

Respectful Workplace Policy in Pertamina Hulu Energi

Pertamina Hulu Energi commits to establish a more inclusive and productive workplace for Perwira Pertamina Hulu Energi to promote corporate sustainability.

In order to realize that mission, Board of Directors and all Perwira Pertamina Hulu Energi commits to,

A. Non-Discrimination

To refrain from doing any distinction, exclusion, or preference made on the basis of ethnicity, race, nationality, colour, religion, sex, age, disability, which create discrimination of a person or a group in company's activities including but not limited to recruitment and selection, performance review, training and development, compensation and benefit, promotion/demotion, and also social interaction at the workplace. (Ref: ILO Convention No. 111 concerning Discrimination in Employment & Occupation)

B. Free of Violence & Harassment

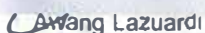
To refrain from doing any unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, reputation, dignity, sexual or economic harm, including gender-based violence and harassment that is unwanted in form of physical, verbal, non-verbal, visual, and emotional which cause a person to be intimidated, insulted, offended, and humiliated. (Ref: ILO Convention No. 190 concerning Violence & Harassment in The World of Work)

All Perwira Pertamina Hulu Energi is obliged to report any discrimination, violence, and harassment action as above mentioned that happen in their working environment through dedicated channels that have been provided by the Company. All discrimination, violence, and harassment actions will be investigated and sanctioned accordingly based on Company's policy with a maximum punishment of employment termination.

Pertamina Hulu Energi Management as Subholding Upstream of Pertamina Group and Management of Subsidiaries / Affiliates are responsible to give good exemplary, socialize, and implement the Diversity, Equality and Inclusion Policy in the Workplace that is relieved from discrimination, violence and harassment and likewise to adjust such policy to the employees, partners, customers and all stakeholders in the Subholding Upstream environment.

Jakarta, 24 July 2025
Chief Executive Officer,

SIGNED

 Awang Lazuardi