANJUTAN PTC [GRI 2-2]

Hingga akhir tahun 2023, Perusahaan memiliki 1 (satu) entitas asosiasi yaitu PT Prima Armada Raya. Namun PT Prima Armada Raya tidak dikonsolidasikan dalam Laporan Keuangan Perusahaan. Demikian juga dengan Laporan Keberlanjutan, di mana PT Prima Armada Raya tidak dikonsolidasikan dalam Laporan Keberlanjutan Perusahaan.

PERIODE PELAPORAN, FREKUENSI, DAN TITIK KONTAK PELAPORAN [GRI 2-3, 2-4]

Laporan Keberlanjutan tahun buku 2023 ini merupakan laporan ke-8 kalinya bagi PTC untuk menggambarkan upaya keberlanjutan yang telah dilakukan. Periode pelaporan mencakup 1 Januari 2023 hingga 31 Desember 2023 dan telah selaras dengan Laporan Keuangan tahun buku 2023 yang telah dipublikasikan pada tanggal 29 Februari 2024 Laporan Keberlanjutan tahun buku 2023 dan merupakan satu kesatuan dengan Laporan Tahunan Tahun 2023 PTC yang telah dipublikasikan pada tanggal 9 Mei 2024

Para pemangku kepentingan dapat menyampaikan mengenai pertanyaan tentang laporan atau informasi yang dilaporkan dalam laporan ini melalui narahubung Perusahaan, yaitu:

Sekretaris Perusahaan
PT Pertamina Training and Consulting
Jl. M.H. Thamrin No. 55 RT.9/RW.5, Gondangdia, Kec. Menteng, Jakarta Pusat 10350

Transparency is a necessity in the current era of information openness, including for corporations. By being transparent, stakeholders will know what the corporation has done, including in relation to fulfilling stakeholder rights. In this context, the Company published the 2023 PT Pertamina Training and Consulting ("PTC" or "Company") Sustainability Report.

This report was prepared with reference to the Financial Services Authority ("OJK") Circular Letter No. 16/SEOJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Public Companies and OJK Regulation no. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies. In addition, this report is also published with reference to the Global Reporting Initiative ("GRI") Standards published by the Global Sustainability Standards Board ("GSBB").

ENTITIES INCLUDED IN PTC'S SUSTAINABILITY REPORT [GRI 2-2]

Until the end of 2023, the Company has 1 (one) associated entity, namely PT Prima Armada Raya. However, PT Prima Armada Raya is not consolidated in the Company's Financial Statement. Likewise with the Sustainability Report, where PT Prima Armada Raya is not consolidated in the Company's Sustainability Report

REPORTING PERIOD, FREQUENCY, AND REPORTING CONTACT POINT [GRI 2-3, 2-4]

The Sustainability Report for the 2023 financial year is the 8th report for PTC to describe the sustainability efforts that have been made. The reporting period covers January 1, 2023 to December 31, 2023 and is in line with the Financial Statement for the 2023 financial year which was published on February 29, 2024. Sustainability Report for the 2023 financial year and is an integral part of PTC's 2023 Annual Report which was published on May 9, 2024

Stakeholders can submit questions regarding the report or information reported in this report through the Company's contact person, namely

Corporate Secretary
PT Pertamina Training and Consulting Jl. M.H. Thamrin No. 55 RT.9/RW.5, Gondangdia, Kec. Menteng, Central Jakarta 10350

PENYAJIAN KEMBALI (RESTATEMENT) INFORMASI [GRI 2-4]

Dalam Laporan Keberlanjutan PTC Tahun 2023 tidak terdapat data dan informasi yang disajikan kembali (*restated*).

PENJAMINAN EKSTERNAL [OJK G.1] [GRI 2-5]

Laporan Keberlanjutan PTC untuk tahun buku 2023 belum mendapatkan penjaminan (*assurance*) dari pihak eksternal.

TOPIK MATERIAL GRI [GRI 3-1; 3-2]

Perusahaan menetapkan isi Laporan melalui 4 (empat) langkah sesuai Standar GRI, yaitu:

1. Mengidentifikasikan aspek-aspek yang material dan *boundary* (Identifikasi).
2. Membuat prioritas atas aspek-aspek yang telah diidentifikasi pada langkah sebelumnya (Prioritas).
3. Melakukan validasi atas aspek-aspek material tersebut (Validasi).
4. Melakukan *review* atas Laporan setelah diterbitkan guna meningkatkan kualitas Laporan tahun berikutnya (*Review*).

Konten Laporan ini ditetapkan dengan memperhatikan kesesuaian dengan prinsip yang disyaratkan oleh Standar GRI, yakni *Stakeholders Inclusiveness* (pelibatan pemangku kepentingan); *Materiality* (materialitas); *Sustainability Context* (konteks keberlanjutan); *Completeness* (kelengkapan).

Pada tahun pelaporan sebelumnya, Perusahaan telah menetapkan 11 kelompok topik material yang memenuhi kriteria dampak paling material terhadap kinerja keberlanjutan Perusahaan. PTC melakukan kajian ulang atas topik material yang tertuang dalam Laporan Berkelanjutan tahun buku 2022. Di samping itu, Perusahaan juga melakukan kajian ulang atas keseluruhan topik material dari Standar GRI 2021.

Perusahaan beranggapan bahwa topik material pada tahun pelaporan sebelumnya masih relevan dengan situasi pada tahun pelaporan saat ini karena tidak terdapat perubahan yang secara signifikan mengubah aktivitas usaha. [GRI 3-1]

Adapun topik utama yang bersifat material/penting yang akan diuraikan lebih jauh sebagai respons Perusahaan tersebut adalah sebagai berikut:

RESTATEMENT INFORMATION [GRI 2-4]

In the 2023 PTC Sustainability Report there is no restated data and information.

EXTERNAL GUARANTEE [OJK G.1] [GRI 2-5]

The PTC Sustainability Report for the 2023 financial year has not received assurance from external parties.

GRI MATERIAL TOPICS [GRI 3-1; 3-2]

The Company determines the contents of the Report through 4 (four) steps in accordance with GRI Standards, namely:

1. Identifying material and boundary aspects (Identification).
2. Prioritize the aspects identified in the previous step (Prioritization).
3. Validate the material aspects (Validation).
4. Review the report after it is published to improve the quality of the following year's report (Review).

The content of this report is determined by taking into account conformity with the principles required by the GRI Standards, namely Stakeholders Inclusiveness (stakeholder involvement); Materiality (materiality); Sustainability Context (sustainability context); Completeness (completeness).

In the previous reporting year, the Company had determined 11 groups of material topics that met the criteria for the most material impact on the Company's sustainability performance. PTC conducted a review of the material topics contained in the Sustainability Report for the 2022 financial year. In addition, the Company also conducted a review of all material topics from the 2021 GRI Standards.

The company considers that material topics in the previous reporting year are still relevant to the situation in the current reporting year because there were no changes that significantly changed business activities. [GRI 3-1]

The main material/important topics that will be explained further in the Company's response are as follows

Pengungkapan Daftar Topik Material GRI dan Batasan [GRI 3-2]
Disclosure of List of GRI Material Topics and Limitations [GRI 3-2]

Topik Topic	Topik Material GRI GRI Material Topics		Batasan Limitation	
			Di Dalam Perusahaan In the company	Di Luar Perusahaan Outside the Company
201 : Kinerja Ekonomi 2016 201: 2016 Economic Performance	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	√	

Pengungkapan Daftar Topik Material GRI dan Batasan [GRI 3-2]
Disclosure of List of GRI Material Topics and Limitations [GRI 3-2]

Topik Topic	Topik Material GRI GRI Material Topics		Batasan Limitation	
			Di Dalam Perusahaan In the company	Di Luar Perusahaan Outside the Company
205 : Antikorupsi 2016 205 : Anti-Corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations that are assessed as having risks related to corruption	√	
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur Communication and training on policies and procedures	√	√
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Proven incidents of corruption and actions taken	√	
207 : Pajak 2019 207 : Tax 2019	207-1	Pendekatan terhadap pajak Approach to taxes	√	
	207-2	Tata kelola, pengendalian, dan manajemen risiko pajak Governance, control and tax risk management	√	
	207-3	Keterlibatan pemangku kepentingan dan pengelolaan kekhawatiran terkait pajak Stakeholder engagement and management of tax-related concerns	√	
	207-4	Laporan per negara Reports per country	√	
302: Energi 2016 302: Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption in organizations	√	
306 : Limbah 2020 306 : Waste 2020	306-2	Limbah berdasarkan jenis dan metode pembuangan Waste by type and disposal method	√	
401 : Kepegawaian 2016 401 : Personnel 2016	401-1	Perekrutan karyawan baru dan perputaran karyawan Recruitment of new employees and employee turnover	√	
	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	√	
403 : Keselamatan dan Kesehatan Kerja 2018 403: Occupational health and safety 2018	403-1	Sistem manajemen keselamatan dan kesehatan kerja Occupational health and safety management system	√	
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	√	
	403-5	Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja Training for workers regarding Occupational health and safety	√	
	403-7	Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of impacts on Occupational health and safety that are directly related to business relationships	√	
	403-9	Kecelakaan kerja Work accident	√	
404 : Pelatihan dan Pendidikan 2016 404 : Training and Education 2016	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs to improve employee skills and transition assistance programs	√	

Pengungkapan Daftar Topik Material GRI dan Batasan [GRI 3-2]
Disclosure of List of GRI Material Topics and Limitations [GRI 3-2]

Topik Topic	Topik Material GRI GRI Material Topics		Batasan Limitation	
			Di Dalam Perusahaan In the company	Di Luar Perusahaan Outside the Company
409 : Tenaga Kerja Paksa atau Wajib Kerja 2016 409: Forced or Compulsory Labor 2016	409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk of forced or compulsory labor incidents	√	√

PELIBATAN PEMANGKU KEPENTINGAN [OJK E.4] [GRI 2-29]

Perusahaan berupaya menciptakan dan memastikan hubungan yang harmonis dengan memberikan nilai tambah kepada seluruh pemangku kepentingan. Hal ini juga berarti mendorong Perusahaan untuk mencapai kesejahteraan bersama yang berkesinambungan. Perusahaan mengidentifikasi pemangku kepentingan sebagai pihak yang terlibat dan memiliki kepentingan terhadap organisasi serta dapat mempengaruhi dan/atau dipengaruhi oleh pencapaian tujuan organisasi seperti Pelanggan, Karyawan, Regulator (Pemerintah), Masyarakat, Pemegang Saham, Rantai Pasokan (mitra usaha) dan Media.

Dalam pelibatan dengan pemangku kepentingan, Perusahaan memakai beberapa sarana untuk melakukan komunikasi seperti forum Rapat Umum Pemegang Saham (RUPS), *call center*, saluran sosial media (email, facebook, Instagram, twitter, youtube, dan lain-lain), interaksi langsung dengan mitra kerja, *family gathering*, komunitas paguyuban dan lain-lain.

Melalui sarana-sarana komunikasi tersebut Perusahaan menyerap informasi, harapan, keluhan, masukan dan saran untuk perbaikan sesuai dalam konteks keberlanjutan demi kemajuan Perusahaan ke depannya. Melalui pemetaan hubungan dengan pemangku kepentingan, Perusahaan berupaya untuk memahami dan merespons harapan para pemangku kepentingan terhadap Perusahaan serta adanya timbal balik yang dapat menciptakan nilai tambah dan meningkatkan kepuasan para pemangku kepentingan.

Identifikasi pemangku kepentingan dilakukan Perusahaan dengan mengacu pada 6 (enam) prinsip yang termuat dalam AA1000 *Stakeholders Engagement Standard*, dengan uraian sebagai berikut.

STAKEHOLDER INVOLVEMENT [OJK E.4] [GRI 2-29]

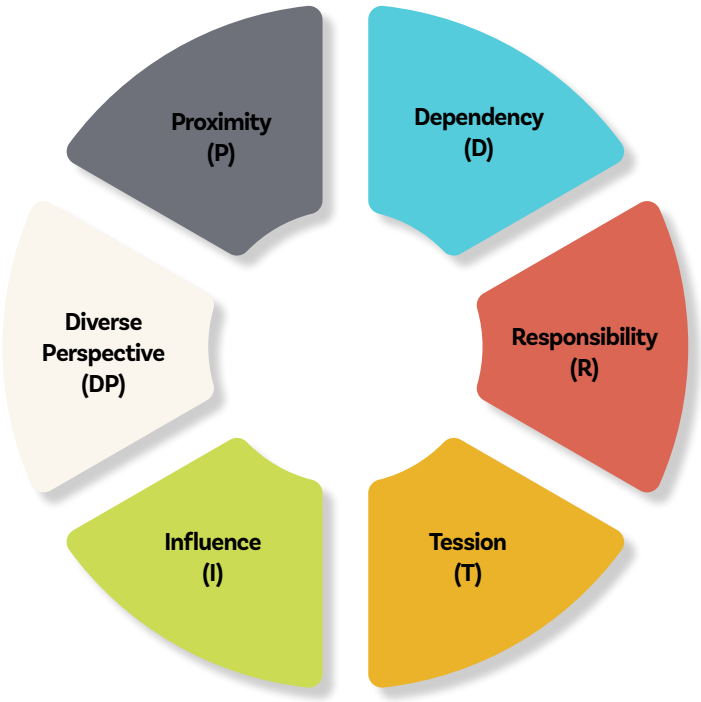
The company strives to create and ensure harmonious relationships by providing added value to all stakeholders. This also means encouraging the Company to achieve sustainable shared prosperity. The company identifies stakeholders as parties who are involved and have an interest in the organization and can influence and/or be influenced by the achievement of organizational goals such as customers, employees, regulators (government), society, shareholders, supply chain (business partners) and the media.

In engaging with stakeholders, the Company uses several means for communication such as the General Meeting of Shareholders (GMS) forum, call center, social media channels (email, Facebook, Instagram, Twitter, YouTube, etc.), direct interaction with partners. work, family gatherings, community associations and others.

Through these communication facilities, the Company absorbs information, hopes, complaints, input and suggestions for improvements in the context of sustainability for the Company's future progress. Through mapping relationships with stakeholders, the Company seeks to understand and respond to stakeholders' expectations of the Company as well as reciprocity that can create added value and increase stakeholder satisfaction.

The Company carries out stakeholder identification by referring to the 6 (six) principles contained in the AA1000 Stakeholders Engagement Standard, with the following description.

AA1000 Stakeholders Engagement Standard



Berikut pemetaan hubungan Perusahaan dengan pemangku kepentingan:

The following is a mapping of the Company's relationship with stakeholders

PRINSIP PRINCIPLE	PENJELASAN EXPLANATION
Dependency (D)	Perusahaan memiliki ketergantungan pada pihak tertentu atau sebaliknya. The company is dependent on certain parties or vice versa.
Responsibility (R)	Perusahaan memiliki tanggung jawab legal, komersial, atau etika terhadap seseorang atau sebuah organisasi. Companies have legal, commercial, or ethical responsibilities to a person or organization.
Tension (T)	Pihak tertentu atau sebuah organisasi memiliki pengaruh terhadap Perusahaan terkait isu ekonomi, sosial atau lingkungan tertentu. Certain parties or organizations have influence on the Company regarding certain economic, social or environmental issues.
Influence (I)	Pihak tertentu atau sebuah organisasi memiliki pengaruh terhadap Perusahaan atau strategi atau kebijakan pemangku kepentingan lain. Certain parties or an organization have influence on the Company or other stakeholders' strategies or policies.
Diverse Perspective (DP)	Pihak tertentu atau sebuah organisasi memiliki pandangan yang berbeda yang dapat mempengaruhi situasi dan mendorong adanya aksi yang tidak ada sebelumnya. A particular party or organization has a different view that can influence the situation and encourage action that did not exist before.
Proximity (P)	Pihak tertentu atau sebuah organisasi memiliki kedekatan geografis dan operasional dengan Perusahaan. Certain parties or organizations have geographic and operational proximity to the Company.

Pembinaan Hubungan dengan Pemangku Kepentingan
Building Relationships with Stakeholders

Daftar Pemangku Kepentingan List of Stakeholders	Basis Penetapan Basis of Determination	Metode Pelibatan Engagement Methods	Tujuan Objective	Frekuensi Frequency	Topik Prioritas Priority Topics
Pelanggan Customer	D, R, T, I, P	• Situs web • Layanan call center • Survei Kepuasan Pelanggan • Website • Call center services • Customer Satisfaction Survey	• Peningkatan kinerja Perusahaan • Mengidentifikasi kepuasan pelanggan dan aspek layanan yang diperlukan • Dukungan bagi keberlangsungan usaha PTC • Feedback dan dukungan untuk peningkatan kinerja Perusahaan • Improving Company performance • Identifying customer satisfaction and required service aspects • Support for PTC business continuity • Feedback and support for improving Company performance	Sesuai kebutuhan As Needed	• Kualitas Jasa Pelayanan • Pemenuhan kontrak • Mendapatkan kepuasan layanan • Service Quality • Fulfilling contracts • Obtaining service satisfaction
Pemegang Saham Shareholders	D, R, I, P	• Pelaporan kinerja (Laporan Keuangan, Laporan Tahunan, Laporan Kinerja Triwulanan) • Rapat Umum Pemegang Saham Tahunan (RUPS) • Situs web • Performance reporting (Financial Statements, Annual Reports, Quarterly Performance Reports) • Annual General Meeting of Shareholders (GMS) • Website	• Dukungan bagi keberlangsungan usaha PTC • Feedback untuk Peningkatan kinerja • Keputusan Investasi • Support for PTC business continuity • Feedback for improving performance • Investment decisions	• Setiap kuartal • Setiap tahun • Sesuai kebutuhan • Quarterly • Annually • As needed	• Dividen • Pengembangan usaha • Tata kelola perusahaan • Dividends • Business development • Corporate governance

Pembinaan Hubungan dengan Pemangku Kepentingan
Building Relationships with Stakeholders

Daftar Pemangku Kepentingan List of Stakeholders	Basis Penetapan Basis of Determination	Metode Pelibatan Engagement Methods	Tujuan Objective	Frekuensi Frequency	Topik Prioritas Priority Topics
Pemerintah Government	D, R, T, I, DP, P	• Pelaporan Kinerja • Situs Web • Performance Reporting • Website	• Pemenuhan dan kepatuhan terhadap peraturan dan perundang-undangan yang berlaku • Penerapan Tata Kelola Perusahaan yang Baik di lingkup PTC • Fulfillment and compliance with applicable laws and regulations • Implementation of Good Corporate Governance within the scope of PTC	Sesuai kebutuhan As Needed	• Kepatuhan pada peraturan dan ketentuan yang telah ditetapkan • Memberikan dampak positif pada pertumbuhan ekonomi • Kontribusi terhadap pembangunan dalam bentuk pembayaran pajak • Membuka lapangan pekerjaan • Dukungan terhadap program Pemerintah yang terkait dengan usaha PTC • Compliance with established rules and regulations • Provides a positive impact on economic growth • Contributes to development in the form of tax payments • Opens up employment opportunities • Supports Government programs related to PTC businesses
Karyawan Employee	D, R, T, I, P	Media Internal Internal Media	Memberikan hak dan memenuhi aspirasi karyawan Providing rights and fulfilling employee aspirations	Sesuai kebutuhan As Needed	Sosialisasi kebijakan dan strategi yang berkaitan dengan kepegawaian Socialization of policies and strategies related to personnel

Pembinaan Hubungan dengan Pemangku Kepentingan
Building Relationships with Stakeholders

Daftar Pemangku Kepentingan List of Stakeholders	Basis Penetapan Basis of Determination	Metode Pelibatan Engagement Methods	Tujuan Objective	Frekuensi Frequency	Topik Prioritas Priority Topics
Mitra Kerja / Pemasok Working Partners / Suppliers	D, R, T, P	Proses pengadaan barang dan jasa The process of procuring goods and services	• Menjaga kelancaran bisnis Perusahaan • Menjalin hubungan positif dengan pelanggan • Maintain the smooth running of the Company's business. • Establish positive relationships with customers	Sesuai kebutuhan As Needed	Hubungan komersial Commercial relations Pemenuhan kontrak yang saling menguntungkan, transparan dan adil Fulfillment of mutually beneficial, transparent and fair contracts Penjelasan lingkup pekerjaan Explanation of scope of work

STRATEGI KEBERLANJUTAN [OJK A.1] [GR1 2-22]

SUSTAINABILITY STRATEGY [OJK A.1] [GR1 2-22]

"PTC senantiasa menjaga keseimbangan kinerja ekonomi, sosial, dan lingkungan guna memastikan keberlanjutan perusahaan dan pemangku Kepentingan serta mendukung tujuan pembangunan Berkelanjutan".

"PTC always maintains a balance of economic, social and environmental performance to ensure the sustainability of the company and its stakeholders and supports the sustainable development goals."

Sebagai penyedia jasa pelatihan dan konsultasi, PTC bertanggung jawab dalam upaya menciptakan nilai bagi seluruh pemangku kepentingan melalui penerapan strategi keberlanjutan. Perusahaan juga berkomitmen untuk tidak hanya meningkatkan pertumbuhan usaha yang sehat dan berkelanjutan, tetapi juga aktif berpartisipasi dalam pemberdayaan dan pengembangan masyarakat serta pelestarian lingkungan.

Hal tersebut kami lakukan dengan memberi keuntungan kepada Pemegang Saham, kesejahteraan bagi karyawan, pelayanan terbaik bagi mitra dan pelanggan, nilai ekonomi bagi pemasok, memberi dampak positif khususnya bagi masyarakat sekitar dan pembangunan nasional melalui pertumbuhan ekonomi, serta menjaga kelestarian lingkungan. Dengan cara ini, kami meyakini akan adanya hubungan yang saling menguntungkan sekaligus dapat meningkatkan kinerja dan produktivitas Perusahaan.

Sejalan dengan visi, misi, dan tujuan Perusahaan untuk menjadi perusahan kelas dunia di bidang *human capital*, *consulting*, dan jasa manajemen lainnya, Perusahaan telah menetapkan rencana jangka panjang perusahaan (RJPP) yang juga berisi tentang strategi pencapaiannya.

RJPP merupakan rencana strategis yang memuat sasaran dan tujuan Perusahaan yang hendak dicapai dalam jangka waktu 5 (lima) tahun, mulai dari tahun 2022-2026. Perusahaan telah menyusun RJPP dengan mempertimbangkan faktor keberlanjutan lingkungan, sosial, dan tata kelola perusahaan yang baik (LST).

PTC berusaha mewujudkan penciptaan nilai secara berkesinambungan bagi seluruh pemangku kepentingan, termasuk juga kegiatan sosial yang telah memberi dampak kepada masyarakat. Kebijakan keberlanjutan Perusahaan juga

As a provider of training and consulting services, PTC is responsible for creating value for all stakeholders through implementing sustainability strategies. The company is also committed to not only increasing healthy and sustainable business growth, but also actively participating in community empowerment and development as well as environmental preservation.

We do this by providing benefits to Shareholders, welfare for employees, the best service for partners and customers, economic value for suppliers, providing a positive impact especially for the surrounding community and national development through economic growth, as well as preserving the environment. In this way, we believe in a mutually beneficial relationship that can improve the Company's performance and productivity.

In line with the Company's vision, mission and goals to become a world-class company in the fields of human capital, consulting and other management services, the Company has established a long-term corporate plan (RJPP) which also contains its achievement strategy.

RJPP is a strategic plan that contains the Company's goals and objectives to be achieved within a period of 5 (five) years, starting from 2022-2026. The Company has prepared the RJPP by considering environmental, social and good corporate governance (ESG) sustainability factors.

PTC strives to realize sustainable value creation for all stakeholders, including social activities that have an impact on community. The Company's sustainability policy is also a form of support for the Indonesian Government's programs

merupakan bentuk dukungan terhadap program Pemerintah Indonesia dalam Tujuan Pembangunan Berkelanjutan (TPB) atau dalam konteks global SDGs. Hal ini merupakan kesadaran dan komitmen kami menjadi warga korporasi yang baik.

Kami terus mematangkan budaya keberlanjutan di internal Perusahaan baik melalui sosialisasi, edukasi dan pelatihan. Kami berusaha membuat program dan kebijakan yang konsisten sehingga dapat diukur dan dievaluasi untuk ditingkatkan terus menerus, oleh karenanya setiap divisi terkait bertanggung jawab atas implementasi kebijakan keberlanjutan ini.

LANDASAN KEBIJAKAN KEBERLANJUTAN

Dalam menerapkan kinerja keberlanjutan Perusahaan berpedoman pada sistem yang didasari oleh peraturan perundang-undangan yang berlaku. Berikut kebijakan kinerja keberlanjutan yang diterapkan oleh Perusahaan:

1. Undang-Undang No. 1 tahun 1970 tentang Keselamatan Kerja;
2. Undang-Undang No. 8 tahun 1999 tentang Perlindungan Pelanggan;
3. Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan;
4. Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas;
5. Undang-Undang No. 82 Tahun 1999 tentang Perlindungan dan Pengelolaan Lingkungan Hidup;
6. Undang-undang No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup;
7. Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial Dan Lingkungan Perseroan Terbatas;
8. Peraturan Menteri BUMN No. Per-09/MBU/07/2016 tanggal 8 Juli 2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara;
9. Undang-undang No.11 Tahun 2020 tentang Cipta Kerja

in the Sustainable Development Goals (TPB) or in the global context of SDGs. This is our awareness and commitment to being a good corporate citizen.

We continue to develop a culture of sustainability within the Company through outreach, education and training. We strive to create consistent programs and policies so that they can be measured and evaluated for continuous improvement, therefore each relevant division is responsible for implementing this sustainability policy.

BASIS OF SUSTAINABILITY POLICY

In implementing sustainability performance, the Company is guided by a system based on applicable laws and regulations. The following is the sustainability performance policy implemented by the Company:

1. Law no. 1 of 1970 concerning Work Safety;
2. Law no. 8 of 1999 concerning Customer Protection;
3. Law no. 13 of 2003 concerning Employment;
4. Law no. 40 of 2007 concerning Limited Liability Companies;
5. Law no. 82 of 1999 concerning Environmental Protection and Management;
6. Law no. 32 of 2009 concerning Environmental Protection and Management;
7. Government Regulation no. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies;
8. Minister of State-Owned Enterprises Regulation No. Per-09/MBU/07/2016 dated 8 July 2015 concerning Partnership Programs and Environmental Development Programs for State-Owned Enterprises;
9. Law No.11 of 2020 concerning Job Creation

MEMBANGUN BUDAYA KEBERLANJUTAN [OJK F.17]

BUILDING A SUSTAINABILITY CULTURE [OJK F.17]

PTC menyadari pentingnya seluruh insan Perusahaan memiliki pemahaman dan budaya keberlanjutan dalam menjalankan operasionalnya. Nilai-nilai keberlanjutan juga sejalan dengan nilai dan budaya Perusahaan yaitu amanah, kompeten, harmonis, loyal, adaptif, kolaboratif atau disingkat dengan "AKHLAK" yang senantiasa disosialisasikan di setiap waktu dan tempat melalui berbagai sarana komunikasi.

Pendekatan strategi keberlanjutan yang dilakukan PTC mengarah ke dalam dan di luar Perusahaan. Ke dalam Perusahaan dititikberatkan kepada pengelolaan karyawan termasuk di dalamnya terkait K3, non diskriminasi dan hak asasi manusia, pelatihan dan pengembangan karyawan, penerapan tata kelola perusahaan yang baik termasuk di dalamnya kebijakan anti korupsi dan pengelolaan risiko, budaya ramah lingkungan. Sementara itu pendekatan keberlanjutan yang ditujukan ke lingkungan di luar Perusahaan meliputi kegiatan sosial dan lingkungan yang dapat membantu dan mendukung masyarakat sekitar yang di implementasikan dalam program CSR, serta memberikan pelayanan terbaik kepada seluruh pelanggannya, membuka peluang kerja dan nilai ekonomi bagi masyarakat dan mitra kerjanya.

Ke depannya PTC akan terus meningkatkan kapasitas guna terwujudnya bisnis yang berkelanjutan, bisnis yang tidak hanya berorientasi pada kepentingan jangka pendek dan mengorbankan lingkungan serta pemangku kepentingan lainnya, namun sebaliknya senantiasa memberikan nilai tambah untuk kesejahteraan bersama.

PTC realizes the importance of all Company personnel having an understanding and sustainability culture in carrying out its operations. Sustainability values are also in line with the Company's values and culture, namely trustworthy, competent, harmonious, loyal, adaptive, collaborative or abbreviated as "AKHLAK" which are always socialized at all times and places through various communication means.

PTC's sustainability strategy approach leads inside and outside the Company. The Company focuses on employee management including OHS, non-discrimination and human rights, employee training and development, implementation of good corporate governance including anti-corruption and risk management policies, environmentally friendly culture. Meanwhile, the sustainability approach aimed at the environment outside the Company includes social and environmental activities that can help and support the surrounding community which are implemented in the CSR program, as well as providing the best service to all its customers, opening up job opportunities and economic value for the community and its work partners.

In the future, PTC will continue to increase capacity to create a sustainable business, a business that is not only oriented towards short-term interests and sacrifices the environment and other stakeholders, but on the contrary always provides added value for shared prosperity.

PROFIL PERUSAHAAN
COMPANY PROFILE

VISI, MISI, DAN BUDAYA PERUSAHAAN [OJK C.1]

Visi
Menjadi perusahan kelas dunia di bidang Human Capital, Consulting, dan Jasa Manajemen lainnya.

Misi
- Menjalankan usaha di bidang *Human Capital, Consulting*, dan Jasa Manajemen lainnya
- Membangun kompetensi berbasis pada perkembangan ilmu pengetahuan, teknologi, dan aspek HSSE
- Memberikan nilai tambah bagi pemangku kepentingan (*stakeholder*)

Tata Nilai dan Budaya Perusahaan
Tata Nilai dan Budaya Perusahaan yang diterapkan Perusahaan mengadopsi tata nilai Induk Perusahaan, yaitu PT Pertamina (Persero), sebagaimana ditetapkan dalam Surat Edaran Menteri BUMN Nomor SE 7/MBU/07/2020 tanggal 1 Juli 2020. Tata Nilai dan Budaya Perusahaan tersebut kemudian dikukuhkan melalui Surat Keputusan Direksi PTC Nomor Kpts-086/PTC-10000/2020-S0 tanggal 2 November 2020.

VISION, MISSION AND CORPORATE CULTURE [OJK C.1]

Vision
To become a world class company in the fields of Human Capital, Consulting and other Management Services.

Mission
- Running a business in the fields of Human Capital, Consulting and other Management Services
- Building competencies based on developments in science, technology and HSSE aspects
- Providing added value for stakeholders

Company Values and Culture
The Corporate Values and Culture implemented by the Company adopted the values of the Parent Company, namely PT Pertamina (Persero), as stipulated in the Circular Letter of the Minister of BUMN Number SE 7/MBU/07/2020 dated July 1, 2020. These Corporate Values and Culture were then confirmed through Decree of the PTC Board of Directors Number Kpts-086/PTC-10000/2020-S0 dated November 2, 2020

Tata Nilai dan Budaya Perusahaan PTC
PTC Corporate Values and Culture

AKHLAK

Nilai Inti Core Values	Definisi Definition
Amanah Trustworthy	Memegang teguh kepercayaan yang diberikan Uphold the trust given
Kompeten Competent	Terus belajar dan mengembangkan kapabilitas Continue to learn and develop capabilities
Harmonis Harmonious	Saling peduli dan menghargai perbedaan Care for each other and respect differences
Loyal	Berdedikasi dan mengutamakan kepentingan bangsa dan negara Dedicated and prioritizing the interests of the nation and state
Adaptif Adaptive	Terus berinovasi dan antusias dalam menggerakan ataupun menghadapi perubahan Continue to innovate and be enthusiastic in moving or facing change
Kolaboratif Collaborative	Membangun kerjasama yang sinergis Building synergistic cooperation

ALAMAT PERUSAHAAN [OJK C.2]

Jl. M.H. Thamrin No. 55 RT.9/RW.5, Gondangdia, Kec. Menteng, Jakarta Pusat, Daerah Khusus Ibukota Jakarta 10350

COMPANY ADDRESS [OJK C.2]

Jl. M.H. Thamrin No. 55 RT.9/RW.5, Gondangdia, Menteng District, Central Jakarta, Special Capital Region of Jakarta 10350

SKALA USAHA [OJK C.3]

BUSINESS SCALE [OJK C.3]

Uraian Description	Satuan Unit	Periode Pelaporan Reporting Period		
		2023	2022	2021
Total Aset [C.3.a] Total Assets [C.3.a]	Rp-Juta Rp-Million	1.220.273	902.339	545.377
Total Liabilitas [C.3.a] Total Liabilities [C.3.a]	Rp-Juta Rp-Million	718.779	497.011	210.076
Pendapatan Income	Rp-Juta Rp-Million	4.321.139	3.294.289	2.500.079
Laba (Rugi) Bersih Net Profit (Loss)	Rp-Juta Rp-Million	116.647	81.861	63.409
Total Ekuitas [C.3.b] Total Equity [C.3.b]	Rp-Juta Rp-Million	501.494	405.328	335.301
Pemegang Saham [C.3.c] Shareholders [C.3.c]				
PT Pertamina (Persero)	Persentase Kepemilikan (%) Ownership Percentage	91%	91%	91%
PT Pertamina Pedeve Indonesia		9%	9%	9%

JUMLAH KARYAWAN [C.3.B]

Hingga akhir tahun 2023, jumlah karyawan PTC sebanyak 317 orang. Adapun informasi karyawan menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan (tetap/kontrak), disampaikan pada Bab Profil Perusahaan, Laporan Tahunan Perusahaan yang menjadi satu kesatuan dengan Laporan Keberlanjutan ini.

TOTAL EMPLOYEES [C.3.B]

Until the end of 2023, the number of PTC employees is 317 people. As for employee information according to gender, position, age, education and employment status (permanent/contract), it is presented in the Company Profile Chapter, Company Annual Report which is an integral part of this Sustainability Report.

WILAYAH OPERASIONAL [C.3.D]

Hingga akhir tahun 2023, wilayah operasional Perusahaan berada di 9 (sembilan) wilayah yang tersebar di seluruh Indonesia, yaitu Medan, Dumai, Palembang, Jakarta, Cilacap, Semarang, Surabaya, Balikpapan, Makassar, dan Jayapura. Informasi lengkap terkait wilayah operasional dapat dibaca di Bab Profil Perusahaan, Laporan Tahunan ini.

OPERATIONAL AREAS [C.3.D]

Until the end of 2023, the Company's operational areas are in 9 (nine) regions spread throughout Indonesia, namely Medan, Dumai, Palembang, Jakarta, Cilacap, Semarang, Surabaya, Balikpapan, Makassar, and Jayapura. Complete information regarding operational areas can be read in the Company Profile Chapter of this Annual Report.

KEGIATAN USAHA SERTA PRODUK DAN LAYANAN JASA [OJK C.4] [GRI 2-6]

Berdasarkan Akta Notaris No. 12, tanggal 27 Juni 2013 dari Notaris Andy Alhadis Agus S.H., jenis kegiatan usaha Perusahaan adalah sebagai berikut:

- Jasa konsultasi bidang manajemen pemberdayaan sumber daya manusia dan tenaga kerja;
- Jasa manajemen, engineering dan sistem administrasi;
- Jasa konsultasi bidang pengelolaan manajemen perusahaan dan kegiatan usaha terkait;
- Jasa *assessment center*;

BUSINESS ACTIVITIES AND PRODUCTS AND SERVICES [OJK C.4] [GRI 2-6]

Based on Notarial Deed No. 12, dated 27 June 2013 from Notary Andy Alhadis Agus S.H., the Company's business activities are as follows

- Consulting services in the field of human resource and workforce empowerment management;
- Management, engineering and system administration services;
- Consulting services in the field of company management and related business activities;
- Assessment center services;

- Jasa umum kecuali jasa dalam bidang hukum dan pajak;
- Jasa konsultasi keamanan, usaha jasa penerapan, peralatan keamanan, usaha jasa pelatihan keamanan dan usaha jasa penyediaan tenaga pengamanan;
- Jasa rekruitmen dan penyedia tenaga kerja;
- Jasa penyelenggara acara (*event organiser*);
- Jasa pelatihan dan keterampilan tenaga kerja.

Informasi terperinci terkait kegiatan usaha serta produk dan layanan jasa telah disampaikan pada Bab Profil Perusahaan, Pembahasan Kegiatan Usaha dan Produk dan Jasa, Laporan Tahunan ini.

- General services except services in the legal and tax
- Security consulting services, implementation services, security equipment, security training services and security personnel supply services;
- Recruitment services and workforce providers;
- Event organizing services (event organizer);
- Workforce training and skills services.

Detailed information related to business activities and products and services has been submitted in the Company Profile Chapter, Discussion of Business Activities and Products and Services, this Annual Report.

KEANGGOTAAN PADA ASOSIASI [OJK C.5] [GRI 2-28]

ASSOCIATION MEMBERSHIP [OJK C.5] [GRI 2-28]

No	Asosiasi Association	Nomor Perizinan Licensing Number	Tanggal Terbit Publish Date	Tanggal Kadaluarsa Expiration Date	Dikeluarkan Oleh Issued By
1	INKINDO (Ikatan Nasional Konsultan Indonesia) INKINDO (National Association of Indonesian Consultants)	11373/P/2307.DKI	13 Desember 2022 December 13, 2022	31 Desember 2023 December 31, 2023	INKINDO DKI JAKARTA
2	KADIN (Kamar Dagang dan Industri Indonesia) KADIN (Indonesian Chamber of Commerce and Industry)	20201-03059396	1 Januari 2023 January 1, 2023	31 Desember 2023 December 31, 2023	KADIN Provinsi DKI Jakarta DKI Jakarta Provincial Chamber of Commerce

PERUBAHAN SIGNIFIKAN PADA PERUSAHAAN [OJK C.6] [GRI 2-6]

Pada 2023, untuk meningkatkan peluang dan pendapatan serta memenuhi kebutuhan pelanggan, Perusahaan menyelenggarakan jasa layanan baru, yaitu jasa layanan IT. Selain itu juga terdapat perubahan alamat Kantor Pusat Perusahaan, yang semula di Jalan Abdul Muis No. 52-56 A Gedung B, Petojo Selatan, Gambir, Jakarta Pusat, pindah ke Gedung Oil Center, Jalan M.H. Thamrin No. 55, Jakarta Pusat. Perpindahan tersebut bertujuan untuk meningkatkan peluang bisnis yang lebih besar serta brand image Perusahaan.

SIGNIFICANT CHANGES IN THE COMPANY [OJK C.6] [GRI 2-6]

In 2023, in order to increase opportunities and revenue and meet customer needs, the Company organised a new service, namely IT services. In addition, there was also a change in the address of the Company's Head Office, which was originally at Jalan Abdul Muis No. 52-56 A Building B, Petojo Selatan, Gambir, Central Jakarta, moving to the Oil Centre Building, Jalan M.H. Thamrin No. 55, Central Jakarta. The move aims to increase greater business opportunities and the Company's brand image.

TATA KELOLA KEBERLANJUTAN
SUSTAINABILITY GOVERNANCE

STRUKTUR DAN KOMPOSISI TATA KELOLA

Berdasarkan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas (UU PT), bahwa struktur badan tata kelola Perusahaan terdiri dari Rapat Umum Pemegang Saham (RUPS); Direksi dengan tugasnya untuk mengelola; serta Dewan Komisaris yang berfungsi melakukan pengawasan. PTC telah memiliki ketiga organ utama tersebut, di mana Dewan Komisaris dibantu oleh organ pendukung yaitu Komite Audit, sementara Direksi dibantu organ pendukung yaitu *Corporate Secretary* dan Audit Internal.

Struktur Tata Kelola PTC disusun untuk menetapkan kejelasan dan pemisahan tugas dan tanggung jawab serta mekanisme dan alur pelaksanaan pengambilan keputusan dan, pelaporan dalam organ-organ yang ada di PTC dengan mengacu pada peraturan dan perundang-undangan yang berlaku.

Adapun informasi susunan dan komposisi Dewan Komisaris dan Direksi Perusahaan dalam periode pelaporan dapat dilihat pada Bab Profil Perusahaan, Laporan Tahunan ini. Sementara informasi terperinci mengenai struktur tata kelola dan pelaksanaan tata kelola PTC dapat dilihat pada bagian Tata Kelola Perusahaan dalam Laporan Tahunan PTC tahun buku 2023 yang merupakan bagian tidak terpisahkan dengan Laporan Keberlanjutan ini. [GRI 2-9, 2-10; 2-11; 2-15; 2-16; 2-17, 2-18; 2-19; 2-20]

PENANGGUNG JAWAB PENERAPAN KEBERLANJUTAN [OJK E.1] [GRI 2-12; 2-13]

Penanggung jawab Penerapan Keberlanjutan di lingkup PTC adalah Direksi dengan pengawasan oleh Dewan Komisaris. Sementara pelaksanaan aspek-aspek keberlanjutan, sesuai ISO 26000 tentang Pedoman Corporate Social Responsibility (CSR) yang meliputi 7 (tujuh) subyek inti CSR, maka pelaksana program-program keberlanjutan di lingkup PTC, sebagai berikut:

GOVERNANCE STRUCTURE AND COMPOSITION

Based on Law No. 40 of 2007 concerning Limited Liability Companies (UU PT), the structure of the Corporate governance body consists of the General Meeting of Shareholders (GMS); Directors with their duty to manage; and the Board of Commissioners which functions to supervise. PTC already has these three main organs, where the Board of Commissioners is assisted by supporting organs, namely the Audit Committee, while the Board of Directors is assisted by supporting organs, namely the Corporate Secretary and Internal Audit.

The PTC Governance Structure is structured to establish clarity and separation of duties and responsibilities as well as the mechanism and flow of implementation of decision making and, reporting in the organs in the PTC with reference to applicable laws and regulations.

Information on the structure and composition of the Company's Board of Commissioners and Directors in the reporting period can be seen in the Company Profile Chapter, this Annual Report. Meanwhile, detailed information on the governance structure and implementation of PTC governance can be seen in the Corporate Governance section of the PTC Annual Report for the 2023 financial year, which is an integral part of this Sustainability Report. [GRI 2-9, 2-10; 2-11; 2-15; 2-16; 2-17, 2-18; 2-19; 2-20]

PERSON RESPONSIBLE FOR SUSTAINABILITY IMPLEMENTATION [OJK E.1] [GRI 2-12; 2-13]

The person responsible for Sustainability Implementation within PTC is the Board of Directors with supervision by the Board of Commissioners. While implementing sustainability aspects, in accordance with ISO 26000 concerning Corporate Social Responsibility (CSR) Guidelines which covers 7 (seven) core CSR subjects, the implementation of sustainability programs within the scope of PTC, as follows:

	Aspek Tanggung Jawab Sosial Perusahaan Aspects of Corporate Social Responsibility	Penanggung Jawab di Lingkup PT Pertamina Training and Consulting Person Responsible at Scope PT Pertamina Training and Consulting
7 Subyek Inti ISO 26000 7 Core Subjects ISO 26000	Tata Kelola Organisasi Organizational Governance	Direktur Keuangan Director of Finance
	Hak Asasi Manusia Human Rights	Divisi Human Capital & General Affair Human Capital & General Affairs Division
	Praktik ketenagakerjaan Employment practices	Divisi Human Capital & General Affair Human Capital & General Affairs Division
	Tanggung Jawab Lingkungan Environmental Responsibility	Corporate Secretary – Fungsi HSSE Corporate Secretary – HSSE Functions
	Praktik Operasi yang Adil Fair Operating Practices	Audit Internal Audit Internal
	Tanggung Jawab Konsumen dan Produk/Jasa serta Mitra Kerja Consumer and Product/Service Responsibilities and Business Partners	• Direktur Keuangan • Direktur Operasi dan Pemasaran • Director of Finance • Director of Operations and Marketing
	Keterlibatan dan Pengembangan Masyarakat Community Engagement and Development	Corporate Secretary – Corporate Communication and CSR

PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS, DIREKSI, DAN UNIT KERJA PENANGGUNG JAWAB KEBERLANJUTAN TERKAIT KEBERLANJUTAN [OJK E.2] [GRI 2-17]

Kesuksesan implementasi keberlanjutan terletak pada pundak para pemimpin perusahaan, mengingat para pemimpin inilah yang menetapkan kebijakan dan strategi PTC. Untuk itu, PTC memberikan dan menyediakan peningkatan dan pengembangan kompetensi di bidang keberlanjutan bagi Dewan Komisaris dan Direksi serta unit kerja penanggung jawab keberlanjutan. Adapun informasi terperinci terkait pengembangan kompetensi Dewan Komisaris, Direksi, serta unit pengenanggung jawab keberlanjutan disampaikan pada Bab Tata Kelola Perusahaan, Laporan Tahunan PTC 2023.

COMPETENCY DEVELOPMENT OF THE BOARD OF COMMISSIONERS, BOARD OF DIRECTORS, AND WORK UNIT IN CHARGE OF SUSTAINABILITY RELATED TO SUSTAINABILITY [OJK E.2] [GRI 2-17]

The success of sustainability implementation rests on the shoulders of company leaders, considering that it is these leaders who set PTC's policies and strategies. For this reason, PTC provides and provides improvement and competency development in the field of sustainability for the Board of Commissioners and Directors as well as the work unit responsible for sustainability. Detailed information related to the competency development of the Board of Commissioners, Board of Directors, and sustainability responsibility units is submitted in the Corporate Governance Chapter, PTC Annual Report 2023.

MENGIDENTIFIKASI, MENGUKUR, DAN MENGELOLA RISIKO DALAM MENUNJANG BISNIS BERKELANJUTAN [OJK E.3] [GRI 2-26]

Dalam mewujudkan penerapan prinsip Tata Kelola Perusahaan yang Baik, PTC berkomitmen menerapkan pengelolaan risiko yang efektif. Manajemen risiko di lingkup PTC diperlukan untuk memastikan pencapaian sasaran Perusahaan dalam menerapkan usaha berkelanjutan.

Sistem Manajemen Risiko PTC mengacu pada kerangka ISO 31000:2018 (*Risk management — Guidelines*), yang bertujuan untuk mendukung pencapaian tujuan Perusahaan dengan cara yang efektif. Sistem ini dirancang untuk meningkatkan proses identifikasi peluang dan ancaman secara efisien, serta untuk mengalokasikan dan memanfaatkan sumber daya yang ada untuk mengelola risiko yang timbul dengan tepat. Dengan menerapkan standar ini, Perusahaan berharap dapat mengoptimalkan pengelolaan risiko dan meminimalkan

IDENTIFYING, MEASURING, AND MANAGING RISK IN SUPPORTING SUSTAINABLE BUSINESS [OJK E.3] [GRI 2-26]

In realizing the implementation of Good Corporate Governance principles, PTC is committed to implementing effective risk management. Risk management within PTC is needed to ensure the achievement of the Company's objectives in implementing sustainable business.

PTC Risk Management System refers to the ISO 31000:2018 framework (Risk management — Guidelines), which aims to support the achievement of the Company's objectives in an effective manner. The system is designed to efficiently improve the process of identifying opportunities and threats, as well as to allocate and utilize existing resources to appropriately manage emerging risks. By implementing this standard, the Company hopes to optimize risk management and minimize its negative impact on the Company's overall operations and

dampak negatifnya terhadap operasi dan kinerja keseluruhan Perusahaan. Informasi terperinci dan komprehensif telah disampaikan pada Pembahasan Sistem Manajemen Risiko, Bab Tata Kelola Perusahaan, Laporan Tahunan ini. [GRI 2-27]

performance. Detailed and comprehensive information has been presented in the Risk Management System Discussion, Corporate Governance Chapter, Annual Report. [GRI 2-27]

KODE ETIK SEBAGAI KOMITMEN KEBIJAKAN PERUSAHAAN [GRI 2-23; 2-24]

PTC telah memiliki kode etik sebagai komitmen kebijakan untuk perilaku bisnis yang bertanggung jawab, termasuk komitmen untuk menghormati hak asasi manusia. Kode Etik Perusahaan wajib dipatuhi dan diterapkan oleh segenap Insan PTC sebagai dasar untuk membangun dan mengelola perilaku secara konsisten sesuai dengan ketentuan yang berlaku di dalam dan di luar lingkungan Perusahaan. Perusahaan telah menetapkan kebijakan terkait Kode Etik melalui Surat Keputusan Direksi nomor: Kpts-166/PTC-10000/2018-S0.7 tanggal 01 Agustus 2018.

Informasi rinci mengenai Kode Etik Perusahaan, termasuk upaya Perusahaan menginternalisasikannya dapat dilihat pada bagian Tata Kelola Perusahaan dalam Laporan Tahunan tahun buku 2023 yang merupakan bagian tidak terpisahkan dengan Laporan Keberlanjutan ini.

CODE OF CONDUCT AS A CORPORATE POLICY COMMITMENT [GRI 2-23; 2-24]

PTC has established a code of conduct as a policy commitment for responsible business conduct, including a commitment to respect human rights. The Company's Code of Conduct must be obeyed and applied by all PTC personnel as a basis for building and managing behavior consistently in accordance with applicable provisions inside and outside the Company's environment. The Company has established policies related to the Code of Conduct through the Decree of the Board of Directors number: Kpts-166 / PTC-10000 / 2018-S0.7 dated August 1, 2018.

Detailed information regarding the Company's Code of Conduct, including the Company's efforts to internalize it, can be seen in the Corporate Governance section of the Annual Report for the fiscal year 2023, which is an integral part of this Sustainability Report.

PENERAPAN PRAKTIK ANTI KORUPSI

Perusahaan senantiasa berkomitmen untuk menciptakan iklim usaha yang sehat, menghindari tindakan, perilaku ataupun perbuatan-perbuatan yang dapat menimbulkan konflik kepentingan, Korupsi, Kolusi dan Nepotisme (KKN), serta selalu mengutamakan kepentingan Perusahaan di atas kepentingan pribadi, keluarga, kelompok ataupun golongan. Terkait kebijakan anti korupsi, Perusahaan senantiasa memperhatikan kebijakan tentang anti korupsi yang tertuang dalam Undang-Undang No. 20 Tahun 2001 tentang Perubahan atas Undang-Undang No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi. [GRI 3-3]

Perusahaan menyadari bahwa seiring berjalannya kegiatan usaha Perusahaan, seiring dengan itu pula peluang terjadinya praktik korupsi senantaisa ada. Sepanjang tahun 2023 tidak terdapat insiden korupsi di internal Perusahaan dan tidak ada kasus atau pengaduan yang diajukan publik kepada Perusahaan. Informasi terperinci terkait praktik antikorupsi, disampaikan pada Laporan Tahunan PTC 2023, Bab Tata Kelola Perusahaan. [GRI 205-1, 205-2, 205-3]

IMPLEMENTATION OF ANTI-CORRUPTION PRACTICES

The Company is always committed to creating a healthy business climate, avoiding actions, behaviors or actions that can cause conflicts of interest, Corruption, Collusion and Nepotism (KKN), and always prioritizing the interests of the Company above personal, family, group or group interests. Regarding anti-corruption policy, The Company always pays attention to the anti-corruption policy contained in Law No. 20 of 2001 concerning Amendments to Law No. 31 of 1999 concerning the Eradication of Criminal Acts of Corruption. [GRI 3-3]

The Company realizes that along with the Company's business activities, along with that there are opportunities for corrupt practices. Throughout 2023, there have been no incidents of corruption within the Company and no cases or complaints have been filed publicly with the Company. Detailed information related to anti-corruption practices is submitted in PTC's Annual Report 2023, Corporate Governance Chapter. [GRI 205-1, 205-2, 205-3]

KENDALA DALAM PENERAPAN KEGIATAN USAHA BERKELANJUTAN [OJK E.5]

Dalam upaya penguatan implementasi keberlanjutan di Perusahaan dan dalam rangka menanggapi perkembangan kondisi sosial dan ekonomi yang ada, secara kualitatif Perusahaan menghadapi tantangan, antara lain, masih diperlukannya upaya membangun kesadaran dalam lingkungan kerja Perusahaan mengenai penerapan keberlanjutan, sehingga

OBSTACLES IN THE IMPLEMENTATION OF SUSTAINABLE BUSINESS ACTIVITIES [OJK E.5]

In an effort to strengthen the implementation of sustainability in the Company and in response to developments in existing social and economic conditions, the Company is qualitatively facing challenges, including, among other things, efforts to build awareness within the Company's work environment regarding the implementation of sustainability, so it is

diharapkan akan mendorong peningkatan pemahaman dan kesadaran pentingnya penerapan keberlanjutan. Perusahaan berupaya untuk terus memberikan pemahaman melalui kegiatan peningkatan kompetensi terutama terkait keberlanjutan, sehingga diharapkan penerapan prinsip-prinsip keberlanjutan dapat berjalan dengan lebih terarah dan fokus.

hoped that it will encourage increased understanding and awareness of the importance of implementing sustainability. The company strives to continue to provide understanding through competency improvement activities, especially those related to sustainability, so that it is hoped that the application of sustainability principles can run more directed and focused.

KINERJA KEBERLANJUTAN
SUSTAINABILITY PERFORMANCE

ASPEK EKONOMI: MENJAGA KELANGSUNGAN USAHA

Kinerja ekonomi menjadi salah satu topik material dalam pelaporan keberlanjutan, karena merupakan isu yang memberikan pengaruh terhadap keberlanjutan Perusahaan dan berdampak yang signifikan kepada pemangku kepentingan khususnya bagi pemegang saham. Dengan pendiriannya sebagai Perseroan Terbatas serta kontribusi Perusahaan terhadap seluruh pemangku kepentingan, tentunya kinerja menjadi kunci utama bagi keberlangsungan Perusahaan ke depan. [GRI 3-3]

Kinerja PTC dalam 3 (tiga) tahun terakhir dapat dilihat di bawah ini:

ECONOMIC ASPECT: MAINTAINING BUSINESS CONTINUITY

Economic performance is one of the material topics in sustainability reporting, because it is an issue that affects the sustainability of the Company and has a significant impact on stakeholders, especially for shareholders. With its establishment as a Limited Liability Company and the Company's contribution to all stakeholders, of course, performance is the main key to the sustainability of the Company going forward. [GRI 3-3]

PTC's performance in the last 3 (three) years can be seen below:

Perbandingan Target dan Kinerja untuk Aspek Pemasaran, Keuangan, serta Proyek yang Sejalan dengan Inisiatif Keberlanjutan [OJK F.2, F3] [GRI 201-1]

Comparison of Targets and Performance for Marketing, Finance and Project Aspects in Line with Sustainability Initiatives [OJK F.2, F3] [GRI 201-1]

Perihal Description	Satuan Unit	2023			2022			2021			Kenaikan (Penurunan) Increase (Decrease) 2022-2023 (%)	
		Target	Realisasi Realizatio	%	Target	Realisasi Realization	%	Target	Realisasi Realization	%		
Jasa Pelatihan Training Services	Peserta Participants	28.200	61.237	217,15%	20.000	53.277	266,39%	17.338	47.160	272,00%	14,94%	↑
Jasa Konsultasi Consulting Services	Proyek Project	65	147	226,15%	77	130	168,83%	70	105	150,00%	13,08%	↑
Pengelolaan Tenaga Alih Daya Manpower Supply	TKJP*	9.500	11.234	118,25%	9.000	10.009	111,21%	247	8.293	3357,49%	12,24%	↑
Penyelenggara Acara Event Organizer	Proyek Project	463	1.315	284,02%	337	1.063	315,43%	1.093	563	51,51%	23,71%	↑
Jasa Pengamanan Security Services	TKJP*	7.900	8.350	105,70%	6.779	8.276	122,08%	8.677	7.255	83,61%	0,89%	↑
Jasa Penilaian Assessment Services	Peserta Participants	1.800	3.162	175,67%	1.200	2.503	208,58%	6.297	1.881	29,87%	26,33%	↑
Jasa Teknologi Informasi Information Technology Services	Proyek Project	10	9	90,00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pendapatan Revenue	Rp-Juta Rp-Million	2.785.231	4.321.139	155,14%	2.470.597	3.294.289	133,34%	2.272.278	2.500.079	110,03%	31,17%	↑
Laba Bersih Net Profit	Rp-Juta Rp-Million	55.050	116.648	211,89%	47.511	81.863	172,30%	42.962	63.409	147,59%	111,89%	↑

*) Tenaga Kerja Jasa Penunjang (TKJP)
*) Supporting Service Workers (TKJP)

Jasa Pelatihan

Peserta jasa pelatihan tercatat sebanyak 61.237 orang atau mencapai 217,15% dari RKAP 2023. Pencapaian ini terutama disebabkan:

1. Sub-holding Commercial & Trading sebesar 39% dengan kontributor utama berasal dari pelatihan DEX Sales Winforce dan educational program (tugas belajar),
2. holding sebesar 25% dengan kontributor utama berasal dari program pelatihan online dan pengelolaan pelatihan UMKM melalui Rumah BUMN, dan

Training Services

Training service participants were recorded at 61,237 people or reached 217.15% of the 2023 RKAP. This achievement is primarily due to:

1. Commercial & Trading sub-holding of 39% with the main contributors coming from DEX Sales Winforce training and educational programs (learning tasks),
2. holding of 25% with the main contributors coming from online training programs and MSME training management through Rumah BUMN, and

3. Sub-holding Refinery & Petrochemical sebesar 23% dengan kontributor utama berasal dari pelatihan inspector academy dan pelatihan persiapan masa purna karya.

Jasa Konsultasi

Proyek Jasa Konsultasi tercatat sebanyak 147 proyek atau mencapai target RKAP sebesar 225,15%. Pencapaian ini disebabkan adanya peningkatan transaksi dari:

1. Sub-Holding Commercial & Trading sebesar 42% dengan kontributor utama berasal dari konsultasi
2. manajemen umum dan konsultasi manajemen SDM,
3. Holding sebesar 33% dengan kontributor utama berasal dari konsultasi manajemen umum dibidang komunikasi, dan
4. Sub-holding Integrated Marine Logistic sebesar 15% dengan kontributor utama berasal dari konsultasi manajemen umu untuk business development.

Pengelola Tenaga Alih Daya

Tenaga Kerja Jasa Penunjang (TKJP) pada Tenaga Alih Daya sebanyak 9.500, mencapai target RKAP 2023 sebesar 118,25%. Pencapaian ini terutama disebabkan adanya transaksi dari:

1. Sub-Holding Commercial & Trading sebesar 46% dengan kontributor utama berasal dari pengelolaan Tenaga Kerja Alih Daya (TAD) di PT Pertamina Lubricant dan pengelolaan CRO Aviation DPPU seluruh Indonesia,
2. Sub-holding upstream sebesar 26% dengan kontributor utama berasal dari Pengelolaan TAD di PT Pertamina Hulu Sanga-Sanga.

Penyelenggara Acara

Kinerja penyelenggara acara mencapai 1.315 proyek, mencapai target RKAP 2023 sebesar 284,02%. Pencapaian ini disebabkan adanya peningkatan transaksi dari Sub-holding Commercial & Trading sebesar 44% dan holding sebesar 37% dengankontributor utama berasal dari event rutin tahunan yang diselenggarakan oleh Pertamina.

Jasa Pengamanan

TKJP dari Jasa Pengamanan sebanyak 8.350 TKJP atau 105,70% dari RKAP 2023. Pencapaian ini terutama disebabkan adanya peningkatan transaksi terkait pengelolaan TAD pengamanan dari Sub-holding Commercial & Trading sebesar 35% dan Sub-Holding Refinery & Petrochemical sebesar 22%.

Jasa Penilaian

Kinerja jasa penilaian tercapai sebanyak 3.162 perserta atau atau 175,67% dari RKAP 2023 disebabkan adanya peningkatan transaksi pada tahun 2023 terkait pengelolaan TAD pengamanan dari Holding sebesar 67% dengan kontributor utama berasal dari *assessment* ELC dan Sub-holding Upstream sebesar 31% dengan kontributor utama dari *assessment* PLC.

Jasa teknologi Informasi

Pencapaian jasa teknologi informasi sebanyak 9 proyek atau 90,00% dari target. Meski secara jumlah proyek belum mencapai, namun secara finansial pencatatan pendapatan lebih tinggi 187% dari RKAP 2023.

3. Refinery & Petrochemical sub-holding of 23% with the main contributors coming from inspector academy training and retirement preparation training.

Consulting Services

Consulting Services projects recorded 147 projects or achieved the RKAP target of 225.15%. This achievement was due to an increase in transactions from:

1. Commercial & Trading Sub-Holding at 42% with the main contributors coming from consulting;
2. general management and HR management consulting,
3. Holding of 33% with the main contributors coming from general management consulting in the field of communications, and
4. Sub-holding Integrated Marine Logistics of 15% with the main contributor coming from general management consulting for business development.

Manpower Supply

The Supporting Service Workforce (TKJP) in Outsourced Workers is 9,500, reaching the 2023 RKAP target of 118.25%. This achievement was mainly due to transactions from:

1. Commercial & Trading Sub-Holding of 46% with the main contributors coming from the management of Outsourced Manpower (TAD) at PT Pertamina Lubricant and the management of CRO Aviation DPPU throughout Indonesia,
2. Upstream sub-holding of 26% with the main contributor coming from TAD Management at PT Pertamina Hulu Sanga-Sanga

Event Organizer

The performance of the event organizers reached 1,315 projects, reaching the 2023 RKAP target of 284.02%. This achievement was due to an increase in transactions from Commercial & Trading Sub-holding by 44% and holding by 37% with the main contributor coming from annual routine events organized by Pertamina.

Security Services

TKJP from Security Services is 8,350 TKJP or 105.70% of the 2023 RKAP. This achievement was mainly due to an increase in transactions related to TAD management, security from Commercial & Trading Sub-holding by 35% and Sub-Holding Refinery & Petrochemical by 22%.

Assessment Services

The performance of assessment services reached 3,162 participants or 175.67% of the 2023 RKAP due to an increase in transactions in 2023 related to the management of TAD security from the Holding by 67% with the main contributors coming from the ELC assessment and Upstream Sub-holding by 31% with the main contributor from the PLC assessment.

Information Technology Services

Achievement of information technology services as many as 9 projects or 90.00% of the target. Although the number of projects has not yet reached, financially the revenue recording is 187% higher than the 2023 RKAP.

Sementara itu, Perusahaan juga berhasil membukukan pendapatan usaha sebesar Rp4.321,14 miliar atau mencapai 155,14% terhadap target sebesar Rp2.785,23 miliar. Hal tersebut lebih dikarenakan oleh keberhasilan perusahaan untuk menaikkan volume penjualan seluruh segmen usaha di tahun 2023. Sementara Laba Tahun Berjalan tercatat sebesar Rp116,65 miliar atau mencapai 211,89% terhadap target sebesar Rp55,05 miliar.

Meanwhile, the Company also managed to record operating revenues of Rp4,321.14 billion or reached 155.14% against the target of Rp2,785.23 billion. This is more due to the company's success in increasing sales volume of all business segments in 2023. Meanwhile, the profit for the year was recorded at Rp116.65 billion or reached 211.89% against the target of Rp55.05 billion.

Hingga akhir tahun 2023, PT Pertamina Training and Consulting terus berfokus untuk menjalin kerja sama dengan Perusahaan afiliasi yang tergabung dalam Pertamina Group.

Until the end of 2023, PT Pertamina Training and Consulting continues to focus on collaborating with affiliated companies incorporated in the Pertamina Group.

NILAI EKONOMI YANG DIHASILKAN DAN DIDISTRIBUSIKAN

Pada pelaporan berbasis Standar GRI, aspek ekonomi dari keberlanjutan berkaitan dengan dampak Perusahaan pada kondisi ekonomi dari pemangku kepentingannya. Nilai ekonomi langsung yang dihasilkan merupakan sejumlah pendapatan yang diperoleh dari aktivitas operasional PT Pertamina Training and Consulting. Sementara nilai ekonomi yang didistribusikan merupakan sejumlah pengeluaran yang didistribusikan kepada para pemangku kepentingan sebagai bentuk kontribusi Perseroan dalam meningkatkan kesejahteraan para pemangku kepentingan.

Selain itu, nilai ekonomi yang didistribusikan juga merupakan sejumlah pengeluaran yang ditujukan untuk mendukung keberhasilan aktivitas operasional, sehingga proses bisnis Perseroan dapat menghasilkan nilai tambah bagi para pemangku kepentingan.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

In GRI Standard-based reporting, the economic aspect of sustainability is related to the Company's impact on the economic conditions of its stakeholders. The direct economic value generated is a number of revenue obtained from the operational activities of PT Pertamina Training and Consulting. Meanwhile, the economic value distributed is a number of expenditures distributed to stakeholders as a form of the Company's contribution in improving the welfare of stakeholders.

In addition, the economic value distributed is also a number of expenses aimed at supporting the success of operational activities, so that the Company's business processes can generate added value for stakeholders

Uraian Description	2023 (Rp Juta) (Rp Million)	2022 (Rp Juta) (Rp Million)	2021 (Rp Juta) (Rp Million)
Nilai Ekonomi yang Dihasilkan Economic Value Generated			
Pendapatan Usaha Revenue	4.321.139	3.294.289	2.500.079
Pendapatan Lain-lain Bersih Other Net Income	-	20.100	4.670
Jumlah Nilai Ekonomi yang Dihasilkan Total Economic Value Generated	4.321.139	3.314,39	2.504,75
Nilai Ekonomi yang di Distribusikan Economic Value Distributed			
Gaji Operasional Operating Salary	2.308.630	1.935.498	1.701.985
Beban Umum Administrasi General Administrative Expenses	182.464	121.523	99.117
Pembayaran kepada pemerintah (Pajak) Payment to Government (Tax)	439.282	283.923	155.359
Alokasi Dana Investasi Sosial Social Investment Fund Allocation	198	317	200

Uraian Description	2023 (Rp Juta) (Rp Million)	2022 (Rp Juta) (Rp Million)	2021 (Rp Juta) (Rp Million)
Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed	2.930.574	2.341.261	1.956.661
Nilai Ekonomi yang Ditahan Economic Value Retained			
Jumlah Nilai Ekonomi yang Ditahan Total Economic Value Retained	1.390.565	973.128	548.088

PERPAJAKAN

Pajak merupakan sumber pemasukan utama untuk keuangan negara yang dilakukan dengan mengumpulkan uang dari setiap wajib pajak ke dalam kas negara. Pajak dimanfaatkan negara untuk berbagai keperluan, antara lain, untuk membiayai program-program pembangunan. Bagi negara, pajak memiliki berbagai manfaat antara lain menjadi sumber pendanaan yang memiliki sifat *self-liquiditing* seperti pendanaan proyek yang produktif; untuk pendanaan reproduktif, seperti pengeluaran yang menguntungkan dari sektor ekonomi untuk masyarakat; atau, bermanfaat untuk pendanaan yang sifatnya tidak produktif, seperti pertahanan negara dan pembangunan khusus untuk anak yatim.

Adapun bagi wajib pajak, manfaat yang dapat dihasilkan dari pembayaran pajak antara lain merasakan manfaat pembangunan infrastruktur, menikmati subsidi atau mendapatkan pelayanan berbagai fasilitas umum.

PTC sebagai wajib pajak korporat berkomitmen untuk memenuhi kewajiban pembayaran pajak sesuai dengan regulasi yang berlaku. Kepatuhan Perseroan terkait pembayaran pajak menjadi bukti ketaatan terhadap regulasi perpajakan, sekaligus membuktikan komitmen dan tanggung jawab PTC kepada pemerintah. Adapun besaran pajak yang dibayarkan kepada negara, telah disampaikan pada Laporan Tahunan PTC tahun 2023, halaman 165. [GRI 3-3]

PENDEKATAN PERPAJAKAN [GRI 207-1]

PTC memiliki divisi yang memiliki fungsi untuk mengelola perpajakan di Perusahaan. Direktur Keuangan selaku badan tata kelola tertinggi secara berkala melakukan review atas penerapan strategi perpajakan Perusahaan. Pada tahun 2023, Perusahaan menerapkan strategi perpajakan diantaranya kepatuhan pajak. Selaras dengan penerapan strategi tersebut, Perusahaan berkomitmen untuk memenuhi semua kewajiban pajak dan melaksanakan hak perpajakannya.

TAXATION

Taxes are the main source of income for state finances which is done by collecting money from each taxpayer into the state treasury. Taxes are used by the state for various purposes, among others, to finance development programs. For the state, taxes have various benefits, including being a source of funding that has a self-liquiditing nature such as productive project funding; for reproductive funding, such as profitable expenditures from economic sectors for society; Or, useful for funding that is unproductive, such as national defense and special development for orphans

As for taxpayers, the benefits that can be generated from paying taxes include feeling the benefits of infrastructure development, enjoying subsidies or getting services from various public facilities.

PTC as a corporate taxpayer is committed to fulfilling tax payment obligations in accordance with applicable regulations. The Company's compliance regarding tax payments is proof of compliance with tax regulations, as well as proving PTC's commitment and responsibility to the government. The amount of tax paid to the state has been presented in the 2023 PTC Annual Report, page 165. [GRI 3-3]

TAXATION APPROACH [GRI 207-1]

PTC has a division that has a function to manage taxation in the Company. The Director of Finance as the highest governance body periodically reviews the implementation of the Company's tax strategy. In 2023, the Company will implement tax strategies, including tax compliance. In line with the implementation of the strategy, the Company is committed to fulfilling all tax obligations and exercising its tax rights.

TATA KELOLA, PENGONTROLAN, DAN MANAJEMEN RISIKO PAJAK [207-2]

Sepanjang tahun 2023, Perusahaan telah melakukan monitoring secara rutin dan memadai mengenai kegiatan penyetoran dan pelaporan pajak. Memiliki sistem tata kelola, pengendalian, dan pengelolaan risiko yang tangguh untuk perpajakan bisa menjadi indikasi bahwa pendekatan pajak dan strategi pajak yang dilaporkan memang ditanamkan dengan baik di dalam suatu organisasi dan bahwa organisasi secara efektif memantau kewajiban kepatuhannya. Selama tahun 2023, tercatat tidak ada pelanggaran terhadap perpajakan yang dilakukan oleh Perusahaan. [GRI 207-2]

TAX RISK GOVERNANCE, CONTROL AND MANAGEMENT [207-2]

Throughout 2023, the Company has conducted regular and adequate monitoring of tax deposit and reporting activities. Having a robust governance, controlling, and risk management system for taxation can be an indication that the tax approach and reported tax strategy are indeed well embedded within an organization and that the organization effectively monitors its compliance obligations. During 2023, there were no violations of taxation committed by the Company. [GRI 207-2]

KETERLIBATAN PEMANGKU KEPENTINGAN DAN PENGELOLAAN KEPEDULIAN YANG BERKAITAN DENGAN PAJAK [GRI 207-3]

Berkaitan dengan keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak, Perusahaan melakukan pendekatan berupa pemberian wawasan mengenai potensi perubahan peraturan di masa mendatang dan memungkinkan organisasi mengelola risiko-risiko dan dampaknya dengan lebih baik.

STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX-RELATED CONCERNS [GRI 207-3]

With regard to stakeholder engagement and management of tax-related concerns, the Company takes an approach in the form of providing insight into potential future regulatory changes and enabling organizations to better manage their risks and impacts.

LAPORAN PAJAK PER NEGARA [GRI 207-4]

Berkaitan dengan laporan pajak, PTC hanya beroperasi di Indonesia dan tidak memiliki cabang atau kantor operasional di luar negeri. Dengan demikian, laporan perpajakan hanya dilakukan untuk Indonesia. PTC merupakan wajib pajak dan telah melaksanakan kewajiban pelaporannya kepada otoritas pajak indonesia, sebagai Perusahaan public, PTC senantiasa menjaga kredibilitas dan menjalin komunikasi yang baik dengan otoritas pajak, sehingga Perseroan dapat menjalankan hak dan kewajibannya sesuai dengan peraturan yang berlaku

TAX REPORTS PER COUNTRY [GRI 207-4]

With regard to tax reports, PTC only operates in Indonesia and does not have branches or operational offices abroad. Thus, tax reporting is only done for Indonesia. PTC is a taxpayer and has carried out its reporting obligations to the Indonesian tax authorities, as a public company, PTC always maintains credibility and maintains good communication with tax authorities, so that the Company can carry out its rights and obligations in accordance with applicable regulations

KINERJA LINGKUNGAN
ENVIRONMENTAL PERFORMANCE

KOMITMEN DAN KEBIJAKAN

Perusahaan menyadari bahwa setiap kegiatan usaha yang dilakukan tidak hanya terkait pada perolehan keuntungan, tetapi juga beriringan dengan peningkatan kualitas sosial dan lingkungan hidup tempat Perusahaan beroperasi.

Perusahaan memiliki komitmen dan kebijakan dalam tanggung jawab sosial terkait lingkungan hidup yang juga telah diimplementasikan dalam kegiatan usaha Perusahaan dalam seluruh proses bisnisnya. Ruang lingkup pemenuhan tanggung jawab sosial di bidang lingkungan dilakukan Perusahaan dalam bentuk dukungan terhadap mitigasi perubahan iklim dan isu global mengenai lingkungan serta perpaduan topik lingkungan sejalan dengan pemberdayaan masyarakat.

COMMITMENTS AND POLICIES

The Company realizes that every business activity carried out is not only related to profit generation, but also goes hand in hand with improving the social quality and environment in which the Company operates

The Company has commitments and policies in social responsibility related to the environment which have also been implemented in the Company's business activities in all its business processes. The scope of fulfillment of social responsibility in the environmental sector is carried out by the Company in the form of support for climate change mitigation and global issues regarding the environment as well as a combination of environmental topics in line with community empowerment.

JUMLAH DAN INTENSITAS ENERGI YANG DIGUNAKAN [GRI 302-1]

Selama tahun 2023, pemakaian energi bahan bakar bensin untuk kendaraan adalah sebanyak 21.620 liter, lebih sedikit dibandingkan pada tahun 2022 sebesar 23.784 liter. Untuk konsumsi listrik pada tahun 2023 tercatat sebesar 371.30 kWh, meningkat/menurun dibandingkan dengan tahun 2022 yaitu sebesar 302.861 kWh. Sementara penggunaan air pada tahun 2023 sebanyak 7.842 m^3 lebih sedikit dibandingkan pada tahun 2023 sebanyak 11.695 m^3.

AMOUNT AND INTENSITY OF ENERGY USED [GRI 302-1]

During 2023, the energy consumption of gasoline fuel for vehicles were 21,620 liters, fewer than in 2022 of 23,784 liters. Electricity consumption in 2023 is recorded at 371,30 kWh, an increase/decrease compared to 2022, which was 302,861 kWh. Meanwhile, water use in 2023 will be 7.842 m3 There are fewer than in 2023 of 11,695 m^3.

Uraian Description	Satuan unit	2023	2022	2021
Bahan Bakar Minyak (Bensin) Fuel Oil (Gasoline)	Liter	21.620	23.784	38.812
	Gigajoule	739,4	813,41	1.327,37
Listrik Electricity	kWh	371.370	302.861	289.384
	Gigajoule	1.336,93	1.090,30	1.041,78
Air Water	M3	7.843	11.695	11.913

Remarks:
Konversi liter ke Gigajoule: https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule-
Konversi kWh ke Gigajoule: https://hextobinary.com/unit/energy/from/kwh/to/gigajoule
Description:
Litre to Gigajoule conversion: https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule-
Convert kWh to Gigajoules: https://hextobinary.com/unit/energy/from/kwh/to/gigajoule

UPAYA DAN PENCAPAIAN EFISIENSI DAN PENGGUNAAN ENERGI TERBARUKAN [POJK F.8]

Perusahaan mengupayakan pencapaian efisiensi energi pada tahun 2023, di antaranya dengan mewujudkan kesadaran kepada setiap karyawan untuk mematikan lampu, pendingin

EFFORTS AND ACHIEVEMENT OF EFFICIENCY AND USE OF RENEWABLE ENERGY [POJK F.8]

The company strives to achieve energy efficiency in 2023, including by realizing awareness to every employee to turn off lights, air conditioners, and other machines before leaving the

udara, serta mesin lainnya sebelum meninggalkan kantor, serta menggunakan air dengan secukupnya. Beberapa kegiatan yang dilakukan terkait lingkungan hidup selama tahun 2023 adalah sebagai berikut.

office, and use enough water. Some of the activities carried out related to the environment during 2023 are as follows.

Pencegahan dan Pengelolaan Sampah [GRI 306-2]

Perusahaan sesuai dengan kegiatan bisnisnya tidak menghasilkan sampah bahan beracun dan berbahaya (B3) maupun sampah khusus yang memerlukan penanganan tersendiri sesuai dengan Peraturan Pemerintah (PP) tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup. Perusahaan juga mengomunikasikan mengenai pengelolaan sampah bekerja sama dengan pengelola gedung kantor untuk menyiapkan tempat sampah terpisah dan memastikan bahwa sampah tersebut diolah sebelum dibawa ke tempat pembuangan akhir. [GRI 3-3]

Selama tahun 2023, sampah yang paling umum dihasilkan adalah sampah yang dihasilkan dari kegiatan perkantoran dan domestik, khususnya kertas dan perlengkapan kantor. [GRI 306-2]

Waste Prevention and Management [GRI 306-2]

The Company in accordance with its business activities does not produce toxic and hazardous waste (B3) or special waste that requires separate handling in accordance with Government Regulations (PP) concerning the Implementation of Environmental Protection and Management. The company also communicates about waste management, works with office building managers to set up separate bins and ensure that the waste is processed before being taken to landfill. [GRI 3-3]

During 2023, the most common waste generated is waste generated from office and domestic activities, especially paper and office supplies. [GRI 306-2]

Penggunaan Material Ramah Lingkungan [OJK F.5]

Kertas merupakan salah satu material penting bagi operasional PTC. Kertas digunakan untuk berbagai keperluan administrasi. Oleh karena kertas berbahan baku kayu dari hasil penebangan kayu tertentu yang proses pembuatannya memerlukan energi dan air dalam jumlah banyak, maka langkah efisiensi menjadi penting dilakukan.

Berikut adalah daftar penggunaan kertas Perusahaan dalam 3 (tiga) tahun terakhir.

Use of Environmentally Friendly Materials [OJK F.5]

Paper is one of the essential materials for PTC operations. Paper is used for various administrative purposes. Since paper is made from wood from the logging of certain trees, the manufacturing process of which requires large amounts of energy and water, efficiency measures are important.

The following is a list of the Company's paper usage in the last 3 (three) years.

Jumlah Rim Kertas Number of Reams of Paper	2023	2022	2021
	2.795	1.414	1.854

Pemakaian kertas pada tahun pelaporan mengalami peningkatan sebanyak 97,67% (yoy) seiring dengan meningkatnya kegiatan usaha Perusahaan.

Paper usage in the reporting year increased by 97.67% (yoy) in line with the increase in the Company's business activities.

Sebagai upaya efisiensi, Perusahaan menerapkan berbagai inisiatif sebagai berikut:

1. Digitalisasi
   Perusahaan melakukan pencatatan dan menggunakan pengarsipan digital sehingga penggunaan kertas untuk dokumen cetak dan fotokopi berkurang.
2. Pemakaian Kertas Berulang
   Perusahaan menggunakan kertas bekas layak pakai untuk keperluan cetak harian yang bukan merupakan dokumen formal untuk diserahkan kepada pihak tertentu.

As an effort for efficiency, the Company implements various initiatives as follows:

1. Digitization
   The company records and uses digital archiving so that the use of paper for printed documents and photocopying is reduced.
2. Repetitive Paper Use
   The company uses waste paper suitable for daily printing purposes which is not a formal document to be submitted to certain parties.

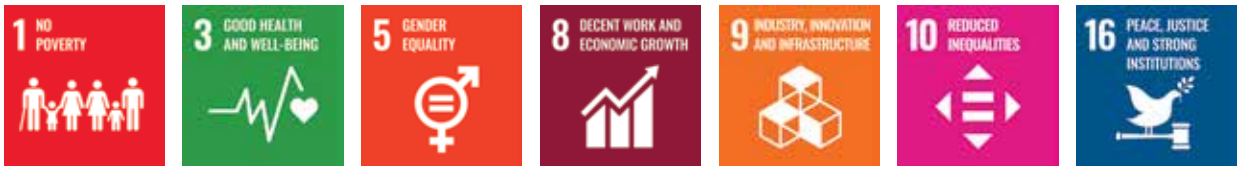
ASPEK KETENAGAKERJAAN
EMPLOYMENT ASPECTS

DUKUNGAN TERHADAP SDGS DALAM PENGELOLAAN SUMBER DAYA MANUSIA

Pengelolaan sumber daya manusia yang dilakukan Perusahaan sesungguhnya telah sejalan dan mendukung Tujuan Pembangunan Berkelanjutan atau Sustainable Development Goals (SDGs), sebagai berikut:

SUPPORT FOR SDGS IN HUMAN RESOURCE MANAGEMENT

Human resource management carried out by the Company is actually in line with and supports the Sustainable Development Goals (SDGs), as follows:



1. Pemberian jaminan ketenagakerjaan kepada karyawan merupakan jaminan agar dapat mengurangi beban mereka sebagai tulang punggung keluarga jika terjadi risiko kesehatan atau kecelakaan dalam bekerja. Hal ini sesuai dengan TPB/SDGs No. 1 Mengakhiri Kemiskinan, TPB/SDGs No. 3 Menjamin Kehidupan yang Sehat dan TPB/SDGs No. 10 Mengurangi Kesenjangan.
2. Komitmen Perusahaan untuk menjunjung tinggi HAM termasuk di dalamnya kebijakan tidak memperkerjakan anak di bawah umur dan kerja paksa telah sejalan dengan TPB/SDGs No. 16 Menguatkan Masyarakat yang inklusif, damai dan adil.
3. Memberikan perlakuan dan kesempatan yang setara kepada seluruh karyawan tanpa diskriminasi terhadap suku, agama, ras, dan *gender*. Hal ini telah berkontribusi pada TPB/SDGs No. 10 Mengurangi Kesenjangan dan TPB/SDGs No. 5 Mencapai Kesetaraan *Gender*.
4. Penerapan kebijakan standar gaji minimum yang sesuai dengan peraturan berlaku, kebijakan tidak ada kerja paksa dan tidak memperkerjakan anak di bawah umur telah sejalan dan mendukung TPB/SDGs No. 8 Meningkatkan Pertumbuhan Ekonomi yang Inklusif dan Berkelanjutan.
5. Kebijakan norma K3 telah mendukung TPB/SDGs No. 3 Menjamin Kehidupan yang Sehat, selain itu penerapan K3 akan menunjang produktivitas dan hal ini mendukung TPB/SDGs No. 8 Meningkatkan Pertumbuhan Ekonomi yang Inklusif dan Berkelanjutan.
6. Program pelatihan dan pengembangan karyawan serta pengembangan inovasi termasuk Teknologi Informasi sebagai infrastruktur pendukung operasional yang dapat meningkatkan produktivitas telah mendukung TPB/SDGs No. 8 Meningkatkan Pertumbuhan Ekonomi yang Inklusif dan Berkelanjutan.
7. Pengembangan riset, teknologi, dan inovasi telah juga sejalan dan mendukung TPB/SDGs No. 9 Membangun

1. The provision of employment security to employees is a guarantee in order to reduce their burden as the backbone of the family in case of health risks or accidents at work. This is in accordance with SDGs No. 1 Ending Poverty, SDGs No. 3 Ensuring Healthy Lives and SDGs No. 10 Reducing Inequality.
2. The Company's commitment to uphold human rights, including the policy of not employing minors and forced labor, is in line with SDGs No. 16 Strengthening an inclusive, peaceful and just society.
3. Provide equal treatment and opportunities to all employees without discrimination against ethnicity, religion, race, and gender. This has contributed to SDGs No. 10 Reducing Inequality and SDGs No. 5 Achieving Gender Equality.
4. The implementation of minimum wage standard policies in accordance with applicable regulations, no forced labor and no employment of minors policies are in line with and support SDGs No. 8 Promoting Inclusive and Sustainable Economic Growth.
5. The K3 norm policy has supported SDGs No. 3 Ensuring a Healthy Life, besides that the implementation of K3 will support productivity and this supports SDGs No. 8 Increasing Inclusive and Sustainable Economic Growth.
6. Employee training and development programs as well as innovation development including Information Technology as operational supporting infrastructure that can increase productivity have supported SDGs No. 8 Increasing Inclusive and Sustainable Economic Growth.
7. The development of research, technology, and innovation has also been in line with and supports SDGs No. 9 Building

infrastruktur yang tangguh, meningkatkan industri inklusif dan berkelanjutan, serta mendorong inovasi.

8. Lingkungan kerja yang aman dan sehat, adanya kebebasan berserikat telah sejalan dan mendukung TPB/SDGs No. 8.

Salah satu faktor terpenting dalam mencapai tujuan jangka panjang Perusahaan adalah Sumber Daya Manusia (SDM). Perusahaan menempatkan karyawan sebagai prioritas yang memiliki dampak positif bagi Perusahaan, oleh karena itu Perusahaan senantiasa memastikan pemenuhan kapasitas dan kapabilitas karyawan. Sehingga dalam konteks keberlanjutan adalah penting bagi Perusahaan untuk memastikan bahwa setiap karyawan berada dalam lingkungan kerja yang layak dan kondusif, melaksanakan ketentuan peraturan ketenagakerjaan yang berlaku, menjaga hubungan industrial yang harmonis, mengembangkan potensi yang ada, memastikan keselamatan dan kesehatan kerja setiap karyawan sehingga produktivitas kerja karyawan akan tetap dijaga. Ini juga merupakan komitmen Perusahaan yang ingin terus berkembang mencapai kesejahteraan bersama dengan seluruh karyawan.

Informasi terperinci tentang pengelolaan SDM, termasuk informasi manajemen pengelola SDM di PTC, demografi karyawan PTC termasuk pekerja tetap dan tidak tetap, rekrutmen dan tingkat *turnover* karyawan, penilaian kinerja karyawan, hubungan industrial, kebijakan kesetaraan gender, pekerja di bawah umur dan pekerja paksa, kebijakan remunerasi, serta program pendidikan dan pengembangan kompetensi karyawan di sampaikan pada Bab Fungsi Penunjang Bisnis, Laporan Tahunan PTC Tahun 2023, yang merupakan satu kesatuan dengan Laporan Keberlanjutan ini. [OJK F.22] [GRI 404-1]

Kesetaraan Kesempatan Bekerja [POJK F.18]

PT Pertamina Training and Consulting memberikan kesempatan yang sama dan setara bagi seluruh karyawan dengan tidak membeda-bedakan gender, suku, ras, dan agama, hingga orientasi seksual dan hal lainnya yang tidak memiliki kaitan dengan profesionalisme bekerja. Perusahaan tidak diskriminatif dan menekankan serta menyesuaikan sistem kerja sesuai dengan kompetensi yang dimiliki oleh karyawan. Prinsip kesetaraan dalam kesempatan bekerja senantiasa menjadi dasar Perusahaan dalam memilih sumber daya manusia terbaik untuk menjadi bagian dari Perusahaan.

Perusahaan memiliki target untuk senantiasa menjunjung tinggi prinsip kesetaraan yang terkait dengan posisi, upah, kesempatan kerja, pelatihan, pengembangan karier, dan perlindungan bagi pekerja. Hal ini berlaku sejak proses rekrutmen, pelaksanaan kerja, dan evaluasi kinerja. Secara khusus, Perusahaan menargetkan pekerja Perempuan sebesar 25% dengan realisasi tahun 2022 sebesar 45,16% pekerja perempuan.

resilient infrastructure, promoting inclusive and sustainable industries, and encouraging innovation.

8. A safe and healthy work environment, freedom of association have been in line with and support SDGs No. 8.

One of the most important factors in achieving the Company's long-term goals is Human Resources (HR). The Company places employees as a priority that has a positive impact on the Company, therefore the Company always ensures the fulfillment of employee capacity and capability. So that in the context of sustainability it is important for the Company to ensure that every employee is in a decent and conducive work environment, Implement the provisions of applicable labor regulations, maintain harmonious industrial relations, develop existing potential, ensure the Occupational health and safety of each employee so that employee work productivity will be maintained. This is also the Company's commitment to continue to grow to achieve mutual prosperity with all employees.

Detailed information on HR management, including information on HR management at PTC, PTC employee demographics including permanent and irregular workers, employee recruitment and turnover rates, employee performance appraisal, industrial relations, gender equality policies, underage workers and forced laborers, remuneration policies, and employee education and competency development programs are conveyed in the Chapter on Business Support Functions, PTC Annual Report 2023, which is integral to this Sustainability Report. [OJK F.22] [GRI 404-1]

Equality of Employment Opportunities [POJK F.18]

PT Pertamina Training and Consulting provides equal and equal opportunities for all employees by not discriminating gender, ethnicity, race, and religion, to sexual orientation and other things that have nothing to do with work professionalism. The company is non-discriminatory and emphasizes and adjusts the work system in accordance with the competencies possessed by employees. The principle of equality in employment opportunities has always been the basis of the Company in choosing the best human resources to be part of the Company.

The company has a target to always uphold the principle of equality related to positions, wages, employment opportunities, training, career development, and protection for workers. This applies since the recruitment process, work execution, and performance evaluation. In particular, the Company targets female workers by 25% with the realization in 2022 of 45.16% female workers.

Tabel Karyawan berdasarkan Level Jabatan per 31 Desember 2023
Table of Employee by Position Level as of December 31, 2023

Uraian Description	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Komisaris Board of Commissioner	3	0	3	3	0	3	3	0	3
Direksi Board of Directors	2	0	2	1	1	2	1	2	3
Manajer Manager	6	3	9	7	5	12	6	5	11
Asisten Manajer Assistant Manager	21	14	35	20	17	37	17	15	32
Staf Staff	152	121	273	137	104	241	136	97	233
Jumlah Total	**184**	**138**	**322**	**168**	**127**	**295**	**163**	**119**	**282**

Tenaga Kerja Anak dan Tenaga Kerja Paksa [POJK F.19] [GRI 409-1]

PT Pertamina Training and Consulting berkomitmen untuk mematuhi peraturan perundang-undangan yang berlaku terkait ketenagakerjaan di Indonesia. Dalam kegiatan bisnisnya, Perusahaan tidak merekrut maupun memanfaatkan tenaga kerja di bawah umur dan tenaga kerja paksa.

Child Labor and Forced Labor [POJK F.19] [GRI 409-1]

PT Pertamina Training and Consulting is committed to comply with applicable laws and regulations related to employment in Indonesia. In its business activities, the Company neither recruits nor utilizes underage and forced labor

Upah Minimum Regional [POJK F.20]

Karyawan PT Pertamina Training and Consulting senantiasa mendapatkan upah yang layak yang ditetapkan berdasarkan kinerja, kompetensi, pengalaman individu dan faktor eksternal lainnya, termasuk pada ketentuan upah minimum regional yang telah ditetapkan oleh Pemerintah. Perusahan menyadari bahwa sumber daya manusia merupakan aspek penting bagi keberlanjutan bisnis.

Selain besaran upah dalam bentuk gaji pokok dan tunjangan lainnya, Perusahaan memberikan upah dalam bentuk *non-cash benefit*. Berikut adalah rincian tunjangan yang diberikan pada karyawan selama tahun 2023.

Regional Minimum Wage [POJK F.20]

Employees of PT Pertamina Training and Consulting always get a decent wage set based on performance, competence, individual experience and other external factors, including the regional minimum wage provisions set by the Government. The company realizes that human resources are an important aspect for business sustainability.

In addition to wages in the form of basic salary and other benefits, the Company provides wages in the form of non-cash benefits. Here is a breakdown of the benefits provided to employees during 2023.

Bentuk Tunjangan Form of Allowance	Karyawan Tetap Permanent employees	Karyawan Kontrak Contract employees
Tunjangan Daerah Regional Allowance	✓	✓
Tunjangan Posisi Position Allowance	✓	✓
Tunjangan Jabatan Office Allowance	✓	-
Tunjangan Hari Raya Holiday Allowance	✓	✓
Tunjangan Pajak Penghasilan Income Tax Allowance	✓	✓

Bentuk Tunjangan Form of Allowance	Karyawan Tetap Permanent employees	Karyawan Kontrak Contract employees
Tunjangan Cuti Tahunan Annual leave Allowance	✓	-
BPJS Ketenagakerjaan BPJS of Employment	✓	✓
BPJS Kesehatan BPJS Health	✓	✓
Asuransi Kesehatan Health Insurance	✓	✓
Pendanaan Pensiun Pension Funding	✓	-
Kompensasi Akhir Kontrak End of Contract Compensation	-	✓
Perjalanan Dinas Travel Allowance	✓	✓

Perekrutan dan Pergantian Karyawan [GRI 401-1]

Perusahaan membuka kesempatan yang seluas-luasnya secara adil dan transparan untuk mencari sumber daya manusia yang unggul dan kompeten untuk menjadi bagian dari PT Pertamina Training and Consulting. Dalam pelaksanaan rekrutmen karyawan, Perusahaan menggunakan website dan media informasi lainnya untuk menyebarluaskan informasi mengenai lowongan. Setelah itu, calon karyawan melaksanakan *fit & proper test* yang telah disesuaikan dengan peraturan dan ketentuan Perusahaan yang berlaku.

Perusahaan juga melakukan rekrutmen internal dengan melakukan promosi dan rotasi. Karyawan yang mendapatkan promosi atau rotasi akan lebih mampu beradaptasi dengan pola, iklim, dan budaya Perusahaan.

Selama tahun 2023, Perusahaan merekrut karyawan baru sebanyak 62 orang, serta membuka kesempatan kepada 29 pelajar ataupun mahasiswa dalam jangka waktu tertentu sesuai dengan kesepakatan untuk menjalani program magang atau *internship*.

Recruitment and Turnover [GRI 401-1]

The Company opens the widest possible opportunity in a fair and transparent manner to find superior and competent human resources to become part of PT Pertamina Training and Consulting. In the implementation of employee recruitment, the Company uses the website and other information media to disseminate information about vacancies. After that, prospective employees carry out a fit & proper test that has been adjusted to the applicable rules and regulations of the Company.

The company also conducts internal recruitment by conducting promotions and rotations. Employees who get a promotion or rotation will be better able to adapt to the Company's patterns, climate, and culture.

During 2023, the Company recruited 62 new employees, and opened opportunities to 29 Students or students within a certain period of time in accordance with the agreement to undergo an internship program or internship.

Lingkungan Bekerja yang Layak dan Aman [POJK F.21] [GRI 403-1, 403-2]

PT Pertamina Training and Consulting (PTC) berkomitmen untuk melakukan pengelolaan bisnis dan kegiatan operasi dengan memperhatikan aspek kesehatan & keselamatan kerja, keamanan, berwawasan lingkungan serta kebermanfaatan bagi masyarakat secara terus menerus sebagai prioritas utama Perusahaan. Setiap pekerja pada semua level termasuk Tenaga Alih Daya (TAD) Pertamina Group dan mitra kerja mempunyai peran dan bertanggung jawab untuk mencegah terjadinya kecelakaan, bahaya kesehatan, gangguan keamanan, kerusakan lingkungan, serta gangguan sosial yang diakibatkan oleh kegiatan operasi di lingkungan kerja dan akan melaksanakan pengendalian terhadap kegiatan operasi.

Komitmen Perusahaan dalam menargetkan pencapaian angka kecelakaan kerja nihil atau *zero accident* senantiasa

Decent and Safe Working Environment [POJK F.21] [GRI 403-1, 403-2]

PT Pertamina Training and Consulting (PTC) is committed to managing business and operating activities by paying attention to aspects of occupational health & safety, security, environmental insight, and benefits for the community continuously as the Company's top priority. Every worker at all levels including Pertamina Group Outsourced Personnel (TAD) and partners has a role and is responsible for preventing accidents, health hazards, safety disturbances, environmental damage, and social disturbances caused by operations in the work environment and will carry out control over operating activities.

The Company's commitment in targeting the achievement of zero work accidents is always realized every year. This is a form

diwujudkan setiap tahunnya. Hal ini merupakan bentuk komitmen Perusahaan dalam menciptakan lingkungan kerja yang aman dan layak bagi seluruh karyawan. Perusahaan telah memiliki HSSE (*Health, Safety, Security, and Environment*) yang memantau secara berkala untuk mewujudkan *zero accident* di lingkungan Perusahaan. Program-program yang telah dilaksanakan divisi HSSE selama tahun 2023 adalah sebagai berikut.

of the Company's commitment in creating a safe and decent work environment for all employees. The Company already has HSSE (Health, Safety, Security, and Environment) which monitors regularly to realize zero accident in the Company's environment. The programs that have been implemented by the HSSE division during 2023 are as follows.

No	Kegiatan/ Aktivitas Activity
1	*Management Walkthrough*
2	Peringatan Bulan K3 Nasional Commemoration of National OHS Month
3	Donor Darah Blood Donation
4	Inspeksi HSSE HSSE Inspection
5	Rapat Rutin Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) Regular Meeting of the Occupational health and safety Advisory Committee (P2K3)
6	Penyusunan dan Implementasi HSSE Plan serta Full Cycle Contractor Safety Management System (CSMS) Proyek Preparation and Implementation of HSSE Plan and Full Cycle Contractor Safety Management System (CSMS) Project
7	Renewal Sertifikat Contractor Safety Management System (CSMS) dari SKK Migas Renewal of Contractor Safety Management System (CSMS) Certificate from SKK Migas
8	Sosialisasi/ Sharing/ Awareness HSSE HSSE Socialization/ Sharing/ Awareness
9	Pelatihan Terkait Aspek HSSE Training Related to HSSE Aspects
10	Pelaksanaan Simulasi Keadaan Darurat dengan Tema *Medical Emergency Response* Implementation of Emergency Simulation with the Theme Medical Emergency Response
11	Survei Budaya HSSE HSSE Cultural Survey
12	Audit Sustainability Pertamina expectations for HSSE Management Excellence (SUPREME)
13	Pengukuran Indoor Air Quality (IAQ) Indoor Air Quality (IAQ) Measurement

Perjanjian Perundingan Kolektif (Perjanjian Kerja Bersama) [GRI 2-30]

Perusahaan sangat mendukung adanya serikat pekerja di lingkungan Perusahaan yang diharapkan dapat menciptakan hubungan baik antara karyawan dan manajemen Perusahaan, agar dapat memberikan kontribusi terbaik untuk kepentingan bersama dan Perusahaan. Hingga saat ini, Perusahaan belum memiliki Serikat Pekerja, meski demikian aspirasi serta keluhan karyawan disampaikan melalui Divisi *Human Capital and General Affairs* sebagai pengelola sumber daya manusia di Perusahaan.

Collective Bargaining Agreement (Collective Labor Agreement) [GRI 2-30]

The Company strongly supports the existence of trade unions within the Company which are expected to create good relations between employees and management of the Company, in order to make the best contribution to the common interest and the Company. Until now, the Company does not have a Trade Union, however, employee aspirations and complaints are conveyed through the Human Capital and General Affairs Division as the manager of human resources in the Company.

Pelatihan dan Pengembangan Kemampuan Karyawan [POJK F.22]

PT Pertamina Training and Consulting mendorong setiap insan Perusahaan untuk meningkatkan standar kompetensi dan keahlian secara berkelanjutan dan berkesinambungan agar mampu beradaptasi dengan perkembangan zaman. Perusahaan memberikan kesempatan bagi karyawan untuk melaksanakan pelatihan yang diselenggarakan secara internal maupun eksternal yang telah dirancang oleh departemen *Human Capital & General Affair* (HCGA).

Employee Training and Capacity Development [POJK F.22]

PT Pertamina Training and Consulting encourages every employee of the Company to improve the standard of competence and expertise in a sustainable and sustainable manner in order to be able to adapt to the times. The company provides opportunities for employees to carry out training held internally and externally that has been designed by the Human Capital & General Affairs (HCGA) department.

KESELAMATAN DAN KESEHATAN KERJA [GRI 403-5, 403-7, 403-9]

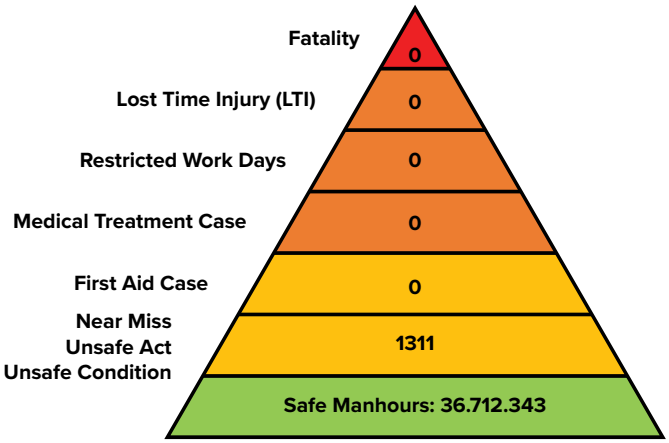
Perusahaan senantiasa menjaga dan menjunjung tinggi keselamatan dan kesehatan kerja di lingkungan kerja PT Pertamina Training and Consulting. HSSE mencatatkan perhitungan TRIR yang merupakan akumulasi dari data insiden yang masuk kategori Fataity (FATC), Day Away From Work Cases (DAFWC), Restricted Work Day Cases dan Medical Treatment Cases.

Sampai dengan 31 Desember 2023, total insiden adalah 0. Nilai TRIR sampai dengan 31 Desember 2023 yaitu 0. Dikarenakan tidak ditemukan kasus *fatality, Oil SPill* ≥ 15 Bbls dan *property damage,* maka pencapaian NOA di PT Pertamina Training and Consulting adalah 0.

OCCUPATIONAL HEALTH AND SAFETY [GRI 403-5, 403-7, 403-9]

The Company always maintains and upholds Occupational health and safety in the work environment of PT Pertamina Training and Consulting. HSSE recorded the TRIR calculation which is an accumulation of incident data categorized as Fataity (FATC), Day Away From Work Cases (DAFWC), Restricted Work Day Cases and Medical Treatment Cases.

As of December 31, 2023, the total number of incidents is 0. The TRIR value until December 31, 2023 is 0. Because there were no cases of fatality, Oil SPill ≥ 15 Bbls and property damage, the NOA achievement at PT Pertamina Training and Consulting was 0.



Selama tahun 2023, PT Pertamina Training and Consulting tercatat tidak memiliki Recordable Incident (Insiden = 0). Insiden yang dimasukkan dalam penghitungan Total *Recordable Incident Rate* (TRIR) adalah *Recordable Incident* atau kasus yang berhubungan dengan pekerjaan dengan tingkat *Medical Treatment* Case ke atas.

Dengan demikian, pencapaian TRIR pada tahun 2022 adalah 0, lebih rendah dari batas maksimal atau *allowable* target sebesar 0,19. Selain pencatatan TRIR, PT Pertamina Training and Consulting juga menghitung *Safe Man-Hours*, yaitu jumlah kumulatif jam kerja standar Pekerja, Mitra Kerja dan Kontraktor selama tidak terjadi kecelakaan dengan kategori *Lost Time Injury* (LTI) ke atas. Saat terjadi LTI, *Safe Man-Hours* di-reset kembali menjadi 0 (nol). *Safe Man-Hours* PT Pertamina Training and Consulting pada tahun 2022 mencapai 36.712.343 jam kerja, dan dikarenakan Tidak ditemukan kasus Fatality, *Oil SPill* ≥ 15 Bbls dan *Property damage* Pencapaian NOA di PT Pertamina Training and Consulting adalah 0 (nol).

Safe Man-Hours PT Pertamina Training and Consulting pada tahun 2023 mencapai 36.712.343 jam kerja.

During 2023, PT Pertamina Training and Consulting is recorded to have no Recordable Incidents (Incident = 0). Incidents included in the Total Recordable Incident Rate (TRIR) calculation are Recordable Incidents or work-related cases with Medical Treatment Case levels and above.

Thus, the achievement of TRIR in 2022 is 0, lower than the maximum limit or allowable target of 0.19. In addition to TRIR recording, PT Pertamina Training and Consulting also calculates Safe Man-Hours, which is the cumulative number of standard working hours of Workers, Work Partners and Contractors as long as there is no accident with the category of Lost Time Injury (LTI) and above. When LTI occurs, Safe Man-Hours is reset back to 0 (zero). PT Pertamina Training and Consulting's Safe Man-Hours in 2022 reached 36,712,343 working hours, and due to No Fatality, Oil SPill cases ≥ 15 Bbls and Property damage NOA's achievement at PT Pertamina Training and Consulting is 0 (zero).

PT Pertamina Training and Consulting's Safe Man-Hours in 2023 reached 36,712,343 working hours.

ASPEK PELANGGAN
CUSTOMER ASPECT

Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara Kepada Pelanggan [POJK F.17]

Perusahaan memiliki komitmen yang kuat untuk memberikan layanan terbaik dan perlakuan yang setara kepada seluruh pelanggan. Pelayanan terbaik kepada seluruh pelanggan menjadi prioritas dan hal yang penting bagi Perusahaan dalam pengembangan usaha pada masa depan. Untuk memastikan standar pelayanan yang setara kepada setiap pelanggan, Perusahaan memiliki kebijakan Standar Operasi dan Prosedur yang terkait dengan pelanggan.

Pelaksanaan layanan terbaik terhadap pelanggan juga tertuang dalam Kode Etik Perusahaan, yang menjelaskan bahwa Perusahaan berorientasi pada kepentingan pelanggan dan berkomitmen untuk memberikan pelayanan terbaik kepada pelanggan. perusahaan menempatkan pelanggan/konsumen sebagai mitra strategis. Perusahaan menyediakan produk dan layanan dengan mutu yang baik sesuai dengan standar kepada semua pelanggan. Perusahaan berkomitmen untuk mematuhi seluruh ketentuan peraturan mengenai produk, memastikan keselamatan pelanggan, dan memperkuat ikatan antara PTC dan pelanggan.

Setiap Insan PTC berperan penting dalam memastikan mutu dari desain sampai dengan pembuatan, peningkatan berkelanjutan, serta dukungan pelanggan.
Untuk mencapai komitmen di atas, setiap Insan PTC wajib:
1. Fokus terhadap kepentingan pelanggan.
2. Memastikan produk perusahaan sesuai dengan standar mutu yang telah ditetapkan.
3. Peduli dan aktif memberikan pelayanan yang terbaik kepada pelanggan.
4. Melakukan riset dan inovasi untuk pengembangan produk.

Membangun Kepercayaan Pelanggan

Komunikasi yang baik antar pelanggan dan pekerja dalam hal pemberian informasi dan pemenuhan kebutuhan lainnya. Perusahaan memastikan bahwa hak-hak pelanggan terpenuhi, hal ini diwujudkan dengan mengembangkan sarana pengaduan dan keluhan, serta melakukan pengukuran kepuasan pelanggan guna mengetahui umpan balik dan respon pelanggan mengenai pelayanan yang diberikan.

Commitment to Provide Equal Services to Customers [POJK F.17]

The company has a strong commitment to provide the best service and equal treatment to all customers. The best service to all customers is a priority and important for the Company in business development in the future. To ensure an equal standard of service to every customer, the Company has a policy of Standard Operations and Procedures related to customers.

The implementation of the best service to customers is also contained in the Company's Code of Conduct, which explains that the Company is oriented to the interests of customers and is committed to providing the best service to customers. The Company places customers/consumers as strategic partners. The company provides products and services of good quality in accordance with standards to all customers. The Company is committed to complying with all regulatory requirements regarding products, ensuring customer safety, and strengthening the bond between PTC and customers.

Each PTC plays an important role in ensuring quality from design to manufacture, continuous improvement, and customer support.
To achieve the above commitments, every PTC Person must:
1. Focus on customer interests.
2. Ensure that the company's products are in accordance with established quality standards.
3. Care and actively provide the best service to customers.
4. Conduct research and innovation for product development.

Building Customer Trust

Good communication between customers and workers in terms of providing information and fulfilling other needs. The Company ensures that customer rights are fulfilled, this is realized by developing complaint and complaint facilities, as well as measuring customer satisfaction to find out customer feedback and response regarding the services provided

Berikut tingkat kepuasan pelanggan tahun 2022-2023:
Here are the customer satisfaction levels for 2022-2023:

Indeks yang Diukur Measured Index	Hasil Survei Survey Results	
	2023	2022
Customer Effort Score (CES)	85,5%	87,2%
Net Promoter Score (NES)	86%	87,8%
Customer Satisfaction Index (CSI)	85,4%	93,1%

Sarana Pengaduan Pelanggan

Perusahaan senantiasa memberikan pelayanan terbaik kepada pelanggan. Oleh karena itu, Perusahaan telah memiliki mekanisme dan penyelesaian pengaduan pelanggan yang diintegrasikan dengan layanan pengaduan pelanggaran. Untuk memastikan keefektifan pelayanan kepada pelanggan dengan memanfaatkan media komunikasi seperti telepon, website, faksimili, surat, dan surat elektronik untuk mendukung kemudahan dan kelancaran komunikasi antara Perusahaan dengan pelanggan.

Perusahaan belum menyediakan biaya khusus dalam pembentukan pusat pengaduan konsumen. Sementara terkait pengaduan pelanggan, hingga akhir tahun 2023, dikelola oleh masing-masing Divisi Profit Center terkait.

Customer Complaint Means

The company always provides the best service to customers. Therefore, the Company has a mechanism and settlement of customer complaints that are integrated with the violation complaint service. To ensure the effectiveness of service to customers by utilizing communication media such as telephone, website, facsimile, letter, and electronic mail to support the ease and smoothness of communication between the Company and customers.

The company has not provided specific fees for the establishment of a consumer complaint center. Meanwhile, regarding customer complaints, until the end of 2023, they are managed by each relevant Profit Center Division.

ASPEK KEMASYARAKATAN
COMMUNITY ASPECTS

DAMPAK OPERASI TERHADAP MASYARAKAT SEKITAR

Perusahaan berkomitmen untuk terus mengkaji ulang program-program kemasyarakatan yang diwujudkan melalui pelaksanaan Tanggung Jawab Sosial dan Lingkungan Perusahaan, yang meliputi bidang pendidikan, kesehatan, ekonomi kreatif, budaya, hingga lingkungan, sehingga program ini memiliki manfaat positif diantaranya dengan adanya peningkatan kualitas Sumber Daya Manusia (SDM) masyarakat sekitar, peningkatan kesejahteraan ekonomi, dan perbaikan kualitas kesehatan masyarakat.

PROGRAM TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

Pencapaian dan Realisasi Program TJSL PTC 2023

PTC merealisasikan dan mengembangkan program-program Tanggung Jawab Sosial dan Lingkungan (TJSL) Perusahaan yang memiliki dampak jangka panjang kepada masyarakat seperti pada bidang pendidikan, kesehatan, ekonomi kreatif, dan budaya. Kegiatan ini diharapkan dapat meningkatkan kualitas Sumber Daya Manusia (SDM) masyarakat sekitar hingga peningkatan kesejahteraan ekonomi dan sosial.

Selama tahun 2023, PTC telah menyalurkan dana sebesar Rp1,12 miliar untuk kegiatan program melalui 4 kategori TJSL (Pendidikan, Sosial, Pemberdayaan Masyarakat, dan Lingkungan) dengan berkontribusi melalui implementasi Tujuan Pembangunan Berkelanjutan (TPB) dan ESG.

IMPACT OF OPERATIONS ON SURROUNDING COMMUNITIES

The Company is committed to continuously reviewing community programs realized through the implementation of Corporate Social and Environmental Responsibility, which includes the fields of education, health, creative economy, culture, to the environment, so that this program has positive benefits including improving the quality of Human Resources (HR) of the surrounding community, increasing economic welfare, and improving the quality of public health.

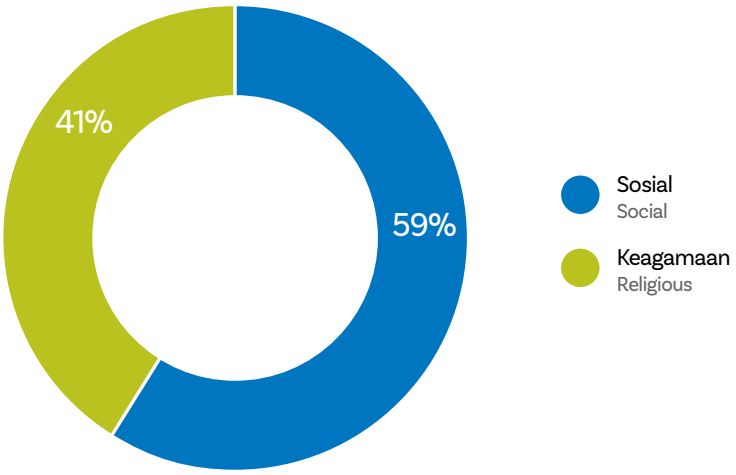
SOCIAL AND ENVIRONMENTAL RESPONSIBILITY PROGRAM

Achievement and Realization of TJSL PTC Program 2023

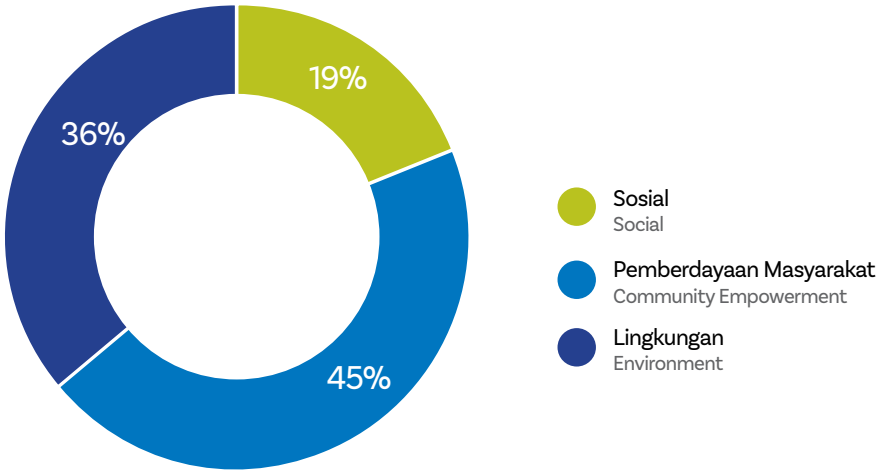
PTC realizes and develops Corporate Social and Environmental Responsibility (TJSL) programs that have a long-term impact on society such as in the fields of education, health, creative economy, and culture. This activity is expected to improve the quality of Human Resources (HR) of the surrounding community to improve economic and social welfare.

During 2023, PTC has distributed funds of Rp1.12 billion for program activities through 4 CSR categories (Education, Social, Community Empowerment, and Environment) by contributing through the implementation of Sustainable Development Goals (SDGs) and ESG.

Total capaian serapan anggaran TJSL PTC
Total achievement of TJSL PTC budget absorption



RKA INTERNAL I RP198.158.785 I SERAPAN 100%
INTERNAL RKA I RP198.158.785 I ABSORPTION 100%



RKA Pertamina I Rp1.200.000.000 I Serapan 93,35%
RKA Pertamina I Rp1.200.000.000 I Absorption 93,35%

REALISASI TJSL PTC TAHUN 2023 / TJSL REALIZATION OF PTC IN 2023

No	Tanggal Date	Kegiatan Activity	Bidang Field	Lokasi Location	Pihak Terkait Related parties	Nilai Value (Rp)	Sumber Dana Source of Funds
Triwulan 1							
1	20 Februari 2023 February 20, 2023	Bantuan Bencana Alam untuk TAD di Parepare Natural Disaster Donation for TAD in Parepare	Sosial Social	Parepare	TAD PTC	Rp10.000.000	PTC
2	20 Februari 2023 February 20, 2023	Pembangunan Masjid Ar Royyan Bekasi Construction of the Ar Royyan Mosque in Bekasi	Keagamaan Religious	Bekasi		Rp5.000.000	PTC

No	Tanggal Date	Kegiatan Activity	Bidang Field	Lokasi Location	Pihak Terkait Related parties	Nilai Value (Rp)	Sumber Dana Source of Funds
3	5 Maret 2023 March 5, 2023	Bantuan Plumpang Donation for Plumpang	Sosial Social	Plumpang	Masyarakat dan TAD Plumpang Community and TAD Plumpang	Rp61.000.000	PTC
Triwulan 2							
4	18 April 2023 April 18, 2023	Bantuan Pekerja Terkena Musibah Bencana Kebakaran TKJP CRO DPPU DEO Sorong Donation for Workers Affected by the Fire Disaster TKJP CRO DPPU DEO Sorong	Sosial Social	Sorong	TAD PTC	Rp10.000.000	PTC
5	13 April 2023 April 13, 2023	Bulan Ramadan (Santunan Anak Yatim dan Buka Puasa Bersama + Pembangunan Musholla Assobirin + Al Quran Braille) Month of Ramadan (Compensation for Orphans and Breaking the Fast Together + Construction of an Assobirin Prayer Room + Braille Al Quran)	Keagamaan Religious	Jakarta	Anak Yatim Ring 1 PTC PTC Ring 1 Orphans	Rp70.158.785	PTC
6	18 Juli 2023 July 18, 2023	Sapi Idul Adha1444 Hijriah Cow Eid al-Adha 1444 Hijri	Keagamaan Religious	Jakarta	Ring 1 PTC (Petojo Selatan) Ring 1 PTC (South Petojo)	Rp42.000.000	PTC
TOTAL REALISASI CSR/TJSL PTC TOTAL REALIZATION OF PTC's CSR/TJSL						**Rp198.158.785**	**PTC**

REALISASI PROGRAM TJSL PTC TAHUN 2023

REALIZATION OF TJSL PTC PROGRAM IN 2023

Kegiatan Activity	Anggaran RKA RKA Budget	Realisasi Realization
TJSL Posyandu Berdaya (Petojo Selatan, Gondangdia, Gresik) TJSL Empowered Posyandu (South Petojo, Gondangdia, Gresik)	Rp500.454.000	Rp500.454.000
TJSL Energi Berdikari Masyarakat (Pemanfaatan EBT *Solar Cell*) TJSL Energy Independent Community (Utilization of EBT Solar Cell)	Rp400.281.000	Rp400.281.000
TJSL Berbagi Suara Kebaikan (Sahabat Disabillitas: Pemberian Alat Bantu Dengar) TJSL Shares the Voice of Kindness (Friends with Disabilities: Providing Hearing Aids)	Rp299.265.000	Rp219.472.222
Total Anggaran RKA Total RKA Budget	**Rp1.200.000.000**	
Total Penggunaan Keseluruhan Total Overall Usage		**Rp1.120.207.222**
Realisasi % Penggunaan RKA Realization % of RKA Use	93,35%	

Komitmen dan Kebijakan

Dalam menjalankan kegiatan usaha, PTC berkomitmen untuk menerapkan praktik-praktik bisnis terbaik, sekaligus mewujudkan nilainilai yang terkandung dalam tujuan Pembangunan berkelanjutan. Pada tahun 2023, PTC berkomitmen untuk menciptakan bisnis yang mampu memberikan dampak positif kepada masyarakat secara luas melalui kegiatan tanggung jawab sosial dan lingkungan, PTC mendorong terciptanya pembangunan dengan memberikan manfaat pada ekonomi, sosial, lingkungan, serta hukum dan tata kelola dengan prinsip yang leblh terintegrasi, terarah, terukur dampaknya serta dapat dipertanggungjawabkan dan merupakan bagian dari pendekatan bisnis perusahaan.

Dalam pelaksanaan, penyusunan berbagai strategi, pendekatan, desain program, serta monitoring dan evaluasi pelaksanaan tanggung jawab sosial dan lingkungan, PTC mengacu pada Pedoman Corporate Social Responsibility No. A-019/10010/2022-SO serta turut menjunjung tinggi prinslp-prinsip:

1. Akuntabilitas;
2. Transparansi;
3. Etika dan integritas;
4. Pelibatan pemangku kepentingan;
5. Kepatuhan terhadap hukum dan perundangundangan;
6. Menghormati norma-norma yang berlakul; dan
7. Menghormati dan melindungi Hak Asasi Manusia (HAM).

Pelaksanaan kebijakan sosial dan lingkungan PTC menyelaraskan dan bersinergi dengan kebijakan PT Pertamina (Persero) sebagai Pemegang Saham, dengan senantiasa mendukung dan menjalankan program-program yang telah disepakati, yang memberikan manfaat kepada masyarakat, lingkungan dan negara.

Sejak Perusahaan berdiri hingga saat ini, proses *improvement* dan perbaikan keberlanjutan selalu dilaksanakan untuk memastikan adanya peningkatan kualitas produk dan jasa yang dijual. Di Sisi lain, era digitalisasi telah membuka lahan kompetisi baru bagi Perusahaan untuk men-deliver nilal jualnva. Untuk itu, Perusahaan terus menciptakan dan menerapkan inovasi-inovasi berbasis teknologi pada produk dan jasanva, maupun proses bisnisnya. Inovasi yang dilakukan Perusahaan diharapkan dapat menciptakan keunggulan bersaing di pasar.

Sebagai perwujudan prinsip-prinsip tersebut dan sesuai dengan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, Peraturan Menteri BUMNNomor Per-05/MBU/04/2021 Tentang Program Tanggung Jawab Sosial dan Lingkungan dadan Usaha Milik Negara, PTC menerbitkan Laporan Keberlanjutan dan Laporan Tanggung Jawab Sosial dan Lingkungan (TJSL) dalam laporan tersendiri namun menjadi bagian yang tak terpisahkan dari Laporan Tahunan Ini.

Pengembangan Sosial dan Kemasyarakatan

Sebagai bagian dari implementasi Tujuan Pembangunan Berkelanjutan, Perusahaan terus memberikan pengembangan

Committees and Policies

In carrying out business activities, PTC is committed to implementing the best business practices, while realizing the values contained in the sustainable development goals. In 2023, PTC is committed to creating a business that is able to have a positive impact on society at large through social and environmental responsibility activities. PTC encourages the creation of development by providing economic, social, environmental, as well as legal and governance benefits with more integrated principles, targeted, measurable and accountable impact and is part of the company's business approach.

In implementing, preparing various strategies, approaches, program designs, as well as monitoring and evaluating the implementation of social and environmental responsibilities, PTC refers to Corporate Social Responsibility Guidelines No. A-019/10010/2022-SO and also upholds the principles of:

1. Accountability;
2. Transparency;
3. Ethics and integrity;
4. Stakeholder involvement;
5. Compliance with laws and regulations;
6. Respect applicable norms; And
7. Respect and protect Human Rights (HAM).

The implementation of PTC's social and environmental policies aligns and synergizes with the policies of PT Pertamina (Persero) as a Shareholder, by always supporting and implementing agreed programs, which provide benefits to society, the environment and the country.

Since the Company was founded until now, the process of improvement and sustainability improvements has always been carried out to ensure an increase in the quality of the products and services sold. On the other hand, the era of digitalization has opened up new areas of competition for companies to deliver sales value. For this reason, the Company continues to create and implement technology-based innovations in its products and services, as well as its business processes. The innovation carried out by the Company is expected to create a competitive advantage in the market.

As an embodiment of these principles and in accordance with Law no. 40 of 2007 concerning Limited Liability Companies, Regulation of the Minister of SOE Number Per-05/MBU/04/2021 concerning Social and Environmental Responsibility Programs in State-Owned Enterprises, PTC publishes Sustainability Reports and Social and Environmental Responsibility Reports (TJSL) in separate reports but becomes an inseparable part of this Annual Report.

Social and Community Development

As part of the implementation of the Sustainable Development Goals, the Company continues to provide social and community

sosial dan kemasyarakatan sesuai dengan poin-poin yang selaras dengan bisnis Perusahaan, visi, misi, dan tujuan yang mendorong kualitas unggul masyarakat. Pelatihan yang diberikan kepada masyarakat berfokus kepada peningkatan kualitas hidup masyarakat melalui pendidikan untuk membantu masyarakat menggali potensi diri mencapai hidup yang mandiri.

development in accordance with points that are aligned with the Company's business, vision, mission, and goals that encourage the superior quality of society. The training provided to the community focuses on improving the quality of life of the community through education to help the community explore their potential to achieve an independent life.

DESA ENERGI BERDIKARI
INDEPENDENT ENERGY VILLAGE

PEMANFAATAN ENERGI BARU TERBARUKAN SOLAR CELL

Program TJSL Energi Berdikari Masyarakat: Pemanfaatan Energi Baru Terbarukan Solar Cell dilandasi aspirasi manajemen PTC untuk membuat kegiatan yang berkelanjutan, sehingga rencana program kerja dibentuk selaras dengan Tujuan Pembangunan Berkelanjutan yang berfokus kepada pemanfaatan Energi Terbarukan berupa listrik dari solar cell untuk memenuhi kebutuhan masyarakat. Atas dasar tersebut, PTC membentuk program kerja yang akan menjadi langkah baru pelaksanaan TJSL untuk menciptakan program yang bermanfaat serta berkelanjutan.

Sebagai langkah awal, program TJSL PTC tahun 2023 memberikan perhatian akan efektivitas penggunaan energi, khususnya demi tercapainya pembangunan yang berkelanjutan. Penggunaan energi surya sebagai sumber energi listrik alternatif tentu perlu kita maksimalkan bersama demi menjamin kehidupan di bumi yang layak huni dengan kapasitas energi yang terjamin. PTC mengoptimalisasi Energi Baru Terbarukan (EBT) melalui pemasangan lampu penerangan jalan umum serta pemberian bantuan sarana prasarana fasilitas umum sebagai penunjangn kegiatan masyarakat di wilayah setempat.

Pertamina Training and Consuling menargetkan pemasangan lampu Penerangan Jalanan Umum (PJU) Tenaga Surga di Posyandu Gresik (3 titik), Posyandu Gondangdia (3 titik), Posyandu Petojo (3 tiitik), Bengkulu (3 titik), dan terakhir Jabodetabek (3 titik) dalam periode 1 bulan dengan program yang diimplementasikan untuk masyarakat sekitar.

Terpilihnya program tersebut merupakan program yang dibutuhkan oleh masyarakat sekitar sesuai dengan hasil Social Mapping. Program TJSL Energi Berdikari Masyarakat dilaksanakan bersama dengan mitra pelaksana untuk mendukung dan mencapai keberhasilan program yang terukur dan sesuai dengan konsep sustainability.

Anggran dan Realisasi

Anggaran yang digunakan berasal dari RKA TJSL yang dimuat dalam PKS TJSL antara PT Pertamina (Persero) dan PT Pertamina Training and Consulting No. SP-420/N00320/2023-S9 dan No.540/PTC-10010/2023-B1 pada tanggal 21 Juli 2023 dengan sistem reimbursement. Proyeksi realisasi anggaran pelaksanaan program TJSL Berbagi Suara Kebaikan ini sebesar Rp 400.281.000 (Empat Ratus Juta Dua Ratus Delapan Puluh Satu Ribu Rupiah).

OUTPUT & OUTCOME PROGRAM

Output Kegiatan

Energi Berdikari masyarakat telah direalisasikan sebagaimana

UTILIZATION OF NEW RENEWABLE ENERGY SOLAR CELLS

The Community Independent Energy TJSL Program: Utilization of New, Renewable Solar Cell Energy is based on the aspirations of PTC management to create sustainable activities, so that the work program plan is formed in line with the Sustainable Development Goals which focus on the use of Renewable Energy in the form of electricity from solar cells to meet community needs. On this basis, PTC formed a work program which will be a new step in implementing TJSL to create a useful and sustainable program.

As a first step, the 2023 PTC TJSL program take into consideration the effectiveness of energy use, especially to achieve sustainable development. We certainly need to maximize the use of solar energy as an alternative source of electrical energy together to ensure life on earth is livable with guaranteed energy capacity. PTC optimizes New Renewable Energy (EBT) through the installation of public street lighting and providing assistance with public facilities and infrastructure to support community activities in the local area.

Pertamina Training and Consulting targets installing Heavenly Public Street Lighting (PJU) lamps at Posyandu Gresik (3 points), Posyandu Gondangdia (3 points), Posyandu Petojo (3 points), Bengkulu (3 points), and finally Jabodetabek (3 points) within a 1 month period with programs implemented for the surrounding community.

The selection of this program is a program that is needed by the surrounding community according to the results of Social Mapping. The Community Independent Energy TJSL program is implemented together with implementing partners to support and achieve measurable program success and in accordance with the concept of sustainability.

Budget and Realization

The budget used comes from the TJSL RKA contained in the TJSL PKS between PT Pertamina (Persero) and PT Pertamina Training and Consulting No. SP-420/N00320/2023-S9 and No.540/PTC-10010/2023-B1 on July 21 2023 with a reimbursement system. The projected realization of the budget for implementing the TJSL Sharing Voices of Kindness program is Rp400,281,000 (Four Hundred Million Two Hundred Eighty-One Thousand Rupiah).

PROGRAM OUTPUT & OUTCOME

Activity Output

The community's Energy Independence has been realized

perencanaan dan tujuan kegiatan, dimana program tersebut telah menuai output & outcome yang secara signifikan mampu meningkatkan efektivitas penggunaan energi pada aktivitas sehari-hari. Program ini juga mampu meningkatkan akses energi listrik dari solar cell untuk kebutuhan masyarakat serta meningkatkan pemanfaatan energy terbarukan berbasis pemberdayaan masyarakat.

Outcome Kegiatan

Setelah 1 bulan berjalan, kegiatan Energi Berdikari telah memiliki peningkatan yang cukup signifikan, hal ini didasari oleh sebagian besar kebutuhan masyarakat yang berhasil terpenuhi dengan adanya penggunaan solar cell. Adapun penggunaaan tersebut diimplementasikan melalui pemasangan 15 lampu PJU pada beberapa titik yang telah ditentukan, termasuk kelengkapan sarana prasarana RPTRA Gondangdia.

Dengan hasil outcome secara kualitatif, Energi Berdikari memiliki peran penting dalam membangun kesadaran masyarakat akan pentingnya optimalisasi penggunaan energi ramah lingkungan yang dapat mendukung kehidupan berkelanjutan di era global. Sehingga masyarakat dapat meningkatkan penggunaan energy terbarukan dan menjaga kelestarian lingkungan.

according to the planning and objectives of the activities, where the program has reaped outputs & outcomes that have been able to significantly increase the effectiveness of energy use in daily activities. This program is also able to increase access to electrical energy from solar cells for community needs and increase the use of renewable energy based on community empowerment.

Activity Outcomes

After 1 month of running, Independent Energy activities have increased quite significantly, this is based on the majority of community needs which have been successfully met by the use of solar cells. This use is implemented through the installation of 15 PJU lights at several predetermined points, including the completeness of the Gondangdia RPTRA infrastructure.

With qualitative outcomes, Energi Berdikari has an important role in building public awareness of the importance of optimizing the use of environmentally friendly energy that can support sustainable living in the global era. So that people can increase the use of renewable energy and preserve the environment.

BERBAGI SUARA KEBAIKAN
SHARING THE VOICE OF KINDNESS

Sebagai inisiasi program Tanggung Jawab Sosial dan Lingkungan PT Pertamina Training and Consulting dalam mendorong produktivitas disabilitas penyandang tunarungu, program Berbagi Suara Kebaikan akan memberikan akses kesehatan dengan melakukan pemeriksaan gangguan pendengaran dan alat bantu dengar kepada penerima manfaat individu maupun yayasan. Program ini dilakukan di dalam *Ring* I – II Perusahaan dengan kriteria kelompok masyarakat ekonomi kurang mampu, sehingga dapat membantu produktivitas tanpa hambatan.

Program ini menitikberatkan kriteria penerima manfaat dengan mengalami gangguan pendengaran minimal satu tahun berdasarkan asesmen kesehatan dengan rentang usia minimum 5 tahun pada saat pemeriksaan kriteria umur lansia >50 tahun dan berada dalam kondisi sehat tidak mengalami pendarahan atau infeksi parah.

Penerima manfaat juga berasal dari kelompok ekonomi menengah ke bawah. Penjaringan penerima manfaat berasal dari wilayah Jabodetabek atau *Ring* I-II Perusahaan dengan melakukan sinergi bersama Rumah Sakit Pertamina Pusat (RSPP) dalam lingkup pemeriksaan audiometri. Program Berbagi Suara Kebaikan bermitra dengan Benih Baik sebagai pelaksana penjaringan kelompok penerima manfaat serta yayasan sosial, penyediaan alat bantu dengar, dan kegiatan seremonial dengan media dan mengundang perwakilan dari Kementerian Sosial Republik Indonesia.

Calon penerima manfaat tidak hanya berasal dari individu yang membutuhkan, yayasan sosial yang menaungi disabilitas tunarungu yaitu dari Panti Bina Netra dan Rungu Wicara Cahaya Batin. Setelah dilakukan asesmen audiometri dan dinyatakan layak oleh dokter THT, para penerima manfaat mendapatkan bantuan alat dengar dalam seremonial kegiatan yang akan dilaksanakan di kantor pusat PT Pertamina Training and Consulting.

Anggaran dan Realisasi

Anggaran yang digunakan berasal dari RKA TJSL yang dimuat dalam PKS TJSL antara PT Pertamina (Persero) dan PT Pertamina Training and Consulting No. SP-420/N00320/2023-S9 dan No.540/PTC-10010/2023-B1 pada tanggal 21 Juli 2023 dengan sistem reimbursement. Proyeksi realisasi anggaran pelaksanaan program TJSL Berbagi Suara Kebaikan ini sebesar Rp219.472.222 (Dua Ratus Sembilan Belas Juta Empat Ratus Tujuh Puluh Dua Ribu Dua Ratus Dua Puluh Dua Rupiah).

As an initiation of PT Pertamina Training and Consulting's Social and Environmental Responsibility program in encouraging the productivity of deaf people with disabilities, the Sharing Voices of Kindness program will provide access to health by providing hearing loss checks and hearing aids to individual and foundation beneficiaries. This program is carried out in Ring I – II Companies with the criteria of economically disadvantaged community groups, so that it can help productivity without obstacles.

This program focuses on the criteria for beneficiaries who have experienced hearing loss for at least one year based on a health assessment with a minimum age range of 5 years. At the time of the examination the criteria are that the elderly are >50 years old and are in good health without experiencing bleeding or severe infections.

Beneficiaries also come from the lower middle economic group. Selection of beneficiaries from the Jabodetabek area or the Company's Ring I-II by synergizing with the Central Pertamina Hospital (RSPP) within the scope of audiometric examinations. The Sharing Voices of Kindness Program partners with Benih Baik as the organizer of recruiting beneficiary groups and social foundations, providing hearing aids, and ceremonial activities with the media and inviting representatives from the Ministry of Social Affairs of the Republic of Indonesia.

Prospective beneficiaries do not only come from individuals in need, social foundations that cover deaf people, namely the Cahaya Batin Home for the Blind and Deaf, Speech and Deaf. After an audiometric assessment was carried out and declared fit by an ENT doctor, the beneficiaries received hearing aid assistance in ceremonial activities which will be held at the PT Pertamina Training and Consulting head office.

Budget and Realization

The budget used comes from the TJSL RKA contained in the TJSL PKS between PT Pertamina (Persero) and PT Pertamina Training and Consulting No. SP-420/N00320/2023-S9 and No.540/PTC-10010/2023-B1 on July 21, 2023 with a reimbursement system. The projected realization of the budget for implementing the TJSL Sharing Voices of Kindness program is Rp219,472,222 (Two Hundred Nineteen Million Four Hundred Seventy Two Thousand Two Hundred Twenty Two Rupiah).

OUTPUT & OUTCOME PROGRAM

Output Kegiatan

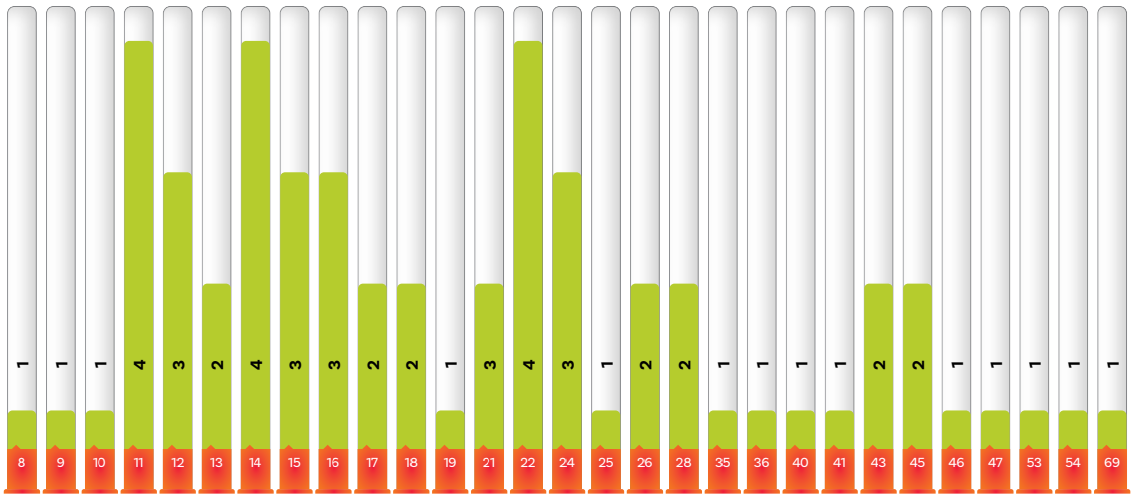
Program TJSL Berbagi Suara Kebaikan memiliki output atau dampak yang diharapkan, yaitu memberikan fasilitas alat bantu dengar sejumlah 55 alat kepada individu dan yayasan dengan kriteria alat yang disesuaikan in-ear atau nirkabel dengan presentase usia calon penerima sebagai berikut:

PROGRAM OUTPUT & OUTCOME

Activity Output

The TJSL Sharing Good Voices program has the expected output or impact, namely providing 55 hearing aid facilities to individuals and foundations with the criteria for devices that are adapted to in-ear or wireless with the age percentage of potential recipients as follows:

Sebaran Data Usia Calon Penerima Manfaat
Age Data Distribution of Beneficiaries



Outcome Kegiatan

Dengan *monitoring outcome* secara kualitatif, program TJSL Berbagi Suara Kebaikan memiliki dampak sebagai berikut:

- Dapat memperluas kesempatan para penyandang disabilitas untuk berinteraksi secara sosial;
- Mendorong produktivitas para penerima manfaat. Para penerima manfaat yang berada di kategori anak-anak akan merasakan dampak tumbuh kembang yang lebih baik selaras dengan usianya. Serta para penerima manfaat yang berada di kategori lansia dapat memudahkan pendengaran dan mengurangi ketidaknyamanan saat mendengar, serta menghindari demensia maupun alzheimer;
- Kualitas hidup dan kesehatan para penerima manfaat dapat meningkat.

Activity Outcomes

By monitoring outcomes qualitatively, the TJSL Sharing Good Voices program has the following impacts:

- Can expand opportunities for people with disabilities to interact socially;
- Encourage productivity of beneficiaries. Beneficiaries in the children category will feel the impact of better growth and development in line with their age. And beneficiaries who are in the elderly category can make hearing easier and reduce discomfort when hearing, as well as avoid dementia or Alzheimer's;
- The quality of life and health of beneficiaries can improve.

POSYANDU BERDAYA
EMPOWERED POSYANDU

Program Posyandu Berdaya PT Pertamina Training and Consulting merupakan program pemberdayaan masyarakat yang berfokus pada Tujuan Pembangunan Berkelanjutan melalui kehidupan sehat dan sejahtera, dengan melibatkan puskesmas, kader, dan warga yang termasuk dalam kategori posyandu untuk meningkatkan taraf hidup masyarakat menjadi lebih sehat dan lebih waspada terhadap penyebaran penyakit di lingkungan sekitar, serta menjadikan *sisterhood* antar posyandu berdaya di tiga wilayah dengan *sharing session* maupun Focus Group Discussion.

Posyandu Berdaya yang diadakan pada tahun ini merujuk kepada nilai kebermanfaatan dan disesuaikan dengan kondisi lingkungan sekitar yang masih membutuhkan perhatian pada bidang kesehatan. Posyandu berdaya dikhususkan untuk masyarakat wilayah Petojo Selatan RW 07, wilayah keluharan Gondangdia dan wilayah Gresik dengan kategori yang telah disebutkan di latar belakang.

Survei *assessmen*t kebutuhan dilaksanakan sebagai dasar untuk pemetaan kebutuhan yang diinginkan oleh warga terkait kegiatan Posyandu Berdaya melalui survey lapangan yang dilakukan oleh tim TJSL PT Pertamina Training and Consulting dan didampingi oleh Filantra selaku mitra. Setelah melaksakankan asesmen kebutuhan dan disepakati terkait bentuk pelaksanaan Posyandu Berdaya, adapun pelaksanaan kegiatan dari masing-masing wilayah.

Pertamina Training and Consulting memulai kegiatan posyandu berdaya pada wilayah Petojo Selatan dimulai dari kegiatan posyandu balita pada tanggal 21 September 2023 dan 17 Oktober 2023 dengan 63 Anak, pada posyandu balita ini dilakukan penimbangan berat badan, tinggi badan, imunisasi serta pembagian PMT yang meliputi kacang hijau, roti, pisang dan telur rebus.

Kegiatan selanjutanya adalah posyandu lansia serta senam lansia pada tanggal 25 September 2023 dan 17 Oktober 2023 dengan 60 Lansia, pada kegiatan ini posyandu lansia melakukan senam lansia, penimbangan berat badan, tinggi badan, pengukuran tekanan darah, dan pemeriksaan kolesterol dan PMT yang dibagikan meliputi lontong yang berisi sayur dan papaya. Kegiatan ketiga adalah kegiatan intervensi BGM (Pembagian susu serta makanan tinggi protein) pada tanggal 13,21,27 September 2023 dan 4,12,17,27 Oktober 2023 dengan 3 anak, kegiatan ini terdapat 3 anak dengan kategori stunting, pemberian susu dan makanan tinggi protein meliputi ayam/ikan, telur, tahu, tempe, sayur dan susu tinggi protein.

Empowered Posyandu Program of PT Pertamina Training and Consulting is a community empowerment program that focuses on Sustainable Development Goals through healthy and prosperous living, by involving community health centers, cadres, and residents who are included in the posyandu category to improve the standard of living of the community to be healthier and more alert to the spread of diseases in the surrounding environment, as well as creating sisterhood between Empowered Posyandu in three areas with sharing sessions and Focus Group Discussions.

The Empowered Posyandu held this year refers to the value of usefulness and is adapted to the surrounding environmental conditions which still require attention in the health sector. Empowered Posyandu is specifically for the people of the South Petojo RW 07 area, the Gondangdia sub-district area and the Gresik area with the categories mentioned in the background.

The needs assessment survey was carried out as a basis for mapping the needs desired by residents regarding Posyandu Berdaya activities through field surveys conducted by the TJSL team of PT Pertamina Training and Consulting and accompanied by Filantra as a partner. After carrying out a needs assessment and agreeing on the form of implementation of Posyandu Berdaya, the implementation of activities in each region.

Pertamina Training and Consulting started Empowered Posyandu activities in the South Petojo area starting with toddler posyandu activities on September 21, 2023 and October 17, 2023 with 63 children. At this toddler posyandu, weight, height, immunizations and distribution of PMT which included green beans were carried out. , bread, banana and boiled egg.

The next activity is the elderly posyandu and elderly gymnastics on September 25, 2023 and October 17, 2023 with 60 elderly people. In this activity the elderly posyandu carries out elderly exercise, weighing weight, height, blood pressure measurements, and cholesterol checks and PMT which is distributed includes lontong which contains vegetables and papaya. The third activity is the BGM intervention activity (Distributing milk and high protein food) on 13, 21, 27 September 2023 and 4, 12, 17, 27 October 2023 with 3 children, this activity includes 3 children in the stunting category, giving milk and food High protein includes chicken/fish, eggs, tofu, tempeh, vegetables and high protein milk.

Kegiatan terakhir pada posyandu ini ini terdapat pelatihan kader pada tanggal 31 Oktober 2023 dengan 9 Orang yang terdapat pelatihan kader bertema "Pelayanan Keluarga Berencana" yang dihadiri oleh 9 peserta dari kader posyandu, balita, posyandu lansia dan posbindu yang dilaksanakan di Sekretariat RW 07, Petojo Selatan.

The last activity at this posyandu was cadre training on October 31 2023 with 9 people who had cadre training with the theme "Family Planning Services" which was attended by 9 participants from posyandu, toddler, elderly posyandu and posbindu cadres which was held at the RW 07 Secretariat, South Petojo.

Pada wilayah kedua, Pertamina Training and Consulting melakukan kegiatan posyandu berdaya pada wilayah Gondangdia yang melakukan kegiatan sosialisasi program pada tanggal 14 September 2023 dengan 5 Kader yang dilaksanakan secara bersamaan dengan posyandu balita. Sosialisasi ini bertujuan untuk menginformasikan peserta ibu balita dan kader bahwa akan dilakukan pendampingan posyandu selama 6 bulan oleh PTC.

In the second area, Pertamina Training and Consulting carried out Empowered Posyandu activities in the Gondangdia area which carried out program socialization activities on September 14 2023 with 5 cadres which were carried out simultaneously with the toddler posyandu. This socialization aims to inform participants, mothers of toddlers and cadres, that PTC will provide posyandu assistance for 6 months.

Kegiatan posyandu balita yang dilaksanakan pada tanggal 14 September 2023 dan 18 Oktober 2023 dengan 74 Anak yang dilakukan penimbangan berat badan, tinggi badan, imunisasi serta pembagian PMT yang meliputi susu UHT, telur rebus, pudding papaya dan biskuat regal. Kegiatan selanjutanya terdapat launching posyandu berdaya pada tanggal 18 Oktober 2023 dengan 5 Kader dan 50 anak yang dilaksanakan secara bersamaan dengan jadwal posyandu balita, setelah launching dilanjutkan dengan penyuluhan kepada ibu balita serta peserta posyandu yang hadir. Program keempat terdapat intervensi BGM (Pembagian susu serta makanan tinggi protein) pada tanggal 14, 27 September 2023 dan 10,18 Oktober 2023 dengan 2 anak, kegiatan ini terdapat dengan kategori stunting, pemberian susu dan makanan tinggi protein meliputi telur ayam 1 kg serta susu tinggi kalori (*pediacomplete*).

The toddler posyandu activities were held on September 14, 2023 and October 18, 2023 with 74 children having their weight, height, immunizations and distribution of PMT which included UHT milk, boiled eggs, papaya pudding and regal biscuits. The next activity was the launching of the Empowered Posyandu on October 18 2023 with 5 cadres and 50 children which was carried out simultaneously with the toddler posyandu schedule, after the launching continued with counseling to mothers of toddlers and posyandu participants who attended. The fourth program is a BGM intervention (Distribution of milk and high protein foods) on 14, 27 September 2023 and 10, 18 October 2023 with 2 children, this activity is in the stunting category, giving milk and high protein foods including 1 kg chicken eggs and milk high in calories (pediacomplete).

Kemudian terdapat kegiatan pelatihan kader pada tanggal 31 Oktober 2023 dengan 2 orang yang dilakukan secara bersamaan dengan kegiatan *Benchmark* Posyandu Belimbing dengan tema pelatihan "Pelayanan Keluarga Berencana" yang dihadiri oleh 2 peserta perwakilan dari Kader Posyandu, Balita yang dilaksanakan di Sekretariat RW 07, Petojo Selatan. Dan kegiatan terakhir adalah *Benchmark* ke Posyandu Cempaka 07 Petojo pada tanggal 31 Oktober 2023 dengan 2 Orang, kegiatan ini dilaksanakan di Sekretariat RW 07, Petojo Selatan. Kunjungan ini membahas terkait kiat-kiat menjadi Posyandu Juara oleh Ketua Kader Posyandu Cempaka 07, dan dilanjutkan dengan *sharing session* antar kader.

Then there was a cadre training activity on October 31, 2023 with 2 people which was carried out simultaneously with the Belimbing Posyandu Benchmark activity with the training theme "Family Planning Services" which was attended by 2 representative participants from Posyandu Cadres, Toddlers which was held at the RW 07 Secretariat, Petojo Selatan . And the final activity was a Benchmark to Posyandu Cempaka 07 Petojo on October 31, 2023 with 2 people, this activity was carried out at the RW 07 Secretariat, South Petojo. This visit discussed tips for becoming a Champion Posyandu by the Head of Cempaka 07 Posyandu Cadre, and continued with a sharing session between cadres.

Wilayah terakhir, Pertamina Training and Consulting melakukan kegiatan posyandu berdaya pada wilayah Gresik yang melakukan program *survey need assessment* pada tanggal 04 September 2023 dengan 10 Kader yang bertujuan untuk memilih kategori posyandu yang sesuai dengan kriteria pendampingan posyandu selama 6 bulan oleh PTC sehingga terpilih Posyandu Ceria yang berlokasi di Kelurahan Kemuteran, Kecamatan Gresik, Kabupaten Gresik. Kegiatan kedua adalah sosialisasi program yang dilaksanakan pada tanggal 12 September 2023 dengan 10 Kader yang dilaksanakan bersamaan dengan Posyandu Balita dengan tujuan untuk menginformasikan peserta ibu balita dan kader bahwa akan dilakukan pendampingan Posyandu selama 6 bulan oleh PTC.

The final region, Pertamina Training and Consulting carried out Empowered Posyandu activities in the Gresik area which carried out a needs assessment survey program on September 4, 2023 with 10 cadres whose aim was to select a posyandu category that met the criteria for 6 months of posyandu assistance by PTC so that Posyandu Ceria was selected. located in Kemuteran Village, Gresik District, Gresik Regency. The second activity was the socialization of the program which was carried out on September 12, 2023 with 10 cadres which was carried out simultaneously with the Posyandu Toddlers with the aim of informing the participants, mothers of toddlers and cadres that there would be assistance to the Posyandu for 6 months by PTC.

Kegiatan ketiga adalah Posyandu Balita Pos 1 pada tanggal 10 Oktober 2023 dengan jumlah 36 Balita yang melakukan timbang balita, ukur tinggi badan, lingkar kepada dan pemberian makanan tambahan balita di RW 02 yang kemudian dilanjut dengan pemberian materi berupa "Isi Piring Ku" oleh kader posyandu, dan terdapat Posyandu Balita Pos 2 pada tanggal 17 Oktober 2023 dengan 47 Balita yang dilakukan timbang balita, ukur tinggi badan, lingkar kepala, pemberian makanan tambahan balita di RW 01 yang kemudian dilanjut dengan pemberian materi tentang pemberian MPASI untuk anak usia 6-9 bulan, teksture makanan dan intensitas pemberian makanan oleh kader posyandu. Dan program terakhir adalah Posyandu Ibu Hamil pada tanggal 30 Oktober 2023 dengan 3 Ibu Hamil dan 4 Kader Posyandu, pada program ini posyandu melakukan kegiatan posyandu ibu hamil dengan materi (buku KIA) dan KB yang tepat pasca persalinan dan diisi oleh ibu Neila dari puskesmas alun-alun.

Anggaran dan Realisasi

Anggaran yang digunakan berasal dari RKA TJSL yang dimuat dalam SKB TJSL antara PT Pertamina (Persero) dan PT Pertamina Training & Consulting No. SP-420/N00320/2023-S9 dan No.540/PTC-10010/2023-B1 pada tanggal 21 Juli 2023 dengan sistem *reimbursement* setelah kegiatan selesai dan memiliki laporan final pelaksanaan kegiatan TJSL. Proyeksi realisasi anggaran pelaksanaan program TJSL Posyandu Berdaya sebesar Rp500.454.000 *(Lima Ratus Empat Ratus Lima Puluh Empat Ratus Juta Rupiah).*

OUTPUT & OUTCOME KEGIATAN

Output Kegiatan

Kegiatan TJSL yang dilaksanakan memiliki output yang telah dirangkum sebagai bagian dari evaluasi pelaksanaan kegiatan TJSL tahun 2023. Output posyandu berdaya berupa data penerima manfaat dan data kehadiran.

Outcome Kegiatan

kegiatan Posyandu Berdaya telah memiliki peningkatan yang cukup signifikan, hal ini didasari oleh kegiatan yang difasilitasi dengan berbagai penyuluhan kesehatan.

The third activity was Posyandu Toddler Pos 1 on October 10, 2023 with 36 toddlers weighing toddlers, measuring their height, circumference and providing additional food for toddlers at RW 02 which was then followed by providing material in the form of "Fill My Plate" by posyandu cadres, and there was Posyandu Toddler Post 2 on October 17, 2023 with 47 toddlers who were weighed, measured body height, head circumference, provided additional food for toddlers at RW 01 which was then followed by providing material on giving MPASI to children aged 6-9 months , food texture and intensity of food provision by posyandu cadres. And the last program is Posyandu for Pregnant Women on October 30, 2023 with 3 Pregnant Women and 4 Posyandu Cadres, in this program the posyandu carries out posyandu activities for pregnant women with materials (KIA books) and appropriate family planning after delivery and filled by Mrs. Neila from the health center square.

Budget and Realization

The budget used comes from the TJSL RKA contained in the TJSL SKB between PT Pertamina (Persero) and PT Pertamina Training & Consulting No. SP-420/N00320/2023-S9 and No.540/PTC-10010/2023-B1 on July 21, 2023 with a reimbursement system after activities are completed and have a final report on the implementation of TJSL activities. The projected realization of the budget for implementing the Empowered TJSL Posyandu program is Rp500,454,000 (Five Hundred Four Hundred Fifty Four Hundred Million Rupiah).

OUTPUT & OUTCOME OF ACTIVITIES

Activity Output

The TJSL activities carried out have outputs that have been summarized as part of the evaluation of the implementation of TJSL activities in 2023. The output of Empowered Posyandu is in the form of beneficiary data and attendance data.

Activity Outcomes

Empowered Posyandu activities have increased quite significantly, this is based on activities facilitated by various health education.

PENGADUAN MASYARAKAT [POJK F.24]
PUBLIC COMPLAINT [POJK F.24]

PTC berkomitmen penuh dalam memberikan layanan terbaik termasuk pada sarana pengaduan baik untuk pelanggan maupun masyarakat umum terkait kelangsungan usaha Perusahaan. Masyarakat dapat memberikan keluhan, masukan, serta saran pada informasi kontak Perusahaan dengan keterangan sebagai berikut.

PTC is fully committed to providing the best service including the means of complaints both for customers and the general public related to the continuity of the Company's business. The public can provide complaints, input, and suggestions on the Company's contact information with the following information.

Informasi Kontak
Contact Information

Alamat Address	:	Jl. Abdul Muis No.52-56A Gedung B, Petojo Selatan, Jakarta Pusat 10160, Indonesia Jl. Abdul Muis No.52-56A Building B, South Petojo, Central Jakarta 10160, Indonesia
Operasional Kantor Office Operations	:	Senin-Jumat pukul 07.00-16.00 Monday-Friday 07.00-16.00
Instagram	:	@ptc_id
Telepon Phone	:	+62-21-3514977
Faksimile Facsimile	:	+62-21-21201557
Tautan Web Web Link	:	https://www.pertamina-ptc.com/Hubungi_kami

Seluruh keluhan yang diterima Perusahaan dapat diselesaikan dengan baik terbukti dari hasil pengukuran kepuasan pelanggan yang mendapatkan angka 87,2% untuk Customer Satisfaction Index (CSI) lebih tinggi dari capaian tahun lalu yang sebesar 86,3%.

All complaints received by the Company can be resolved properly, as evidenced by the results of customer satisfaction measurement which received a figure of 87.2% for the Customer Satisfaction Index (CSI), higher than last year's achievement of 86.3%.

TANGGAPAN TERHADAP UMPAN BALIK LAPORAN KEBERLANJUTAN TAHUN SEBELUMNYA [G.3]

RESPONSE TO PREVIOUS YEAR'S SUSTAINABILITY REPORT FEEDBACK [G.3]

Perusahaan belum mendapat tanggapan dari para pemangku kepentingan walaupun sudah menyediakan Lembar Umpan Balik dalam Laporan Keberlanjutan 2022. Namun demikian, Perusahaan telah melakukan berbagai penyempurnaan dan perbaikan agar Laporan Keberlanjutan ini sesuai dengan ketentuan dan *best practice* yang menjadi rujukan rujukan penulisan Laporan Keberlanjutan ini. Perusahaan berharap Laporan Keberlanjutan ini dapat menjadi sumber informasi yang berguna bagi para pemangku kepentingan.

The company has not received a response from stakeholders despite providing a Feedback Sheet in its 2022 Sustainability Report. However, the Company has made various improvements and improvements so that this Sustainability Report is in accordance with the provisions and best practices that are the reference for writing this Sustainability Report. The company hopes that this Sustainability Report can be a useful source of information for stakeholders.

LEMBAR UMPAN BALIK [C.2; G.2]
FEEDBACK SHEET [C.2; G.2]

Kami mengucapkan terima kasih saudara telah membaca laporan keberlanjutan ini. Untuk perbaikan Laporan Keberlanjutan ini ke depannya, Bapak/Ibu/Saudara dapat memberikan masukan dengan mengisi formulir berikut ini.

We would like to thank you for reading this sustainability report. For the improvement of this Sustainability Report in the future, you can provide input by filling out the following form.

Identitas Anda
Your Identity

Nama Name	:	.....
Telp Phone	:	.....
Institusi/Perusahaan Institution/Company	:	.....
Surel Email	:	.....
Kategori Pemangku kepentingan Stakeholder Category	:	◯ Pemegang Saham Shareholder
		◯ Pemerintah, Regulator, dan Legislatif Government, Regulators, and Legislature
		◯ Pegawai/Organisasi Pegawai Employee/Employee Organization
		◯ Pelanggan/Pengguna Jasa/Pemberi Kerja Customer/Service User/Employer
		◯ Mitra Kerja Partners
		◯ Media Massa Mass Media
		◯ Masyarakat Community
		◯ Lain-lain (mohon sebutkan): Other (please specify):
		◯ .....

1. Menurut Anda, apakah Laporan Keberlanjutan ini sudah memberikan informasi yang jelas mengenai kinerja ekonomi, sosial dan lingkungan PT Pertamina Training and Consulting?
   Do you think this Sustainability Report has provided clear information about the economic, social and environmental performance of PT Pertamina Training and Consulting?

   ◯ Ya / Yes ◯ Tidak / Not ◯ Tidak Tahu / Don't know

2. Menurut Anda, apakah Laporan Keberlanjutan ini sudah memberikan informasi yang jelas mengenai pemenuhan tanggung jawab sosial dan lingkungan PT Pertamina Training and Consulting?
   Do you think this Sustainability Report has provided clear information regarding the fulfillment of PT Pertamina Training and Consulting's social and environmental responsibilities?

   ◯ Ya / Yes ◯ Tidak / Not ◯ Tidak Tahu / Don't know

3. Apakah materi dan data dalam Laporan Keberlanjutan ini mudah dimengerti dan dipahami?
   Are the materials and data in this Sustainability Report easy to understand and comprehended?

   ◯ Ya / Yes ◯ Tidak / Not ◯ Tidak Tahu / Don't know

4. Apakah desain, tata letak, grafis dan foto-foto dalam Laporan Keberlanjutan ini sudah bagus?
   Are the designs, layouts, graphics and photographs in this Sustainability Report good?

   ◯ Ya / Yes ◯ Tidak / Not ◯ Tidak Tahu / Don't know

5. Informasi apa yang paling bermanfaat dari LaporanKeberlanjutan ini?
   What information is most useful from this Sustainability Report?

   ◯ Ya / Yes ◯ Tidak / Not ◯ Tidak Tahu / Don't know

6. Informasi apa yang paling bermanfaat bagi Anda dari Laporan Keberlanjutan ini?
   What information was most useful to you from this Sustainability Report?

7. Informasi apa yang dinilai kurang bermanfaat bagi Anda dari Laporan Keberlanjutan ini?
   What information is less useful to you from this Sustainability Report?

8. Menurut Anda, informasi apa yang dinilai masih kurang dari Laporan Keberlanjutan ini dan perlu ditambahkan pada Laporan Keberlanjutan mendatang?
   What information do you think is still lacking from this Sustainability Report and needs to be added to future Sustainability Reports?

Mohon lembar umpan balik ini dapat dikirimkan ke alamat di bawah ini:
Please send this feedback sheet to the address below:

PT Pertamina Training and Consulting
Jl. Abdul Muis No.52-56A Gedung B,
Petojo Selatan, Jakarta Pusat 10160, Indonesia

DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NO. 51/POJK.03/2017 TENTANG PENERAPAN KEUANGAN BERKELANJUTAN BAGI LEMBAGA JASA KEUANGAN, EMITEN DAN PERUSAHAAN PUBLIK (G.4)

Nomor Indeks Index Number	Nama Indeks Index Name	Halaman Page
Strategi Keberlanjutan Sustainability Strategy		
A.1	Strategi Keberlanjutan Sustainability Strategy	423-424
Ikhtisar Kinerja Aspek Keberlanjutan Sustainability Aspects Performance Highlights		
B.1	Aspek Ekonomi Economic Aspect	433-437
B.2	Aspek Lingkungan Hidup Environmental Aspects	438-439
B.3	Aspek Sosial Social Aspect	448
Profil Perusahaan Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Sustainability Values	426
C.2	Alamat Perusahaan Company Address	427
C.3	Skala Usaha Business Scale	427
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities Carried Out	427-428
C.5	Keanggotaan pada Asosiasi Membership in the Association	428
C.6	Perubahan Perusahaan yang Bersifat Signifikan Significant Corporate Changes	428
Penjelasan Direksi Board of Directors Explanation		
D.1	Penjelasan Direksi Board of Directors Explanation	80
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Person in Charge of Sustainable Finance Implementation	429-430
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan Competency Development Related to Sustainable Finance	430
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment of Sustainable Finance Implementation	430-431
E.4	Hubungan dengan Pemangku Kepentingan Relationship with Stakeholders	418
E.5	Permasalahan Terhadap Penerapan Keuangan Berkelanjutan Problems with the Implementation of Sustainable Finance	431-432
Kinerja Keberlanjutan Sustainability Performance		

LIST OF DISCLOSURES IN ACCORDANCE WITH THE FINANCIAL SERVICES AUTHORITY REGULATION NO. 51/POJK.03/2017 CONCERNING THE APPLICATION OF SUSTAINABLE FINANCE FOR FINANCIAL SERVICE INSTITUTIONS, ISSUERS AND PUBLIC COMPANIES (G.4)

Nomor Indeks Index Number	Nama Indeks Index Name	Halaman Page
F.1	Kegiatan Membangun Budaya Keberlanjutan Activities to Build a Sustainable Culture	425
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Production Targets and Performance, Portfolio, Financing Targets, or Investment, Revenue and Profit and Loss	433
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Portfolio Targets and Performance, Financing Targets, or Investments in Financial Instruments or Projects in Alignment with Sustainable Finance	433
Kinerja Lingkungan Hidup Environmental Performance		
Aspek Umum General Aspects		
F.4	Biaya Lingkungan Hidup Environmental Costs	-
Aspek Material Material Aspect		
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	439
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	438
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements in Energy Efficiency and Use of Renewable Energy	438-439
Aspek Air Water Aspect		
F.8	Penggunaan Air Water Use	438
Aspek Keanekaragaman Hayati Aspects of Biodiversity		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts of Operational Areas Near or in Conservation Areas or Biodiversity	Tidak Relevan Not Relevant
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	Tidak Relevan Not Relevant
Aspek Emisi Emission Aspects		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Amount and Intensity of Emissions Produced by Type	Tidak Relevan Not Relevant

Nomor Indeks Index Number	Nama Indeks Index Name	Halaman Page
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievements to Reduce Emissions Carried Out	Tidak Relevan Not Relevant
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	Tidak Relevan Not Relevant
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	Tidak Relevan Not Relevant
F.15	Tumpahan yang Terjadi (jika ada) Spills Occurring (if any)	Tidak Relevan Not Relevant
Aspek Pengaduan Terkait Lingkungan Hidup Aspects of Environmental Complaints		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	Tidak Relevan Not Relevant
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Equivalent Products and/or Services to Consumers	425
Aspek Ketenagakerjaan Employment Aspects		
F.18	Kesetaraan Kesempatan Bekerja Equality of Employment Opportunities	441-442
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	442
F.20	Upah Minimum Regional Regional Minimum Wage	442-443
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Working Environment	443-444
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Training and Capacity Development	444
Aspek Masyarakat Community Aspects		
F.23	Dampak Operasi Terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	448
F.24	Pengaduan Masyarakat Public Complaints	460
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Environmental Social Responsibility Activities (TJSL)	448-459
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development		
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	-
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services That Have Been Evaluated for Safety for Customers	-
F.28	Dampak Produk/Jasa Product/Service Impact	-
F.29	Jumlah Produk yang Ditarik Kembali Number of Recalled Products	-

Nomor Indeks Index Number	Nama Indeks Index Name	Halaman Page
F.30	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey of Sustainable Financial Products and/or Services	446-447
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from an Independent Party (if any)	416
G.2	Lembar Umpan Balik Feedback Sheet	462-463
G.3	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Response to Previous Year's Sustainability Report Feedback	461
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. List of Disclosures in accordance with the Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Application of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies.	464-467

INDEKS KONTEN GRI DENGAN RUJUKAN
GRI CONTENT INDEX WITH REFERENCES

Pernyataan Penggunaan Statement of Usage	PT Pertamina Training and Consulting telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari 2023 hingga 31 Desember 2023 dengan merujuk kepada Standar GRI. PT Pertamina Training and Consulting has reported the information cited in the GRI content index for the period January 1, 2023 to December 31, 2023 with reference to GRI Standards.
GRI 1 yang Digunakan GRI 1 Used	GRI 1: Landasan 2021. GRI 1: Platform 2021.

Standar GRI GRI Standards	**Pengungkapan** Disclosure	**Lokasi** Location
GRI 2 - Pengungkapan Umum 2021 GRI 2 - General Disclosure 2021		
2-1	Rincian organisasi Organization details	60
2-2	Entitas yang dimasukkan dalam pelaporan keberlanjutan organisasi Entities included in an organization's sustainability reporting	415
2-3	Periode, frekuensi, dan titik kontak pelaporan Reporting period, frequency, and touchpoints	415-416
2-4	Penyajian kembali informasi Restatement of information	416
2-5	Penjaminan eksternal External assurance	416
2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Other activities, value chains and business relationships	427-428
2-7	Tenaga kerja Workforce	110
2-8	Pekerja yang bukan pekerja langsung Workers who are not direct workers	117
2-9	Struktur dan komposisi tata kelola Governance structure and composition	429
2-10	Pencalonan dan pemilihan badan tata kelola tertinggi Nomination and election of the highest governance body	429
2-11	Ketua badan tata kelola tertinggi Chairman of the highest governance body	429
2-12	Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak The role of the highest governance body in overseeing impact management	429-430
2-13	Delegasi tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impact	429
2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan The role of the highest governance body in sustainability reporting	429
2-15	Konflik kepentingan Conflict of interest	429
2-16	Komunikasi masalah penting Communication of important issues	429
2-17	Pengetahuan kolektif badan tata kelola tertinggi Collective knowledge of the highest governance bodies	429 & 430
2-18	Evaluasi kinerja badan tata kelola tertinggi Performance evaluation of the highest governance body	429
2-19	Kebijakan remunerasi Remuneration policy	429
2-20	Proses untuk menentukan remunerasi Process for determining remuneration	429

Standar GRI GRI Standards	Pengungkapan Disclosure	Lokasi Location
2-21	Rasio kompensasi total tahunan Annual total compensation ratio	-
2-22	Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	102
2-23	Komitmen kebijakan Policy commitment	431
2-24	Menanamkan komitmen kebijakan Embedding policy commitment	431
2-25	Proses untuk memperbaiki dampak negatif Process to remedy negative impacts	100
2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah Mechanisms for seeking advice and raising problems	430-431
2-27	Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations	336
2-28	Asosiasi keanggotaan Membership association	428
2-29	Pendekatan untuk keterlibatan pemangku kepentingan Approaches to stakeholder engagement	418-422
2-30	Perjanjian perundingan kolektif Collective bargaining agreement	444
GRI 3 - Topik Material 2021 GRI 3 - Material Topics 2021		
3-1	Proses untuk menentukan topik material Process for determining material topics	416
3-2	Daftar topik material List of material topics	416-418
Topik Material Material Topics		
Topik Ekonomi Economic Topics		
201	**Kinerja Ekonomi 2016** Economic Performance 2016	
3-3	Manajemen topik material Material topic management	431
201-1	Distribusi nilai ekonomi Distribution of economic value	443
205	**Anti Korupsi 2016** Anti-Corruption 2016	
3-3	Manajemen topik material Material topic management	431
205-1	Operasi yang dinilai memiliki risiko terkait korupsi Operations assessed to have corruption-related risks	431
205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi Communication and training on anti-corruption policies and procedures	431
205-3	Insiden korupsi yang dikonfirmasi dan tindakan yang diambil Confirmed incidents of corruption and actions taken	431
207	**Pajak 2019** Tax 2019	

Standar GRI GRI Standards	Pengungkapan Disclosure	Lokasi Location
3-3	Manajemen topik material Material topic management	431
207-1	Pendekatan terhadap pajak Approach to taxes	431
207-2	Tata kelola, pengendalian, dan manajemen risiko pajak Tax risk governance, control, and management	437
207-3	Keterlibatan pemangku kepentingan dan pengelolaan kekhawatiran terkait pajak Stakeholder engagement and management Tax-related concerns	437
207-4	Laporan per negara Reports per country	437
Topik Lingkungan Environmental Topics		
302	**Energi 2016** ***Energy 2016***	
3-3	Manajemen topik material Material topic management	431
302-1	Konsumsi energi dalam organisasi Energy consumption in the organization	95
306	**Limbah 2020** Waste 2020	
3-3	Manajemen topik material Material topic management	431
306-2	Limbah berdasarkan jenis dan metode pembuangan Waste by type and method of disposal	439
Topik Sosial Social Topics		
401	**Kepegawaian 2016** Staffing 2016	
3-3	Manajemen topik material Material topic management	431
401-1	Perekrutan karyawan baru dan pergantian karyawan New employee recruitment and employee turnover	443
401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	89
403	**Kesehatan dan Keselamatan Kerja 2018** Occupational Health and Safety 2018	
3-3	Manajemen topik material Material topic management	431
403-1	Sistem manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety management system	443-444
403-2	Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	443-444
403-5	Pelatihan pekerja tentang Kesehatan dan Keselamatan Kerja Training of workers on Occupational Health and Safety	445
403-7	Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of impacts of Occupational health and safety that are directly related to business relationships	445
403-9	Kecelakaan kerja Work accidents	445

Standar GRI GRI Standards	Pengungkapan Disclosure	Lokasi Location
404	**Pelatihan dan Pendidikan 2016** Training and Education 2016	
3-3	Manajemen topik material Material topic management	431
404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs to upskill employees and transition assistance programs	118
409	**Tenaga Kerja Paksa atau Wajib Kerja 2016** Forced or Compulsory Labor 2016	
3-3	Manajemen topik material Material topic management	431
409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk of incidents of forced or compulsory labor	442

PT PERTAMINA TRAINING AND CONSULTING

Laporan Keuangan
Untuk Tahun yang Berakhir
31 Desember 2023

PT PERTAMINA TRAINING AND CONSULTING

Financial Statements
For the Year Ended
December 31, 2023

Daftar Isi | **Halaman/ *Page*** | ***Table of Contents***

Surat Pernyataan Direksi		***Directors' Statement Letter***
Laporan Auditor Independen		***Independent Auditor's Report***
Laporan Keuangan Untuk Tahun yang Berakhir 31 Desember 2023		***Financial Statements For the Year Ended December 31, 2023***
Laporan Posisi Keuangan	1	*Statements of Financial Position*
Laporan Laba Rugi dan Penghasilan Komprehensif Lain	2	*Statements of Profit or Loss and Other Comprehensive Income*
Laporan Perubahan Ekuitas	3	*Statements of Changes in Equity*
Laporan Arus Kas	4	*Statements of Cash Flows*
Catatan Atas Laporan Keuangan	5	*Notes to the Financial Statements*

SURAT PERNYATAAN DEWAN DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEUANGAN TANGGAL 31 DESEMBER 2023 DAN UNTUK TAHUN YANG BERAKHIR PADA TANGGAL TERSEBUT PT PERTAMINA TRAINING AND CONSULTING

Kami, yang bertanda tangan di bawah ini:

1. Nama : Muhammad Shabran Fauzani
   Alamat kantor : Jl. Dahlia G.87 Cijantung II RT/RW 016/004 Kec. Pasar Rebo Jakarta Timur
   Nomor telepon : 0812-1869-7234
   Jabatan : Direktur Utama

2. Nama : Kurnia Pinayungan
   Alamat kantor : Jl. Cipinang Baru I, No 34B RT/RW 001/002 Cipinang Pulogadung - Jakarta Timur
   Nomor telepon : 0811-1846-184
   Jabatan : Direktur Keuangan

menyatakan bahwa:

1. Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan PT Pertamina Training and Consulting;
2. Laporan keuangan PT Pertamina Training and Consulting telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia;
3. a. Semua informasi dalam laporan keuangan PT Pertamina Training and Consulting telah dimuat secara lengkap dan benar; dan
   b. Laporan keuangan PT Pertamina Training and Consulting tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material;
4. Kami bertanggung jawab atas sistem pengendalian internal dalam PT Pertamina Training and Consulting.

Demikian pernyataan ini dibuat dengan sebenarnya.

BOARD OF DIRECTORS STATEMENT REGARDING THE RESPONSIBILITY FOR THE FINANCIAL STATEMENTS AS OF DECEMBER 31, 2023 AND FOR THE YEAR THEN ENDED PT PERTAMINA TRAINING AND CONSULTING

We, the undersigned below:

1. *Name* : Muhammad Shabran Fauzani
   Office address : Jl. Dahlia G.87 Cijantung II RT/RW 016/004 Kec. Pasar Rebo Jakarta Timur
   Telephone number : 0812-1869-7234
   Title : *President Director*

2. *Name* : Kurnia Pinayungan
   Office address : Jl. Cipinang Baru I, No 34B RT/RW 001/002 Cipinang Pulogadung - Jakarta Timur
   Telephone number : 0811-1846-184
   Title : *Finance Director*

declare that:

1. *We are responsible for the preparation and presentation of the financial statements of PT Pertamina Training and Consulting;*
2. *The financial statements of PT Pertamina Training and Consulting have been prepared and presented in accordance with Indonesian Financial Accounting Standards;*
3. a. *All information in the financial statements of PT Pertamina Training and Consulting have been fully disclosed in a complete and truthful manner; and*
   b. *The financial statements of PT Pertamina Training and Consulting do not contain any incorrect information or material fact, nor do they omit any information or material fact;*
4. *We are responsible for the internal control system of PT Pertamina Training and Consulting.*

This statement is made truthfully.

Jakarta, 29 Februari 2024/ *Jakarta, February 29, 2024*

METERAI TEMPEL
BAG1EALX082545471

Muhammad S. Fauzani
Direktur Utama/*President Director*

Kurnia Pinayungan
Direktur Keuangan/Finance Director

PT PERTAMINA TRAINING AND CONSULTING
Oil Centre Building,1st-4th Floor Jl. M.H Thamrin No.55
Jakarta Pusat, 10350 Indonesia Telp: +6221 3952 4999 (Hunting)
Email: ptc.business@pertamina-ptc.com www.pertamina-ptc.com

RSM

Amir Abadi Jusuf, Aryanto, Mawar & Rekan

Amir Abadi Jusuf, Aryanto, Mawar & Rekan
Registered Public Accountants

RSM Indonesia
Plaza ASIA, Level 10
Jl. Jend. Sudirman Kav. 59
Jakarta 12190 Indonesia

T +62 21 5140 1340
F +62 21 5140 1350

www.rsm.id

Nomor/*Number* : 00071/2.1030/AU.1/05/0965-1/1/II/2024

Laporan Auditor Independen/
Independent Auditor's Report

Pemegang Saham, Dewan Komisaris dan Direksi/
The Shareholders, Board of Commissioners, and Directors

PT Pertamina Training and Consulting

Opini

Kami telah mengaudit laporan keuangan PT Pertamina Training and Consulting, yang terdiri dari laporan posisi keuangan tanggal 31 Desember 2023, serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, dan laporan arus kas untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan, termasuk ikhtisar kebijakan akuntansi material.

Menurut opini kami, laporan keuangan terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan Perusahaan tanggal 31 Desember 2023, serta kinerja keuangan dan arus kasnya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Basis Opini

Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Tanggung jawab kami menurut standar tersebut diuraikan lebih lanjut dalam paragraf Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan pada laporan kami. Kami independen terhadap Perusahaan berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan di Indonesia, dan kami telah memenuhi tanggung jawab etika lainnya berdasarkan ketentuan tersebut. Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Opinion

We have audited the accompanying financial statements of PT Pertamina Training and Consulting, which comprise the statement of financial position as of December 31, 2023, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2023, and their financial performance and their cash flows for the year then ended in accordance with Indonesian Financial Accounting Standards.

Basis for Opinion

We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements paragraph of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Indonesia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Amir Abadi Jusuf, Aryanto, Mawar & Rekan is a member of the RSM network. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

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Registered at the Indonesia Financial Services Authority (OJK)

Tanggung Jawab Manajemen dan Pihak yang Bertanggung Jawab atas Tata Kelola terhadap Laporan Keuangan

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Dalam penyusunan laporan keuangan, manajemen bertanggung jawab untuk menilai kemampuan Perusahaan dalam mempertahankan kelangsungan usahanya, mengungkapkan, sesuai dengan kondisinya, hal-hal yang berkaitan dengan kelangsungan usaha, dan menggunakan basis akuntansi kelangsungan usaha, kecuali manajemen memiliki intensi untuk melikuidasi Perusahaan atau menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya.

Pihak yang bertanggung jawab atas tata kelola bertanggung jawab untuk mengawasi proses pelaporan keuangan Perusahaan.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan

Tujuan kami adalah untuk memeroleh keyakinan memadai tentang apakah laporan keuangan secara keseluruhan bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan, dan untuk menerbitkan laporan auditor yang mencakup opini kami. Keyakinan memadai merupakan suatu tingkat keyakinan tinggi, namun bukan merupakan suatu jaminan bahwa audit yang dilaksanakan berdasarkan Standar Audit akan selalu mendeteksi kesalahan penyajian material ketika hal tersebut ada. Kesalahan penyajian dapat disebabkan oleh kecurangan maupun kesalahan dan dianggap material jika, baik secara individual maupun secara agregat, dapat diekspektasikan secara wajar akan memengaruhi keputusan ekonomi yang diambil oleh pengguna berdasarkan laporan keuangan tersebut.

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

- Mengidentifikasi dan menilai risiko kesalahan penyajian material dalam laporan keuangan, baik yang disebabkan oleh kecurangan maupun kesalahan, mendesain dan melaksanakan prosedur audit yang responsif terhadap risiko tersebut, serta memperoleh bukti audit yang cukup dan tepat untuk menyediakan basis bagi opini kami. Risiko tidak terdeteksinya kesalahan penyajian material yang disebabkan oleh kecurangan lebih tinggi dari yang disebabkan oleh kesalahan, karena kecurangan dapat

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- *Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*

melibatkan kolusi, pemalsuan, penghilangan secara sengaja, pernyataan salah, atau pengabaian pengendalian internal.

- Memeroleh suatu pemahaman tentang pengendalian internal yang relevan dengan audit untuk mendesain prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektivitasan pengendalian internal Perusahaan.
- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh manajemen.
- Menyimpulkan ketepatan penggunaan basis akuntansi kelangsungan usaha oleh manajemen dan, berdasarkan bukti audit yang diperoleh, apakah terdapat suatu ketidakpastian material yang terkait dengan peristiwa atau kondisi yang dapat menyebabkan keraguan signifikan atas kemampuan Perusahaan untuk mempertahankan kelangsungan usahanya. Ketika kami menyimpulkan bahwa terdapat suatu ketidakpastian material, kami diharuskan untuk menarik perhatian dalam laporan auditor kami ke pengungkapan terkait dalam laporan keuangan atau, jika pengungkapan tersebut tidak memadai, harus menentukan apakah perlu untuk memodifikasi opini kami. Kesimpulan kami didasarkan pada bukti audit yang diperoleh hingga tanggal laporan auditor kami. Namun, peristiwa atau kondisi masa depan dapat menyebabkan Perusahaan tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur, dan isi laporan keuangan secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata kelola mengenai, antara lain, ruang lingkup dan saat yang direncanakan atas audit, serta temuan audit signifikan, termasuk setiap defisiensi signifikan dalam pengendalian internal yang teridentifikasi oleh kami selama audit.

- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.*
- *Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.*
- *Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.*

- *Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.*

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Amir Abadi Jusuf, Aryanto, Mawar & Rekan

Tombang Lumban Gaol
Nomor Izin Akuntan Publik: AP. 0965/
Public Accountant License Number: AP. 0965

Jakarta, 29 Februari 2024/*February 29, 2024*

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PT PERTAMINA TRAINING AND CONSULTING
LAPORAN POSISI KEUANGAN
31 DESEMBER 2023
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

PT PERTAMINA TRAINING AND CONSULTING
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2023
(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ *Notes*	2023 Rp	2022 Rp	
ASET				***ASSETS***
ASET LANCAR				***CURRENT ASSETS***
Bank	4	158,740	145,559	*Cash in banks*
Piutang usaha				*Trade receivables*
- Pihak berelasi	5	262,849	211,329	*Related parties -*
- Pihak ketiga	5	840	791	*Third parties -*
Piutang usaha belum difakturkan				*Unbilled receivables*
- Pihak berelasi	6	682,778	499,812	*Related parties -*
- Pihak ketiga	6	15,193	762	*Third parties -*
Beban dibayar dimuka dan uang muka	7	5,553	9,069	*Prepayments and advances*
Persediaan		45	43	*Inventory*
Pajak dibayar dimuka - lain-lain	8a	58,307	23,496	*Prepaid tax - other tax*
Jumlah aset lancar		**1,184,305**	**890,861**	***Total current assets***
ASET TIDAK LANCAR				***NONCURRENT ASSETS***
Kas yang dibatasi penggunaannya	4	2,179	--	*Restricted cash*
Aset pajak tangguhan	8e	12,757	10,199	*Deferred tax assets*
Aset tetap		16	35	*Fixed assets*
Aset hak guna		20,996	1,224	*Right-of-use assets*
Aset tidak lancar lainnya		20	20	*Other noncurrent assets*
Jumlah aset tidak lancar		**35,968**	**11,478**	***Total noncurrent assets***
JUMLAH ASET		**1,220,273**	**902,339**	***TOTAL ASSETS***
LIABILITAS DAN EKUITAS				***LIABILITIES AND EQUITY***
LIABILITAS JANGKA PENDEK				***CURRENT LIABILITIES***
Utang usaha				*Trade payables*
- Pihak berelasi	9	30,721	20,930	*Related parties -*
- Pihak ketiga	9	135,676	120,345	*Third parties -*
Beban akrual	10	516,384	342,981	*Accrued expenses*
Utang pajak	8	8,861	8,104	*Taxes payable*
Liabilitas sewa		7,473	1,238	*Lease liabilities*
Jumlah liabilitas jangka pendek		**699,115**	**493,599**	***Total current liabilities***
LIABILITAS JANGKA PANJANG				***NONCURRENT LIABILITIES***
Liabilitas sewa		13,818	90	*Lease liabilities*
Kewajiban imbalan pascakerja	11	5,846	3,322	*Post-employment benefit obligations*
Jumlah liabilitas jangka panjang		**19,664**	**3,412**	***Total noncurrent liabilities***
JUMLAH LIABILITAS		**718,779**	**497,010**	***TOTAL LIABILITIES***
EKUITAS				***EQUITY***
Modal saham - modal dasar 50.000 lembar saham; ditempatkan dan disetor penuh 30.000 lembar dengan nilai nominal Rp100.000 (nilai penuh) per lembar	12	3,000	3,000	*Share capital - authorised 50,000 shares; issued and fully paid 30,000 shares at par value of Rp100,000 (full amount) per share*
Modal donasi	13	204	204	*Donated capital*
Saldo laba				*Retained earnings*
- Dicadangkan	14	14,736	14,736	*Appropriated -*
- Belum dicadangkan		483,554	387,388	*Unappropriated -*
JUMLAH EKUITAS		**501,494**	**405,328**	***TOTAL EQUITY***
JUMLAH LIABILITAS DAN EKUITAS		**1,220,273**	**902,339**	***TOTAL LIABILITIES AND EQUITY***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan secara keseluruhan

The accompanying notes form an integral part of these financial statements

PT PERTAMINA TRAINING AND CONSULTING
LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

PT PERTAMINA TRAINING AND CONSULTING
STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED DECEMBER 31, 2023
(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ *Notes*	2023 Rp	2022 Rp	
Pendapatan	15	4,321,139	3,294,289	*Revenue*
Beban pokok pendapatan	16	(3,981,760)	(3,046,740)	*Cost of revenue*
LABA KOTOR		**339,379**	**247,549**	***GROSS PROFIT***
Beban umum dan administrasi	17	(182,464)	(121,523)	*General and administrative expenses*
Beban keuangan		(604)	(233)	*Finance costs*
Lainnya, neto		4,105	(19,868)	*Others, net*
LABA SEBELUM PAJAK PENGHASILAN		**160,416**	**105,926**	***PROFIT BEFORE INCOME TAX***
Beban pajak penghasilan	8c	(43,768)	(24,064)	*Income tax expenses*
LABA TAHUN BERJALAN		**116,648**	**81,861**	***PROFIT FOR THE YEAR***
Penghasilan komprehensif lainnya:				*Other comprehensive income:*
Pos yang tidak akan direklasifikasikan ke laba rugi				*Item that will not be reclassified to profit or loss*
Pengukuran kembali kewajiban imbalan pascakerja,	11	(21)	1,086	*Remeasurement of post employment benefit obligations*
Pajak penghasilan terkait	8d	5	(239)	*Related income tax*
JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN		**116,631**	**82,708**	***TOTAL COMPREHENSIVE INCOME FOR THE YEAR***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan secara keseluruhan

The accompanying notes form an integral part of these financial statements

PT PERTAMINA TRAINING AND CONSULTING
LAPORAN PERUBAHAN EKUITAS
UNTUK TAHUN YANG BERAKHIR
31 DECEMBER 2023
(Disajikan dalam jutaan Rupiah, kecuali dinyatakan lain)

PT PERTAMINA TRAINING AND CONSULTING
STATEMENTS CHANGES IN OF EQUITY
FOR THE YEAR ENDED
DECEMBER 31, 2023
(Expressed in millions of Rupiah, unless otherwise stated)

	Modal saham/ *Share capital*	Modal donasi/ *Donated capital*	Saldo laba/ *Retained earnings*		Penghasilan komprehensif lainnya/Other *comprehensive income*	Jumlah ekuitas/ *Total equity*	
			Dicadangkan/ *Appropriated*	Belum dicadangkan/ *Unappropriated*			
Saldo per 1 Januari 2022	**3,000**	**204**	**14,736**	**316,404**	**957**	**335,301**	***Balance as of January 1, 2022***
Laba tahun berjalan	--	--	--	81,862	--	81,862	*Profit for the year*
Dividen	--	--	--	(12,682)	--	(12,682)	*Dividends*
Pengukuran kembali kewajiban imbalan pascakerja, setelah pajak	--	--	--	--	847	847	*Remeasurement of post-employment benefit obligations, net of tax*
Saldo per 31 Desember 2022	**3,000**	**204**	**14,736**	**385,584**	**1,804**	**405,328**	***Balance as of December 31, 2022***
Laba tahun berjalan	--	--	--	116,648	--	116,648	*Profit for the year*
Dividen	--	--	--	(20,466)	--	(20,466)	*Dividends*
Pengukuran kembali kewajiban imbalan pascakerja, setelah pajak	--	--	--	--	(16)	(16)	*Remeasurement of post-employment benefit obligations, net of tax*
Saldo per 31 Desember 2023	**3,000**	**204**	**14,736**	**481,766**	**1,788**	**501,494**	***Balance as of December 31, 2023***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan secara keseluruhan

The accompanying notes form an integral part of these financial statements

PT PERTAMINA TRAINING AND CONSULTING
LAPORAN ARUS KAS
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023
(Disajikan dalam jutaan Rupiah,
kecuali dinyatakan lain)

PT PERTAMINA TRAINING AND CONSULTING
STATEMENTS OF CASH FLOWS
FOR THE YEAR ENDED
DECEMBER 31, 2023
(Expressed in millions of Rupiah,
unless otherwise stated)

	2023 Rp	2022 Rp	
ARUS KAS DARI AKTIVITAS OPERASI			***CASH FLOWS FROM OPERATING ACTIVITIES***
Penerimaan dari pelanggan	4,121,697	3,097,666	*Receipts from customers*
Pembayaran kepada pemasok dan karyawan	(4,041,692)	(2,936,067)	*Payments to suppliers and employees*
Pembayaran pajak penghasilan badan	(46,355)	(31,096)	*Payment of corporate income tax*
Penerimaan bunga	4,038	1,043	*Receipts of interest*
Pembayaran beban keuangan	(61)	(72)	*Payment of finance costs*
Arus kas bersih yang diperoleh dari aktivitas operasi	**37,627**	**131,474**	***Net cash generated from operating activities***
ARUS KAS DARI AKTIVITAS PENDANAAN			***CASH FLOWS FROM FINANCING ACTIVITIES***
Penerimaan dari pinjaman bank jangka pendek	218,939	61,611	*Proceeds from short-term bank loan*
Pembayaran pinjaman bank jangka pendek	(218,939)	(61,611)	*Payment of short-term bank loan*
Pembayaran liabilitas sewa	(3,434)	(2,089)	*Payment of lease liabilities*
Pembayaran beban keuangan	(543)	(161)	*Payment of finance costs*
Pembayaran dividen	(20,465)	(12,682)	*Dividend paid*
Arus kas bersih yang digunakan untuk aktivitas pendanaan	**(24,443)**	**(14,932)**	***Net cash used in financing activities***
KENAIKAN BERSIH KAS DAN BANK	**13,184**	**116,542**	***NET INCREASE IN CASH AND CASH IN BANKS***
KAS DAN BANK AWAL TAHUN	**145,559**	**28,986**	***CASH AND CASH IN BANKS AT THE BEGINNING OF THE YEAR***
Dampak perubahan selisih kurs terhadap kas dan bank	(4)	31	*Effect of exchange rate changes on cash and cash in banks*
KAS DAN BANK AKHIR TAHUN	**158,740**	**145,559**	***CASH AND CASH IN BANKS AT THE END OF THE YEAR***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan secara keseluruhan

The accompanying notes form an integral part of these financial statements

1. Umum

1.a. Pendirian dan informasi umum

PT Pertamina Training and Consulting ("Perusahaan") didirikan berdasarkan Akta Notaris dari Sulami Mustafa, S.H., No. 11 tanggal 19 Februari 1999, dengan nama PT Patra Tridaya. Akta pendirian ini telah diubah dengan Akta Notaris dari Drs. Andy Alhadis Agus, S.H., No. 10 tanggal 25 Februari 2002. Akta Pendirian Perusahaan telah disahkan oleh Menteri Kehakiman dan Hak Asasi Manusia Republik Indonesia melalui Surat Keputusan No. C-04433.HT.01.01 TH.2002 tanggal 19 Maret 2002, dan telah diumumkan dalam Lembaran Berita Negara Republik Indonesia No. 81 tanggal 8 Oktober 2002, dan Tambahan No. 12260/2002.

Berdasarkan Akta Notaris dari Dr. Andy Alhadis Agus, S.H., No. 1, tanggal 4 Juni 2003, dilakukan perubahan nama dari PT Patra Tridaya menjadi PT Pertamina Training and Consulting. Perubahan ini telah disetujui oleh Menteri Kehakiman dan Hak Asasi Manusia dengan Surat Keputusan No. C-20458.HT.01.04.TH.2003, tanggal 28 Agustus 2003 dan telah diumumkan dalam Tambahan Berita Negara Republik Indonesia No. 35 tanggal 1 Mei 2007 dan Tambahan No. 4113/2007.

Anggaran Dasar Perusahaan telah mengalami beberapa kali perubahan, perubahan yang terakhir berdasarkan Akta No. 5, tanggal 11 Februari 2020 dari Notaris Yulkhaizar Panuh S.H., yang telah mendapat persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia melalui Surat Keputusan No. AHU-0026819.AH.01.02 Tahun 2018, tanggal 23 November 2018.

Berdasarkan pasal 3 di dalam Anggaran Dasar Perusahaan, jenis kegiatan usaha Perusahaan adalah sebagai berikut:

- Penyedia sumber daya manusia dan manajemen fungsi sumber daya manusia.
- Aktivitas penyeleksian dan penempatan tenaga kerja dalam negeri.
- Aktivitas konsultasi manajemen lainnya
- Jasa pendidikan manajemen dan perbankan
- Pendidikan lainnya swasta
- Jasa sertifikasi.
- Penyelenggaraan pertemuan, perjalanan insentif, konferensi dan pameran.

1. General

1.a. Establishment and general Information

PT Pertamina Training and Consulting (the "Company") was established based on Notarial Deed No. 11 of Sulami Mustafa, S.H., dated 19 February 1999, with the name of PT Patra Tridaya. The deed of establishment has been changed based on Notarial Deed No. 10 of Drs. Andy Alhadis Agus, S.H., dated 25 February 2002. The Company's Deed of Establishment has been approved by the Ministry of Justice and Human Rights of the Republic of Indonesia through its Decree No. C-04433.HT.01.01.TH.2002 dated 19 March 2002 and has been published in State Gazette No. 81 of the Republic of Indonesia dated 8 October 2002 and Supplement No. 12260/2002.

Based on Notarial Deed No. 1 of Dr. Andy Alhadis Agus, S.H., dated 4 June 2003, the Company changed its name from PT Patra Tridaya to PT Pertamina Training and Consulting. The change was approved by the Ministry of Justice and Human Rights through its Decree No. C-20458.HT.01.04.TH.2003, dated 28 August 2003 and was published in Supplement of State Gazette of the Republic of Indonesia No. 35 dated 1 May 2007 and Supplement No. 4113/2007.

The Company's Articles of Association have been amended several times, the latest amendment based on Notarial Deed No. 5 by Notary Yulkhaizar Panuh S.H., dated on 11 February 2020, were approved by the Minister of Law and Human Rights through Decision Letter No. AHU-0026819.AH.01.02 2018 dated 23 November 2018.

Based on article 3 in Company's Articles of Association, the Company's business activities are as follows:

- *To provide management consulting services for human resources and labor empowerment.*
- *To provide registration, selection and placement services for domestic workers.*
- *To provide other management consulting activities.*
- *To provide banking and management courses.*
- *To provide other courses.*
- *To provide certificate services.*
- *To provide service of meeting, travelling, conference and exhibition.*

- Pendidikan teknis swasta.
- Pendidikan bimbingan belajar dan konseling swasta.
- Aktivitas professional, ilmiah dan teknis lainnya
- Aktivitas penyediaan tenaga kerja waktu tertentu
- Aktivitas penyedia gabungan jasa administrasi kantor
- Aktivitas jasa sistem kemanan
- Aktivitas penyedia gabungan jasa penunjang fasilitas
- Aktivitas keamanan swasta
- Aktivitas pemrograman komputer lainnya
- Kegiatan penunjang pendidikan

- *To provide private technical courses.*
- *To provide private tutoring and counseling.*
- *To provide other professional, scientific and technical activities.*
- *To provide labor for a certain time.*
- *To provide multiple office administration services.*
- *To provide security system services*
- *To provide combined facility support services*
- *To provide private security activities*
- *To provide other computer programming activities*
- *To provide educational support activities*

Kantor Perusahaan beralamat di Gedung Oil Centre Lantai 1-4, Jl. M.H. Thamrin No. 55, Gondangdia, Menteng, Jakarta Pusat.

The Company's head office is located at Oil Centre Floors 1-4, Jl. M.H. Thamrin No. 55, Gondangdia, Menteng, Central Jakarta.

Susunan anggota Dewan Komisaris dan Direksi Perusahaan pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

As at 31 December 2023 and 2022, the composition of the Company's Board of Commissioners and Directors of the Company were as follows:

	2023	2022	
Presiden Komisaris	Amir Faisal	Amir Faisal	*President Commissioner*
Komisaris	Inas Nasrullah Zubir	Inas Nasrullah Zubir	*Commissioner*
Komisaris	Wisnu Wardhana	Wisnu Wardhana	*Commissioner*
Direktur Utama	Muhammad Shabran Fauzani	Muhammad Shabran Fauzani	*President Director*
Direktur Keuangan	Kurnia Pinayungan	--	*Finance Director*
Direktur Operasi dan Pemasaran	--	Indah Kurnianingsih	*Operation and Marketing Director*

Pada tanggal 31 Desember 2023 dan 2022, Perusahaan mempekerjakan 3.851 dan 4.014 karyawan (tidak diaudit).

As at 31 December 2023 and 2022, the Company has 3,851 and 4,014 employees, respectively (unaudited).

2. Ikhtisar Kebijakan Akuntansi Signifikan

2. Summary of Significant Accounting Policies

2.a. Dasar Penyajian Laporan Keuangan

Laporan keuangan telah diselesaikan dan disetujui untuk diterbitkan oleh Direksi Perusahaan pada tanggal 29 Februari 2024.

Laporan keuangan ini telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia meliputi Pernyataan Standar Akuntansi Keuangan (PSAK) dan Interpretasi Standar Akuntansi Keuangan (ISAK) yang diterbitkan oleh Dewan Standar Akuntansi Keuangan – Ikatan Akuntan Indonesia (DSAK – IAI).

2.a. Basis of Financial Statements Preparation

The Company's financial statements were prepared and finalized by the Board of Directors and were authorized to be issued on February 29, 2024.

The financial statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards which include the Statement of Financial Accounting Standards (PSAK) and Interpretation of Financial Accounting Standards (ISAK) issued by the Financial Accounting Standard Board - Indonesian Institute of Accountant (DSAK - IAI).

2.b. Dasar Pengukuran dan Penyusunan Laporan Keuangan

Laporan keuangan disusun dan disajikan berdasarkan asumsi kelangsungan usaha serta atas dasar akrual, kecuali laporan arus kas. Dasar pengukuran dalam penyusunan laporan keuangan ini menggunakan konsep biaya perolehan, kecuali untuk beberapa akun tertentu yang pengukurannya didasarkan pada nilai lain sebagaimana dijelaskan dalam tiap-tiap akun yang bersangkutan. Yang dimaksud dengan biaya perolehan adalah jumlah kas atau setara kas yang dibayarkan atau nilai wajar dari imbalan lain yang diserahkan untuk memperoleh suatu aset pada saat perolehan atau konstruksi atau, jika dapat diterapkan, jumlah yang diatribusikan pada aset ketika pertama kali diakui sesuai dengan persyaratan tertentu dalam Pernyataan Standar Akuntansi Keuangan (PSAK).

Laporan arus kas disajikan dengan metode langsung (*direct method*) dan arus kas dikelompokkan ke dalam aktivitas operasi, investasi dan pendanaan.

Mata uang fungsional yang digunakan oleh Perusahaan adalah mata uang Rupiah (IDR) karena Perusahaan beroperasi dalam lingkungan ekonomi utama yang menggunakan mata uang IDR. Oleh karena itu, IDR dipakai sebagai mata uang penyajian laporan keuangan Perusahaan.

2.b. Basis of Measurement and Preparation of the Financial Statements

The financial statements have been prepared and presented based on going concern assumption and accrual basis of accounting, except for the statements of cash flows. Basis of measurement in preparation of these financial statements is the historical costs concept, except for certain accounts which have been prepared on the basis of other measurements as described in their respective policies. Historical cost is defined as the amount of cash or cash equivalents paid or the fair value of the other benefits transferred to acquire an asset at the time of acquisition or construction or, where applicable, the amount attributed to the asset when it is first recognized in accordance with certain conditions in Statement of Financial Accounting Standards (PSAK).

The statements of cash flows are prepared using the direct method by classifying cash flows into operating, investing and financing activities.

The presentation currency used in the preparation of the financial statements is Rupiah (IDR) currency since the Company operates in a prime economic environment that uses IDR currency. Therefore, IDR is used as the currency of the financial statements of the Company.

2.c. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan

Berikut adalah perubahan dan penyesuaian atas standar dan interpretasi standar baru yang telah diterbitkan oleh DSAK IAI dan berlaku efektif untuk tahun buku yang dimulai pada atau setelah 1 Januari 2023, yaitu:

- Amendemen PSAK 1: Penyajian Laporan Keuangan tentang Pengungkapan Kebijakan Akuntansi;
- Amendemen PSAK 1: Penyajian Laporan Keuangan tentang Klasifikasi Liabilitas sebagai Jangka Pendek atau Jangka Panjang;
- Amendemen PSAK 16: Aset Tetap tentang Hasil sebelum Penggunaan yang Diintensikan;
- Amendemen PSAK 25: Kebijakan Akuntansi, Perubahan Estimasi Akuntansi, dan Kesalahan tentang Definisi Estimasi Akuntansi;

2.c. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year

The following are amendments and improvement of standards and new interpretation of standards issued bys DSAK-IAI and effectively applied for the period starting on or after January 1, 2023:

- *Amendments PSAK 1: Presentation of Financial Statements regarding Disclosure of Accounting Policies;*
- *Amendments PSAK 1: Presentation of Financial Statements regarding Classification of Liabilities as a Current or Non Current;*
- *Amendments PSAK 16: Property, Plant and Equipment regarding Proceeds before Intended Use;*
- *Amendments PSAK 25: Accounting Policies, Changes in Accounting Estimates and Errors regarding Definition of Accounting Estimates;*

- Amendemen PSAK 46: Pajak Penghasilan tentang Pajak Tangguhan terkait Aset dan Liabilitas yang timbul dari Transaksi Tunggal; dan
- Revisi PSAK 107: Akuntansi Ijarah

Implementasi standar-standar tersebut tidak memiliki dampak yang signifikan terhadap jumlah yang dilaporkan di periode berjalan atau tahun sebelumnya.

- *Amendments PSAK 46: Income Tax regarding Deferred Tax related to Assets and Liabilities arising from a Single Transaction; and*
- *Revised PSAK 107: Accounting for Ijara*

The implementation of the above standards had no significant effect on the amounts reported for the current period or prior financial year.

2.d. Transaksi dan Saldo Dalam Valuta Asing

i. Mata uang fungsional dan penyajian

Akun-akun yang disertakan dalam laporan keuangan diukur menggunakan mata uang dari lingkungan ekonomi dimana entitas tersebut beroperasi (mata uang fungsional). Laporan keuangan disajikan dalam Rupiah yang merupakan mata uang fungsional Perusahaan.

ii. Transaksi dan saldo

Transaksi dalam mata uang asing dijabarkan menjadi mata uang fungsional menggunakan kurs yang berlaku pada tanggal transaksi. Keuntungan dan kerugian selisih kurs yang timbul dari penyelesaian transaksi dalam mata uang asing dan dari penjabaran aset dan liabilitas moneter dalam mata uang asing menggunakan kurs yang berlaku pada akhir tahun diakui dalam laba rugi.

Keuntungan dan kerugian selisih kurs yang berhubungan dengan pinjaman, serta kas dan setara kas disajikan pada laporan laba rugi sebagai pendapatan atau biaya keuangan. Keuntungan atau kerugian bersih selisih kurs lainnya disajikan pada laporan laba rugi sebagai (beban)/pendapatan lain-lain, bersih.

Kurs yang digunakan pada tanggal laporan posisi keuangan, berdasarkan kurs JISDOR BI pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut (dalam Rupiah penuh):

2.d. Foreign Exchange Currency Transactions and Balances

i. Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the relevant entity operates (the functional currency). The financial statements are presented in Rupiah which is the Company's functional currency.

ii. Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rate prevailing at the date of transaction. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

Foreign exchange gains and losses that relate to borrowing and cash and cash equivalents are presented in the profit or loss within finance income or costs All other net foreign exchange gains and lossess are presented in the profit or loss within other (expense)/income, net.

As at the statement of financial position dates, the exchange rates used, based on rates of JISDOR BI at December 31, 2023 and 2022 were as follows (full Rupiah amount):

	2023	2022	
1 USD (Dollar Amerika)	15.439	15.592	*1 USD (Dollar Amerika)*

2.e. Instrumen keuangan

Klasifikasi dan pengukuran aset keuangan ditentukan berdasarkan jenis aset. Untuk aset keuangan berupa instrumen utang, pengklasifikasiannya harus didasarkan pada bisnis model dan arus kas kontraktual – apakah semata dari pembayaran pokok dan bunga.

Secara umum, aset keuangan diklasifikasikan dalam dua kategori sebagai berikut:

- Aset keuangan yang diukur dengan biaya diamortisasi;
- Aset keuangan yang diukur dengan nilai wajar melalui laba rugi atau melalui penghasilan komprehensif lain.

Klasifikasi tersebut tergantung pada model bisnis entitas untuk mengelola aset keuangan dan persyaratan kontraktual arus kas.

Pengakuan dan penghentian pengakuan

Pembelian dan penjualan aset keuangan diakui pada saat tanggal perdagangan dimana, Perusahaan berkomitmen untuk membeli atau menjual aset keuangan. Aset keuangan dihentikan pengakuannya ketika hak untuk menerima arus kas dari aset keuangan tersebut telah kedaluwarsa atau dialihkan dan Perusahaan telah mengalihkan secara substansial risiko dan manfaat atas kepemilikan.

Pada pengakuan awal, Perusahaan mengukur aset keuangan keuangan pada nilai wajar ditambah dengan, dalam hal aset keuangan tidak diukur dengan nilai wajar melalui laporan laba rugi, biaya transaksi yang dapat diatribusikan secara langsung pada akuisisi aset keuangan. Biaya transaksi dari aset keuangan yang dicatat pada nilai wajar melalui laporan laba rugi dibebankan pada laporan laba rugi.

2.e. Financial instruments

Classification and measurement of financial assets are determined based on the type of assets. For financial assets in the form of debt instruments, classification is determined based on business model and contractual cash flows - whether from solely payment of principal and interest.

In general, financial assets are classified in two categories as follows:

- *Financial assets at amortised cost;*
- *Financial assets at fair value through profit or loss ("FVTPL") or other comprehensive income ("FVOCI").*

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date, being the date on which the Company commits to purchase or sell the asset. Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership.

At initial recognition, the Company measures a financial asset at its fair value plus, in the case of a financial asset not at FVTPL, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

2.f. Penurunan Nilai Aset Keuangan

Perusahaan mengakui penyisihan kerugian untuk kerugian kredit ekspektasian pada aset keuangan yang diukur pada biaya perolehan diamortisasi, aset keuangan yang diukur pada FVTOCI, piutang sewa, aset kontrak atau komitmen pinjaman dan kontrak jaminan keuangan.

2.f. Impairment of Financial Assets

The Company recognizes a loss allowance for expected credit losses on financial asset measured at amortized cost, financial asset measured at FVTOCI, lease receivable, contract asset or loan commitment and financial guarantee contract.

Pada setiap tanggal pelaporan, Perusahaan mengukur penyisihan kerugian instrumen keuangan sejumlah kerugian kredit ekspektasian sepanjang umurnya jika risiko kredit atas instrumen keuangan tersebut telah meningkat secara signifikan sejak pengakuan awal. Namun, jika risiko kredit instrumen keuangan tersebut tidak meningkat secara signifikan sejak pengakuan awal, maka Perusahaan mengukur penyisihan kerugian tersebut sejumlah kerugian kredit ekspektasian 12 bulan.

At the end of each reporting date, the Company measure any loss allowance for financial instruments at an amount equal to the lifetime expected credit loss if the credit risk on the financial instrument has increased significantly since its initial recognition. However, if the credit risk has not increased significantly since initial recognition, then the Company measure the loss allowance for at an amount equal to 12-month expected credit losses.

Perusahaan menerapkan pendekatan yang disederhanakan untuk mengukur kerugian kredit ekspektasian atas piutang usaha dan aset kontrak tanpa komponen pendanaan

The Company applied a simplified approach to measure such expected credit loss for trade receivables and contract assets without significant financing component.

Perusahaan menganggap aset keuangan gagal bayar ketika pihak ketiga tidak mampu membayar kewajiban kreditnya kepada Perusahaan secara penuh. Periode maksimum yang dipertimbangkan ketika memperkirakan kerugian kredit ekspektasian adalah periode maksimum kontrak dimana Perusahaan terekspos terhadap risiko kredit.

The Company considers a financial asset to be in default when the counterparty is unlikely to pay its credit obligations to the Company in full. The maximum period considered when estimating expected credit loss is the maximum contractual period over which the Company is exposed to credit risk.

Perusahaan mengakui jumlah kerugian kredit ekspektasian (atau pemulihan kerugian kredit) dalam laba rugi, sebagai keuntungan atau kerugian penurunan nilai yang merupakan penyesuaian terhadap penyisihan kerugian pada tanggal pelaporan dan disajikan sebagai pengurang nilai tercatat aset keuangan, kecuali untuk aset keuangan yang diukur pada FVTOCI yang penyisihan kerugiannya diakui dalam penghasilan komprehensif lain.

The Company recognizes the amount of the expected credit loss (or recovery of credit loss) in profit or loss, as an impairment gain or loss which is an adjustment to the loss allowance at the reporting date and is presented as a deduction from the carrying amount of financial assets, except for financial assets measured at FVTOCI where the loss allowance is recognized in other comprehensive income.

Pengukuran kerugian kredit ekspektasian dari instrumen keuangan dilakukan dengan suatu cara yang mencerminkan: jumlah yang tidak bias dan rata-rata probabilitas tertimbang yang ditentukan dengan mengevaluasi serangkaian kemungkinan yang dapat terjadi; nilai waktu atas uang; dan informasi yang wajar dan terdukung yang tersedia tanpa biaya atau upaya berlebihan mengenai peristiwa masa lalu, kondisi kini, dan perkiraan kondisi ekonomi masa depan.

Measurement of the expected credit losses of financial instruments is conducted in a way that reflects: an unbiased and probability-weighted amount that reflects a range of possible outcomes the time value of money; and reasonable and supportable information that is available without undue cost or effort about past events, current conditions and forecasts of future economic conditions.

Aset keuangan dapat dianggap tidak mengalami peningkatan risiko kredit secara signifikan sejak pengakuan awal jika aset keuangan memiliki risiko kredit yang rendah pada tanggal pelaporan. Risiko kredit pada instrumen keuangan dianggap rendah ketika aset keuangan tersebut memiliki risiko gagal bayar yang rendah, peminjam memiliki

Financial assets may be considered to not having significant increase in credit risk since initial recognition if the financial assets have a low credit risk at the reporting date. Credit risk on financial instrument may be considered be low if there is a low risk of default, the borrower has a strong capacity to meet its contractual cash flow obligations in the near term and

kapasitas yang kuat untuk memenuhi kewajiban arus kas kontraktualnya dalam jangka waktu dekat dan memburuknya kondisi ekonomi dan bisnis dalam jangka waktu panjang mungkin, namun tidak selalu, menurunkan kemampuan peminjam untuk memenuhi kewajiban arus kas kontraktualnya. Untuk menentukan apakah aset keuangan memiliki risiko kredit rendah, Perusahaan dapat menggunakan peringkat risiko kredit internal atau penilaian eksternal. Misal, aset keuangan dengan peringkat "*investment grade*" berdasarkan penilaian eksternal merupakan instrumen yang memiliki risiko kredit yang rendah, sehingga tidak mengalami peningkatan risiko kredit secara signifikan sejak pengakuan awal.

adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations. To determine whether a financial asset has a low credit risk, the Company may use internal credit risk rating or external assessment. For example, a financial asset with "investment grade" according to external assessment has a low credit risk rating, thus it does not experience an increase in significant credit risk since initial recognition.

2.g. Liabilitas Keuangan dan Instrumen Ekuitas

Klasifikasi sebagai liabilitas atau ekuitas
Instrumen utang dan ekuitas yang diterbitkan oleh Perusahaan diklasifikasikan berdasarkan substansi perjanjian kontraktual yang disepakati dan berdasarkan definisi dari liabilitas keuangan dan instrumen ekuitas.

Instrumen ekuitas
Instrumen ekuitas adalah setiap kontrak yang membuktikan adanya bunga residual dalam aset Perusahaan setelah dikurangi seluruh liabilitasnya. Instrumen ekuitas dicatat sebesar jumlah yang diterima, setelah dikurangi biaya penerbitan langsung.

Liabilitas keuangan
Perusahaan mengklasifikasikan liabilitas keuangan dalam kategori berikut ini: diukur pada nilai wajar melalui laba rugi dan yang diukur pada biaya perolehan diamortisasi.

Perusahaan memiliki liabilitas keuangan yang diukur dengan biaya perolehan diamortisasi yang meliputi utang usaha, utang lain-lain, akrual, dan pinjaman.

Setelah pengakuan awal yaitu sebesar nilai wajar ditambah biaya transaksi, Perusahaan mengukur seluruh liabilitas keuangan pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif. Liabilitas keuangan dihentikan pengakuannya pada saat liabilitas tersebut dilepaskan atau dibatalkan atau kadaluwarsa.

2.g. Financial Liabilities and Equity Instrument

Classification as debt or equity
Debt and equity instruments issued by the Company are classified according to the substance of the contractual arrangements entered into and the definitions of a financial liability and an equity instrument.

Equity instruments
An equity instrument is any contract that evidences a residual interest in the assets of the Company after deducting all of its liabilities. Equity instruments are recorded at the proceeds received, net of direct issue costs.

Financial liabilities
The Company classifies its financial liabilities in the following categories: at fair value through profit or loss and measured at amortised costs.

The Company has financial liabilities measured at amortised cost, which comprised of trade payables, other payables, accruals and borrowings.

After initial recognition which is at fair value plus transaction costs, the Company measures all financial liabilities at amortised cost using effective interest rate method. Financial liabilities are derecognised when the obligation under the liability is discharged or cancelled or expired.

Penghentian pengakuan liabilitas keuangan
Perusahaan menghentikan pengakuan liabilitas keuangan, jika dan hanya jika, liabilitas keuangan tersebut berakhir, yaitu ketika kewajiban yang ditetapkan dalam kontrak dilepaskan atau dibatalkan atau kadaluwarsa.

Derecognition of financial liabilities
The Company removes a financial liability from its statement of financial position when, and only when, it is extinguished, ie when the obligation specified in the contract is discharged or cancelled or expires.

2.h. Kas dan Bank
Kas dan bank termasuk kas, kas di bank, dan tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

Kas dan bank yang telah ditentukan penggunaannya atau yang tidak dapat digunakan secara bebas tidak tergolong dalam kas dan bank.

2.h. Cash and Cash in Banks
Cash and cash in banks are cash on hand, cash in banks and which are not used as collateral or are not restricted.

Cash and cash in banks which have been restricted for a certain purpose or which cannot be used freely are not defined as cash and cash in banks.

2.i. Piutang usaha
Piutang usaha merupakan jumlah yang terutang dari pelanggan atas penjualan jasa dalam kegiatan usaha normal. Jika piutang diperkirakan dapat ditagih dalam waktu satu tahun atau kurang (atau dalam siklus operasi normal jika lebih panjang), piutang diklasifikasikan sebagai aset lancar. Jika tidak, piutang disajikan sebagai aset tidak lancar.

Piutang usaha pada awalnya diakui sebesar nilai wajar dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode bunga efektif, apabila dampak pendiskontoan signifikan, dikurangi penyisihan atas penurunan nilai.

Lihat Catatan 2e untuk kebijakan penentuan jumlah provisi penurunan nilai atas piutang usaha.

2.i. Trade receivables
Trade receivables are amounts due from customers for services performed in the ordinary course of business. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, if the impact of discounting is significant, less any provision for impairment.

See Note 2e for the policy on determining the amount of provision for impairment of trade receivables.

2.j. Piutang usaha belum difakturkan
Perusahaan menetapkan saldo piutang usaha belum difakturkan untuk setiap kontrak dengan pelanggan, bergantung pada hubungan antara kewajiban pelaksanaan Perusahaan dan pembayaran pelanggan untuk setiap kontrak. Piutang usaha belum difakturkan menunjukkan bahwa Perusahan telah melakukan pemenuhan kewajiban kepada pelanggan sebelum pelanggan melakukan pembayaran atau pembayaran telah jatuh tempo.

2.j. Unbilled receivables
The Company established an unbilled receivables balance for each of its customer contracts, depending on the relationship between the Company's performance obligation and the customer's payment for each individual contract. Unbilled receivables represents that the Company has performed the obligation to a customer before the customer has paid the consideration or payment is due.

2.k. Beban dibayar dimuka dan uang muka
Beban dibayar dimuka diamortisasi selama masa manfaat masing-masing biaya dengan menggunakan metode garis lurus.

2.k. Prepayments and advances
Prepaid expenses are amortised over their beneficial periods using the straight-line method.

Uang muka kerja akan dibebankan setelah proses deklarasi (pertanggung jawaban) atau satu bulan setelah pencairan uang muka kerja tersebut.

Working advances will be charged after declaration process (accountability) or one month after the disbursement of the advances.

2.l. Aset tetap

Aset tetap diakui sebesar harga perolehan dikurangi akumulasi penyusutan dan akumulasi rugi penurunan nilai. Harga perolehan termasuk pengeluaran yang dapat didistribusikan secara langsung atas perolehan aset tersebut.

2.l. Fixed assets

Fixed assets are initially stated at cost of acquisition, less accumulated depreciation and accumulated impairment losses. Cost of acquisition includes expenditure that is directly attributable to the acquisition of the items.

Aset tetap disusutkan menggunakan metode garis lurus berdasarkan taksiran masa manfaat aset tetap sebagai berikut:

Fixed assets are depreciated using the straight- line method over their estimated useful lives as follows:

	Tahun	
Perbaikan prasarana	5	*Leasehold improvements*
Kendaraan	8	*Vehicles*
Peralatan Kantor	4	*Office equipment*

Masa manfaat aset, nilai sisa, dan metode penyusutan ditelaah dan disesuaikan, jika diperlukan, setidaknya setiap akhir periode pelaporan. Dampak dari setiap revisi diakui dalam laporan laba rugi, ketika perubahan terjadi.

The assets' useful lives, residual values and depreciation method are reviewed and adjusted if appropriate, at least at the financial period- end. The effects of any revisions are recognised in profit or loss, when the changes arise.

Biaya-biaya setelah pengakuan awal diakui sebagai bagian nilai tercatat aset atau sebagai aset yang terpisah, sebagaimana mestinya, hanya jika kemungkinan besar Perusahaan mendapat manfaat ekonomis di masa depan berkenaan dengan aset tersebut dan biaya perolehan aset dapat diukur dengan andal. Nilai tercatat dari komponen yang diganti dihapuskan. Biaya perbaikan dan pemeliharaan dibebankan ke dalam laporan laba rugi dalam periode keuangan ketika biaya-biaya tersebut terjadi.

Subsequent costs are included in the asset's carrying amount or recognised as separate assets, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to profit or loss during the financial period in which they are incurred.

Apabila suatu aset tetap tidak digunakan lagi, nilai tercatatnya dikeluarkan dari laporan keuangan, dan keuntungan dan kerugian yang timbul diakui pada "lain-lain, bersih" dalam laba rugi.

When fixed assets are retired or otherwise disposed of, their carrying values are eliminated from the financial statements, and the resulting gains and losses on the disposal of fixed assets are recognised within "others, net" in profit or loss.

Nilai tercatat aset segera diturunkan sebesar jumlah yang dapat dipulihkan jika nilai tercatat aset lebih besar dari estimasi jumlah yang dapat dipulihkan.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

2.m. Imbalan Kerja

Imbalan Kerja Jangka Pendek

Imbalan kerja jangka pendek diakui ketika seorang karyawan telah bekerja dalam suatu periode akuntansi. Jumlah imbalan kerjanya diukur sebesar jumlah nominalnya tanpa dihitung nilai tunainya.

Imbalan kerja jangka pendek mencakup antara lain upah, gaji, bonus dan insentif.

Imbalan Pascakerja

Perusahaan harus menyediakan imbalan pensiun dengan jumlah minimal sesuai dengan Undang-Undang Ketenagakerjaan No. 13/2003 atau Kontrak Kerja Bersama ("KKB"), mana yang lebih tinggi. Karena Undang-Undang Ketenagakerjaan atau KKB menentukan rumus tertentu untuk menghitung jumlah minimal imbalan pensiun, pada dasarnya program pensiun berdasarkan Undang-Undang Ketenagakerjaan atau KKB adalah program pensiun imbalan pasti.

Jumlah Imbalan Kerja Jangka Pendek dan Pascakerja diakui dan diukur dengan mengacu pada PSAK No.24 tentang Imbalan Kerja.

IFRS Interpretation Committee (IFRIC) menerbitkan *Agenda Decision* IAS 19 *Employee Benefits* tentang *Attributing Benefit to Periods of Service* pada Mei 2021.

Pada April 2022, Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia (DSAK IAI) menerbitkan siaran pers mengenai *Agenda Decision* ini sebagai materi penjelasan atas persyaratan terkait dalam PSAK 24: Imbalan Kerja (PSAK 24 diadopsi dari IAS 19).

Isi siaran pers ini tidak menambah, mengurangi atau mengubah persyaratan dalam PSAK 24. Selain itu, siaran pers ini juga tidak memberikan interpretasi legal atas ruang lingkup program pensiun berbasis Undang – Undang Ketenagakerjaan yang berlaku saat ini. Namun demikian, Perusahaan telah mematuhi segala ketentuan yang berlaku yang terdapat pada siaran pers DSAK IAI ini.

Perusahaan memiliki program imbalan pascakerja imbalan pasti dan iuran pasti. Perusahaan mengakui jumlah liabilitas imbalan dan iuran pasti neto sebesar nilai kini kewajiban imbalan pasti pada akhir periode pelaporan dikurangi dengan nilai wajar aset

2.m. Employee Benefit

Short-term Employee Benefits

Short-term employee benefits are recognized when an employee has rendered service during accounting period. The amount of employee benefits is measured at the nominal amount without calculating the cash value.

Short term employee benefits include such as wages, salaries, bonus and incentive.

Post-employment Benefits

The Company is required to provide a minimum amount of pension benefits in accordance with Labour Law No. 13/2003 or the Company's Collective Labour Agreement (the "CLA"), whichever is higher. Since the Labour Law and the CLA set the formula for determining the minimum amount of benefits, in substance pension plans under the Labour Law or the CLA represent defined benefit plans.

The amount of Short-Term and Post-Employment Employee Benefits is recognized and measured with reference to PSAK No.24 on Employee Benefits.

The IFRS Interpretation Committee (IFRIC) published IAS 19: Employee Benefits Agenda Decision on Attributing Benefit to Periods of Service in May 2021.

On April 2022, Board of Accounting Standards for Institute of Indonesia Chartered Accountant (DSAK IAI) issued a press release regarding the Agenda Decision as material for explaining the related requirements in PSAK 24: Employment Benefits (PSAK 24 adopted from IAS 19).

Contents of this press release do not add, subtract or change the requirements in PSAK 24. In addition, this press release also does not provide a legal interpretation of the scope of current Labour Law-based pension plan. However, the Company has complied with all applicable provisions contained in this DSAK IAI press release.

The Company has defined post-employment benefits and defined contribution plans. The Company recognizes the amount of the net defined benefit liability at the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan

program yang dihitung oleh aktuaris independen dengan menggunakan metode *Projected Unit Credit*. Nilai kini kewajiban imbalan pasti ditentukan dengan mendiskontokan imbalan tersebut.

assets which calculated by independent actuaries using the Projected Unit Credit method. Present value benefit obligation determine by discounting the benefit.

Biaya jasa kini, biaya jasa lalu dan keuntungan atau kerugian pada saat penyelesaian, termasuk biaya bunga atas liabilitas imbalan pasti diakui dalam laporan laba rugi.

Current service cost, past service cost and gain or loss on settlement, and net interets on the net defined benefit liability are recognized in profit and loss.

Pengukuran kembali atas liabilitas imbalan pasti yang terdiri dari keuntungan atau kerugian aktuarial, imbal hasil atas aset program dan setiap perubahan dampak batas atas aset diakui sebagai penghasilan komprehensif lain.

The remeasurement of the net defined benefit liability comprises actuarial gains and losses, the return on plan assets, and any change in effect of the asset ceiling are recognized in other comprehensive income.

Pesangon

Pesangon pemutusan hubungan kerja terutang ketika Perusahaan memberhentikan hubungan tersebut sebelum usia pensiun normal yaitu ketika seorang karyawan mengajukan pengunduran diri dengan sukarela dan Perusahaan menerimanya atau pada waktu Perusahaan memutuskan hubungan kerja karena restrukturisasi yang disertai dengan kompensasi imbalan pesangon. Pesangon pemutusan hubungan kerja diakui saat yang mana yang lebih cepat antara ketika Perusahaan menerima pengajuan pengunduran diri karyawan dan ketika Perusahaan mengakui biaya restrukturisasi yang bersangkutan.

Termination Benefits

Termination benefits are payable when the Company terminates the relationship before the normal retirement age when an employee submits voluntary resignation and the Company receives it or when the Company terminates the employment relationship due to restructuring accompanied by severance compensation benefits. Termination benefits are recognized when that which is faster between when the Company is accepting submissions for the resignation of the employee and when the Company recognizes the restructuring costs are concerned.

Pada kasus di mana suatu penawaran diajukan agar karyawan mengundurkan diri secara sukarela, pesangon pemutusan hubungan kerja diukur berdasarkan jumlah karyawan yang diharapkan menerima penawaran tersebut. Imbalan yang jatuh tempo lebih dari dua belas bulan setelah periode pelaporan didiskontokan ke nilai masa kini.

In cases where an offer is submitted for employees to voluntarily resign, termination benefits are measured based on the number of employees expected to receive the offer. Rewards due more than twelve months after the reporting period are discounted to present value.

2.n. Pengakuan pendapatan dan beban

Pendapatan

Pengakuan pendapatan harus memenuhi 5 langkah analisis sebagai berikut:

1. Identifikasi kontrak dengan pelanggan.
2. Identifikasi kewajiban pelaksanaan dalam kontrak. Kewajiban pelaksanaan merupakan janji-janji dalam kontrak untuk menyerahkan barang atau jasa yang memiliki karakteristik berbeda ke pelanggan.

2.n. Recognition of revenue and expenditure

Revenue

Revenue recognition have to fulfill 5 steps of assessment:

1. *Identify contract(s) with a customer.*
2. *Identify the performance obligations in the contract. Performance obligations are promises in a contract to transfer to a customer goods or services that are distinct.*

3. Penetapan harga transaksi. Harga transaksi merupakan jumlah imbalan yang berhak diperoleh suatu entitas sebagai kompensasi atas diserahkannya barang atau jasa yang dijanjikan ke pelanggan. Jika imbalan yang dijanjikan di kontrak mengandung suatu jumlah yang bersifat variabel, maka Perusahaan membuat estimasi jumlah imbalan tersebut sebesar jumlah yang diharapkan berhak diterima atas diserahkannya barang atau jasa yang dijanjikan ke pelanggan dikurangi dengan estimasi jumlah jaminan kinerja jasa yang akan dibayarkan selama periode kontrak.
4. Alokasi harga transaksi ke setiap kewajiban pelaksanaan dengan menggunakan dasar harga jual berdiri sendiri relatif dari setiap barang atau jasa berbeda yang dijanjikan di kontrak. Ketika tidak dapat diamati secara langsung, harga jual berdiri sendiri relatif diperkirakan berdasarkan biaya yang direalisasikan ditambah margin.
5. Pengakuan pendapatan ketika kewajiban pelaksanaan telah dipenuhi dengan menyerahkan barang atau jasa yang dijanjikan ke pelanggan (ketika pelanggan telah memiliki kendali atas barang atau jasa tersebut).

Kewajiban pelaksanaan dapat dipenuhi dengan cara sebagai berikut:
a. Suatu titik waktu; atau
b. Suatu periode waktu. Untuk kewajiban pelaksanaan yang dipenuhi dalam suatu periode waktu, Perusahaan memilih ukuran penyelesaian yang sesuai untuk penentuan jumlah pendapatan yang harus diakui karena telah terpenuhinya kewajiban pelaksanaan.

Pembayaran harga transaksi berbeda untuk setiap kontrak. Aset kontrak diakui ketika jumlah penerimaan dari pelanggan kurang dari saldo kewajiban pelaksanaan yang telah dipenuhi. Kewajiban kontrak diakui ketika jumlah penerimaan dari pelanggan lebih dari saldo kewajiban pelaksanaan yang telah dipenuhi.

Pendapatan dari penjualan jasa diakui dalam laba rugi ketika pengendalian atas jasa yang dijanjikan dialihkan kepada pelanggan. Untuk jasa yang pemenuhan kewajiban pelaksanaannya sepanjang waktu, pendapatan diakui berdasarkan tingkat penyelesaian dari transaksi pada akhir periode pelaporan. Tingkat penyelesaian transaksi ditentukan dengan memperhatikan survei pekerjaan yang telah dilaksanakan.

3. Determine the transaction price. Transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer. If the consideration promised in a contract includes a variable amount, the Company estimates the amount of consideration to which it expects to be entitled in exchange for transferring the promised goods or services to a customer less the estimated amount of service level guarantee which will be paid during the contract period.

4. Allocate the transaction price to each performance obligation on the basis of the relative stand-alone selling prices of each distinct goods or services promised in the contract. Where these are not directly observable, the relative standalone selling prices are estimated based on realised cost plus margin.
5. Recognise revenue when performance obligation is satisfied by transferring a promised goods or services to a customer (which is when the customer obtains control of that goods or services).

A performance obligation may be satisfied at the following:
a. A point in time; or
b. Over time. For a performance obligation satisfied over time, the Company selects an appropriate measure of progress to determine the amount of revenue that should be recognised as the performance obligation is satisfied.

Payment of the transaction price differs for each contract. A contract asset is recognised once the consideration paid by the customer is less than the balance of performance obligation which has been satisfied. A contract liability is recognised once the consideration paid by the customer is more than the balance of performance obligation which has been satisfied.

Revenue from sales of services is recognised in profit or loss when control over the services promised is transferred to the customer. For services with performance obligations that are fulfilled over time, revenue is recognised based on the stage of completion of the transaction as at reporting date. The stage of completion is assessed by reference to surveys of work performed.

Biaya kontrak
Biaya yang berhubungan langsung dengan kontrak dan menghasilkan atau meningkatkan sumber daya untuk memenuhi kontrak ("biaya untuk memenuhi") dan biaya inkremental untuk mendapatkan kontrak ("biaya untuk memperoleh") diakui sebagai aset bila biaya tersebut memenuhi syarat untuk dikapitalisasi berdasarkan PSAK 72 dan diharapkan akan dipulihkan. Aset ini diamortisasi dengan dasar sistematik yang konsisten dengan pengalihan kepada pelanggan atas barang atau jasa yang berkaitan dengan aset.

Perusahaan menerapkan panduan praktis untuk biaya untuk memperoleh kontrak sebagai beban saat terjadi jika periode amortisasi aset tersebut kurang dari satu tahun.

Beban lainnya
Beban diakui pada saat terjadinya dengan dasar akrual.

2.o. Perpajakan

Beban pajak untuk periode berjalan terdiri dari pajak kini dan tangguhan. Pajak diakui pada laporan laba rugi, kecuali untuk pajak atas transaksi yang diakui di pendapatan komprehensif lain atau langsung diakui ke ekuitas. Dalam hal ini, pajak tersebut masing-masing diakui dalam pendapatan komprehensif lain atau ekuitas.

Beban pajak penghasilan kini dihitung dengan menggunakan tarif pajak dan undang-undang perpajakan yang berlaku atau yang secara substansial telah berlaku pada tanggal pelaporan. Manajemen secara periodik mengevaluasi posisi yang dilaporkan di Surat Pemberitahuan Tahunan (“SPT”) sehubungan dengan situasi dimana aturan pajak yang berlaku membutuhkan interpretasi. Jika perlu, manajemen menentukan provisi berdasarkan jumlah yang diharapkan akan dibayar kepada otoritas pajak.

Pendapatan usaha ada yang terkena pajak penghasilan final. Beban pajak penghasilan final ini diakui dan disajikan sebagai bagian dari beban umum dan administrasi karena pajak tersebut tidak memenuhi kriteria akuntansi sebagai pajak penghasilan.

Pajak penghasilan tangguhan diakui, dengan menggunakan metode balance sheet liability, untuk semua perbedaan temporer antara dasar pengenaan pajak atas aset dan liabilitas dengan nilai tercatatnya dalam laporan

Contract costs
The costs that directly relate to the contract and generate or enhance resources to satisfy the contract (“cost to fulfill“) and incremental costs of obtaining a contract (“cost to obtain”) are recognised as assets if they meet the criteria for capitalisation under SFAS 72 and expected to be recovered. These assets are amortised on a systematic basis that is consistent with the transfer to the customer of the goods or services to which the assets relate.

The Company applies the practical expedient for cost to obtain a contract as an expense when incurred if the amortisation period of the asset is less than one year.

Other expenses
Expenses are recognised as incurred on an accrual basis.

2.o. Taxation

The tax expense for the period comprises current and deferred tax. Tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

The current income tax charge is calculated using tax rates and tax laws that have been enacted or substantively enacted at the reporting date. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulations are subject to interpretation. It establishes provisions, where appropriate, based on the amounts expected to be paid to the tax authorities.

Certain revenues are subject to final income tax. These final income tax expenses are recognised and presented as part of general and administrative expenses, as these taxes do not satisfy the accounting criteria of income tax.

Deferred income tax is recognised, using the balance sheet liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. The

keuangan. Pajak penghasilan tangguhan tidak diakui jika berasal dari pengakuan awal aset atau liabilitas yang timbul dari transaksi selain kombinasi bisnis dan saat transaksi tersebut tidak mempengaruhi laba rugi akuntansi dan laba rugi kena pajak.

deferred income tax is not accounted for if it arises from the initial recognition of an asset or liability in a transaction other than a business combination and when the transaction affects neither accounting nor taxable profit or loss.

Aset pajak tangguhan berasal dari pajak yang dapat dikompensasi diakui jika besar kemungkinan jumlah penghasilan kena pajak di masa depan akan memadai untuk dikompensasi dengan rugi fiskal yang masih dapat dimanfaatkan. Pajak penghasilan tangguhan ditentukan dengan menggunakan tarif pajak yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan dan diharapkan diterapkan ketika aset pajak penghasilan tangguhan direalisasi atau liabilitas pajak penghasilan tangguhan diselesaikan. Aset pajak tangguhan diakui hanya jika besar kemungkinan jumlah penghasilan kena pajak di masa depan akan memadai untuk dikompensasi dengan perbedaan temporer yang masih dapat dimanfaatkan.

The deferred tax assets of the tax loss carried forward are recognised when it is probable that there will be future taxable profit available against which the unused tax losses can be utilised. Deferred income tax is determined using tax rates pursuant to laws or regulations that have been enacted or substantially enacted by the reporting date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled. Deferred income tax assets are recognised only to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Aset dan liabilitas pajak tangguhan saling hapus jika ada hak yang berkekuatan hukum untuk saling hapus aset pajak kini dengan liabilitas pajak kini dan jika aset dan liabilitas pajak tangguhan terkait dengan pajak penghasilan yang dipungut oleh otoritas pajak yang sama serta jika ada keinginan untuk melakukan penyelesaian saldo secara neto.

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income tax assets and liabilities relate to income taxes levied by the same taxation authority, and where there is an intention to settle the balances on a net basis.

2.p. Dividen

Pembagian dividen kepada pemegang saham diakui sebagai liabilitas dalam laporan keuangan Perusahaan dalam periode dimana pembagian dividen tersebut diumumkan.

2.p. Dividend

Dividend distribution to the shareholders is recognised as a liability in the Company financial statements in the period in which the dividend is declared.

2.q. Transaksi pihak berelasi

Perusahaan mempunyai transaksi dengan pihak berelasi. Definisi pihak berelasi sesuai dengan yang diatur dalam PSAK 7 (Revisi 2015), “Pengungkapan Pihak-Pihak Berelasi”.

Saldo dan transaksi yang material antara Perusahaan dengan Pemerintah Negara Republik Indonesia dan entitas berelasi dengan Pemerintah diungkapkan dalam catatan atas laporan keuangan yang relevan. Perusahaan memilih untuk mengungkapkan transaksi dengan entitas berelasi dengan Pemerintah dengan menggunakan pengecualian dari persyaratan pengungkapan pihak berelasi.

2.q. Transactions with related parties

The Company has transactions with related parties. The definition of related parties is in accordance with PSAK 7 (Revised 2015), “Related Party Disclosures”.

Significant transactions and balances of the Company with the Government of the Republic of Indonesia and Government-related entities are disclosed in the relevant notes to the financial statements. The Company elected to disclose the transactions with Government-related entities, using the exemption from general related party disclosure requirements.

Transaksi dengan pihak berelasi dilakukan berdasarkan persyaratan yang disetujui oleh kedua belah pihak, yang mungkin tidak sama dengan transaksi lain yang dilakukan dengan pihak-pihak yang tidak berelasi.

Transactions with related parties are based on terms agreed by the parties, which may not be the same as those of the transaction between unrelated parties.

2.r. Sewa

Pada tanggal permulaan kontrak, Perusahaan menilai apakah kontrak merupakan, atau mengandung, sewa. Suatu kontrak merupakan, atau mengandung sewa jika kontrak tersebut memberikan hak untuk mengendalikan penggunaan aset identifikasian selama suatu jangka waktu untuk dipertukarkan dengan imbalan.

Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset identifikasian, Perusahaan harus menilai apakah:

- Kontrak melibatkan penggunaan aset yang diidentifikasi - ini dapat ditentukan secara eksplisit atau implisit, dan harus berbeda secara fisik atau secara substansial mewakili seluruh kapasitas aset. Jika pemasok memiliki hak substitusi substantif, maka aset tidak teridentifikasi;
- Perusahaan memiliki hak untuk memperoleh secara substansial semua manfaat ekonomik dari penggunaan aset identifikasian selama periode penggunaan; dan
- Perusahaan memiliki hak untuk mengarahkan penggunaan aset. Perusahaan memiliki hak ini ketika memiliki hak untuk pengambilan keputusan yang relevan tentang bagaimana dan untuk tujuan apa aset tersebut digunakan telah ditentukan sebelumnya dan:

  1. Perusahaan memiliki hak untuk mengoperasikan aset;
  2. Perusahaan telah mendesain aset dengan cara menetapkan sebelumnya bagaimana dan untuk tujuan apa aset akan digunakan selama periode penggunaan

Pada tanggal insepsi atau pada penilaian kembali atas kontrak yang mengandung sebuah komponen sewa, Perusahaan mengalokasikan imbalan dalam kontrak ke masing-masing komponen sewa berdasarkan harga tersendiri relatif dari komponen sewa dan harga tersendiri agregat dari komponen nonsewa. Namun, untuk sewa penunjang dimana bertindak sebagai penyewa, Perusahaan memutuskan untuk tidak

2.r. Lease

At the inception of a contract, the Company assesses whether the contract is, or contains, a lease. A contract is, or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, the Company shall assess whether.

- *The contract involves the use of an identified asset - this can be explicitly specified or implicitly and must physically distinct or represents substantially all of the total capacity. If the supplier has substantive substitution rights, then there is no identified asset;*
- *The Company has the right to obtain substantially all economic benefits from use of the asset throughout the period of use; and*
- *The Company has the right to direct the use of the asset. The Company has this right when it has the decision-making rights that are most relevant to change how and for what purpose the asset is used. In rare cases where the decision about how and for what purpose the asset is used are predetermined:*
  1. *The Company has the right to operate the asset;*
  2. *The Company has designed the asset in a way that predetermined how and for what purposes it will be used throughout the period of use*

At the inception date or on reassessment of a contract that contains a lease component, the Company allocates the consideration in the contract to each lease component on the basis of their relative stand-alone prices and the aggregate stand-alone prices of the non-lease component. However, for the leases of improvements in which the Company is a lessee, the Company has elected not to separate non-lease components and account

memisahkan komponen nonsewa dan mencatat komponen sewa dan nonsewa tersebut sebagai satu komponen sewa.

for the lease and non-lease components as a single lease component.

Pada tanggal permulaan sewa, Perusahaan mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna diukur pada biaya perolehan, dimana meliputi jumlah pengukuran awal liabilitas sewa yang disesuaikan dengan pembayaran sewa yang dilakukan atau sebelum tanggal permulaan, ditambah dengan biaya langsung awal yang dikeluarkan dan estimasi biaya yang akan dikeluarkan untuk membongkar dan memindahkan aset pendasar atau untuk merestorasi aset pendasar ke kondisi yang disyaratkan oleh ketentuan sewa, dikurangi dengan insentif sewa yang diterima.

The Company recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payment made at or before the commencement date, plus any initial direct cost incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset to the condition required by the terms and conditions of the lease, less any lease incentives received.

Aset hak-guna kemudian disusutkan menggunakan metode garis lurus dari tanggal permulaan hingga tanggal yang lebih awal antara akhir umur manfaat aset hak-guna atau akhir masa sewa.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

Liabilitas sewa diukur pada nilai kini pembayaran sewa yang belum dibayar pada tanggal permulaan, didiskontokan dengan menggunakan suku bunga implisit dalam sewa atau jika suku bunga tersebut tidak dapat ditentukan, maka menggunakan suku bunga pinjaman inkremental. Pada umumnya, Perusahaan menggunakan suku bunga pinjaman inkremental sebagai tingkat bunga diskonto.

Lease liabilities are measured at the present value of any unpaid lease payments at the inception date, discounted using the interest rate implicit in the lease or, if that interest rate cannot be determined, then using the incremental borrowing rate. Generally, the Company uses borrowing rate as the interest rate.

Pembayaran sewa yang termasuk dalam pengukuran liabilitas sewa meliputi pembayaran berikut ini:

- pembayaran tetap, termasuk pembayaran tetap secara substansi dikurangi dengan piutang insentif sewa;
- pembayaran sewa variabel yang bergantung pada indeks atau suku bunga yang pada awalnya diukur dengan menggunakan indeks atau suku bunga pada tanggal permulaan;
- jumlah yang diperkirakan akan dibayarkan oleh penyewa dengan jaminan nilai residual;
- harga eksekusi opsi beli jika Perusahaan cukup pasti untuk mengeksekusi opsi tersebut; dan
- penalti karena penghentian awal sewa kecuali jika Perusahaan cukup pasti untuk tidak menghentikan lebih awal.

Lease payments included in the measurement of the lease liability comprise the following:

- *fixed payments, including in-substance fixed payments less any lease incentive receivable;*
- *variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;*
- *amounts expected to be payable under a residual value guarantee;*
- *the exercise price under a purchase option that the Company is reasonably certain to exercise; and*
- *penalties for early termination of a lease unless the Company is reasonably certain not to terminate early.*

Pembayaran sewa dialokasikan menjadi bagian pokok dan biaya keuangan. Biaya keuangan dibebankan pada laba rugi selama periode sewa sehingga menghasilkan tingkat suku bunga periodik yang konstan atas saldo liabilitas untuk setiap periode.

Perusahaan menyajikan aset hak-guna dan liabilitas sewa sebagai akun terpisah di dalam laporan posisi keuangan.

Sewa jangka pendek dan yang aset pendasarnya bernilai rendah

Perusahaan memutuskan untuk tidak mengakui aset hak-guna dan liabilitas sewa untuk sewa jangka pendek yang memiliki masa sewa 12 bulan atau kurang dan sewa yang aset pendasarnya bernilai rendah. Perusahaan mengakui pembayaran sewa atas sewa tersebut sebagai beban dengan metode garis lurus selama masa sewa.

Modifikasi sewa

Perusahaan mencatat modifikasi sewa sebagai sewa terpisah jika:

- modifikasi meningkatkan ruang lingkup sewa dengan menambahkan hak untuk menggunakan satu aset pendasar atau lebih; dan
- imbalan sewa meningkat sebesar jumlah yang setara dengan harga tersendiri untuk peningkatan dalam ruang lingkup dan penyesuaian yang tepat pada harga tersendiri tersebut untuk merefleksikan kondisi kontrak tertentu.

Untuk modifikasi sewa yang tidak dicatat sebagai sewa terpisah, pada tanggal efektif modifikasi sewa, Perusahaan:

- mengukur kembali dan mengalokasikan imbalan kontrak modifikasian;
- menentukan masa sewa dari sewa modifikasian;
- mengukur kembali liabilitas sewa dengan mendiskontokan pembayaran sewa revisian menggunakan tingkat diskonto revisian berdasarkan sisa umur sewa dan sisa pembayaran sewa dengan melakukan penyesuaian terhadap aset hak-guna. Tingkat diskonto revisian ditentukan sebagai suku bunga pinjaman inkremental penyewa pada tanggal efektif modifikasi;
- menurunkan jumlah tercatat aset hak-guna untuk merefleksikan penghentian parsial atau penuh sewa untuk modifikasi sewa yang menurunkan ruang lingkup sewa. Perusahaan mengakui dalam laba rugi setiap laba rugi yang terkait dengan penghentian parsial atau penuh sewa tersebut.

Each lease payment is allocated between the liability and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

The Company presents right-of-use assets and lease liabilities as separate line items in the statement of financial position.

Short-term leases and leases of low-value assets

The Company has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Lease modifications

The Company account for a lease modification as a separate lease if both:

- *modification increases the scope of the lease by adding the right to use one or more underlying assets; and*
- *the consideration for the lease increases by an amount commensurate with the stand-alone price for the increase in scope and any appropriate adjustments to that stand-alone price to reflect the circumstances of the particular contract.*

For a lease modification that is not accounted for as separate leases, at the effective date of the lease modification, the Company:

- *remeasure and allocate the consideration in the modified contract;*
- *determine the lease term of the modified lease;*
- *remeasure the lease liability by discounting the revised lease payments using a revised discount rate on the basis of the remaining lease term and the remaining lease payment with a corresponding adjustment to the right-of-use assets. The revised discount rate is determined as the Company's incremental borrowing rate at the effective date of the modification;*
- *decrease the carrying amount of the right-of-use asset to reflect the partial or full termination of the lease for lease modifications that decrease the scope of the lease. The Company recognised in profit or loss any gain or loss relating to the partial or full termination of the lease; and*

- membuat penyesuaian terkait dengan aset hak-guna untuk seluruh modifikasi sewa lainnya.

- *make a corresponding adjustment to the right-of-use asset for all other lease modifications.*

3. Penggunaan Pertimbangan, Estimasi, dan Asumsi

3. Management's Use of Judgments, Estimates and Manajemen Assumptions

a. Pertimbangan

Penyusunan laporan keuangan sesuai dengan Standar Akuntansi Keuangan di Indonesia mewajibkan manajemen untuk membuat pertimbangan, estimasi dan asumsi yang mempengaruhi jumlah - jumlah yang dilaporkan dalam laporan keuangan. Sehubungan dengan adanya ketidakpastian yang melekat dalam membuat estimasi, hasil sebenarnya yang dilaporkan di masa mendatang dapat berbeda dengan jumlah estimasi yang dibuat.

Pertimbangan berikut ini dibuat oleh manajemen dalam rangka penerapan kebijakan akuntansi yang memiliki pengaruh paling signifikan atas jumlah yang diakui dalam laporan keuangan:

i. Penentuan mata uang fungsional
Mata uang fungsional Perusahaan adalah mata uang dari lingkungan ekonomi utama di mana entitas tersebut beroperasi. Mata uang tersebut adalah mata uang yang mempengaruhi pendapatan dan biaya dari masing-masing entitas. Penentuan mata uang fungsional bisa membutuhkan pertimbangan karena berbagai kompleksitas, antara lain, suatu entitas dapat bertransaksi dalam lebih dari satu mata uang dalam aktivitas usahanya sehari-hari.

ii. Klasifikasi aset dan liabilitas keuangan

Perusahaan menetapkan klasifikasi atas aset dan liabilitas tertentu sebagai aset keuangan dan liabilitas keuangan dengan mempertimbangkan apakah definisi yang ditetapkan PSAK No. 55 dipenuhi. Dengan demikian, aset keuangan dan liabilitas keuangan diakui sesuai dengan kebijakan akuntansi seperti diungkapkan pada Catatan 19.

iii. Penyisihan penurunan nilai piutang

Perusahaan mengevaluasi kerugian penurunan nilai piutang berdasarkan identifikasi akun tertentu apakah terdapat bukti objektif bahwa pelanggan yang bersangkutan tidak dapat memenuhi kewajiban keuangannya.

a. Judgements

The preparation of the financial statements, in conformity with Indonesian Financial Accounting Standards requires management to make judgments, estimations and assumptions that affect amounts reported therein. Due to inherent uncertainty in making estimates, actual results reported in future periods may differ from those estimates.

The following judgments are made by management in the process of applying the Company's accounting policies that have the most significant effects on the amounts recognized in the financial statements:

i. Determination of functional currency
The functional currency of the Company is the currency from the primary economic environment where such entity operates. Those currencies are the currencies that influence the revenues and costs of each respective entity. The determination of functional currency may require judgment due to various *complexity, among others, the entity may transact in more than one currency in its daily business activities.*

ii. Financial assets and liabilities classifications
The Company determines the classifications of certain assets and liabilities as financial assets and financial liabilities by judging if they meet the definition set forth in PSAK No. 55. Accordingly*, the financial assets and financial liabilities are accounted for in accordance with the Company's accounting policies disclosed in Note 19.*

iii. Allowance for impairment losses of receivables
The Company evaluates impairment losses of receivables based on specific account identification whether there is objective evidence *that certain customers are unable to meet their financial obligations.*

Dalam hal tersebut, Perusahaan mempertimbangkan, berdasarkan fakta dan situasi yang tersedia, termasuk namun tidak terbatas pada, jangka waktu hubungan dengan pelanggan dan status kredit dari pelanggan berdasarkan catatan kredit dari pihak ketiga dan faktor pasar yang telah diketahui, untuk mencatat cadangan spesifik atas piutang pelanggan guna mengurangi piutang yang diharapkan dapat diterima oleh Perusahaan. Provisi spesifik ini dievaluasi kembali dan disesuaikan jika tambahan informasi yang diterima mempengaruhi penyisihan penurunan nilai piutang usaha. Tambahan cadangan penurunan nilai piutang usaha diakui selama tahun berjalan. Penjelasan lebih lanjut diungkapkan dalam Catatan 5.

In these cases, the Company uses judgment, based on the best available facts and circumstances, including but not limited to, the length of its relationship with the customer and the customer's current credit status based on third party credit reports and known market factors, to record specific allowances for customers against amounts due to reduce the receivable amounts that the Company expects to collect. These specific provisions are re-evaluated and adjusted as additional information received affects the amounts of allowance for impairment of trade receivables. Additional provisions for impairment losses of trade receivables were recognized during the year. Further details are presented in Note 5.

b. Estimasi dan Asumsi

Asumsi utama masa depan dan sumber utama estimasi ketidakpastian lain pada akhir periode pelaporan yang memiliki risiko signifikan bagi penyesuaian yang material terhadap nilai tercatat aset dan liabilitas untuk periode berikutnya, diungkapkan di bawah ini. Perusahaan mendasarkan asumsi dan estimasi pada parameter yang tersedia pada saat laporan keuangan disusun. Asumsi dan situasi mengenai perkembangan masa depan mungkin berubah akibat perubahan pasar atau situasi diluar kendali. Perubahan tersebut dicerminkan dalam asumsi terkait pada saat terjadinya.

i. Penurunan nilai aset keuangan
Perusahaan menerapkan pendekatan yang disederhanakan untuk mengukur Kerugian Kredit Ekspektasian ("KKE") yang menggunakan cadangan KKE seumur hidup berdasarkan basis forward looking untuk seluruh saldo piutang usaha.

ii. Pajak penghasilan
Pertimbangan signifikan dilakukan dalam menentukan provisi atas pajak penghasilan badan. Terdapat transaksi dan perhitungan tertentu yang penentuan pajak akhirnya adalah tidak pasti sepanjang kegiatan usaha normal. Perusahaan mengakui liabilitas atas pajak penghasilan badan berdasarkan estimasi apakah akan terdapat tambahan pajak penghasilan badan.

b. Estimates and Assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial period are disclosed below. The Company based its assumptions and estimates on parameters available when the financial statements were prepared. Existing circumstances and assumptions about future developments, may change due to market changes or circumstances arising beyond the control of the Company. Such changes are reflected in the assumptions as they occur.

i. Impairment of financial assets
The Company applies the "simplified approach" to measure Expected Credit Loss ("ECL") which uses a lifetime expected loss allowance on a forward looking basis for all trade receivables.

ii. Income tax
Significant judgment is involved in determining the provision for corporate income tax. There are certain transactions and computation for which the ultimate tax determination is uncertain during the ordinary course of business. The Company recognizes liabilities for expected corporate income tax issues based on estimates of whether additional corporate income tax will be due.

Penghasilan usaha Perusahaan ada yang dikenakan pajak penghasilan final. Perusahaan mengestimasi bagian final atas biaya umum yang tidak dapat dipastikan antara bagian pajak penghasilan final dan tidak final dengan alokasi secara proporsional berdasarkan penghasilan yang dikenakan pajak penghasilan final terhadap penghasilan bruto. Sesuai dengan Peraturan Pemerintah No.94/2010.

Certain revenues of the company are subject to final income tax. The company estimates final portion of general expenses that cannot be separated between final and non final income tax portion. Using allocation based on proportion of revenue object to final income tax and gross revenue, as regulated in the Government Regulation no. 94/2010.

4. Bank / *4. Cash in Banks*

	2023 Rp	2022 Rp	
Kas di bank	158,740	145,559	*Cash in banks*
Jumlah	**158,740**	**145,559**	***Total***

Kas Yang Dibatasi Penggunaannya
Kas yang dibatasi penggunaannya merupakan *security deposits* sebagai jaminan kontrak sewa Gedung Oil Centre no. SPSM-004/S03000/2023-S0 tertanggal 3 Mei 2023 dan SPSM-008/S03000/2023-S0 tertanggal 9 November 2023.

Restricted Cash
Restricted cash is a security deposits as collateral of Building Rent of Oil Centre no. SPSM-004/S03000/2023-S0 dated May 3, 2023 and SPSM-008/S03000/2023-S0 dated November 9, 2023.

5. Piutang Usaha / *5. Trade Receivables*

	2023 Rp	2022 Rp	
Pihak berelasi (Catatan 18)	285,567	231,996	*Related parties (Note 18)*
Pihak ketiga	1,140	913	*Third parties*
Jumlah	**286,707**	**232,909**	***Total***
Dikurangi penyisihan atas penurunan nilai	(23,018)	(20,789)	*Less provision for impairment*
Bersih	**263,689**	**212,120**	***Net***

Piutang usaha berdasarkan umur adalah sebagai berikut:

The aging of trade receivables were as follows:

	2023 Rp	2022 Rp	
Belum jatuh tempo	241,394	172,637	*Not due*
Lewat jatuh tempo:			*Overdue:*
1 - 90 hari	12,941	26,203	*1 - 90 days*
90 - 180 hari	3,098	6,421	*60 - 180 days*
180 - 360 hari	3,536	2,936	*180 - 360 days*
Lebih dari 360 hari	25,738	24,712	*Over 360 days*
Jumlah	**286,707**	**232,909**	***Total***
Dikurangi penyisihan atas penurunan nilai	(23,018)	(20,789)	*Less provision for impairment*
Bersih	**263,689**	**212,120**	***Net***

Mutasi provisi penurunan nilai piutang usaha Perusahaan adalah sebagai berikut:

Movement in the Company's provision for impairment of trade receivables is as follows:

	2023 Rp	2022 Rp	
Saldo awal	20,789	569	*Beginning balance*
Penambahan	3,394	20,220	*Addition*
Pemulihan	(1,164)	--	*Addition*
Jumlah	**23,018**	**20,789**	***Total***

Perusahaan menerapkan cadangan kerugian ekspektasian seumur hidup untuk seluruh piutang usaha. Untuk mengukur kerugian kredit ekspektasian, piutang usaha telah dikelompokkan berdasarkan karakteristik risiko kredit dan waktu jatuh tempo yang serupa.

The Company applies the lifetime expected loss provision for all trade receivables. To measure the ECL, trade receivables have been grouped based on similar credit risk characteristics and the days past due.

Manajemen berkeyakinan bahwa provisi atas penurunan nilai piutang tersebut cukup untuk menutupi kerugian dari tidak tertagihnya piutang usaha.

Management believes that the provision for impairment of receivables is adequate to cover loss on uncollectible trade receivables.

6. Piutang Usaha Belum Difakturkan / *6. Unbilled Receivables*

	2023 Rp	2022 Rp	
Pihak berelasi (Catatan 18)	683,747	500,311	*Related parties (Note 18)*
Pihak ketiga	15,227	763	*Third parties*
Jumlah	**698,974**	**501,074**	***Total***
Dikurangi penyisihan atas penurunan nilai	(1,003)	(500)	*Less provision for impairment*
Bersih	**697,971**	**500,574**	***Net***

Mutasi saldo provisi penurunan nilai piutang usaha belum difakturkan adalah sebagai berikut:

The movements in the provision for impairment of unbilled receivables are as follows:

	2023 Rp	2022 Rp	
Saldo awal	500	247	*Beginning balance*
Penambahan	503	253	*Addition*
Jumlah	**1,003**	**500**	***Total***

7. Beban Dibayar Dimuka dan Uang Muka / *7. Prepayments and Advances*

	2023 Rp	2022 Rp	
Uang muka operasional	3,940	6,774	*Operational advances*
Beban dibayar dimuka	1,613	2,295	*Prepayments*
Jumlah	**5,553**	**9,069**	***Total***

Beban dibayar dimuka merupakan asuransi kesehatan yang dibayarkan untuk pekerja, direksi dan komisaris.

Prepayment are consist of health insurance for employees, directors and commissioners.

Uang muka operasional merupakan uang muka kerja untuk operasional Perusahaan.

Operational advances is advances for Company's operation.

8. Perpajakan / *8. Taxation*

a. Pajak dibayar dimuka / *a. Prepaid taxes*

	2023 Rp	2022 Rp	
PPh pasal 21	--	210	*PPh article 21*
Pajak pertambahan nilai ("PPN")	58,307	23,286	*Value-added tax ("VAT")*
Jumlah	**58,307**	**23,496**	***Total***

b. Utang pajak / *b. Taxes payables*

	2023 Rp	2022 Rp	
Pajak penghasilan badan	197	229	*Corporate income tax*
Pajak lain-lain:			*Other taxes:*
- Pasal 25	196	187	*Article 25 -*
- Pasal 21	5,180	5,372	*Article 21 -*
- Pasal 23	2,363	1,365	*Article 23 -*
- Pasal 4 (2)	925	951	*Article 4 (2) -*
Jumlah	**8,861**	**8,104**	***Total***

c. Beban pajak penghasilan / *c. Income tax expenses*

	2023 Rp	2022 Rp	
Kini	46,321	30,233	*Current*
Tangguhan	(2,553)	(6,169)	*Deferred*
Jumlah	**43,768**	**24,064**	***Total***

Perhitungan pajak penghasilan kini dilakukan berdasarkan estimasi penghasilan kena pajak. Nilai tersebut mungkin disesuaikan ketika SPT Tahunan disampaikan ke Direktorat Jenderal Pajak ("DJP").

Current income tax computations are based on estimated taxable income. The amounts may be adjusted when annual tax returns are filed with the Directorate General of Tax ("DGT").

d. Beban/(manfaat) pajak penghasilan

Rekonsiliasi antara laba sebelum pajak penghasilan Perusahaan dengan estimasi penghasilan kena pajak Perusahaan sebagai berikut:

d. Income tax expenses/(benefit)

The reconciliation between the Company's profit before income tax and the estimated taxable income of the Company were as follows:

	2023 Rp	2022 Rp	
Laba sebelum pajak penghasilan	160,416	105,925	*Profit before income tax*
Liabilitas imbalan pascakerja	3,457	3,970	*Post-employment benefit obligations*
Penyisihan atas penurunan nilai piutang usaha	3,897	20,473	*Provision for impairment of trade receivables*
Penyusutan atas aset hak guna	3,729	2,350	*Depreciation of right of use assets*
Beban bunga sewa	543	161	*Interest expense on capital lease*
Beban yang tidak dapat dikurangkan untuk keperluan pajak	46,647	5,484	*Non-deductible expenses*
Pendapatan yang dikenakan pajak final	(8,138)	(939)	*Income subject to final tax*
Laba kena pajak	**210,551**	**137,424**	*Taxable income*
Beban pajak kini	46,321	30,233	*Current tax expenses*

	2023 Rp	2022 Rp	
Dikurangi pajak dibayar dimuka:			*Less prepaid taxes:*
- Pasal 23	43,802	27,880	*Article 23 -*
- Pasal 25	2,324	2,123	*Article 25 -*
	46,126	**30,003**	
Kurang bayar pajak penghasilan badan	**196**	**229**	***Underpayment of corporate income tax***

Rekonsiliasi antara beban pajak penghasilan Perusahaan dengan jumlah teoritis beban pajak penghasilan yang dihitung berdasarkan laba sebelum pajak penghasilan Perusahaan sebagai berikut:

The reconciliation between the Company's income tax expense and the theoretical tax amount on the Company's profit before income tax were as follows:

	2023 Rp	2022 Rp	
Laba sebelum beban pajak penghasilan	160,416	105,925	*Profit before income tax*
Beban pajak dihitung dengan tarif pajak yang berlaku sebesar 22%	35,292	23,304	*Tax expense calculated at prevailing rate of 22%*
Beban yang tidak dapat dikurangkan untuk keperluan pajak	10,267	967	*Non-deductible expenses*
Pendapatan yang dikenakan pajak final	(1,790)	(207)	*Income subject to final tax*
Beban pajak penghasilan	**43,768**	**24,064**	*Income tax expense*

e. Aset pajak tangguhan

e. Deffered tax assets

	2023				
	Saldo awal/ *Beginning Balance*	Dikreditkan pada laba rugi/ *Credited to profit or loss*	Dikreditkan pada laba rugi komprehensif lainnya/ Credited to *other comprehensive income*	Saldo akhir/ *Ending balance*	
Penyisihan atas penurunan nilai piutang usaha	4,683	857	--	5,541	*Provision for impairment of trade receivable*
Liabilitas sewa	553	940	--	1,493	*Lease liabilities*
Liabilitas imbalan pascakerja	4,963	756	5	5,724	*Post-employment benefit obligations*
Jumlah aset pajak tangguhan	**10,199**	**2,553**	**5**	**12,757**	***Total deferred tax assets***

	2022				
	Saldo awal/ *Beginning Balance*	Dikreditkan pada laba rugi/ *Credited to profit or loss*	Dikreditkan pada laba rugi komprehensif lainnya/ Credited to *other comprehensive income*	Saldo akhir/ *Ending balance*	
Penyisihan atas penurunan nilai piutang usaha	179	4,504	--	4,683	*Provision for impairment of trade receivable*
Liabilitas sewa	1	552	--	553	*Lease liabilities*
Liabilitas imbalan pascakerja	4,089	1,113	(239)	4,963	*Post-employment benefit obligations*
Jumlah aset pajak tangguhan	**4,269**	**6,169**	**(239)**	**10,199**	***Total deferred tax assets***

f. Surat ketetapan pajak

Berdasarkan Keputusan pengadilan pajak No. PUT-000985-990.10/2022/PP/MXIIB Tahun 2023 tanggal 5 April 2023 dengan Keputusan mengabulkan semua banding Perusahaan atas PPh 21 di Palembang.

f. Tax assessment letter

Based on tax court decision No. PUT-000985-990.10/2022/PP/MXIIB 2023, April 5, 2023 with decision to grant all Company's appeals on PPh 21 in Palembang.

g. Administrasi pajak di Indonesia

Undang-Undang perpajakan yang berlaku di Indonesia mengatur bahwa masing-masing entitas dalam Perusahaan menghitung dan membayar sendiri besarnya jumlah pajak yang terutang secara individu. Berdasarkan peraturan perundang-undangan yang berlaku, Direktorat Jenderal Pajak dapat menetapkan atau mengubah jumlah pajak terutang dalam jangka waktu lima tahun sejak saat terutangnya pajak.

g. Tas administration in Indonesia

The taxation laws of Indonesia require that each company in the Company calculates and pays individual tax on the basis of self-assessment. Under the prevailing regulations, the Directorate General of Tax may assess or amend taxes within five years of the time the tax becomes due.

9. Utang Usaha / *9. Trade Payables*

	2023 Rp	2022 Rp	
Pihak berelasi (Catatan 18)	30,721	20,930	*Related parties (Note 18)*
Pihak ketiga	135,676	120,345	*Third parties*
Jumlah	**166,397**	**141,275**	***Total***

10. Beban Akrual / *10. Accrued Expenses*

	2023 Rp	2022 Rp	
Biaya operasional	469,705	311,566	*Operational expenses*
Gaji, bonus dan insentif karyawan	46,679	31,415	*Salaries bonuses and incentive*
Jumlah	**516,384**	**342,981**	***Total***

11. Kewajiban Imbalan Kerja / *11. Post-Empolyment Benefit Obligations*

Perusahaan memberikan imbalan pensiun kepada semua karyawan tetapnya. Imbalan yang diberikan adalah imbalan pasti yang berkaitan dengan penghargaan masa kerja yang tergantung pada lamanya masa kerja.

The Company provides post-employment benefits to all its permanent employees. Benefits provided are defined benefits related to long-service appreciation.

Perhitungan imbalan pascakerja tahun 2023 dan 2022 dihitung oleh aktuaris independen Kantor Konsultan Aktuaria Steven & Mourits dengan laporannya masing-masing pada tanggal 16 Januari 2024 dan 14 Februari 2023.

The calculation of post-employment benefits for 2023 and 2022 were calculated by an independent actuary, Steven & Mourits with reports dated on January 16, 2024 and February 14, 2023.

a. Saldo liabilitas imbalan pascakerja yang diakui di laporan posisi keuangan adalah sebagai berikut:

a. The amounts of post-employment benefit obligations recognised in the statement of financial position are determined as follows:

	2023 Rp	2022 Rp	
Nilai kini kewajiban imbalan pasti	(21,786)	(17,485)	*Present value of defined benefit obligation*
Nilai Wajar Aset Program	18,890	16,560	*Fair value of plan assets*
(Defisit) / surplus	**(2,896)**	**(925)**	***(Deficit) / Surplus***
Dampak batas atas aset	(2,950)	(2,397)	*Effect of asset ceiling*
(Liabilitas) neto	**(5,846)**	**(3,322)**	***Net (liability) / asset***

b. Mutasi kewajiban imbalan pasti selama tahun berjalan adalah sebagai berikut:

b. The movement of post-employment benefits of obligation over the year is as follows:

	2023 Rp	2022 Rp	
Pada awal tahun	3,322	18,586	*At beginning of the year*
Biaya jasa kini	1,880	2,167	*Current service cost*
Kerugian penyelesaian	491	790	*Loss from settlement*
Biaya bunga	1,140	1,023	*Interest expense*
Pendapatan bunga aset program	(707)	(214)	*Interest income on plant assets*
Beban (manfaat) pasti yang ditransfer dari entitas induk	653	(1,136)	*Defined expenses (benefit) transferred from parent entity*
Perubahan metode atribusi	--	(842)	*Changes in attribution method*
Imbalan yang dibayarkan	(665)	(1,444)	*Benefits paid*
Iuran program oleh perusahaan	(2,493)	(16,706)	*Company's contribution*
Pengukuran kembali:			*Remeasurements:*
Kerugian (keuntungan) yang timbul dari perubahan asumsi keuangan	293	(1,718)	*Losses (gains) from change in financial assumptions*
(Keuntungan) kerugian dari penyesuaian pengalaman	(329)	419	*(Gain) loss from experience adjustments*
Perubahan dampak batas atas aset	2,262	2,397	*Changes in effect of asset ceiling*
Saldo akhir tahun	**5,846**	**3,322**	***At the end of the year***

c. Beban manfaat karyawan yang diakui dalam laporan laba rugi adalah sebagai berikut:

c. Employee benefits expense recognised in the profit or loss were as follows:

	2023 Rp	2022 Rp	
Biaya jasa kini	1,880	2,167	*Current service cost*
Kerugian (Keuntungan) Penyelesaian	491	790	*(Gain) Loss from settlement*
Biaya bunga	1,140	1,023	*Interest cost*
Perubahan metode atribusi	--	(842)	*Changes in attribution method*
Pendapatan bunga aset program	(707)	(214)	*Interst income on plant aset*
Beban manfaat pasti yang ditransfer dari entitas induk	653	1,047	*Defined benefit expenses transferred from parent entity*
Jumlah	**3,457**	**3,970**	***Total***

d. Asumsi utama yang digunakan pada tahun 2023 dan 2022 adalah sebagai berikut:

d. The principal assumptions used in 2023 and 2022 were as follows:

	2023	2022	
Tingkat diskonto:			*Discount rate:*
Karyawan Holding	6.65%	7.18%	*Holding employees*
Karyawan Aviasi	6.52%	6.93%	*Aviation employees*
Karyawan Security	6.46%	6.53%	*Security employees*
Tingkat kenaikan gaji per tahun:			*Annual salary increase:*
Karyawan Holding	6.00%	6.00%	*Holding employees*
Karyawan Aviasi	6.00%	6.00%	*Aviation employees*
Karyawan Security	6.00%	6.00%	*Security employees*
Tingkat mortalita	TMI IV - 2019	TMI IV - 2019	*Mortality rate*
Usia pensiun normal	56	56	*Normal retirement age*
Tingkat cacat			*Disability rate*
Karyawan Holding	5% dari TMI IV- 2019		*Holding employees*
Tingkat cacat			*Disability rate*
Karyawan Aviasi dan Security	5% dari TMI III- 2019		*Aviation and security employees*

e. Sensitivitas dari kewajiban imbalan pasti terhadap perubahan asumsi utama adalah sebagai berikut:

e. The sensitivity of the defined benefit obligation to changes in the weighted principal assumptions were as follows:

		Dampak terhadap liabilitas imbalan pasca kerja/ *Impact on post-employment benefits obligations*		
	Perubahan asumsi/ *Change in Assumptions*	Kenaikan asumsi/ *Increase in assumptions*	Penurunan asumsi/ *Decrease in assumptions*	
Tingkat diskonto	1%	17,751	19,807	*Discount rate*
Tingkat kenaikan gaji	1%	19,803	17,737	*Salary growth*

Analisis sensitivitas didasarkan pada perubahan atas satu asumsi aktuarial dimana asumsi lainnya dianggap konstan. Dalam praktiknya, hal ini jarang terjadi dan perubahan beberapa asumsi mungkin saling berkorelasi. Dalam perhitungan sensitivitas kewajiban imbalan pasti atas asumsi utama dari aktuaris, metode yang sama (perhitungan nilai kini kewajiban imbalan pasti dengan menggunakan metode *projected unit credit* di akhir periode) telah diterapkan seperti dalam penghitungan kewajiban pensiun yang diakui dalam laporan posisi keuangan.

The sensitivity analysis is based on a change in an assumption while holding all other assumptions constant. In practice, this is unlikely to occur and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions the same method (present value of the defined benefit obligation calculated with the projected unit credit method at the end of the reporting period) has been applied as when calculating the pension liability recognised within the statement of financial position.

f. Analisis jatuh tempo yang diharapkan dari manfaat pensiun yang tidak terdiskonto pada tanggal 31 Desember 2023 adalah sebagai berikut:

f. Expected maturity analysis of undiscounted pension benefits as at December 31, 2023 were as follows:

	Kurang dari 1 tahun/ *Less than a year*	1 sampai 2 tahun/ *Between 1-2 years*	2 sampai 5 tahun/ *Between 2 - 5 years*	Lebih dari 5 tahun/ *Over 5 years*	Jumlah/ *Total*	
Imbalan pensiun	2,770	3,855	7,407	73,456	87,488	*Pension benefits*

Di dalam melakukan pembayaran manfaat pensiun dalam UU Ketenagakerjaan No. 13 Tahun 2003, Perusahaan memperhitungkan manfaat pensiun yang diberikan melalui program asuransi dari PT Asuransi Jiwa Tugu Mandiri, berdasarkan Perjanjian Kerjasama tentang Pengelolaan Program Asuransi Saving Plan Nomor P-0204/AJTM/DIR/1213.

In fulfilling the pension benefit payment under the Labor Law No. 13 Year 2003, the Company considered the pension benefits provided through an insurance program with PT Asuransi Jiwa Tugu Mandiri, which is based on Insurance Savings Plan Management Agreement No. P-0204/AJTM/DIR/1213.

Pada tahun 2022, program asuransi diatas telah dialihkan menjadi Dana Pensiun Lembaga Keuangan (DPLK) yang dikelola oleh DPLK Tugu Mandiri.

On 2022, the insurance program has been transferred into Financial Institution of Pension Fund (DPLK) which is managed by DPLK Tugu Mandiri.

Nilai aset program di tahun 2023 sebesar Rp18.889 (2022: Rp16.559), sedangkan nilai liabilitas imbalan pascakerja di tahun 2023 sebesar Rp5.846 (2022: Rp3.322) sesuai dengan perhitungan aktuaris.

The value of the asset program in 2023 amounted to Rp18,889 (2022: Rp16,559), while the value of post employment benefit obligations in 2023 amounted to Rp5,846 (2022: Rp3,322) as computed by the actuary.

12. Modal Saham / *12. Share Capital*

Modal saham Perusahaan pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

The Company's share capital as at December 31, 2023 and 2022 were as follows:

Pemegang saham/ *Shareholders*	ditempatkan dan disetor/ *Total issued and paid-up shares*	Jumlah lembar Persentase kepemilikan/ *Percentage of ownership %*	Modal ditempatkan dan disetor penuh/ *Issued and fully paid-up capital*	
PT Pertamina (Persero)	27.300	91%	2.730	*PT Pertamina (Persero)*
PT Pertamina Pedeve Indonesia	2.700	9%	270	*PT Pertamina Pedeve Indonesia*
Jumlah	**30.000**	**100%**	**3.000**	***Total***

13. Modal Donasi / *13. Donated Capital*

Modal donasi merupakan saldo hibah berupa aset tetap dari Yayasan Patra Cendekia, dan telah diaktakan dalam Akta No. 9 tertanggal 14 Maret 2002 dari Notaris Drs. Andy Alhadis Agus, S.H., Modal Donasi tersebut berupa kendaraan dan peralatan kantor dengan nilai wajar sebesar Rp204. Nilai aset tetap yang dihibahkan tersebut didasarkan atas penilaian yang dilakukan oleh Penilai Independen.

Donated capital represents grants received by the Company from Patra Scholar Foundation in the form of fixed assets, as based on Notarial Deed No. 9 of Notary Drs. Alhadis Andy Agus, S.H., dated March 14, 2002. The donated capital consists of vehicles and office equipment and were recognised at their fair values amounting to Rp204. The fair value of the fixed assets was determined by an Independent Valuator.

14. Saldo Laba Yang Dicadangkan / *14. Approproated Retained Earnings*

Amandemen Undang-Undang Perseroan Terbatas Republik Indonesia No. 40/2007 yang diterbitkan pada bulan Agustus 2007 mengharuskan pembentukan cadangan wajib dari laba ditahan sejumlah minimal 20% dari jumlah modal yang ditempatkan dan disetor.

Pada 31 Desember 2023 and 2022, Perusahaan telah melakukan pencadangan saldo laba sebagai cadangan wajib sejumlah Rp14.736.

An amendment to the Limited Liability Company Law of the Republic of Indonesia No. 40/2007, issued in August 2007 requires the establishment of a statutory reserve for retained earnings amounting to at least 20% of a company's issued and paid up capital.

At December 31, 2023 and 2022, the Company had set up appropriated retained earnings amounting to Rp14,736.

15. Pendapatan / *15. Revenue*

	2023 Rp	2022 Rp	
Pendapatan pelatihan			*Training revenue*
Pihak berelasi	152,523	57,994	*Related parties*
Pihak ketiga	309	1,720	*Third parties*
	152,832	**59,714**	

	2023 Rp	2022 Rp	
Pendapatan konsultasi			*Consulting revenue*
Pihak berelasi	224,777	150,628	*Related parties*
Pihak ketiga	235	287	*Third parties*
	225,012	**150,915**	
Pendapatan pengelola alih daya			*Manpower supply revenue*
Pihak berelasi	1,591,693	1,288,977	*Related parties*
Pihak ketiga	--	683	*Third parties*
	1,591,693	**1,289,660**	
Pendapatan penyelenggara acara			*Event organiser revenue*
Pihak berelasi	1,268,356	848,853	*Related parties*
Pihak ketiga	16,677	17,253	*Third parties*
	1,285,033	**866,106**	
Pendapatan keamanan			*Security revenue*
Pihak berelasi	1,044,970	917,459	*Related parties*
Pihak ketiga	2,166	2,709	*Third parties*
	1,047,136	**920,168**	
Pendapatan pusat penilaian			*Assessment center revenue*
Pihak berelasi	11,048	7,241	*Related parties*
Pihak ketiga	667	484	*Third parties*
	11,715	**7,725**	
Pendapatan IT			*IT revenue*
Pihak berelasi	7,718	--	*Related parties*
	7,718	--	
Jumlah pihak berelasi (Catatan 18)	4,301,085	3,271,152	*Total related parties (Note 18)*
Jumlah pihak ketiga	20,054	23,136	*Total third parties*
Jumlah	**4,321,139**	**3,294,289**	***Total***

16. Beban Pokok Pendapatan / *16. Cost Of Revenue*

	2023 Rp	2022 Rp	
Gaji operasional	2,308,630	1,935,498	*Operation salaries*
Perlengkapan operasional	565,028	466,094	*Operational equipments*
Honorarium	560,601	344,214	*Honorarium*
Fasilitas operasi	261,455	129,053	*Operation facilities*
Perjalanan dinas	142,594	74,249	*Duty trips*
Akomodasi	132,883	90,778	*Accommodations*
Transportasi operasi	9,542	4,839	*Operation transportations*
Imbalan pascakerja	--	1,150	*Post-employment benefits*
Lain-lain (masing-masing dibawah Rp1.000)	1,027	865	*Others (each below Rp1,000)*
Jumlah	**3,981,760**	**3,046,740**	***Total***

17. Beban Umum dan Administrasi / *17. General and Administrative Expenses*

	2023 Rp	2022 Rp	
Gaji	104,382	83,119	*Salaries*
Jasa profesional	30,216	5,404	*Professional services*
Administrasi kantor	24,670	18,319	*Office administratives*
Sewa gedung	8,318	6,858	*Building rental*
Transportasi	5,212	2,329	*Transportation*
Penyusutan aset tetap	3,710	157	*Depreciation of fixed assets*
Imbalan pascakerja	2,695	2,820	*Post-employment benefits*
Penyusutan aset-hak-guna	19	2,193	*Depreciation of right-of-use assets*
Lain-lain (masing-masing dibawah Rp1.000)	3,242	324	*Others (each below Rp1,000)*
Jumlah	**182,464**	**121,523**	***Total***

18. Sifat dan Saldo Dan Transaksi Pihak Berelasi / *18. Nature of Relationship and Transactions and Balances with Related Parties*

a. Hubungan dengan pihak berelasi / *a. Relationship with related parties*

Sifat dari hubungan dengan pihak berelasi adalah sebagai berikut:

The nature of relationships with the related parties are as follows:

Pihak-pihak/ ***Parties***	**Sifat pihak relasi/** ***Nature of relationship***	**Sifat transaksi/** ***Nature of transaction***
PT Pertamina (Persero)	Pemegang saham/ *Shareholders*	Pendapatan, piutang usaha, piutang usaha belum difakturkan, utang usaha, pembayaran dividen dan modal saham */Revenue, trade receivables unbilled receivables, trade payables, dividend payment and share capital*
PT Pertamina Pedeve Indonesia	Pemegang saham/ *Shareholders*	Pembayaran dividen dan modal saham/*Dividend payment and share capital*
PT Pertamina Gas Negara dan entitas anak/ *and subsidiaries*	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Pertamina Patra Niaga Dan entitas anak/ *and subsidiaries*	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Pertamina Lubricants	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Pertamina Geothermal Energy	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Pertamina Drilling Services Indonesia	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Pelita Air Services	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan utang usaha/Revenue, trade receivables *and trade payables*
PT Pertamina Hulu Energi dan entitas anak/*and subsidiaries*	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan piutang usaha belum difakturkan /*Revenue, trade receivables and unbilled receivables*
PT Tugu Pratama Indonesia	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha, piutang usaha belum difakturkan, dan utang usaha/ *Revenue, trade receivables , unbilled receivables, and trade payables*

Pihak-pihak/ ***Parties***	**Sifat pihak relasi/** ***Nature of relationship***	**Sifat transaksi/** ***Nature of transaction***
PT Kilang Pertamina Internasional	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan utang usaha/*Revenue, trade receivables and trade payables*
PT Pertamina EP	Entitas sepengendali/ *Under common control*	Pendapatan dan piutang usaha/*Revenue and trade receivables*
PT Pertamina EP Cepu	Entitas sepengendali/ *Under common control*	Pendapatan/*Revenue*
PT Patra Jasa	Entitas sepengendali/ *Under common control*	Utang usaha/*Trade payables*
PT Pertamina Bina Medika	Entitas sepengendali/ *Under common control*	Utang usaha/*Trade payables*
PT Pertamina International Shipping	Entitas sepengendali/ *Under common control*	Pendapatan dan piutang usaha/*Revenue and trade receivables*
PT Pertamina Hulu Indonesia	Entitas sepengendali/ *Under common control*	Pendapatan dan piutang usaha belum difakturkan/ *Revenue and unbilled receivables*
PT Perta Arun Gas	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan utang usaha/*Revenue, trade receivables and trade payables*
PT Pertamina Kilang Balikpapan	Entitas sepengendali/ *Under common control*	Pendapatan, piutang usaha dan utang usaha/*Revenue, trade receivables and trade payables*
PT Bank Mandiri (Persero) Tbk.	Entitas yang berelasi dengan pemerintah */Government-related entities*	Penempatan kas dan kas di bank pinjaman bank jangka pendek dan biaya keuangan / *Placements of cash on hand and cash in bank, short-term bank loan and finance costs*
PT Bank Negara Indonesia (Persero) Tbk.	Entitas yang berelasi dengan pemerintah */Government-related entities*	Penempatan kas dan kas di bank *Placement of cash on hand and cash in bank*
PT Bank Rakyat Indonesia (Persero) Tbk.	Entitas yang berelasi dengan pemerintah */Government-related entities*	Penempatan kas dan kas di bank *Placement of cash on hand and cash in bank*

b. Transaksi – transaksi pihak berelasi

b. Transactions with related parties

Kas dan setara kas

Cash and cash Equivalents

	2023 **Rp**	**2022** **Rp**	
Kas di bank			*Cash in banks*
Rupiah			*Rupiah*
PT Bank Mandiri (Persero) Tbk	151,978	138,650	*PT Bank Mandiri (Persero) Tbk*
PT Bank Rakyat Indonesia (Persero) Tbk.	5,644	2,360	*PT Bank Rakyat Indonesia (Persero) Tbk.*
PT Bank Negara Indonesia (Persero) Tbk.	527	1,841	*PT Bank Negara Indonesia (Persero) Tbk.*
	158,149	**142,851**	
Dolar AS			*US Dollar*
PT Bank Negara Indonesia (Persero) Tbk.	359	363	*PT Bank Negara Indonesia (Persero) Tbk.*
Jumlah	**158,508**	**143,214**	***Total***
Persentase terhadap jumlah aset	12.99%	15.87%	*As a percentage of total assets*

Piutang usaha / *Trade receivables*

	2023 Rp	2022 Rp	
PT Pertamina Patra Niaga dan entitas anak	130,464	73,053	*PT Pertamina Patra Niaga and subsidiaries*
PT Pertamina Hulu Energi dan entitas anak	40,961	42,716	*PT Pertamina Hulu Energi and subsidiaries*
PT Pertamina Gas Negara dan entitas anak	33,649	11,949	*PT Pertamina Gas Negara and subsidiaries*
PT Kilang Pertamina Internasional	26,161	11,098	*PT Kilang Pertamina Internasional*
PT Pertamina (Persero)	24,225	57,398	*PT Pertamina (Persero)*
PT Pertamina International Shipping dan entitas anak	22,244	16,248	*PT Pertamina International Shipping and subsidiaries*
Lain-lain	7,863	19,533	*Others*
	285,567	**231,995**	
Dikurangi penyisihan atas penurunan nilai	(22,718)	(20,666)	*Less provision for impairment*
Jumlah	**262,849**	**211,329**	***Total***
Persentase terhadap jumlah aset	21.54%	23.42%	***As a percentage of total assets***

Piutang usaha belum difakturkan / *Unbilled Receivables*

	2023 Rp	2022 Rp	
PT Pertamina Patra Niaga dan entitas anak	322,516	214,928	*PT Pertamina Patra Niaga and subsidiaries*
PT Pertamina Hulu Energi dan entitas anak	133,748	63,213	*PT Pertamina Hulu Energi and subsidiaries*
PT Pertamina (Persero)	80,576	93,703	*PT Pertamina (Persero)*
PT Kilang Pertamina Internasional dan entitas anak	59,761	64,588	*PT Kilang Pertamina Internasional and subsidiaries*
PT Pertamina International Shipping dan entitas anak	26,541	--	*PT Pertamina International Shipping and subsidiaries*
PT Pertamina Gas Negara dan entitas anak	22,734	20,304	*PT Pertamina Gas Negara and subsidiaries*
Lain-lain	37,871	43,574	*Others*
Jumlah	**683,747**	**500,310**	***Total***
Dikurangi penyisihan atas penurunan nilai	(968)	(498)	*Less provision for impairment*
Jumlah	**682,778**	**499,812**	***Total***
Persentase terhadap jumlah aset	55.95%	55.39%	*As a percentage of total assets*

Utang usaha / *Trade payables*

	2023 Rp	2022 Rp	
PT Pertamina Bina Medika	15,484	11,964	*PT Pertamina Bina Medika*
PT Pertamina (Persero)	5,576	5,244	*PT Pertamina (Persero)*
PT Pelita Air Service	3,466	1,531	*PT Pelita Air Service*
PT Patra Jasa	3,179	1,714	*PT Patra Jasa*
Lain-lain (masing-masing dibawah Rp3.000)	3,016	477	*Others (each below Rp3,000)*
Jumlah	**30,721**	**20,930**	***Total***
Persentase terhadap jumlah liabilitas	**4.27%**	**4.21%**	***As a percentage of total liabilities***

Pendapatan / ***Revenue***

	2023 Rp	2022 Rp	
PT Pertamina Patra Niaga dan entitas anak	1,905,330	1,451,017	*PT Pertamina Patra Niaga and subsidiaries*
PT Pertamina (Persero)	882,144	636,889	*PT Pertamina (Persero)*
PT Kilang Pertamina Internasional dan entitas anak	538,364	461,741	*PT Kilang Pertamina Internasional and subsidiaries*
PT Pertamina Hulu Energi dan entitas anak	486,730	362,601	*PT Pertamina Hulu Energi and subsidiaries*
PT Perusahaan Gas Negara (Persero) Tbk dan entitas anak	185,115	139,175	*PT Perusahaan Gas Negara (Persero) Tbk and subsidiaries*
PT Pertamina International Shipping dan entitas anak	172,200	116,506	*PT Pertamina International Shipping and subsidiaries*
PT Pertamina Power Indonesia dan entitas anak	76,094	46,948	*PT Pertamina Power Indonesia and subsidiaries*
Lain-lain	55,108	56,275	*Others*
Jumlah	**4,301,085**	**3,271,152**	*Total*
Persentase terhadap jumlah pendapatan	**99.54%**	**99.30%**	***As a percentage of total revenue***

Beban keuangan / ***Finance costs***

	2023 Rp	2022 Rp	
PT Bank Mandiri (Persero) Tbk.	50	71	*PT Bank Mandiri (Persero) Tbk.*
PT Bank Rakyat Indonesia (Persero) Tbk.	11	--	*PT Bank Rakyat Indonesia (Persero) Tbk*
Jumlah	**61**	**71**	***Total***
Persentase terhadap jumlah beban keuangan	**10.09%**	**30.47%**	***As a percentage of total finance costs***

19. Instrumen Keuangan dan Manajemen Risiko Keuangan / *19. Financial Instruments and Financial Risk*

a. Instrumen Keuangan

Tabel di bawah ini menggambarkan nilai tercatat dan nilai wajar dari aset dan liabilitas keuangan yang tercatat pada laporan posisi keuangan:

a. Financial Instrument

The table below shows the carrying values and fair values of the financial assets and financial liabilities recorded in the statements of financial position:

	2023 Rp		
	Nilai Tercatat/ *Carrying Amount*	**Nilai Wajar/ *Fair Value***	
Aset Keuangan			***Financial Assets***
Kas dan bank	158,740	158,740	*Cash and banks*
Piutang usaha	263,690	263,690	*Trade receivables*
Piutang belum difakturkan	697,971	697,971	*Unbilled receivables*
Kas yang dibatasi penggunaannya	2,179	2,179	*Restricted cash*
Jumlah Aset Keuangan	**1,122,580**	**1,122,580**	***Total Financial Assets***
Liabilitas Keuangan			***Financial Liabilities***
Utang usaha	166,397	166,397	*Trade payables*
Beban akrual	516,384	516,384	*Accrued expenses*
Liabilitas sewa	21,291	21,291	*Lease liabilities*
Jumlah Liabilitas Keuangan	**704,072**	**704,072**	***Total Financial Liabilities***

	2022 Rp		
	Nilai Tercatat/ *Carrying Amount*	**Nilai Wajar/ *Fair Value***	
Aset Keuangan			***Financial Assets***
Kas dan bank	145,559	145,559	*Cash and banks*
Piutang usaha	212,120	212,120	*Trade receivables*
Piutang belum difakturkan	500,574	500,574	*Unbilled receivables*
Jumlah Aset Keuangan	**858,253**	**858,253**	***Total Financial Assets***
Liabilitas Keuangan			***Financial Liabilities***
Utang usaha	141,275	141,275	*Trade payables*
Beban akrual	342,981	342,981	*Accrued expenses*
Liabilitas sewa	1,328	1,328	*Lease liabilities*
Jumlah Liabilitas Keuangan	**485,585**	**485,585**	***Total Financial Liabilities***

b. Manajement Risiko Keuangan

Berbagai aktivitas yang dilakukan membuat Perusahaan terekspos terhadap berbagai risiko keuangan: risiko kredit dan risiko likuiditas, dan risiko pasar (termasuk dampak risiko nilai tukar mata uang asing dan risiko tingkat suku bunga). Tujuan dari manajemen risiko Perusahaan adalah untuk mengidentifikasi, mengukur, mengawasi, dan mengelola risiko dasar dalam upaya melindungi kesinambungan bisnis dalam jangka panjang dan meminimalkan dampak yang tidak diharapkan pada kinerja keuangan Perusahaan.

Risiko kredit

Risiko kredit terutama berasal dari kas pada bank, piutang usaha, aset kontrak, dan kas yang dibatasi penggunaannya. Untuk transaksi kas dan bank, Perusahaan telah menempatkan dananya pada bank yang memiliki kualitas kredit yang baik terlihat penempatan dana pada bank berperingkat “Baa3” dari lembaga pemeringkat Moody’s.

Risiko kredit mengacu pada risiko *counterparty* gagal dalam memenuhi kewajiban kontraktualnya yang mengakibatkan kerugian bagi Perusahaan. Pada tanggal 31 Desember 2023, jumlah maksimal eksposur dari risiko kredit adalah Rp1.122.580 (2022: Rp858.253).

Manajemen yakin akan kemampuannya untuk terus mengendalikan dan mempertahankan eksposur yang minimal terhadap risiko kredit mengingat Perusahaan memiliki kebijakan yang jelas dalam pemilihan pelanggan, terdapat perjanjian yang mengikat secara hukum untuk kontrak penjualan, dan secara historis mempunyai tingkat yang rendah untuk

b. Financial Risk

The Company’s activities expose it to a variety of financial risks: credit risk, liquidity risk, and market risk (including the effects of foreign currency exchange rates risk, and interest rate risk). The objectives of the Company’s risk management are to identify, measure, monitor and manage basic risks in order to safeguard the Company’s long-term business continuity and to minimise potential adverse effects on the financial performance of the Company.

Credit risk

Credit risk arises from cash in banks, trade receivables, contract assets, and restricted cash. For cash in bank, the Company has placed its bank balances and restricted cash in banks which have good credit quality as evidenced by placement of funds in banks which are ranked "Baa3" based on Moody’s.

Credit risk refers to the risk that a counterparty will default on its contractual obligation resulting in a loss to the Company. As of December 31, 2023, the total maximum exposure to credit risk was Rp1,122,580 (2022: Rp858,253).

Management is confident in its ability to continue to control and sustain minimal exposure to credit risk given that the Company has clear policies on the selection of customers, where the Company has legally binding agreements for its sales contracts, and historically low levels of bad debts. The Company has also established general policies for new and

piutang usaha yang bermasalah. Kebijakan umum Perusahaan untuk pelanggan yang baru dan pelanggan yang sudah ada adalah sebagai berikut:

- Memilih pelanggan dengan kondisi keuangan yang kuat dan reputasi yang baik.
- Menerima pelanggan baru yang disetujui oleh pihak yang berwenang sesuai dengan kebijakan delegasi kekuasaan Perusahaan.

existing customers that were as follows:

- *Selection of customers with strong financial conditions and good reputations.*
- *Acceptance of new customers is approved by the authorised personnel according to the Company's delegation of authority policy.*

Risiko likuiditas

Untuk mengatur risiko likuiditas, Perusahaan melakukan monitor dan menjaga level kas dan kas di bank yang diperkirakan cukup untuk mendanai kegiatan operasional Perusahaan dan mengurangi pengaruh fluktuasi dalam arus kas. Manajemen juga secara rutin melakukan monitor atas perkiraan arus kas dan arus kas aktual, termasuk profil jatuh tempo pinjaman dan secara terus-menerus menilai kondisi pasar keuangan untuk kesempatan memperoleh dana.

Liquidity risk

To manage its liquidity risk, the Company monitors its level of cash on hand and cash in bank, and maintains these at a level deemed adequate to finance the Company's operational activities and to mitigate the effect of fluctuations in cash flow. The Company's management also regularly monitors projected and actual cash flow, including loan payables and maturity profiles, and continuously assesses the financial markets for opportunities to raise funds.

	31 Desember 2023 / *December 31, 2023*				
	Kurang dari satu tahun/ *Less than one year*	**Lebih dari satu tahun dan kurang dari lima tahun/ *Later than one year and not later than five years***	**Lebih dari lima tahun/ *Later than five years***	**Jumlah/ *Total***	
Liabilitas keuangan					*Financial liabilities*
Utang usaha					*Trade payables*
- Pihak berelasi	30,721	--	--	30,721	*Related parties -*
- Pihak ketiga	135,676	--	--	135,676	*Third parties -*
Beban akrual	516,384	--	--	516,384	*Accrued expenses*
Liabilitas sewa	7,473	13,818		21,291	*Lease liabilities*
Jumlah liabilitas keuangan	**690,254**	**13,818**	**--**	**704,072**	***Total financial liabilities***

	31 Desember 2022 / *December 31, 2022*				
	Kurang dari satu tahun/ *Less than one year*	**Lebih dari satu tahun dan kurang dari lima tahun/ *Later than one year and not later than five years***	**Lebih dari lima tahun/ *Later than five years***	**Jumlah/ *Total***	
Liabilitas keuangan					*Financial liabilities*
Utang usaha					*Trade payables*
- Pihak berelasi	20,930	--	--	20,930	*Related parties -*
- Pihak ketiga	120,345	--	--	120,345	*Third parties -*
Beban akrual	342,981	--	--	342,981	*Accrued expenses*
Liabilitas sewa	1,238	90	--	1,328	*Lease liabilities*
Jumlah liabilitas keuangan	**485,494**	**90**	**--**	**485,584**	***Total financial liabilities***

Estimasi nilai wajar

Nilai wajar adalah suatu jumlah dimana suatu aset dapat dipertukarkan atau suatu liabilitas diselesaikan antara pihak yang memahami dan berkeinginan untuk melakukan transaksi wajar.

Fair value estimation

Fair value is the amount for which an asset could be exchanged or liability settled between knowledgeable and willing parties in an arm's length transaction.

Aset dan liabilitas keuangan lancar Perusahaan diharapkan akan dapat direalisasi atau diselesaikan dalam jangka waktu dekat. Oleh karena itu, nilai tercatatnya mendekati nilai wajarnya.

The Company's current financial assets and liabilities are expected to be realised or settled in the near term. Therefore, their carrying amounts approximate their fair value.

Manajemen berpendapat bahwa nilai tercatat aset dan liabilitas keuangan yang dicatat sebesar biaya perolehan diamortisasi dalam laporan keuangan mendekati nilai wajarnya karena jatuh tempo dalam jangka pendek.

Management considers that the carrying amounts of interest bearing financial assets and financial liabilities recorded at amortised cost in the financial statements approximate their fair values due to the relatively short-term maturity of these financial instruments.

Risiko pasar

Risiko nilai tukar mata uang asing

Perusahaan tidak menanggung risiko signifikan dari nilai tukar mata uang asing atas transaksi dan saldo yang didenominasi dalam mata uang selain Rupiah.

Market risk

Foreign currency exchange rates risk

The Company does not expose to significant foreign currency risk on transactions and balances that are denominated in currencies other than Indonesian Rupiah.

Risiko tingkat suku bunga

Perusahaan tidak terekspos terhadap risiko suku bunga karena tidak ada aset dan liabilitas berbunga yang signifikan.

Interest rate risk

The Company is not exposed to interest rate risk since there are no significant interest bearing assets and liabilities.

20. Perjanjian Penting, Komitmen Dan Kontijensi

20. Significant Agreements, Commitments And Contigencies

Perusahaan mengadakan perjanjian dengan berbagai pihak untuk menunjang operasi penjualan dalam bidang jasa penyediaan tenaga kerja ahli maupun tenaga kerja pengaman. Perjanjian ini mengatur mengenai antara lain harga dan penyesuaian, masa perjanjian dan juga syarat dan ketentuan lain yang berlaku.

The Company has entered agreements with several parties to support the operation of the Company in services such as manpower supply and security services. These agreements govern, amongst others, the unit rate and adjustment, validity period and other terms and conditions.

Pihak-pihak/ ***Parties***	**Tanggal kontrak/** ***Contract date***	**Berakhirnya kontrak/** ***End of contract***	**Jenis kontrak/** ***Type of contract***
PT Pertamina Gas	01 Juli/ *July 2023*	31 Maret/ *March 2025*	Pengadaan Jasa Pengamanan di Wilayah Kerja *Operation East Java Area/ Providing Manpower of Security Services for Operation East Java Area.*
PT Kilang Pertamina International	01 Januari/ *January 2022*	31 Januari/ *January 2024*	Penyediaan Jasa Tenaga Kerja Penunjang (TKJP) Pengamanan / *Providing Manpower of Security Services*

21. Informasi Tambahan Kas

Tabel di bawah ini menunjukkan rekonsiliasi liabilitas yang timbul dari pendanaan untuk tahun yang berakhir 31 Desember 2023 dan 2022 sebagai berikut:

21. Supplemental Cash Flow Information

The below table sets out a reconciliation of liabilities arising from financing activities for the years ended December 31, 2023 and 2022 as follows:

	Liabilitas sewa/ *Lease liabilities*	
1 Januari 2022	1,109	***January 1, 2022***
Arus kas masuk	--	*Cash inflow*
Arus kas keluar	(1,328)	*Cash outflows*
Penambahan liabilitas sewa	1,547	*Addition of lease liabilities*
31 Desember 2022	**1,328**	***December 31, 2022***
Arus kas masuk	--	*Cash inflow*
Arus kas keluar	(3,434)	*Cash outflows*
Penambahan liabilitas sewa	23,397	*Addition of lease liabilities*
31 Desember 2023	**21,291**	***December 31, 2023***

22. Permasalahan Hukum

Berdasarkan Perjanjian Kerjasama Jasa Penyelesaian Permasalahan Aset PT Pertamina (Persero) Lokasi Pasar Minggu Kilometer 15 antara PT Pertamina (Persero) dengan PT Pertamina Training and Consulting Nomor SP-010/I20000/2020-S0, PT Pertamina (Persero) menunjuk PT Pertamina Training and Consulting untuk menyelesaikan permasalahan hukum aset lokasi Pasar Minggu berdasarkan Surat (SHGB No. 6083 s.d 653, SHGB No. 707) dan 1 (satu) Akta Pelepasan Hak No. 103 yang dibuat dihadapan Notaris Mochtar Affandi, S.H. Tanggal 24 Mei 1973.

Bahwa proses hukum permasalahan asset lokasi Pasar Minggu sesuai tuntutan No. 1013/PDT.G/2020/PN JKT.SEL. telah diputuskan dan dimenangkan oleh PT Pertamina (Persero) dan PT Pertamina Training and Consulting tanggal 15 September 2021 dan penggugat telah mencabut proses banding di Pengadilan Negeri Jakarta Selatan atas keputusan tersebut, sehingga perkara tersebut telah inkracht atau memiliki kekuatan hukum tetap atas keputusan pengadilan negeri Jakarta Selatan.

Pada tanggal 8 Februari 2022, Saudara Soegiati Sanjoto (merupakan ahli waris dari penggugat tersebut diatas) dkk melakukan gugatan baru yang didaftarkan ke Pengadilan Negeri Jakarta Selatan dengan pokok gugatan,

22. Legal Issues

Based on the Asset Problem Resolution Services Agreement between PT Pertamina (Persero) and PT Pertamina Training and Consulting at Pasar Minggu 15th KM (number SP-010/I20000/2020-S0), PT Pertamina (Persero) appointed PT Pertamina Training and Consulting to resolve the legal issue of Pasar Minggu assets based on Letter (SHGB No. 6083 to 653, SHGB No. 707) and 1 (one) Deed of Release of Rights No. 103 made before Notary Mochtar Affandi, S.H. May 24, 1973.

The legal process of Pasar Minggu asset issues in accordance with demand No. 1013 / PDT. G/2020/PN JKT. SEL. It has been decided and won by PT Pertamina (Persero) and PT Pertamina Training and Consulting on September 15, 2021 and the plaintiff has revoked the appeal process in the South Jakarta District Court for the decision, so that the case has inkracht or has permanent legal power over the decision of the South Jakarta district court.

On February 8, 2022, Soegiati Sanjoto (which are the heirs of the plaintiff above) and others filed a new lawsuit registered with the South Jakarta District Court with case number 116 / PDT. G/2022/PN JKT. SEL with the same

para pihak dan lokasi yang sama dengan gugatan sebelumnya. Perusahaan akan menyampaikan putusan No. 1013/PDT.G/ 2020/PN JKT.SEL sebagai dasar dokumen bukti perkara ini sudah memiliki kekuatan hukum tetap, sehingga perkara yang sama tidak dapat diadili secara berulang kali (ne bis in idem) berdasarkan Pasal 1917 Kitab Undang-Undang Hukum Perdata.

subject of the lawsuit, the same parties and the same location as the previous lawsuit. PT Pertamina Training and Consulting will deliver the verdict No. 1013/PDT. G/2020/PN JKT. SEL as the basis of the proof document of this case already has permanent legal force, so that the same case cannot be tried repeatedly (ne bis in idem) based on Article 1917 of the Civil Code.

23. Standar Akuntansi Baru yang Belum Berlaku

23. New Accounting Standards Not Yet Effective

DSAK-IAI telah menerbitkan beberapa standar baru, amandemen dan penyesuaian atas standar, serta interpretasi atas standar namun belum berlaku efektif untuk periode yang dimulai pada 1 Januari 2024.

- Amendemen PSAK 1: Penyajian Laporan Keuangan tentang Liabilitas Jangka Panjang Dengan Kovenan;
- Amendemen PSAK 73: Liabilitas Sewa dalam Jual dan Sewa – Balik;
- Revisi PSAK 101: Penyajian Laporan Keuangan Syariah; dan
- Revisi PSAK 109: Akuntansi Zakat, Infak, dan sedekah tentang akuntansi zakat, infak dan sedekah.

Standar baru dan amendemen atas standar dan interpretasi yang berlaku efektif untuk periode yang dimulai pada atau setelah 1 Januari 2025, dengan penerapan dini diperkenankan yaitu:

- PSAK 74: Kontrak Asuransi;
- Amendemen PSAK 74: Kontrak Asuransi tentang Penerapan Awal PSAK 74 dan PSAK 71 – Informasi Komparatif.

Hingga tanggal laporan keuangan ini diotorisasi, Perusahaan masih melakukan evaluasi atas dampak potensial dari penerapan standar baru, amandemen standar dan interpretasi standar tersebut.

DSAK-IAI has issued several new standards, amendments and improvement to standards, and interpretations of the standards but not yet effective for the period beginning on January 1, 2024.

- *Amendments PSAK 1: Presentation of Financial Statements related to Non-Current Liabilities with Covenants;*
- *Amendments PSAK 73: Lease Liability in a sale* and *Leaseback;*
- *Revised PSAK 101: Presentation of Shariah Financial Statements; and*
- *Revised PSAK 109: Zakah, Infaq and Sadaqah related to accounting of zakah, infaq and sadaqah.*

New standards and amendments to standards and interpretation which are effective for periods beginning on or after January 1, 2025, with early adoption is permitted, are as follows:

- *PSAK 74: Insurance Contract;*
- *Amendments PSAK 74: Insurance Contract regarding Initial Application of PSAK 74 and PSAK 71 – Comparative Information.*

Until the date of the financial statements is authorized, the Company is still evaluating the potential impact of the adoption of new standards, amendments to standards and interpretations of these standards.

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2023

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