

PERTAMINA SUSTAINABILITY POLICY

In line with PERTAMINA's core values and code of ethics to maintain the sustainability of the company's business, PERTAMINA establishes a Sustainability Policy that represents its primary responsibility as an energy company. Pertamina Sustainability Policy aims to encourage compliance with laws and regulations and create long-term value for stakeholders through the development and implementation of sustainability practices, including promoting green leadership across the entire company's business operations according to the 3P principles (People, Planet, Profit).

This policy also covers initiatives undertaken by PERTAMINA to better align corporate strategies and activities through human resources management, environment, economy, and social development, thereby fostering continuity, transparency, and employee development within business organizations. This Sustainability Policy is an integrated component of operational excellence at PERTAMINA, contributing toward the Sustainable Development Goals (SDGs).

In accordance with PERTAMINA's vision to become an energy company that prioritizes energy resilience, availability, and sustainability, PERTAMINA aspires to be recognized as a company that, in its business operations, is:

1. An Environmentally Friendly Company

A company that makes efforts to mitigate and avoid potential damage to the environment and natural resources, including biodiversity, as well as impacts on climate change in its efforts to provide and support access to energy, including access to energy sourced from new and renewable energy sources, so that it can contribute to the national climate change agenda.

2. A Socially Responsible Company

A company committed to implementing the highest standards in occupational health and safety practices, respecting and promoting human rights principles within the company, including within the value chain and supply chain, fulfilling fundamental worker rights, and participating in socioeconomic development in the regions where the company operates.

3. A Company with Good Corporate Governance

A company that ensures compliance with all legal requirements stipulated in its operating regions and upholds the standards of Good Corporate Governance practices and enforces anti-corruption and anti-fraud practices for all stakeholders in the company's operational lines.

To achieve this ambition, PERTAMINA commits to:

- 1) Ensure the security of energy supply and access throughout the country by prioritizing sustainable business practices.
- 2) Reduce greenhouse gas emissions, non-greenhouse gas emissions, solid waste, liquid waste, accidental release, and address broader climate change issues through risk and opportunity management related to policies, regulations, reputation, markets, and technology, as well as physical risks and opportunities from climate change by integrating them into the company's business and operational strategies, including but not limited to the implementation of a circular economy.
- 3) Protect and preserve the environment and biodiversity, including water resources and natural resources, in energy generation efforts through a continuously monitored environmental management system aimed at minimizing negative impacts and maximizing benefits oriented toward Net Positive Impact (NPI), including rehabilitating land after the closure of operations.

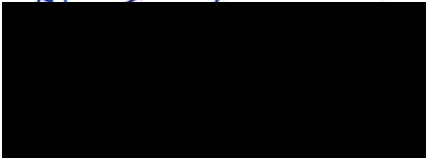


- 4) Implement the highest standards and best practices related to Health, Safety, Security, and Environment (HSSE) to prevent workplace accidents, including in the value chain and supply chain of the company's business activities, prepare for and respond to emergencies, and prevent major accidents across all workplaces.
- 5) Contribute to social and economic development based on Corporate Shared Value (CSV) principles, including but not limited to providing support to utilize the local workforce and contractors as long as it aligns with the company's operational needs, particularly through training programs and support for Small-Macro Enterprises (SMEs) and main economic actors.
- 6) Consult with stakeholders on environmental issues and with local communities on community development and engagement to improve their well-being.
- 7) Uphold the human rights of all stakeholders by implementing diversity, equity, and inclusion, as well as respecting social, economic, and cultural rights, including those of local and indigenous communities in the operational areas, protecting cultural sites and world heritage sites with Outstanding Universal Value (OUV), and preventing forced relocation, including the enforcement of human rights in security practices.
- 8) Implement a sustainable procurement process that minimizes negative impacts on the environment, society, and economy.
- 9) Provide products and services to customers that protect the environment, health, and safety (product stewardship).
- 10) Ensure compliance with all legal requirements and uphold Good Corporate Governance in all company activities.
- 11) Enforce anti-corruption and anti-fraud practices within the company's activities.

PERTAMINA Management is responsible for implementing this Sustainability Policy and applying it to employees, partners, customers, and all stakeholders.

Jakarta, 13 December 2024

President Director & CEO,



Simon Aloysius Mantiri

