

DECISION LETTER

No. Kpts- 012 /PHE00000/2025-S0

**CONCERNING
THE SUSTAINABILITY COMMITTEE AND HSSE COMMITTEE
SUBHOLDING UPSTREAM**

**CHIEF EXECUTIVE OFFICER SUBHOLDING UPSTREAM
PT PERTAMINA HULU ENERGI**

- Considering :**
- a. That in supporting Pertamina's vision to become a World Class National Energy Company and in line with the HSSE Policy of PT Pertamina Hulu Energi, it is necessary to implement good Sustainability Aspects covering Health, Safety, Security as well as Environmental, Social & Governance (ESG). Good sustainability management is expected to strengthen Pertamina's bargaining power and competitiveness in the energy industry, meet the criteria used by investors in providing funding for corporations and projects, and support the determination of credit ratings by rating agencies.
 - b. That in order to support the Sustainable Development Goals (SDGs), in accordance with the Regulation of the Minister of State-Owned Enterprises (SOEs) of the Republic of Indonesia No. PER-05/MBU/04/2021 dated 08 April 2021, SOEs are required to implement Social and Environmental Responsibility (CSR) Programmes in accordance with the pillars of Social, Environmental, Economic, Legal and Governance. Furthermore, the Board of Directors of SOEs needs to form a TJSL Committee to map and prepare the SOE's TJSL Programme. (a, b, etc., containing the background of the problem).
 - c. The TJSL Programme is part of the implementation of Sustainability Aspects in Pertamina. To manage the Sustainability Aspect properly, a review and alignment of policies, programmes, performance and information disclosure, as well as systems, equipment, and human resources with good capacity are required.
 - d. That in order to support the implementation of carbon economic value and control of greenhouse gas emissions in national development, in accordance with Presidential Regulation Number 98 of 2021.

That to fulfill...

- e. That to fulfill the expectations of SUPREME Process 1 regarding Management Commitment, the establishment of an HSSE Committee led by Top Management is required through the HSSE Committee Decree of Subholding Upstream.
- f. That coordination and communication between all parties within PT Pertamina Hulu Energi as Subholding Upstream and its subsidiaries and affiliates is necessary to ensure the implementation of Health, Safety, Security, and Sustainability aspects.
- g. That the implementation of Health, Safety, Security, and Environmental, Social, Governance (ESG) aspects requires strong commitment and determination, supported by all levels of Management and Employees.
- h. That based on the above considerations, it is necessary to establish a Sustainability Committee and an HSSE Committee which serve as the main supervisory and advisory bodies for the implementation of Health, Safety, Security, and Sustainability aspects within Pertamina Hulu Energi.

- Remembering :**
- 1. Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER- 05/MBU/04/2021 dated 08 April 2021, concerning the Social and Environmental Responsibility Program of State-Owned Enterprises.
 - 2. Presidential Regulation No. 98 of 2021, on the implementation of carbon economic value and greenhouse gas emission control in national development.
 - 3. Decree No. Kpts-04/C00000/2025-S0 dated 21 March 2025 on the Sustainability Committee of PT Pertamina (Persero).

DECIDE

- First :**
- 1. Revoking Decree No. Prin-006/PHE00000/2024-S0 concerning the Organization of Loss Prevention Committee/Occupational Safety and Health Advisory Committee (P2K3) Subholding Upstream.
- Second:**
- 2. Revoking Decree No. Kpts-021/PHE00000/2024-S0 regarding Subholding Upstream Sustainability Committee.

All Officials

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All Officials and Employees whose names are listed in the annex to this Decree shall:

1. Being: a member of the Committee and Person in Charge of the Field, with job descriptions and responsibilities as stated in the attachment to this Decree.
2. This Decree shall be effective as of the date of its enactment until it is revoked or renewed, provided that matters that have not been sufficiently regulated in this Decree shall be stipulated later
3. Furthermore, if in the future due to the needs of the company there is a change in the officials specified in this Decree, the replacement official for the same position as stated in this Decree will automatically replace the duties of the old official without the need to change the applicable Decree.
4. In the event of changes in the organisation of PT Pertamina Hulu Energi and its Subsidiaries related to the structure of Sustainability Committee and HSSE Committee, the changes may be made using a Memorandum from the Chairman of the Sustainability Committee and HSSE Committee.
5. Thus, this Decree shall be implemented with full responsibility and integrity in carrying out company duties.

All expenses incurred for the implementation of this Decree shall be borne entirely by the Company.

This Decree shall remain valid for two years from the date of issuance, subject to further provisions as necessary.

Established in Jakarta

On 27 Agustus 2025

Chief Executive Officer,

SIGNED

Awang Lazuardi

DUTIES AND RESPONSIBILITIES OF THE SUSTAINABILITY COMMITTEE

General Duties, Responsibilities and Authorities:

1. Oversee, establish and provide direction on ambitions, strategies, roadmaps, policies, initiatives and performance measures related to and Sustainability;
2. Monitor the achievement of targets and deliverables for the implementation of Sustainability Aspects in accordance with the timeline. specified;
3. Monitor the achievement of the company's performance in Sustainability based on third party assessments, including but not limited to the ESG Risk Rating;
4. Direct and monitor external communications related to Sustainability Aspects;
5. Provide direction related to the implementation of the Company's external funding based on Sustainability, including but not limited to Sustainability Linked Financing, Green Financing, Transition Financing, and others;
6. Coordinating with the Board of Commissioners, Board of Directors, Regions and Subsidiaries in the implementation of Sustainability Aspects.
7. Carrying out the functions of the SOE TJSL Committee as stipulated in the Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER-05/BU/04/2021 dated 08 April 2021, namely:
 - i. Coordinate between units/directorates to formulate objectives and implementation guidelines
SOE TJSL Programme:
 - ii. Mapping and preparation of SOEs' CSR programmes; and
 - iii. Assist the Board of Directors in monitoring and evaluating the implementation of the SOE's CSR Programme.

Specific Duties, Responsibilities and Authorities:

1. The Chairman of the Committee and Members of the Sustainability Committee are authorised to decide and provide direction on the ambitions, strategies, roadmaps, policies, initiatives and performance measures related to the implementation of Sustainability Aspects.
2. The Secretary of the Sustainability Committee carries out the directives of the Committee Chairman and Committee Members regarding the management of Sustainability Aspects and performs tasks including planning, monitoring, evaluating the implementation of Sustainability Aspects, as well as external reporting, external assessments and Pertamina's involvement in national and international Sustainability initiatives.

3. The Sector in Charge provides proposals and input according to their respective fields of expertise, and implements the Sustainability programme in their respective functions and business units.

SUSTAINABILITY COMMITTEE COMPOSITION

Position Description

Committee Chairman : Chief Executive Officer

Committee Member :

1. Director of Strategic Planning, Portfolio, and Commercial
2. Director of Development & Production
3. Director of Exploration
4. Director of HR & Business Support
5. Director of Finance
6. Director of Investment and Business Development
7. Director of Risk Management

Person in Charge of the Field:

No.	Official	Sustainability Aspects
1	Director of Strategic Planning & Business Development	Policy; roadmap and long-term strategy; Materiality sustainability focus; Business strategic, Marginal Abatement Cost Curve (MACC), Health and safety
2	Director of Development & Production	Decarbonization & green project; Climate change; Well integrity and management system, Offshore well management; Health and safety; Prevention major accident; Process safety
3	Director of Exploration	Minimizing environmental footprints in exploration activities; Health and safety
4	Director of HR & Business Support	Diversity; Human rights; Inclusivity; Employee recruitment, retention & development; Cyber security; Green procurement; Social supplier standards; Health and safety
5	Director of Finance	Sustainable financing; Sustainability budget tagging; Health and safety
6	Director of Investment and Business Development	Green merger & acquisitions; Low carbon business & renewable energy development; Health and safety

7. Director of Risk Management...

No.	Official	Sustainability Aspects
7	Director of Risk Management	Climate-related risk management; Corporate risk management; Health and safety
8	Corporate Secretary	Community involvement & development; Corporate governance; Corporate ethics; Stakeholder relations; communication strategy; Land formalities; Health and safety
9	VP HSSE	Climate change; Environment; Biodiversity; Water scarcity; Effluent, Waste management, Emergency response; Land closure & rehabilitation; Health & safety; Prevention of major accident; Security
10	VP Upstream Innovation	Reorienting green innovation & research; Integrated CCUS/CCS roadmap & strategy; Climate change
11	Chief Audit Executive	Assurance business & corporate ethics; Follow up whistleblowing system
12	Direktur Regional 1-5, PT PDSI, PT Elnusa Tbk, PT Badak NGL, Direktur Utama Anak Perusahaan, Cucu Perusahaan dan Afiliasi	Initiatives, pilot execution, implementation of ambition, health & safety

**DUTIES AND RESPONSIBILITIES
HSSE COMMITTEE OF PT PERTAMINA HULU ENERGI
SUBHOLDING UPSTREAM**

1. CHAIRMAN

- a. Serves as the overall Coordinator of the Subholding Upstream HSSE Committee.
- b. Provides strategic direction, guidance, and decisions on HSSE matters.
- c. Ensures management support for the effective implementation of HSSE programs.

2. FACILITATOR

- a. Assists the Chairman in ensuring the effective implementation of the Subholding Upstream HSSE Committee's activities.
- b. Organizes and ensures the consistency of HSSE Committee meetings.
- c. Prepares and provides materials required for Committee meetings and activities.
- d. Provides administrative support, documents proceedings and outcomes, and facilitates discussions and forums of the HSSE Committee.
- e. Coordinates the dissemination of meeting outcomes and ensures follow-up actions are executed by the relevant functions.
- f. Oversees and evaluates the completion of follow-up actions.

3. PERMANENT MEMBERS

- a. Required to attend and actively participate in HSSE Committee meetings.
- b. Contribute proactively to HSSE programs and loss prevention initiatives.
- c. Follow up on HSSE issues and programs within their respective areas of responsibility and with their teams.
- d. Provide solutions and share best practices to strengthen loss prevention efforts.
- e. Undertake all other responsibilities inherent to their positions to support HSSE objectives.
- f. Submit strategic recommendations, policies, and targets on HSSE loss prevention to the Chairperson based on periodic evaluations..

4. NON-PERMANENT MEMBERS

- a. Participate in HSSE Committee meetings on a regular basis, in accordance with the agenda and discussion topics.
- b. Actively support HSSE programs and loss prevention initiatives.
- c. Address HSSE-related issues and ensure program implementation within their areas of responsibility and with their teams.
- d. Contribute to problem solving and experience sharing to support loss prevention goals.

Undertake other responsibilities necessary to fulfill the duties and obligations attached to their positions.

**COMPOSITION OF HSSE COMMITTEE
PT PERTAMINA HULU ENERGI
SUBHOLDING UPSTREAM**

CHAIRMAN : Chief Executive Officer PT Pertamina Hulu Energi
FACILITATORS : 1. VP HSSE PT Pertamina Hulu Energi
 2. Sr Manager Safety PT Pertamina Hulu Energi
 3. Sr. Manager HSSE Performance, Assurance & ERCM
 PT Pertamina Hulu Energi

PERMANENT MEMBERS

1	Ruby Mulyawan	Direktur Regional 1- Sumatera
2	Rachmat Hidajat	Direktur Regional 2- Jawa
3	Sunaryanto	Direktur Regional 3- Kalimantan
4	Muhamad Arifin	Direktur Regional 4- Indonesia Timur
5	TBA	Direktur Regional 5- Internasional
6	Avep Disasmita	Direktur Utama PT PDSI
7	Bachtiar Soeria Atmadja	Direktur Utama PT Elnusa Tbk
8	Achmad Khoiruddin	President Director & CEO PT Badak NGL
9	Dannif Danusaputro	Direktur Investasi & Pengembangan Bisnis
10	Whisnu Bahriansyah	Direktur Manajemen Risiko
11	Edi Karyanto	Direktur Perencanaan Strategis, Portofolio, dan Commercial
12	Muharram J. Panguriseng	Direktur Eksplorasi
13	Mery Luciawaty	Direktur Pengembangan & Produksi
14	Bayu Kusuma Dewanto	Direktur Keuangan
15	Eri Sulistyo Sutikno	Direktur SDM & Penunjang Bisnis
16	Fata Yunus	VP Drilling & Well Intervention
17	Benny Hidajat Sidik	VP Production & Project
18	Ahmad Najihal Amal	VP Exploration Technical Excellence & Coordinator
19	Muhammad Sodikin	VP Human Capital
20	Akbar Yudha Putera	VP Information Technology
21	Bongbongan Tampubolon	VP Supply Chain Management
22	TBA	Chief Audit Executive

NON-PERMANENT ..

NON-PERMANENT MEMBERS

1	Asep Chaerudin	VP Risk Strategy & Governance
2	Darmapala	VP Operational Risk Management
3	Edim Toto Sinulingga	VP Project Risk Management
4	Akbar	VP Upstream Innovation
5	Asep Samsul Arifin	VP Upstream Business Planning & Portfolio Management
6	Toriq Abdat	VP Upstream Business Development
7	Dwi Darmawanta Hartadjaja	VP Commercial & Monetization
8	Bayu Giriansyah	VP Existing Assets
9	Bintoro Wibiwo	VP New Venture
10	Andri Haribowo	VP Subsurface Development & Resources Evaluation
11	Devialina Puspita Dewi	VP D&P Technical Excellence & Coordination
12	Caesarian	VP Controller
13	Sim Villia	VP Financing & Treasury
14	Siti Nur Maulina	VP Legal Counsel
15	Hermansyah Y. Nasroen	Corporate Secretary
16	Arif Syamsul Hadi	Sr. Manager Tax

**SUSTAINABILITY POLICY
SUBHOLDING UPSTREAM****PT PERTAMINA HULU ENERGI**

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 these points, 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

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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.

Established in Jakarta

On 27 Agustus 2025

Chief Executive Officer,

SIGNED

Awang Lazuardi