

PERTAMINA HULU ENERGI SUSTAINABILITY POLICY

In line with the values and ethical principles of Pertamina Hulu Energi (PHE) to sustain our Business, PHE places its Sustainability Policy as a core responsibility as an energy player. PHE sustainability policy aims to drive compliance towards stipulated regulation and long-term value for its stakeholders through building a sustainable practice throughout business.

This sustainability policy includes initiatives that are undertaken by the PHE aimed at integrating its strategy and activities better into the context of Environmental Social Governance (ESG), notably by contributing to human, environmental, economic, and social development. The strategy thereof can then foster continuity, transparency, and employee development within business organizations. The Sustainability Policy is an integral component for operational excellence to contribute to Sustainable Development Goals (SDGs).

PHE aspires to become a globally leading and well-reputed Energy Company, and recognized as:

1. Environmentally Friendly Company

A company that provides and promotes access to energy and support green energy to support the national climate transition agenda, responsible for addressing climate change issues and exemplary in conducting environmental management systems related to its activities.

2. Societal Responsible Company

A company that is committed to implementing the highest standards for Health and Safety practices, continuously respects and engages the surrounding community to stimulate sustainable social and economic development, promotes and upholds continuous employee development, diversity, and Human Rights principles.

3. Good Governance Company

A company that ensures compliance to all stipulated legal requirements in its areas of operation and upholds the highest standards of good Corporate Governance practices and enforces anti-corruption and anti-fraudulent practices for all stakeholders within the company's operations.

To achieve the above, PHE commits to:

- 1) Ensure national security of supply and promote access to energy throughout the nation.
- 2) Reduce greenhouse gas emissions, non-greenhouse gas emissions, releases, waste, effluent and address the wider climate change issues through managing physical risk related to the potential for natural disasters and transition risk related to regulatory, reputational, and/or market risk of climate change by integrating it in its strategy and operations.
- 3) Protect and conserve the environment, water, other natural resources, and energy through an environmental management system related to its activities that will be monitored continuously.
- 4) Report environmental, social, and governance issues and performance periodically as an effort to maintain transparency and accountability.
- 5) Manage and mitigate the impacts of projects and activities to reduce the potential occurrence of water scarcity.
- 6) Manage and mitigate the impact of our project & activity on biodiversity with a commitment of having 'Net Positive Impact' as a goal by avoiding operation in environmental highest biodiversity value, and incorporating biodiversity requirement in project planning & operation.
- 7) Rehabilitate and reclaim land upon site closure to restore the ecosystem, minimize negative impacts and maximize benefits, and set aside sufficient funds to cover closure and rehabilitation.
- 8) Implement the highest standards of Health, Safety and Environment practices to safeguard the health, safety, and security of its employee, contractor worker, communities, and consumer, as well as preparing for and respond to emergencies and prevention to major accidents throughout its workplace.
- 9) Become the social development locomotive to stimulate social and economic development in communities.
- 10) Consult with stakeholders on environmental issues and with the local/surrounding community on community development & community involvement issue to improve their welfare.
- 11) Respect the rights of indigenous people/community where the company operates, including promoting their socio-economic development, sponsor full realization of their social, economic, and cultural rights, protect culturally sensitive areas, and avoid involuntary resettlement of indigenous people/community.
- 12) Work with its partners and suppliers towards green and sustainable procurement of goods and services with an objective to ensure minimum impact on the environment.
- 13) Promote the delivery of sustainable products and services to its customers.
- 14) Promote continuous employee development program, equitable treatment, diversity within its workplace and promoting respectful workplace policy.
- 15) Reinforce the use of local workers and contractors to the extent compatible with operational constraints, particularly through training programs and support to Small-Micro Enterprises (SMEs) and key economic actors.
- 16) Ensure compliance to all stipulated legal requirements and upholds good Corporate Governance throughout its activities.
- 17) Enforce measures related to Anti-corruption and fraudulent practices within the Company.

PHE Management as Subholding Upstream of Pertamina group and its affiliates companies are responsible for implementing this Sustainability Policy and applying it to employees, partners, customers, and all stakeholders.

Jakarta, September 2024
Chief Executive Officer,

SIGNED

Chalid Said Salim