

PT PERTAMINA HULU ENERGI
SUBHOLDING UPSTREAM
HEALTH, SAFETY, SECURITY & ENVIRONMENT (HSSE)
POLICY

PT Pertamina Hulu Energi, as Subholding Upstream, is committed to conducting operational activities by continuously prioritizing of Occupational Health and Safety, Security, Environment and Community Protection, as well as Process Safety and Asset Integrity aspects, in accordance with the Company's core values AKHLAK (Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif) to support the achievement of the Company's Goals, Vision and Mission by:

1. Complying with all Regulations, Standards, Work System and Stakeholder Requirements, while prioritizing HSSE aspects in making all business and operational decisions to support business sustainability.
2. Managing HSSE-related risks to ensure best practices of Occupational Health and Safety, Process Safety, Security, Environment, Assets and Company Reputation aspects.
3. Establishing good and professional relationships and cooperation in managing HSSE aspects with all stakeholders.
4. Integrating the Company's strategies and activities within the context of Environmental Social Governance (ESG) to achieve operational excellence that contributes to the Sustainable Development Goals (SDGs).

This commitment is realized through the implementation of HSSE Programs that aim to:

1. Prevent and mitigate the risks of incidents and occupational accidents by applying Corporate Life Saving Rules (CLSR) and SUPREME (Sustainability Pertamina Expectations for Management Excellence), learning from events as a preventive effort, implementing Contractor Safety Management System (CSMS) as an HSSE requirement in contract work, ensuring readiness of Emergency Response Plan and Medical Emergency Response as integral parts of Emergency and Crisis Management and managing the Company's Operational Risk Management.
2. Prevent major accidents and achieve superior, safe and reliable operations through the implementation of Process Safety & Asset Integrity Management System (PSAIMS).
3. Prevent environmental pollution and protect the environment through the implementation of environmental governance, social and waste management using the principles of the circular economy, biodiversity protection to achieve Net Positive Impact, prevention of oil spills and sustainable community development.
4. Prevent security disturbances and reduce the likelihood of security incidents and adverse impacts of security incidents across the Company's Operational Areas and National Vital Objects by observing human rights principles through the application of Voluntary Principles on Security and Human Rights (VPSHR).
5. Improve the health status of workers through comprehensive health efforts, including promotive, preventive (such as HIV/AIDS and Tuberculosis prevention programs), curative and rehabilitative measures, prevent illness fatalities through the Fit to Work program and reliable Medical Emergency Response, prevent occupational diseases through effective health hazard management, and create a healthy, safe and comfortable work environment through workplace monitoring programs to support productivity.
6. Enhance employee awareness and competence through HSSE Mandatory Training and Technical Competencies Training.
7. Implement good governance, particularly in the environmental aspects, through the application of Environmental Management Systems (EMS) and Life Cycle Assessment (LCA) programs including energy efficiency, emissions reduction, water pollution load reduction and water conservation.
8. Implement HSSE digitalization technologies which comprehensive and integrated through HSSE facilities to support reliable analysis and accurate decision-making processes, ensuring HSSE implementation at every business line of the Company.

This policy is to be implemented by every Employee, Work Partner, Contractor, and Guest within the operational areas of Subholding Upstream by upholding Pertamina's HSSE Golden Rules: Compliance-Intervention-Care.

This policy is effective as of the date signed and will be reviewed periodically.

Jakarta, 7 January 2025

Chief Executive Officer

SIGNED

Chalid Said Salim

