

HEALTH, SAFETY, SECURITY & ENVIRONMENT (HSSE) POLICY

PT PERTAMINA HULU ENERGI

SUBHOLDING UPSTREAM

PT Pertamina Hulu Energi, as the Upstream Subholding, is committed to conducting operational activities by ensuring the continuous implementation of occupational health and safety, security, environmental and community protection, process safety and asset integrity as the Company's main priorities.

In accordance with the Company's core values AKHLAK (*Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif* or Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative) to support the achievement of the Company's goals, vision, and mission through the following efforts:

1. Complying with all applicable regulations, standards, work systems, and relevant stakeholder requirements, while consistently prioritizing HSSE aspects in every business and operational decision-making process to support production growth and the sustainability of the Company's business.
2. Managing HSSE-related risks to ensure the assurance of occupational health and safety, process safety, security, environment, assets, and the Company's reputation.
3. Fostering professional and constructive collaboration in the management of HSSE aspects with all stakeholders, to enhance stakeholder satisfaction and create added value for all parties.
4. Integrating the Company's strategies and activities within the framework of Environmental, Social, and Governance (ESG) to achieve operational excellence and contribute to the achievement of the Sustainable Development Goals (SDGs).

The commitment is consistently implemented through HSSE Programs with the objective of:

1. Preventing and mitigating the risk of incidents and occupational accidents through the implementation of Corporate Life Saving Rules (CLSR) and SUPREME (Sustainability Pertamina Expectations for Management Excellence); optimizing the Lessons Learned process as a preventive effort to avoid recurrence of similar events; applying the Safe Work Permit System (SIKA) in work planning, permitting, execution, and evaluation to ensure safe work practices; implementing the Contractor Safety Management System (CSMS) as an HSSE requirement in contract execution; ensuring resource readiness and emergency response procedures for all types of emergencies as an integral part of Emergency and Crisis Management; and managing HSSE risks effectively.
2. Preventing major accidents and achieving excellent, safe, and reliable operations through the implementation of the Process Safety & Asset Integrity Management System (PSAIMS).
3. Preventing pollution and protecting the environment through the implementation of environmental and social management, as well as hazardous and non-hazardous waste management based on the 5R principles (Refuse, Reduce, Reuse, Recycle, and Recovery); implementing biodiversity protection initiatives to achieve a Net Positive Impact; and supporting sustainable community development.
4. Preventing security disturbances and reducing the likelihood and adverse impacts of security-related incidents across all Company operational areas and National Vital Objects, while respecting human rights principles through the implementation of the Voluntary Principles on Security and Human Rights (VPSHR).
5. Preventing work-related illnesses and enhancing the state of physical and mental wellbeing of employees through promotive-preventive programs, Fit to Work initiatives, daily health screening to confirm fitness for duty, workplace environment monitoring, and providing health services for employees and families.
6. Enhancing employee awareness and competence through HSSE Mandatory Training and the development of Technical Competencies.
7. Implementing effective environmental governance through Environmental Management System (EMS) implementation and Life Cycle Assessment (LCA), as well as carrying out programs for energy efficiency, emissions reduction, sustainable water pollution load reduction, and water conservation.
8. Enhancing monitoring and response to potential risks, and ensuring consistent implementation of HSSE standards by utilizing HSSE digitalization technologies and integrated work infrastructure, in order to support reliable HSSE analysis and effective decision-making.

This policy shall be observed and implemented by all Employees, Partners, Contractors, and Visitors within the operational areas of the Upstream Subholding, in alignment with Pertamina's HSSE Golden Rules: **Compliance – Intervention – Care**.

This Policy is Effective since being signed and will be review regularly.

Jakarta, 28 July 2025
Chief Executive Officer

SIGNED

Awang Lazuardi