

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's sustainability policy aims to drive compliance towards stipulated regulations and long-term value for its stakeholders through building a sustainable practice throughout the 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 is recognized as:

1. Environmentally Friendly Company

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

2. Socially 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. Company with Good Corporate Governance

A company that ensures compliance with 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 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 (effluent), accidental releases, and address boarder climate change issues through transition risk and opportunities management related to policies, regulations, reputation, markets, and technology, as well as physical risk 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 conserve the environment, water, other natural resources, energy, and the use of environmentally friendly raw materials through an environmental management system that is monitored sustainably.
- 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 to having 'Net Positive Impact' as a goal by avoiding operation in the environmental highest biodiversity value, and incorporating biodiversity requirements 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 employees, contractor workers, communities, and consumers, as well as prepare for and respond to emergencies and prevent 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 issues to improve their well-being.
- 11) Respect the rights of indigenous people/community where the company operates, including promoting their socio-economic development, sponsoring full realization of their social, economic, and cultural rights, protecting culturally sensitive areas, and avoiding involuntary resettlement of indigenous people/community.
- 12) Implement a sustainable procurement process that minimizes negative impacts on the environment, society, and economy.
- 13) Promote the delivery of sustainable products and services to its customers.
- 14) Promote a continuous employee development program, equitable treatment, diversity within its workplace, and promote a 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 with all legal requirements and uphold Good Corporate Governance in all company activities.
- 17) Enforce Anti-corruption and anti-fraud practices within the Company's activities.

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

Jakarta, 27 August 2025
Chief Executive Officer,

SIGNED

Awang Lazuardi