

Human Rights Policy in Pertamina Hulu Energi's Business

Pertamina Hulu Energi is committed to support the protection and respect for Human Rights in all Pertamina business activities with reference to:

- The Constitution of the State of the Republic of Indonesia of the Year 1945
- Law No. 39 of 1999 concerning Human Rights
- The 1948 Universal Declaration of Human Rights of the United Nations
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work based on the 8 Core Conventions which have been ratified by the Government of Indonesia as follows:
 1. ILO Convention No. 29 concerning Abolition of Forced Labor
 2. ILO Convention No. 87 concerning Freedom of Association and Protection of the Right to Organize
 3. ILO Convention No. 98 concerning Right to Organize and Conduct Collective Bargaining
 4. ILO Convention No. 100 concerning Equal Remuneration for Male and Female Workers
 5. ILO Convention No. 105 concerning Abolition of All Forms of Forced Labor
 6. ILO Convention No. 111 concerning Discrimination in Employment and Occupation
 7. ILO Convention No. 138 concerning Minimum Age To Be Allowed To Work
 8. ILO Convention No. 169 concerning Indigenous and Tribal Peoples
 9. ILO Convention No. 182 concerning Prohibition and Immediate Action for the Elimination of the Worst Forms of Child
 10. ILO Convention No. 190 concerning Violence and Harassment in the Workplace
- United Nations Guiding Principles on Business and Human Rights (UNGP), United Nations Global Compact (UNGC), and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

To ensure the protection of human rights in business activities and throughout the Company's supply chain, PHE is committed to make the following efforts as follows:

- a. Prevent activities that have negative impact on human rights and commit to reduce or repair any possible impact, and also consistently monitoring and reporting related to the impact of business on human rights.
- b. Provide a mechanism for submitting complaints regarding violations of corporate policy including human rights principles.



- c. Conducting continuous human rights due diligence in company's activities including identifying and assessing potential impacts of company's activity on human rights before undertaking a new activity or business relationship, taking appropriate preventive and mitigation actions, monitoring the effectiveness of the actions taken, and communicating the steps taken by the company.
- d. Conducting human rights due diligence when establishing business relationships and the Company's supply chain. Make reasonable efforts to prevent or mitigate negative impacts on human rights directly related to operations, products, or services provided through business relationships with suppliers, service providers, other companies, or public entities that are directly related to PHE's operations, products, or services.
- e. Foster a culture of respecting human rights among Perwira Pertamina Hulu Energi, by creating a workplace that respect Human Rights principles, respect diversity and undertaking the business process of human resource management without distinction of ethnicity, race, nationality, colour, religion, sex, age, disability, and implementing regulations to prevent violations of these rights. Ensure Perwira Pertamina Hulu Energi have access to communication and reporting channels that enable them to notify the Company of situations that may impact their rights. Conduct recruitment process, career development, competency development, performance appraisal and remuneration objectively, professionally, and without discrimination as above mentioned by considering Company needs and comply with prevailing regulations.
- f. Reject any type of discrimination of our customers and product and service users. Respect their right to privacy and make proper use of any personal data provided to the company in accordance with the provision.
- g. Guarantee the right of workers, without any distinction, to organize by establishing or not establishing and joining or not joining trade unions, by their own choice without the influence of other parties



- h. Respect the human rights of the community including indigenous community, especially those in areas affected by the Company's operational activities and assets through efforts such as,
- Assessing and understanding the social and economic context where the Company operate to identify all groups within the communities in area of influence, especially vulnerable groups. The company also supports social and economic development as well as awareness of social, economic, and cultural rights of indigenous, tribal, and indigenous peoples.
 - Recognizing and respecting the unique nature and human rights of indigenous, tribal, and aboriginal peoples related to their lands, territories and resources, right to water, their organizational, economic and social structure and their right to free, prior and informed consultation in good faith and with the objective of procuring understanding and helping to reach consent in relation to any proposed mitigation measures.
 - Recognizing and respecting the identity and unique nature of communities, their cultural diversity, their potentially differing needs and aspirations, and supporting the realization of their right to maintain their customs and social, economic, and cultural practices of indigenous communities.
 - Establishing close relationships, strong engagement, and effective participation of the communities in the area influenced by Company's projects and assets, based on principles of respect, cultural sensitivity, integrity, responsibility, transparency, good faith and non-discrimination.
 - Identifying opportunities to optimize positive impacts and promote shared values and sustainable community development by contributing to local economic development, social progress, and environmental preservation in areas influenced by projects and Company assets.
 - Avoid involuntary resettlement of indigenous peoples, protect culturally sensitive areas, and report periodically on policy implementation.

Pertamina Hulu Energi as Subholding Upstream from Pertamina Group and its affiliation committed to communicate this Company policy to all Perwira, partner, customer, and stakeholders related to the Company's business in Subholding Upstream.

Jakarta, 24 July 2025
Chief Executive Officer,

SIGNED

Awang Lazuardi

