

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

PT Pertamina Hulu Energi, as the Upstream Subholding, is committed to carrying out Operations with the focus on Occupational Health and Safety, Security, Environmental & Community Protection, and continually putting Process Safety and Asset Integrity as the main priority of the Company following the Company's values AKHLAK (Trustworthy, Competent, Harmonious, Loyal, Adaptive, and Collaborative) to support the achievement of the Company's Objectives, Vision & Mission by:

1. Complying with all Legislation, Standards, Work Systems and Stakeholder Requirements, while prioritizing HSSE aspects in making all business and operational decisions which support production increase and sustainability of the Company's business.
2. Controlling the risk of HSSE aspects to ensure occupational health and safety, process safety, security, environment, assets and the Company's reputation.
3. Establishing excellent and professional relationship and cooperation in managing HSSE aspects with all stakeholders.
4. Integrating Company's strategies and activities in the context of Environmental Social Governance (ESG) to achieve operational excellence that contributes to Sustainable Development Goals (SDGs) achievement

The above commitments are realized through the implementation of an HSSE Program that includes and aims to:

1. Prevent incidents and work accidents risk through the application of Corporate Life Saving Rules (CLSR) and SUPREME (Sustainability Pertamina Expectations For Management Excellence), applying the learning from events process (LFE) as an effort to prevent similar occurrences, implementing the Contractor Safety Management System (CSMS) as an HSSE requirement in contracted work to be carried out, ensuring the readiness of the Emergency Response Plan and Medical Emergency Response as an integral part of the Emergency Response and Crisis Management, as well as conducting HSSE Risk Management as a part of Operational and Business Risk Management.
2. Preventing major accidents and achieving a superior, safe and reliable operations by applying the Process Safety & Asset Integrity Management System (PSAIMS).
3. Preventing pollution and protecting environment by applying environmental, social, waste and hazardous waste management through the principles of Refuse, Reduce, Reuse, Recycle, Recovery (5R) and biodiversity protection to achieve Net Positive Impact, prevent oil spills and create sustainable community development.
4. Prevent security disturbances and reduce the possibility of security incidents and detrimental impacts from each security incident throughout the Company's Operating Areas and National Vital Objects while maintaining human rights principles through application of Voluntary Principles on Security and Human Rights (VPSHR).
5. Managing and monitoring worker's conditions through the Fit to Work program, daily health checks (Daily Check Up), Fit for Task, workplace environment monitoring, availability of health facilities and good medical services.
6. Increasing worker awareness and competences through HSSE Mandatory Training and Technical Competencies Trainings.
7. Implementing good governance, especially in the environmental field, through applying the Environmental Management System (EMS) and Life Cycle Assessment (LCA) with energy efficiency programs, emission reduction, reduction of water pollution load, and water conservation.
8. Applying HSSE digitalization and comprehensive and integrated HSSE work infrastructure to support reliable analysis and appropriate decision-making processes.

This policy is established to be implemented by every Worker, Business Partner, Contractor and Guest present in the operating region of the Upstream Subholding while upholding Pertamina's HSSE Golden Rules: **Compliance - Intervention - Care.**

This policy is effective upon signing and will be reviewed periodically.

Jakarta, 13 March 2024

Chief Executive Officer

SIGNED

Chalid Said Salim