

Petrokimia Gresik on the **Move**: Towards a More Innovative & Sustainable Industry

Petrokimia Gresik Bergerak Maju: Menuju Industri
yang Lebih Inovatif & Berkelanjutan



**PETROKIMIA
GRESIK**
Solusi Agroindustri

BUMN UNTUK
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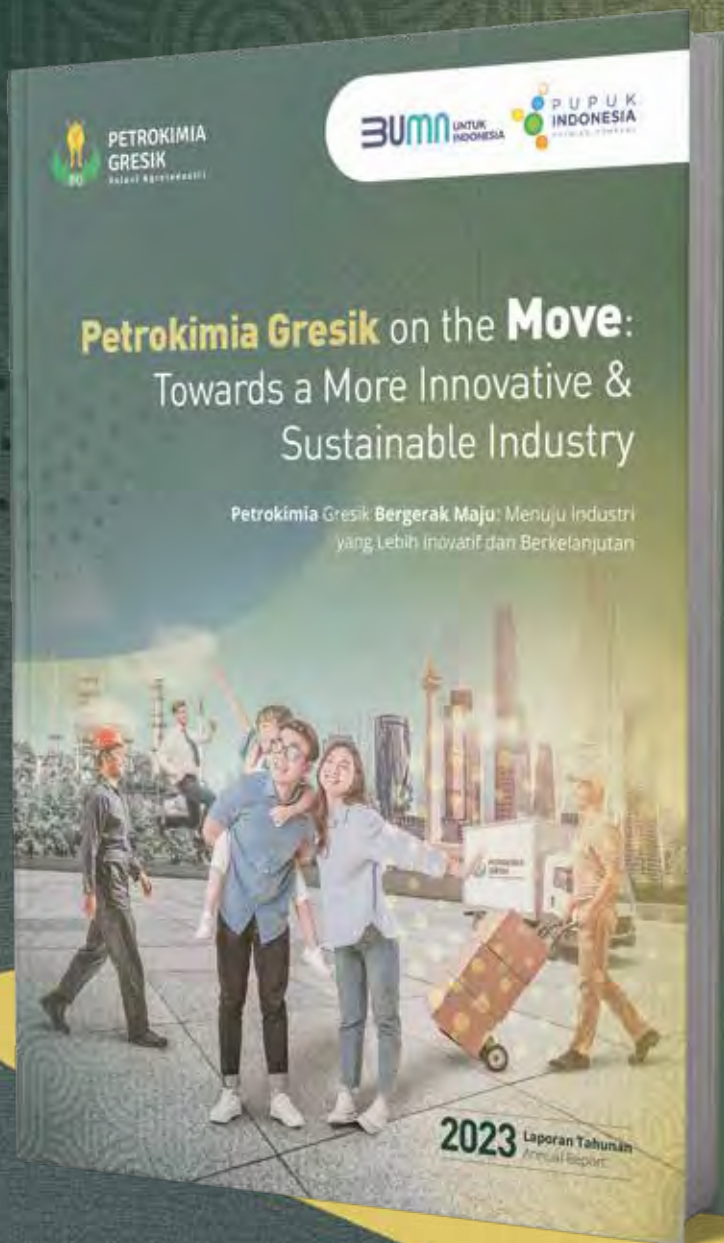
**PUPUK
INDONESIA**
HOLDING COMPANY

Petrokimia Gresik on the **Move**: Towards a More Innovative & Sustainable Industry

Petrokimia Gresik Bergerak Maju: Menuju Industri
yang Lebih Inovatif & Berkelanjutan



2023 Laporan Tahunan
Annual Report



SANGKALAN DAN BATASAN TANGGUNG JAWAB

Laporan ini berisi pernyataan-pernyataan yang dapat dianggap sebagai pandangan masa depan sehingga hasil-hasil nyata Perseroan, pelaksanaan atau pencapaian-pencapaiannya dapat berbeda dari hasil yang diperoleh melalui pandangan masa depan yang antara lain merupakan hasil dari perubahan-perubahan ekonomi dan politik baik nasional maupun regional, perubahan nilai tukar valuta asing, perubahan harga, permintaan dan penawaran pasar komoditas, perubahan kompetisi perusahaan, perubahan undang-undang atau peraturan dan prinsip-prinsip akuntansi, kebijakan-kebijakan dan pedoman-pedoman serta perubahan-perubahan asumsi-asumsi yang digunakan dalam membuat pandangan masa depan.

DISCLAIMER

This report contains certain statements that may be considered "forward-looking statements", the Company's actual results, performance or achievements could differ materially from those projected in the forward-looking statements as a result, among other factors, of changes in general, national or regional economic and political conditions, changes in foreign exchange rates, changes in the prices and supply and demand on the commodity markets, changes in the size and nature of the Company's competition, changes in legislation or regulations and accounting principles, policies and guidelines and changes in the assumptions used in making such forward-looking statements.

Petrokimia Gresik on the **Move**: Towards a More Innovative & Sustainable Industry

Petrokimia Gresik **Bergerak Maju**: Menuju Industri yang Lebih Inovatif & Berkelanjutan

PT Petrokimia Gresik, sebagai perusahaan Solusi Agroindustri dan Petrokimia terkemuka Indonesia, senantiasa berkembang dan mengambil langkah-langkah strategis untuk menjadi industri yang lebih inovatif dan berkelanjutan. Dengan memanfaatkan teknologi canggih dan praktik ramah lingkungan, Petrokimia Gresik berfokus pada efisiensi produksi dan pengurangan dampak lingkungan. Inisiatif ini mencakup pengembangan produk baru yang lebih ramah lingkungan, pengelolaan limbah yang lebih baik, dan penggunaan sumber energi terbarukan. Upaya ini tidak hanya bertujuan meningkatkan daya saing perusahaan di pasar global, tetapi juga mendukung agenda nasional dalam mencapai pembangunan berkelanjutan. Melalui inovasi dan komitmen terhadap keberlanjutan, Petrokimia Gresik berupaya menjadi pelopor dalam transformasi industri petrokimia dan pertanian di Indonesia.

PT Petrokimia Gresik, Indonesia's leading agroindustry and petrochemical solutions company, is constantly developing and taking strategic steps to make the industry more innovative and sustainable. Petrokimia Gresik prioritizes production efficiency and environmental impact reduction through the use of advanced technology and environmentally friendly practices. These initiatives include developing new, more environmentally friendly products, improving waste management, and utilizing renewable energy sources. This effort not only aims to improve a company's global competitiveness, but it also supports the national agenda for sustainable development achievement. Petrokimia Gresik aims to be a pioneer in the transformation of Indonesia's petrochemical and agricultural industries through innovation and a commitment to sustainability.

KESINAMBUNGAN TEMA

Theme Continuity



2022

Facing Challenges for Achieving Sustainable Growth

Menghadapi Tantangan untuk Mencapai Pertumbuhan Berkelanjutan

Tekad untuk tumbuh dan berkelanjutan segenap insan Petrokimia Gresik dalam menghadapi tantangan sudah tertanam kuat di dalam setiap jiwa dan raga, untuk mempertahankan eksistensinya sebagai *entity business* dan *business in the interest of the people*.

Dalam rangka menghadapi perkembangan dan tantangan ke depan, saat ini Petrokimia Gresik masih terus melakukan transformasi bisnis secara efisien dan kompetitif. Petrokimia Gresik menunjukkan bahwa untuk mencapai pertumbuhan berkelanjutan tidak hanya sebatas keinginan, melainkan sudah menjadi tekad bagi Insan Petrokimia Gresik, mengedepankan karyawan dalam meningkatkan budaya keselamatan dan kesehatan kerja, menjaga lingkungan hidup serta melaksanakan program *Corporate Sosial Responsibility* yang berwawasan lingkungan.

The determination to grow and be sustainable for all Petrokimia Gresik personnel in facing challenges is firmly entrenched in every soul and body, to maintain its existence as a business entity and business in the interests of the people.

In order to face future developments and challenges, currently Petrokimia Gresik is still carrying out business transformations in an efficient and competitive manner. Petrokimia Gresik shows that achieving sustainable growth is not only limited to desire, but has become a determination for Petrokimia Gresik personnel, prioritizing employees in improving a culture of occupational safety and health, protecting the environment and implementing environmentally friendly Corporate Social Responsibility programs.



2021

Strengthening Resilience for Enhancing Growth

Memperkuat Ketahanan untuk Meningkatkan Pertumbuhan

Tantangan usaha yang semakin beragam menjadi pelecut bagi Petrokimia Gresik untuk selalu bertransformasi guna mempertahankan eksistensi dan meningkatkan daya saing secara berkesinambungan. Bertahan di zona yang paling nyaman bukanlah pilihan bagi Petrokimia Gresik untuk saat ini. Tantangan ke depan yang semakin beragam menjadikan Petrokimia Gresik terus memperkuat ketahanan serta meningkatkan pertumbuhan.

Petrokimia Gresik secara konsisten terus mengambil berbagai macam langkah strategis untuk meningkatkan kualitas perusahaan, memberikan pelayanan prima, menghasilkan produk berkualitas tinggi.

The increasingly diverse business challenges have become a trigger for Petrokimia Gresik to continually transform in order to maintain its existence and improve its competitiveness on an ongoing basis. Staying in the most comfortable zone is not an option for Petrokimia Gresik for now. The challenges ahead are increasingly diverse, making Petrokimia Gresik continue to strengthen resilience and increase growth.

Petrokimia Gresik consistently continues to take various strategic move to improve the quality of the company, provide excellent service, and produce high quality products.



2020

“Great for Indonesia” Growth, Excellence Worthwhile

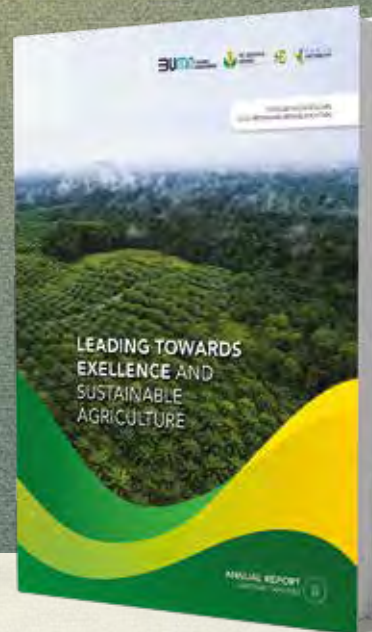
Tumbuh, Berkembang, dan Bermanfaat untuk Indonesia

Petrokimia Gresik secara konsisten mengambil berbagai macam langkah strategis untuk meningkatkan kualitas perusahaan. Memberikan pelayanan prima, menghasilkan produk berkualitas tinggi di saat yang bersamaan memajukan kesejahteraan insannya adalah kunci sukses Petrokimia Gresik untuk menjadi perusahaan yang unggul dan dibanggakan negeri.

Tujuan utama Petrokimia Gresik adalah memajukan sektor pertanian nasional yang merupakan salah satu faktor dan indikator majunya perekonomian suatu bangsa. Petrokimia Gresik memiliki peran besar dalam mewujudkan dan meningkatkan ketahanan pangan nasional, dengan terciptanya ketahanan pangan nasional, kesejahteraan masyarakat akan meningkat sehingga dapat mewujudkan Indonesia untuk lebih maju.

Petrokimia Gresik consistently takes various strategic move to improve the quality of the company. Providing excellent service, producing high quality products at the same time advancing the welfare of its people is the key to Petrokimia Gresik's success to become an excellent company that the country can be proud of.

The main objective of Petrokimia Gresik is to advance the national agricultural sector, which is one of the factors and indicators of a nation's economic progress. Petrokimia Gresik has a significant role in realising and improving national food security; by creating national food security, people's welfare will increase so that Indonesia can become more advanced.



2019

Leading towards Excellence and Sustainable Agriculture

Menuju Keunggulan dan Pertanian Berkelanjutan

Tantangan usaha yang semakin beragam menjadi Petrokimia Gresik (PG) untuk bertransformasi guna mempertahankan eksistensi dan meningkatkan daya saing secara berkesinambungan. "Leading Towards Excellence" yang secara harfiah berarti "Menuju Keunggulan", proses transformasi bisnis mengantarkan Petrokimia Gresik dari perusahaan yang berstatus baik atau *good company* menjadi perusahaan yang luar biasa atau *great company*. "Sustainable Agriculture" atau "Pertanian Berkelanjutan", ini sesuai dengan komitmen PG dalam mendukung sistem agrikultur terintegrasi yang didesain untuk jangka waktu panjang. "Sustainable Agriculture" tidak hanya menjadi masa depan pertanian di Indonesia, tetapi juga merupakan masa depan perusahaan. Semakin maju sektor pertanian tentu akan berdampak positif pada masa depan perusahaan.

The increasingly diverse business challenges have motivated Petrokimia Gresik (PG) to transform in order to maintain its existence and to continuously improve competitiveness. "Leading Towards Excellence" which literally translates to "leading towards excellence", a business process that leads Petrokimia Gresik from a company with a good reputation or good company into an extraordinary company or great company. This "Sustainable Agriculture" or "sustainable agriculture", is in accordance with PG's commitment to support integrated agricultural system designed for a long term. "Sustainable Agriculture" is not only the future of agriculture in Indonesia but is also the future of the company. The more advanced the agricultural sector will surely positively affect the future of the company.

PENCAPAIAN KINERJA PRODUKSI PETROKIMIA GRESIK

Achievement of Petrokimia Gresik's Production Performance



TOTAL PRODUKSI PUPUK
TOTAL PRODUCTION OF FERTILIZER

4,36 juta ton
million tonnes

⬇️

4,34 juta ton
million tonnes

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023

100%

Produksi pupuk tahun 2023 sebesar 4,36 juta ton atau 100% dibandingkan RKAP 2023, turun sebesar 5% dibandingkan tahun 2022 sebesar 4,34 juta ton. Fertilizer production in 2023 amounted to 4.36 million tons or 100% compare to 2023 RKAP, a decrease of 5% compared to 2022 of 4.34 million tons.



TOTAL PRODUKSI NON-PUPUK
TOTAL PRODUCTION OF NON FERTILIZER

3,78 juta ton
million tonnes

⬆️

2,49 juta ton
million tonnes

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023

151%

Produksi non-pupuk tahun 2023 sebesar 3,77 juta ton, atau 151% dibandingkan RKAP 2023 sebesar 2,49 juta ton. Naik 23% dibandingkan tahun 2022 sebesar 3,06 juta ton. Non-fertilizer production in 2023 amounted to 3.77 million tons, or 151% compared to the 2023 RKAP of 2.49 million tons. Up 23% compared to 2022 of 3.06 million tons.



TOTAL PENJUALAN PUPUK
TOTAL SALES OF FERTILIZER

3,79 juta ton
million tonnes

⚡

4,00 juta ton
million tonnes

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023

95%

Penjualan pupuk tahun 2023 sebesar 3,79 juta ton, atau 95% dibandingkan RKAP 2023 sebesar 4,00 juta ton. Turun 16% dibandingkan tahun 2022 sebesar 4,51 juta ton.

Fertilizer sales in 2023 amounted to 3.79 million tons, or 95% compared to the 2023 RKAP of 4.00 million tons. Decreased 16% compared to 2022 of 4.51 million tons.



TOTAL PENJUALAN NON-PUPUK
TOTAL SALES OF NON FERTILIZER

2,42 juta ton
million tonnes

⬆️

1,39 juta ton
million tonnes

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023

174%

Penjualan Non pupuk tahun 2023 sebesar 2,41 juta ton, atau 174% dibandingkan RKAP 2023 sebesar 1,39 juta ton. Naik 28% dibandingkan tahun 2022 sebesar 1,88 juta ton.

Non fertilizer sales in 2023 amounted to 2.41 million tons, or 174% compared to the 2023 RKAP of 1.39 million tons. Increased of 28% compared to 2022 of 1.88 million tons.

PENCAPAIAN KINERJA KEUANGAN PETROKIMIA GRESIK

Achievement of Petrokimia Gresik's Financial Performance



TOTAL PENJUALAN TOTAL SALES

31,74 Rp triliun
Rp trillion

➤

35,47 Rp triliun
Rp trillion

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023



PEROLEHAN PROFITABILITAS PROFITABILITY GAIN

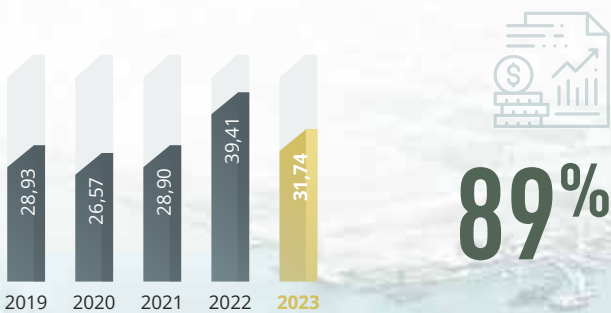
1,25 Rp triliun
Rp trillion

➤

1,93 Rp triliun
Rp trillion

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023



Penjualan pupuk tahun 2023 sebesar Rp31,74 triliun, turun 11% dibandingkan RKAP 2023 sebesar Rp35,46 triliun. Turun 19% dibandingkan tahun 2022 sebesar Rp39,41 triliun. Fertilizer sales in 2023 amounted to Rp31.74 trillion, a decrease of 11% compared to the 2023 RKAP of Rp35.46 trillion. Decreased 19% compared to 2022 of Rp39.41 trillion.

Laba tahun berjalan tahun 2023 sebesar Rp1,25 triliun atau 65% dibandingkan RKAP 2023 sebesar Rp1,93 triliun. Turun 61% dibandingkan pencapaian tahun 2022 sebesar Rp3,23 triliun. Profit for the year 2023 amounted to Rp1.25 trillion or 65% compared to the 2023 RKAP of Rp1.93 trillion. A 61% decrease compared to the year 2022 of Rp3.23 trillion.



LIABILITAS LIABILITIES

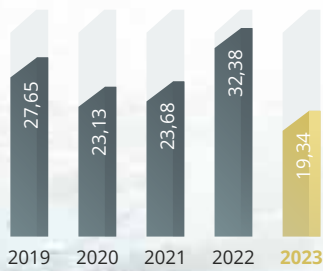
19,34 Rp triliun
Rp trillion



28,83 Rp triliun
Rp trillion

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023



67%



ASET PERUSAHAAN CORPORATE ASSETS

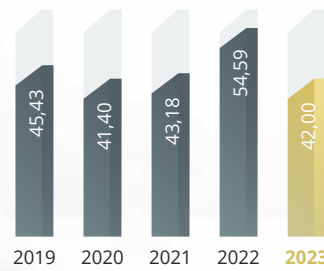
42,00 Rp triliun
Rp trillion



52,14 Rp triliun
Rp trillion

Tahun 2023
Year 2023

RKAP Tahun 2023
RKAP Year 2023



81%

Liabilitas tahun 2023 sebesar Rp19,34 triliun turun 33% dibandingkan RKAP 2023 sebesar Rp28,83 triliun. Turun 40% dibandingkan tahun 2022 sebesar Rp32,38 triliun.

Liabilities in 2023 amounted to Rp19.34 trillion, a decrease of 33% compared to the 2023 RKAP of Rp28.83 trillion. A 40% decrease compared to 2022 of Rp32.38 trillion.

Aset perusahaan tahun 2023 sebesar Rp42 triliun turun 19% dibandingkan RKAP 2023 sebesar Rp52,14 triliun. Turun 23% dibandingkan tahun 2022 sebesar Rp54,59 triliun.

The company's assets in 2023 amounted to Rp42 trillion, a decrease of 19% compared to the 2023 RKAP of Rp52.14 trillion. A 23% decrease compared to 2022 of Rp54.59 trillion.

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Social Responsibility and Environmental

LAPORAN KEUANGAN KONSOLIDASIAN

Consolidated Financial Report

REFERENSI KRITERIA ARA 2023 BERDASARKAN SE OJK-16-2021

Reference to 2023 ARA Criteria based on SE OJK-16-2021



**PETROKIMIA
GRESIK**
Solusi Agroindustri



01

IKHTISAR UTAMA

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IKHTISAR KEUANGAN

Financial Highlights

LAPORAN LABA RUGI KOMPREHENSIF COMPREHENSIVE PROFIT AND LOSS STATEMENT

dalam jutaan rupiah | in million rupiah

Keterangan Description	2023	2022	2021	2020	2019
Penjualan Sales	31.739.815	39.412.846	28.903.053	26.571.112	28.932.149
Beban Pokok Penjualan Cost of Goods Sold	26.804.656	32.073.418	23.797.196	21.802.168	23.587.883
Laba Kotor Gross Profit	4.935.159	7.339.428	5.105.857	4.768.943	5.344.266
Laba Usaha Operating Profit	2.969.507	5.586.172	3.468.782	3.220.961	3.571.752
Laba sebelum Pajak Profit before Tax	1.641.304	4.169.054	2.594.799	1.726.357	1.842.456
Laba Tahun Berjalan Profit for the Year	1.254.765	3.229.635	1.940.690	1.416.212	1.303.934
Laba Komprehensif Lain setelah Pajak Other Comprehensive Profit after Tax	(301.957)	64.686	469	(227.668)	9.015
Laba Komprehensif Tahun Berjalan Comprehensive Profit for the Year	952.808	3.294.321	1.941.158	1.188.544	1.394.084
Laba Tahun Berjalan yang Dapat Diatribusikan kepada Pemilik Entitas Induk Profit for the Year Attributable to Owners of the Parent Entity	1.219.767	3.192.263	1.906.223	1.388.134	1.279.481
Laba Tahun Berjalan yang dapat Diatribusikan kepada Kepentingan Non Pengendali Profit for the Year Attributable to Non-Controlling Interests	34.998	37.372	34.467	28.078	24.453
Laba Komprehensif Tahun Berjalan yang Dapat Diatribusikan kepada Pemilik Entitas Induk Comprehensive Profit for the Year Attributable to Owners of the Parent Entity	918.635	3.245.524	1.907.054	1.162.623	1.298.166
Laba Komprehensif Tahun Berjalan yang Dapat Diatribusikan kepada Kepentingan Non Pengendali Comprehensive Profit for the Year Attributable to Non-Controlling Interests	34.173	48.797	34.105	25.921	95.918
Dividen Kas Cash Dividends	475.000	571.867	694.067	564.577	627.277
Dividen Kas per Saham (Nilai Penuh) Cash Dividend per Share (Full Value)	71.970	86.647	105.162	85.542	95.042
Laba Bersih per Saham (Nilai Penuh) Earnings per Share (Full Value)	190.116	489.339	294.044	214.578	197.566
Jumlah Saham Beredar (Lembar) Number of Outstanding Shares (Shares)	6.600.000	6.600.000	6.600.000	6.600.000	6.600.000
Nilai Nominal per Saham (Nilai Penuh) Nominal Value per Share (Full Value)	1.000.000	1.000.000	1.000.000	1.000.000	1.000.000

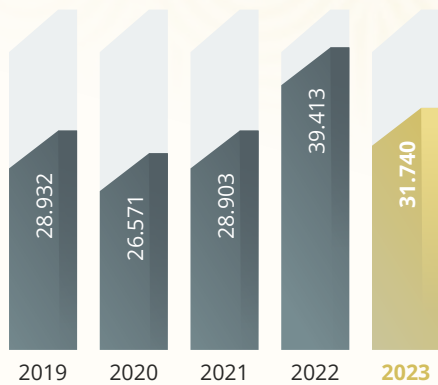


GRAFIK LAPORAN LABA RUGI KONSOLIDASIAN
GRAPH OF CONSOLIDATED INCOME STATEMENT



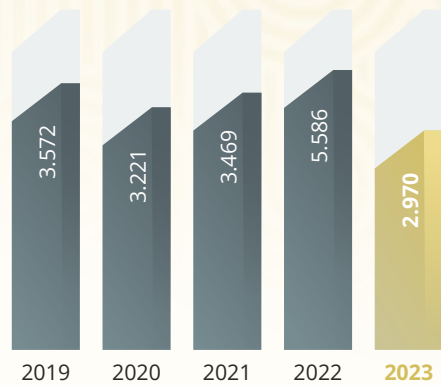
PENJUALAN
SALES

dalam miliar rupiah | in billion rupiah



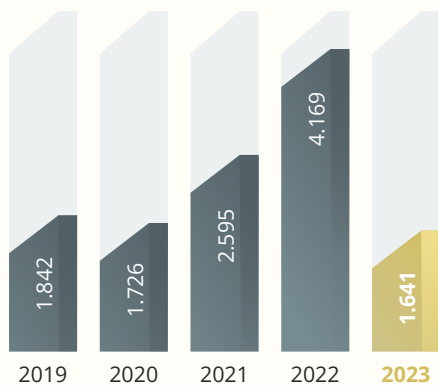
LABA USAHA
OPERATING PROFIT

dalam miliar rupiah | in billion rupiah



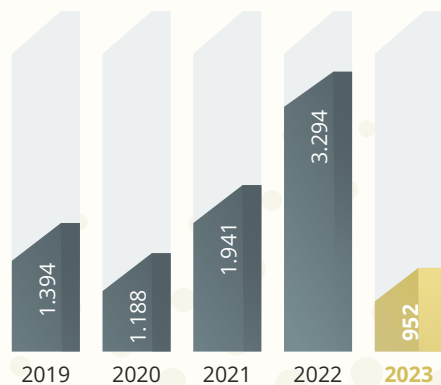
LABA SEBELUM PAJAK
PROFIT BEFORE TAX

dalam miliar rupiah | in billion rupiah



LABA KOMPREHENSIF TAHUN BERJALAN
COMPREHENSIVE PROFIT FOR THE YEAR

dalam miliar rupiah | in billion rupiah



LAPORAN POSISI KEUANGAN KONSOLIDASIAN CONSOLIDATED STATEMENT OF FINANCIAL POSITION

dalam jutaan rupiah | in million rupiah

Keterangan Description	2023	2022	2021	2020	2019
Aset Assets					
Kas Cash	1.626.825	3.278.414	2.288.481	2.477.369	2.659.328
Persediaan Inventories	5.847.691	10.324.862	7.469.174	5.189.831	6.290.013
Aset Lancar Current Assets	8.121.009	15.139.460	4.343.567	5.317.933	8.960.769
Investasi pada Entitas Asosiasi dan Ventura Bersama Investment in Associated Entities and Joint Ventures	489.611	333.380	322.758	305.172	277.674
Aset Tetap Bersih Net Fixed Assets	24.131.302	24.603.803	24.562.406	24.793.171	23.327.303
Aset Lain Other Assets	1.787.465	906.106	4.185.844	3.312.957	3.915.533
Jumlah Aset Total Assets	42.003.902	54.586.025	43.182.763	41.396.433	45.430.620
Liabilitas Liabilities					
Liabilitas Jangka Pendek Current Liabilities	5.526.714	16.241.685	10.551.416	8.925.650	17.383.449
Liabilitas Jangka Panjang Non-Current Liabilities	13.814.063	16.140.337	13.132.566	14.205.055	10.262.990
Jumlah Liabilitas Total Liabilities	19.340.777	32.382.022	23.683.982	23.130.705	27.646.439
Ekuitas Equity					
Modal Saham Share Capital	6.600.000	6.600.000	6.600.000	6.600.000	6.600.000
Saldo Laba Retain Earning	8.663.758	7.918.991	5.298.595	4.086.439	3.390.973
Pendapatan Komprehensif Lain Other Comprehensive Income	7.161.134	7.462.266	7.409.005	7.408.174	7.633.685
Kepentingan Non Pengendali Non-Controlling Interest	238.233	222.746	191.181	171.115	159.523
Jumlah Ekuitas Total Equity	22.663.125	22.204.003	19.498.781	18.265.728	17.784.181
Jumlah Liabilitas dan Ekuitas Total Liabilities and Equity	42.003.902	54.586.025	43.182.763	41.396.433	45.430.620

LAPORAN ARUS KAS KONSOLIDASIAN CONSOLIDATED STATEMENT OF CASH FLOWS

dalam jutaan rupiah | in million rupiah

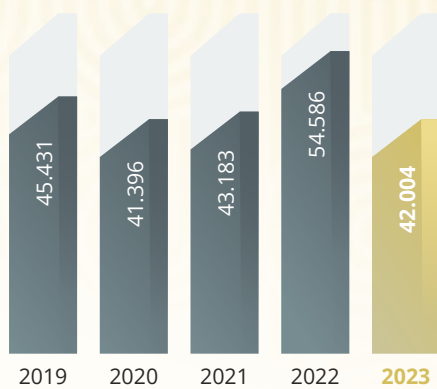
Keterangan Description	2023	2022	2021	2020	2019
Arus Kas dari (untuk) Aktivitas Operasi Cash Flow Provided by (used in) Operating Activities	4.265.930	1.297.790	3.552.335	7.718.187	1.411.215
Arus Kas dari (untuk) Aktivitas Investasi Cash Flow Provided by (used in) Investment Activities	(1.718.280)	(1.100.064)	(907.980)	(496.657)	(888.652)
Arus Kas dari (untuk) Aktivitas Pendanaan Cash Flow Provided by (used in) Funding Activities	(4.195.940)	785.230	(2.851.047)	(7.434.711)	(918.389)



GRAFIK LAPORAN POSISI KEUANGAN GRAPH OF FINANCIAL POSITION STATEMENT

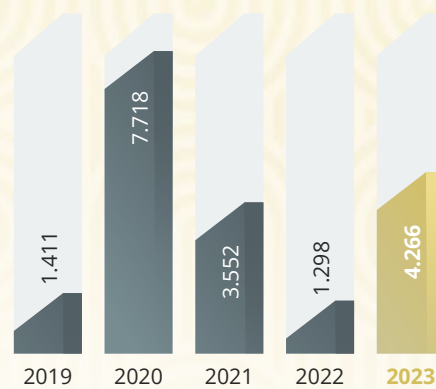
JUMLAH ASET TOTAL ASSETS

dalam miliar rupiah | in billion rupiah



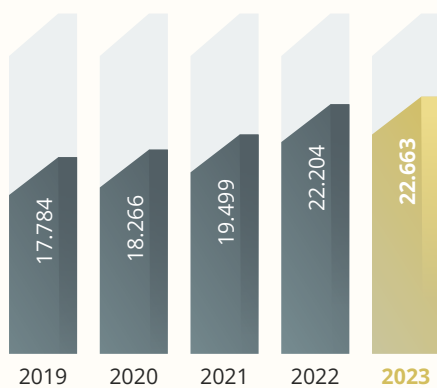
ARUS KAS DARI (UNTUK) AKTIVITAS OPERASI CASH FLOW PROVIDED BY (USED IN) OPERATING ACTIVITIES

dalam miliar rupiah | in billion rupiah



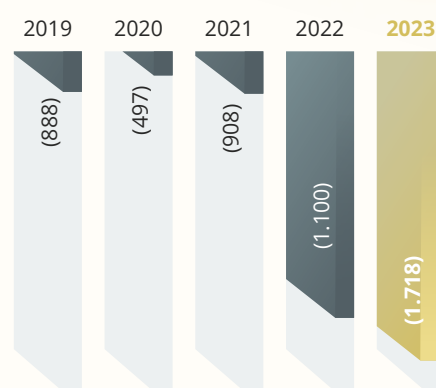
JUMLAH EKUITAS TOTAL EQUITY

dalam miliar rupiah | in billion rupiah



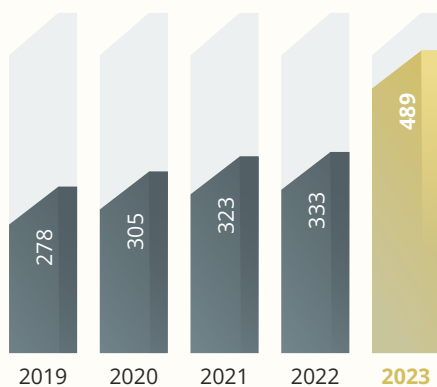
ARUS KAS DARI (UNTUK) AKTIVITAS INVESTASI CASH FLOW PROVIDED BY (USED IN) INVESTMENT ACTIVITIES

dalam miliar rupiah | in billion rupiah



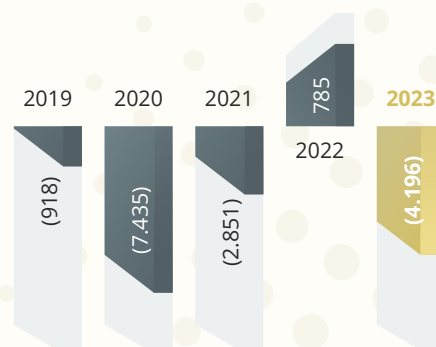
INVESTASI PADA ENTITAS ASOSIASI DAN VENTURA BERSAMA INVESTMENT IN ASSOCIATED ENTITIES AND JOINT VENTURES

dalam miliar rupiah | in billion rupiah



ARUS KAS DARI (UNTUK) AKTIVITAS PENDANAAN CASH FLOW PROVIDED BY (USED IN) FUNDING ACTIVITIES

dalam miliar rupiah | in billion rupiah



RASIO KEUANGAN FINANCIAL RATIOS

dalam %, kecuali disebutkan lain | in %, unless otherwise stated

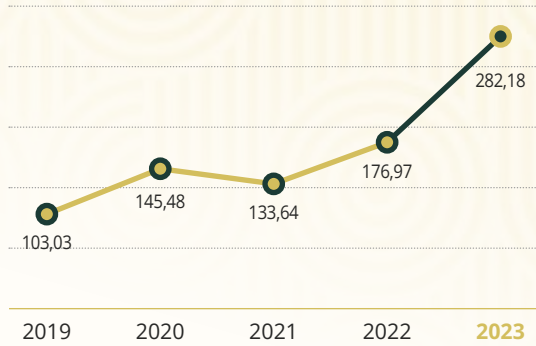
Keterangan Description	2023	2022	2021	2020	2019
Rasio Likuiditas Liquidity Ratio					
Rasio Aset Lancar terhadap Liabilitas Lancar Current Ratio	282,18	176,97	133,64	145,48	103,03
Rasio Kas terhadap Liabilitas Lancar Cash Ratio	29,44	20,19	21,69	27,76	15,30
Rasio Aset Lancar-Persediaan terhadap Liabilitas Lancar Quick Ratio	176,38	113,40	62,85	87,34	66,85
Rasio Solvabilitas Solvency Ratio					
Rasio Liabilitas terhadap Ekuitas Debt-to-Equity Ratio	85,34	145,84	121,46	126,63	155,46
Rasio Liabilitas terhadap Aset Debt-to Asset Ratio	46,05	59,32	54,85	55,88	60,85
Rasio Pinjaman terhadap Ekuitas Loan to Equity Ratio	46: 54	59: 41	55: 45	56: 44	61: 39
Kemampuan Membayar Bunga Interest Coverage Ratio	292,68	686,62	503,98	323,88	257,58
Rasio Profitabilitas Profitability Ratio					
Marjin Laba Kotor Gross Profit Margin	15,55	18,62	17,67	17,95	18,47
Marjin Laba Usaha Operating Profit Margin	14,96	17,77	16,58	17,19	16,14
Marjin Laba Bersih Net Profit Margin	3,95	8,36	6,72	5,33	4,51
Rasio Laba Bersih terhadap Ekuitas Return on Equity	6,00	17,78	11,18	8,55	8,19
Rasio Laba Bersih terhadap Aset Return on Asset	2,99	6,04	4,50	3,42	2,87
Rasio Laba Bersih terhadap Investasi Return on Investment	11,76	13,23	11,41	11,45	10,72
Rasio Aktivitas Activity Ratio					
Rasio Perputaran Aset Asset Turnover Ratio	76,00	72,00	67,00	64,19	63,68
Rasio Modal terhadap Aset Capital Adequacy Ratio	53,95	40,68	45,15	44,12	39,15
Pendapatan terhadap Modal Kerja Bersih Working Capital Turnover Ratio	315	315	814	655	5494
Nilai Tukar (Rp/USD) Exchange Rate (Rp/USD)	15.416	15.731	14.269	14.105	13.901



GRAFIK RASIO KEUANGAN CHART OF FINANCIAL RATIOS

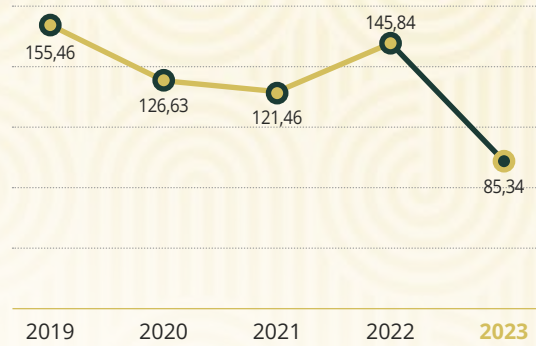
RASIO ASET LANCAR TERHADAP LIABILITAS LANCAR CURRENT RATIO

dalam % | in %



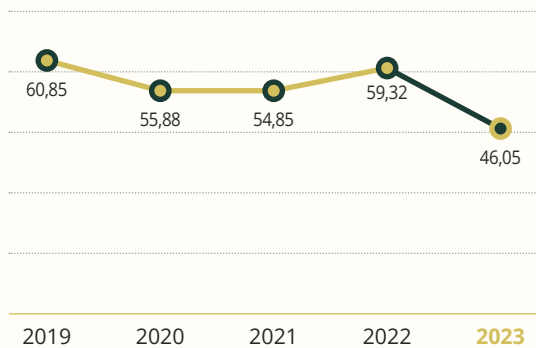
RASIO LIABILITAS TERHADAP EKUITAS DEBT-TO-EQUITY RATIO

dalam % | in %



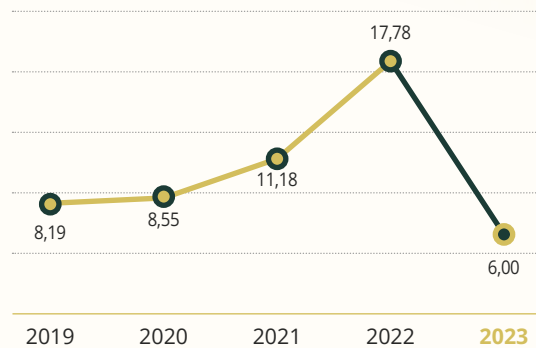
RASIO LIABILITAS TERHADAP ASET DEBT-TO-ASSET RATIO

dalam % | in %



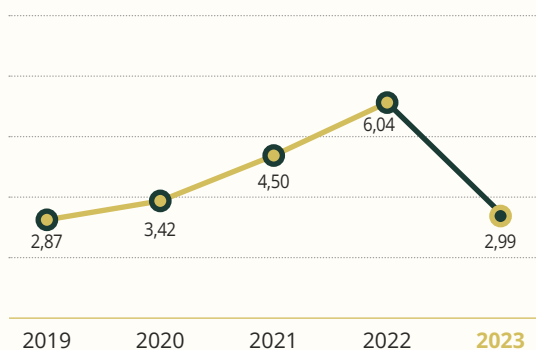
RASIO LABA BERSIH TERHADAP EKUITAS RETURN ON EQUITY

dalam % | in %



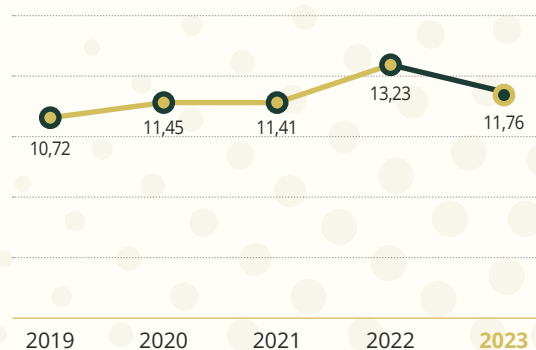
RASIO LABA BERSIH TERHADAP ASET RETURN ON ASSET

dalam % | in %



RASIO LABA BERSIH TERHADAP INVESTASI RETURN ON INVESTMENT

dalam % | in %



IKHTISAR OPERASIONAL

Operational Highlights

PRODUKSI PUPUK | FERTILIZER PRODUCTS

dalam satuan ton | in ton

Keterangan Description	2023	2022	2021	2020	2019
Produksi Production					
Pupuk Urea Urea Fertilizer	1.118.217	1.070.125	947.860	1.003.843	906.472
Pupuk ZA ZA Fertilizer	699.530	718.270	759.226	795.930	698.392
Pupuk SP-36 SP-36 Fertilizer	107.880	172.878	325.138	451.972	479.443
Pupuk Phonska Phonska Fertilizer	1.995.757	2.451.964	2.089.936	2.006.396	2.104.283
Aset Tetap Bersih Net Fixed Assets	390.402	22.117	389.238	447.510	413.911
Pupuk NPK Kebomas NPK Kebomas Fertilizer	7.794	144.088	14.021	9.655	14.364
Jumlah Produksi Pupuk Total Fertilizer Production	4.361.112	4.592.634	4.525.419	4.715.306	4.616.865
Pupuk Petrobanik (produksi oleh Mitra) Petroganik Fertilizer (produced by Mitra)	-	391.683	391.683	610.350	524.120
Penjualan Sales					
Pupuk Subsidi Subsidized Fertilizer	2.636.594	3.702.656	4.340.190	4.626.074	5.192.362
Pupuk Non Subsidi-Domestik Non-subsidized Fertilizer-Domestic	728.317	573.712	510.275	356.696	291.995
Pupuk Non Subsidi-Ekspor Non-subsidized Fertilizer-Export	423.504	234.948	301.203	493.713	392.891
Jumlah Penjualan Pupuk Total Fertilizer Sales	3.787.178	4.511.316	5.151.668	5.476.483	5.877.284

PRODUKSI NON PUPUK | NON-FERTILIZER PRODUCTS

dalam satuan ton | in ton

Keterangan Description	2023	2022	2021	2020	2019
Produksi Production					
Amonia Ammonia	1.015.467	942.875	907.301	1.095.376	949.700
Asam Sulfat Sulfuric Acid	925.912	886.688	881.200	853.111	849.510
Asam Fosfat Phosphoric Acid	253.923	222.388	191.856	218.883	270.333
Gypsum	1.552.561	979.192	994.160	821.036	889.888
Aluminium Florida Aluminum Fluoride	9.570	9.323	7.265	7.114	11.301
CO ₂ Cair Liquid CO ₂	10.198	7.977	11.181	12.042	15.816
Dry Ice	488	583	592	670	976
Asam Klorida Hydrochloric Acid	8.934	15.462	15.881	11.975	15.909
Jumlah Produksi Non Pupuk Total Non-Fertilizer Production	3.777.054	3.064.488	3.009.437	3.020.207	3.003.433
Penjualan Sales					
Jumlah Penjualan Non Pupuk Total Non-fertilizer Sales	2.418.652	1.877.438	1.826.826	1.540.712	1.378.902

PENYALURAN TJSL | TJSL IMPLEMENTATION

dalam jutaan rupiah | in million rupiah

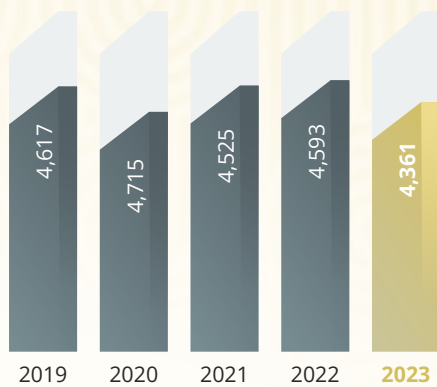
Keterangan Description	2023	2022	2021	2020	2019
Program Kemitraan Partnership Program	28.792	41.871	42.973	38.255	47.103
Program Bina Lingkungan Environmental Development Program	17.036	11.977	10.002	6.840	15.261



GRAFIK OPERASIONAL CHART OF OPERATIONS

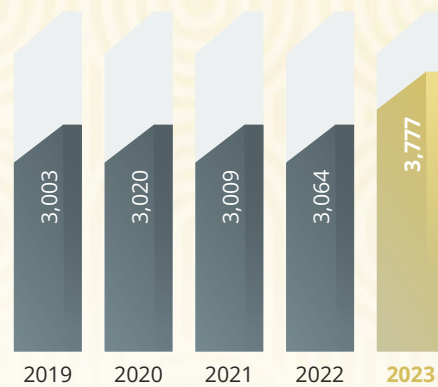
JUMLAH PRODUKSI PUPUK TOTAL FERTILIZER PRODUCTION

dalam jutaan ton | in million of tons



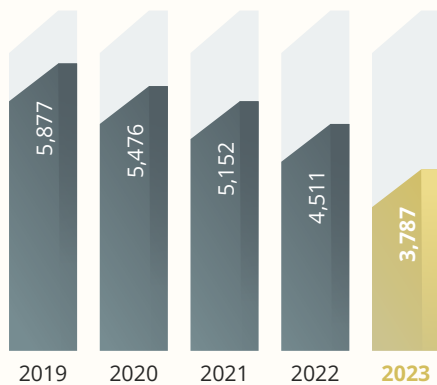
JUMLAH PRODUKSI NON PUPUK TOTAL NON-FERTILIZER PRODUCTION

dalam jutaan ton | in million of tons



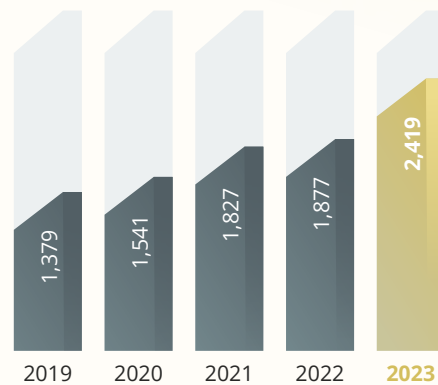
JUMLAH PENJUALAN PUPUK SUBSIDI TOTAL FERTILIZER SALES

dalam jutaan ton | in million of tons



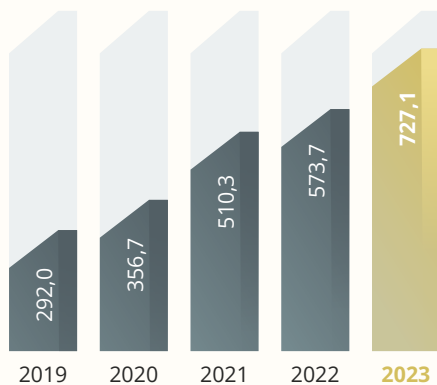
JUMLAH PENJUALAN NON PUPUK TOTAL NON-FERTILIZER SALES

dalam jutaan ton | in million of tons



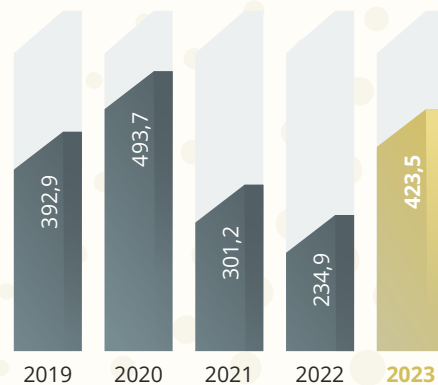
PENJUALAN PUPUK NON SUBSIDI-DOMESTIK NON-SUBSIDIZED FERTILIZER-DOMESTIC

dalam ribuan ton | in thousand of tons



PENJUALAN PUPUK NON SUBSIDI-EKSPOR NON-SUBSIDIZED FERTILIZER-EXPORT

dalam ribuan ton | in thousand of tons



IKHTISAR SAHAM

Stock Overview

Sampai dengan akhir tahun 2023, PT Petrokimia Gresik tidak melakukan perdagangan saham sehingga tidak ada informasi harga saham tertinggi, harga saham terendah, harga saham penutupan, dan volume saham yang diperdagangkan.

Until the end of 2023, PT Petrokimia Gresik did not trade shares so there is no information on the highest share price, lowest share price, closing share price, and volume of shares traded.

IKHTISAR OBLIGASI

Bonds Overview

Sampai dengan akhir tahun 2023, PT Petrokimia Gresik tidak menerbitkan obligasi, sukuk dan obligasi konversi sehingga tidak ada informasi terkait dengan jumlah obligasi/sukuk/obligasi konversi yang beredar, tingkat bunga/imbalan, tanggal jatuh tempo, dan peringkat obligasi/sukuk.

Until the end of 2023, PT Petrokimia Gresik did not issue bonds, sukuk and convertible bonds so there is no information related to the number of bonds/sukuk/convertible bonds outstanding, interest/reward rates, maturity dates, and bond/sukuk ratings.



PERISTIWA PENTING 2023

2023 Event Highlights

10

Januari | January



Petrokimia Gresik Luncurkan Program “Santri Makmur” sebagai Langkah Perluas Manfaat Program Makmur Tahun 2023

Petrokimia Gresik Launches the “Santri Makmur” Program as a Step to Expand the Benefits of the Makmur Program in 2023

Petrokimia Gresik, memperluas manfaat dari program Makmur dengan meluncurkan program Pesantren Mitra Makmur atau “Santri Makmur” yang diresmikan oleh Bapak Joko Widodo, Presiden RI, dan Bapak Erick Thohir, Menteri BUMN, di tengah peringatan Satu Abad Nahdlatul Ulama (NU) “Festival Tradisi Islam Nusantara” di Banyuwangi, Jawa Timur. Petrokimia Gresik, dalam program ini melakukan pengembangan Sumber Daya Manusia (SDM) santri di sektor pertanian. Mereka dididik dan dilatih menjadi tenaga pendamping pada Program Pesantren Mitra Makmur.

Petrokimia Gresik expanded the benefits of the Makmur program by launching the Mitra Makmur Islamic Boarding School, or “Santri Makmur” program, which was inaugurated by Mr. Joko Widodo, President of the Republic of Indonesia, and Mr. Erick Thohir, Minister of SOE, in the midst of the commemoration of the Centenary of the Nahdlatul Ulama (NU) “Festival of Indonesian Islamic Traditions” in Banyuwangi, East Java. Petrokimia Gresik, in this program, develops human resources (HR) for students in the agricultural sector. They are educated and trained to become assistant staff in the Mitra Makmur Islamic Boarding School Program.

17

Februari | February



Petrokimia Gresik Sulap Lahan Pemakaman Menjadi Moslem Memorial Park dan Kebun Sayuran

Petrokimia Gresik Transforms Cemetery Land into Moslem Memorial Park and Vegetable Garden

Petrokimia Gresik bersama dengan Takmir Masjid Nurul Jannah merenovasi lahan pemakaman di kawasan perusahaan menjadi Moslem Memorial Park (MMP) yang juga dipercantik dengan Kebun MMP dengan berbagai tanaman sayuran yang ditandai dengan panen bersama di Kebun MMP tersebut.

Petrokimia Gresik and the Nurul Jannah Mosque Takmir renovated the burial ground in the Company area into a Moslem Memorial Park (MMP), which was also beautified with an MMP Garden with various vegetable plants marked by a joint harvest.

25

Februari | February



Petrokimia Gresik Salurkan Bantuan Sembako untuk Dapur Umum Bencana Banjir di Gresik

Petrokimia Gresik Distributes Basic Food Aid to Flood Disaster Public Kitchens in Gresik

Petrokimia Gresik, melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL) “Petrokimia Gresik Peduli dan Berbagi” memberikan bantuan 750 paket sembako dan memberikan bantuan 2.000 karung untuk pembuatan tanggul darurat guna disalurkan di sejumlah posko dapur umum bencana banjir Kabupaten Gresik.

Petrokimia Gresik, through the Social and Environmental Responsibility (TJSL) program “Petrokimia Gresik Cares and Shares,” provided 750 basic food packages and provided 2,000 sacks for the construction of emergency embankments to be distributed to a number of public kitchen posts for the Gresik Regency flood disaster.

02 Maret | March



Jelang Ramadan, Petrokimia Gresik Bersama Kementerian BUMN Siapkan 4.000 Sembako Murah di “Pasar Rakyat dan Bazar UMKM”
Ahead of Ramadan, Petrokimia Gresik, together with the Ministry of SOE, Prepares 4,000 Cheap Basic Foods at “People’s Markets and MSME Bazaars”

Menjelang Ramadan 1444 H, Petrokimia Gresik menggelar pasar murah yang dikemas dalam acara “Pasar Rakyat dan Bazar UMKM” di Stadion Tri Dharma, Gresik, Jawa Timur. Sembako murah yang disubsidi di antaranya beras sebanyak 5 kilogram, minyak goreng 1 liter, dan gula pasir 1 kilogram yang dibandrol dengan harga Rp55.000.

Ahead of Ramadan 1444 H, Petrokimia Gresik is holding a cheap market that is packaged as the “People’s Market and MSME Bazaar” at the Tri Dharma Stadium, Gresik, East Java. The cheaply subsidized basic necessities include 5 kilograms of rice, 1 liter of cooking oil, and 1 kilogram of granulated sugar, which is priced at Rp55,000.

07 Maret | March



Petrokimia Gresik Ajak Ribuan Peserta Ramaikan “Jalan Sehat Bersama BUMN” di Pati dan Tegal
Petrokimia Gresik Invites Thousands of Participants to Join the “Healthy Walk with SOE” in Pati and Tegal

Petrokimia Gresik menggelar jalan sehat di Kabupaten Pati dan Tegal, Jawa Tengah. Jalan sehat ini juga digelar di 239 kabupaten/kota yang ada di 15 provinsi dalam rangka memperingati ulang tahun Kementerian BUMN yang ke-25.

Petrokimia Gresik held a healthy walk in Pati and Tegal Regencies, Central Java. This healthy walk was also held in 239 regencies/cities in 15 provinces to commemorate the 25th anniversary of the Ministry of SOE.

08 Maret | March



Jalin Komunikasi dengan Empat Duta Besar dari Timur Tengah dan Afrika Utara, Petrokimia Gresik Amankan Suplai Bahan Baku
Establishing Communication with Four Ambassadors from The Middle East and North Africa, Petrokimia Gresik Secures Supplies of Raw Materials

Petrokimia Gresik menerima kunjungan Duta Besar (Dubes) dari berbagai negara Timur Tengah dan Afrika Utara, di Gresik, Jawa Timur. Indonesia bersama Petrokimia Gresik mengajak para Duta Besar yaitu Maroko, Yordania, Tunisia, dan Uni Emirat Arab (UEA) untuk melihat langsung kondisi di lapangan melalui kegiatan diskusi sampai dengan turun ke lahan panen kentang dan padi di Bromo dan Malang, Jawa Timur

Petrokimia Gresik received visits from ambassadors from various Middle Eastern and North African countries in Gresik, East Java. Indonesia, together with Petrokimia Gresik, invited the Ambassadors, namely Morocco, Jordan, Tunisia, and the United Arab Emirates (UAE), to see firsthand the conditions in the field through discussion activities and even going to the potato and rice harvest fields in Bromo and Malang, East Java.

11 Maret | March



Petrokimia Gresik Kembali Berangkatkan 38 Taruna Makmur
Petrokimia Gresik Once Again Departs 38 Taruna Makmur

Petrokimia Gresik memberangkatkan sebanyak 38 Taruna Makmur *Batch* 2 di berbagai daerah di Indonesia, yaitu Jawa Timur, Jawa Tengah, Jawa Barat, Bali, dan Nusa Tenggara, sekaligus mewisuda 30 Taruna Makmur *Batch* 1 di Gresik, Jawa Timur.

Petrokimia Gresik dispatched 38 Batch 2 Taruna Makmur to various regions of Indonesia, including East Java, Central Java, West Java, Bali, and Nusa Tenggara, while also graduating 30 Batch 1 Taruna Makmur in Gresik, East Java.



17

Maret | March



Inovatif dan Peduli UMKM, Petrokimia Gresik Raih Penghargaan “CEO Innovative Leader & Perusahaan Peduli Pengembangan UMKM”
Innovative and Caring for MSMEs, Petrokimia Gresik Wins the “CEO Innovative Leader & Company that Cares for MSME Development” Award

Petrokimia Gresik meraih penghargaan “CEO Innovative Leader dan Perusahaan Peduli Pengembangan UMKM” dalam Anugerah BUMN 2023 Tahun ke-12 di Jakarta, CEO Innovative Leader dinobatkan kepada Direktur Utama Petrokimia Gresik, Dwi Satriyo Annurogo yang penghargaannya diserahkan langsung oleh Menteri Pariwisata RI Periode 2014–2019, Arief Yahya.

Petrokimia Gresik won the “CEO Innovative Leader and Company that Cares about MSME Development” award at the 12th Annual SOE Awards 2023 in Jakarta, CEO Innovative Leader was named to the President Director of Petrokimia Gresik, Dwi Satriyo Annurogo, whose award was handed over directly by the Minister of Tourism of the Republic of Indonesia for the 2014–2019 period, Arief Yahya.

08

April | April



Berbagi Berkah Ramadan, Petrokimia Gresik Berikan Bantuan Untuk Masjid, Mushala, Pondok Pesantren, dan Panti Asuhan Sekitar Perseroan

Sharing the Blessings of Ramadan, Petrokimia Gresik Provides Aid to Mosques, Prayer Rooms, Islamic Boarding Schools, and Orphanages Around the Company

Petrokimia Gresik secara simbolis menyalurkan bantuan kepada 134 rumah ibadah dan lembaga sosial yang terdiri dari masjid, musala, panti asuhan, dan pondok pesantren yang ada di sekitar Perseroan untuk operasional selama bulan Ramadan 1444 H dengan total sebesar Rp632,5 juta.

Petrokimia Gresik symbolically distributed aid to 134 places of worship and social institutions consisting of mosques, prayer rooms, orphanages, and Islamic boarding schools around the Company for operations during the month of Ramadan 1444 H, with a total value of Rp632.5 million.

14

April | April



Menjelang Idulfitri 1444H, Petrokimia Gresik Bagikan Lebih dari 12.500 Paket Sembako untuk Masyarakat Sekitar Perseroan

the Blessings of Ramadan, Petrokimia Gresik Provides Aid to Mosques, Prayer Rooms, Islamic Boarding Schools, and Orphanages Around the Company

Petrokimia Gresik menjelang Idulfitri 1444H ini membagikan sebanyak 12.540 paket sembako senilai Rp1,3 miliar untuk masyarakat sekitar Perseroan. Adapun paket sembako yang dibagikan Petrokimia Gresik yaitu 5 kilogram beras dan 1 liter minyak. Bantuan tersebut dibagikan untuk desa/kelurahan sekitar Perseroan, di antaranya Desa Roomo, Kelurahan Tlogopojok, Lumpur, Karangturi, Karangpoh, Sukorame, Kroman dan Kelurahan Ngipik.

Ahead of Idul Fitri 1444H, Petrokimia Gresik distributed 12,540 basic food packages worth Rp1.3 billion to the community around the Company. The basic food packages distributed by Petrokimia Gresik are 5 kilograms of rice and 1 liter of oil. This assistance was distributed to villages/sub-districts around the Company, including Roomo Village, Tlogopojok, Lumpur, Karangturi, Karangpoh, Sukorame, Kroman, and Ngipik Sub-District.

19 April | April



Inovasi Digital Petrokimia Gresik Kembali Dipamerkan di Kancah Internasional

Petrokimia Gresik's Digital Innovation is Once Again Exhibited on the International Stage

Empat Inovasi Digital Petrokimia Gresik yaitu Human Capital Development (HCDev), Petrokimia Gresik Port Information System (Petroport), System Scheduling Truck Online (Sistro), dan Petro Balancing dipamerkan pada even internasional, Hannover Messe (HM) 2023 tanggal 17-21 April 2023 di Hannover Fairground, Jerman.

Petrokimia Gresik's four Digital Innovations, namely Human Capital Development (HCDev), Petrokimia Gresik Port Information System (Petroport), Online Truck Scheduling System (Sistro), and Petro Balancing, were exhibited at the international event Hannover Messe (HM) 2023, April 17-21, 2023, at the Hannover Fairground, Germany.

25 Mei | May



Penanganan dan Komersialisasi Gypsum Petrokimia Gresik Mendapatkan Apresiasi dari International Fertilizer Association (IFA)

Petrokimia Gresik Gypsum Handling and Commercialization Receives Appreciation from the International Fertilizer Association (IFA)

Petrokimia Gresik terpilih sebagai pembicara dalam Forum International Fertilizer Association (IFA) Annual Conference 2023 di Praha, Republik Ceko, atas penanganan dan komersialisasi gipsium yang dinilai berhasil dan selaras dengan prinsip IFA untuk mengedepankan konsep *Academic, Bussiness, Government* (ABG) *Collaboration* dalam menghasilkan ekonomi sirkular.

Petrokimia Gresik was selected as a speaker at the 2023 International Fertilizer Association (IFA) Annual Conference Forum in Prague, Czech Republic, for the handling and commercialization of gypsum, which was considered successful and in line with IFA principles to prioritize the *Academic, Bussiness, Government* (ABG) *Collaboration* concept in generating economic circulars.

31 Mei | May



Menteri Pertanian Tinjau Kesiapan Program "Smart Precision Farming" Inisiasi Petrokimia Gresik

The Minister of Agriculture Reviews Readiness of the "Smart Precision Farming" Program Initiated by Petrokimia Gresik

Menteri Pertanian Republik Indonesia, Syahrul Yasin Limpo, meninjau kesiapan program "Smart Precision Farming" yang nantinya akan dijalankan dengan mengembangkan teknologi baru pada pertanian Indonesia, seperti penggunaan produk pupuk dengan teknologi nano, serta pemanfaatan *drone* untuk pemupukan maupun pemantauan pertumbuhan tanaman yang digagas Petrokimia Gresik untuk mempersiapkan masa depan pertanian Indonesia.

The Minister of Agriculture of the Republic of Indonesia, Syahrul Yasin Limpo, reviewed the readiness of the "Smart Precision Farming" program, which will later be implemented by developing new technology in Indonesian agriculture, such as the use of fertilizer products with nanotechnology, as well as the use of drones for fertilization and growth monitoring a plant initiated by Petrokimia Gresik to prepare for the future of Indonesian agriculture.



07

Juni | June



Konvensi Inovasi Petrokimia Gresik (KIPG) XXXVII Petrokimia Gresik Innovation Convention (KIPG) XXXVII

Dalam kegiatan Konvensi Inovasi Petrokimia Gresik (KIPG) XXXVII, Petrokimia Gresik mampu menciptakan nilai tambah sebesar Rp277,9 miliar dengan 91% keterlibatan karyawan melalui inovasi yang dilakukan sepanjang tahun 2022 dengan jumlah 1.599 Gugus Inovasi.

In the activities of the Petrokimia Gresik Innovation Convention (KIPG) XXXVII, Petrokimia Gresik was able to create an added value of Rp277.9 billion with 91% employee involvement through innovation carried out throughout 2022 with a total of 1,599 Innovation Clusters.

11

Juni | June



Petrokimia Gresik Pamerkan "Smart Precision Farming" di Pekan Nasional (Penas) Petani Nelayan XVI Petrokimia Gresik Showcases "Smart Precision Farming" at National Week (Penas) Fishermen Farmers XVI

Petrokimia Gresik mengikuti pameran dan gelar teknologi Pekan Nasional (Penas) Petani Nelayan XVI yang dibuka oleh Menteri Pertanian, Syahrul Yasin Limpo, di Padang dengan materi yang dipamerkan adalah program "Smart Precision Farming" untuk masa depan pertanian Indonesia.

Petrokimia Gresik took part in the XVI Fishermen and Fisheries National Week (Penas) technology exhibition, which was opened by the Indonesian Minister of Agriculture, Syahrul Yasin Limpo, in Padang, with the material on display being the "Smart Precision Farming" program for the future of Indonesian agriculture.

14

Juni | June



Memperkuat Komitmen Peduli Lingkungan, Petrokimia Gresik Hadirkan *Employee Green Behavior*

Strengthening Commitment to Care for the Environment, Petrokimia Gresik Presents *Employee Green Behavior*

Petrokimia Gresik menghadirkan *Employee Green Behavior* (EGB) yang ditandai dengan penandatanganan komitmen peduli lingkungan dalam puncak peringatan "Hari Lingkungan Hidup Sedunia" Perseroan, di GOR Tri Dharma, Gresik, Jawa Timur dengan beberapa komitmen yang ditandatangani Insan Petrokimia Gresik, yaitu hemat energi; hemat dalam menggunakan air; mengurangi emisi gas rumah kaca; mengelola sampah serta limbah Bahan Berbahaya dan Beracun (B3) berbasis *Reduce, Reuse, dan Recycle* (3R); melestarikan keanekaragaman hayati; dan terakhir melakukan adaptasi serta mitigasi perubahan iklim.

Petrokimia Gresik presents *Employee Green Behavior* (EGB), which is marked by the signing of a commitment to care for the environment at the peak of the Company's "World Environment Day" commemoration, at GOR Tri Dharma, Gresik, East Java, with several commitments signed by Petrokimia Gresik employees, namely saving energy, saving in using water, reducing greenhouse gas emissions, managing waste and Hazardous and Toxic Materials (B3) based on the Reduce, Reuse, and Recycle (3R); preserving biodiversity, and finally, adapting and mitigating climate change.

19 Juni | June



Petrokimia Gresik dan Pupuk Indonesia Dukung Prestasi Voli Indonesia melalui Ajang Asian Volleyball Confederation

Petrokimia Gresik and Pupuk Indonesia Support Indonesian Volleyball Achievements through the Asian Volleyball Confederation Event

Petrokimia Gresik mendukung prestasi atlet voli nasional melalui penyelenggaraan Asian Volleyball Confederation (AVC) Challenge Cup for Women yang berlangsung di GOR Tri Dharma Petrokimia Gresik, tanggal 18-25 Juni 2023. Dukungan terhadap terselenggaranya AVC ini merupakan realisasi dari komitmen Petrokimia Gresik untuk terus berkontribusi pada bidang olahraga, khususnya bola voli.

Petrokimia Gresik supports the achievements of national volleyball athletes by holding the Asian Volleyball Confederation (AVC) Challenge Cup for Women, which took place at GOR Tri Dharma Petrokimia Gresik from June 18-25, 2023. Support for the holding of this AVC is a realization of Petrokimia Gresik's commitment to continue contributing to sports, especially volleyball.

21 Juni | June



Petrokimia Gresik Kembali Buka Program Beasiswa Petani Muda
Petrokimia Gresik Reopens Young Farmer Scholarship Program

Petrokimia Gresik kembali membuka program Beasiswa Petani Muda untuk 50 pelajar berprestasi Sekolah Menengah Kejuruan (SMK) Jurusan Pertanian di Jawa Timur dengan mendapatkan beasiswa masing-masing berupa uang saku bulanan dengan total Rp6.000.000 untuk 12 bulan.

Petrokimia Gresik has once again opened the Young Farmer Scholarship program for 50 outstanding students from Vocational High Schools (SMK) majoring in Agriculture in East Java, each receiving a scholarship in the form of a monthly pocket money with a total of Rp6,000,000 for 12 months.

02 Juli | July



Petrokimia Gresik Salurkan Hewan Kurban Senilai Rp947 juta untuk Masyarakat Sekitar Perseroan
Petrokimia Gresik Distributes Sacrificial Animals Worth Rp947 Million to Communities Around the Company

Di momen Hari Raya Iduladha 1444 H, Petrokimia Gresik, perusahaan Solusi Agroindustri anggota holding Pupuk Indonesia, menyerahkan hewan kurban berupa 17 ekor sapi dan 98 kambing untuk masjid, musala, dan masyarakat sekitar Perseroan senilai Rp947 juta.

On the occasion of Iduladha 1444 H, Petrokimia Gresik, the Agroindustry Solutions Company, a member of the Pupuk Indonesia holding, handed over sacrificial animals in the form of 17 cows and 98 goats to mosques, prayer rooms, and the community around the Company worth Rp947 million.

10 Juli | July



Tasyakuran HUT-51, Petrokimia Gresik Capai Laba Terbesar Selama Lebih dari 50 Tahun
Celebrating Its 51st Anniversary, Petrokimia Gresik Achieves the Highest Profit in More Than 50 Years

Kinerja Terbaik dengan perolehan laba perusahaan tahun 2022 sebesar Rp3,23 triliun, atau sekitar 285% dari RKAP sebesar Rp1,13 triliun. Laba ini menjadi laba terbesar yang berhasil dibukukan Petrokimia Gresik selama lebih dari 50 tahun memakmurkan negeri ini. Atas keberhasilan tersebut, Petrokimia Gresik mengadakan acara Tasyakuran HUT-51 yang dilakukan dengan simbolis memotong tumpeng di GOR Tri Dharma Petrokimia Gresik.

Best Performance, with the Company's profits in 2022 amounting to Rp3.23 trillion, or around 285% of the RKAP of Rp1.13 trillion. This is the highest profit that Petrokimia Gresik has recorded in more than 50 years of prospering in this country. Due to this success, Petrokimia Gresik held a 51st Anniversary event, which was carried out by symbolically cutting tumpeng at GOR Tri Dharma Petrokimia Gresik.



11 Juli | July



Smart Precision Farming Antarkan Direktur Utama Petrokimia Gresik Raih “Best Performance” di Ajang CBDO Innolympia Festival
Smart Precision Farming Leads the President Director of Petrokimia Gresik to Achieve “Best Performance” at the CBDO Innolympia Festival

Pemapanan Direktur Utama Petrokimia Gresik, Dwi Satriyo Annurogo, menjadi yang terbaik dan dipilih sebagai “Best Performance” di ajang Innolympia Festival Chief Business Development Officer (CBDO) Innovation School 2023 di Kantor Kementerian BUMN RI, Jakarta

The presentation by the President Director of Petrokimia Gresik, Dwi Satriyo Annurogo, was the best and was chosen as “Best Performance” at the Innolympia Festival Chief Business Development Officer (CBDO) Innovation School 2023 at the Indonesian SOE Ministry Office, Jakarta.

12 Juli | July



Peringati HUT Ke-51, Petrokimia Gresik Kembali Berbagi Berkah untuk Abang Becak dan Masyarakat di Sekitar Perseroan
Commemorating its 51st Anniversary, Petrokimia Gresik Again Shares Blessings with Pedicab (Becak) Drivers and the Community Around the Company

Di momen hari ulang tahun yang ke-51, Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, kembali berbagi berkah untuk 565 abang becak dan 12.540 masyarakat sekitar Perseroan dengan total nilai mencapai Rp1,4 miliar.

On its 51st birthday, Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, once again shared its blessings with 565 becak drivers and 12,540 people around the Company with a total value of Rp1.4 billion.

22 Juli | July



Petrokimia Gresik Berikan Edukasi dan Agrowisata bagi Masyarakat melalui Petro Agrifood Expo 2023
Petrokimia Gresik Provides Education and Agritourism for the Community through Petro Agrifood Expo 2023

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia kembali menggelar Petro Agrifood Expo (PAE) 2023, di Kebun Percobaan Petrokimia Gresik bersama masyarakat. PAE 2023 ini diramaikan 62 stan bazar yang terdiri dari stan produk pertanian, aneka hasil pertanian, aneka tanaman hias dan buah berkualitas, produk hasil ternak dan perikanan, serta alat-alat dan obat-obatan pertanian, dari Pupuk Indonesia Grup.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, is once again holding the 2023 Petro Agrifood Expo (PAE) at the Petrokimia Gresik Experimental Garden (Buncob) together with the community. PAE 2023 was enlivened by 62 bazaar stands consisting of agricultural product stands, various agricultural products, various quality ornamental plants and fruit, livestock and fishery products, and agricultural tools and medicines, from the Pupuk Indonesia Group.

25 Juli | July



Momen HUT Ke-51, Petrokimia Gresik Hadirkan Solusi Terbaru untuk Pertanian Indonesia
Moment of the 51st Anniversary, Petrokimia Gresik Presents the Latest Solution for Indonesian Agriculture

Di momen peringatan Hari Ulang Tahun (HUT) ke-51, Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, meluncurkan produk baru, yaitu NPK Phonska Cair, Pupuk NPK Tebu Kebomas Petro Cane, Buku Pertanian Presisi Status Kesuburan Tanah, serta *Marketplace Petromart Official Store*.

At the moment of commemoration of its 51st anniversary, Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding, launched new products, namely NPK Phonska Liquid, NPK Sugarcane Fertilizer Kebomas Petro Cane, Precision Agriculture Book on Soil Fertility Status, and Petromart Official Store Marketplace

28 Juli | July



Penandatanganan Kerja Sama dengan Kementerian Perindustrian Republik Indonesia

Signing of Cooperation with the Ministry of Industry of the Republic of Indonesia

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, menandatangani *Memorandum of Understanding (MoU)* memanfaatkan *Digital Learning* Petrokimia Gresik sebagai materi pembelajaran siswa pada lembaga pendidikan di bawah naungan Kementerian Perindustrian Republik Indonesia, serta Program Vokasi Diploma III sebagai bentuk komitmen Perseroan dalam mendukung kemajuan SDM di bidang industri.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, signed a Memorandum of Understanding (MoU) to utilize Petrokimia Gresik's Digital Learning as student learning material at educational institutions under the auspices of the Ministry of Industry of the Republic of Indonesia, as well as the Diploma III Vocational Program, as a form of the Company's commitment to support the progress of human resources in the industrial sector.

29 Juli | July



Peringati Hari Mangrove Sedunia, Petrokimia Gresik Tanam 5.100 Mangrove di Sungai Lamong

Commemorating World Mangrove Day, Petrokimia Gresik Plants 5,100 Mangroves in Lamong River

Meramaikan Hari *Mangrove* Sedunia, Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, melakukan penanaman 5.100 bibit *mangrove* bersama Kepala Dinas Lingkungan Hidup Gresik, Sri Subaidah di sungai Lamong, Desa Sukorejo, Kecamatan Kebomas, Kabupaten Gresik, Jawa Timur.

Celebrating World Mangrove Day, Petrokimia Gresik, an Agroindustry Solutions Company, member of the Pupuk Indonesia holding, planted 5,100 mangrove seedlings together with the Head of the Gresik Environmental Service, Sri Subaidah, in Lamong river, Sukorejo Village, Kebomas District, Gresik Regency, East Java.

31 Juli | July



Petronite Fest 2023

Petronite Fest 2023

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, kembali menyelenggarakan PetroNite Fest sebagai pesta hiburan untuk rakyat dan Usaha Mikro, Kecil dan Menengah (UMKM) Gresik. PetroNite Fest merupakan salah satu kegiatan yang sangat dinanti-nanti masyarakat Gresik. Hal ini terlihat dari antusiasme pengunjung yang mencapai 5.000 orang/hari, dengan estimasi rerata transaksi yang dihasilkan mencapai kisaran Rp250 juta/hari dengan menggandeng 457 UMKM Gresik.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, is again holding PetroNite Fest as an entertainment party for the people and Micro, Small and Medium Enterprises (MSMEs) of Gresik. PetroNite Fest is one of the activities that the people of Gresik are looking forward to. This can be seen from the enthusiasm of visitors, which reaches 5,000 people/day, with an estimated average transaction generated reaching around Rp250 million/day by collaborating with 457 Gresik MSMEs.



14

Agustus | August



Penandatanganan HoA Petrokimia Gresik Bersama Krisenergy Terkait Suplai Gas Bumi

Signing of The HoA of Petrokimia Gresik with Krisenergy Regarding Natural Gas Supply

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, menandatangani *addendum* perpanjangan waktu *Head of Agreement* (HoA) dalam rangka *Road to Gas Sales Agreement* (GSA) Gas Bumi dari Lapangan Lengo Blok Bulu, Tuban Jawa Timur. Dalam HoA ini disebutkan akan ada potensi suplai gas bumi sebesar 150 MMSCFD yang direncanakan *onstream* pada tahun 2028.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding, signed an addendum to extend the Head of Agreement (HoA) in the framework of the Road to Gas Sales Agreement (GSA) for Natural Gas from the Lengo Block Bulu Field, Tuban, East Java. In this HoA, it is stated that there will be a potential natural gas supply of 150 MMSCFD, which is planned to be onstream in 2028.

14

Agustus | August



Dihadiri Erick Thohir, Pasar Murah BUMN Kerja Sama Petrokimia Gresik dengan Pupuk Indonesia dan Pelindo, Ramai Diserbu Warga

Attended by Erick Thohir, the Cheap Market of State-Owned Enterprise, a Collaboration of Petrokimia Gresik with Pupuk Indonesia and Pelindo, Crowded with Residents

Petrokimia Gresik, perusahaan Solusi Agroindustri bersama Pupuk Indonesia, mendukung kegiatan Pasar Murah BUMN Kota Surabaya bersama masyarakat Surabaya di Lapangan Tugu Pahlawan, Surabaya. Sebanyak 3.000 paket sembako senilai Rp96.500/paket yang dijual kepada masyarakat dengan harga terjangkau, yaitu Rp40.000/paket. Setiap paketnya berisi bahan pokok seperti beras 5 kg, gula 1 kg, dan minyak goreng 1 liter.

Petrokimia Gresik, the agro-industrial solutions company together with Pupuk Indonesia, supports the Surabaya City SOE Cheap Market activities together with the Surabaya Community at Tugu Pahlawan Square, Surabaya. There are 3,000 basic food packages worth Rp96,500/package, which are sold to the public at an affordable price, namely Rp40,000/package. Each package contains basic ingredients such as 5 kg of rice, 1 kg of sugar, and 1 liter of cooking oil.

22

Agustus | August



Dukung Perkembangan Atlet Futsal Jawa Timur, Petrokimia Gresik Hadirkan Petrokimia Gresik Futsal Championship (PGFC)

Supporting the Development of East Java Futsal Athletes, Petrokimia Gresik Presents Petrokimia Gresik Futsal Championship (PGFC)

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, kembali menggelar Petrokimia Gresik Futsal Championship (PGFC) untuk pelajar SMA sederajat di GOR Tri Dharma dari tanggal 22 Agustus hingga September 2023. Petrokimia Gresik kembali menyediakan wadah kompetisi futsal standar nasional sebagai komitmen untuk mendukung perkembangan atlet futsal Jawa Timur.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, is again holding the Petrokimia Gresik Futsal Championship (PGFC) for high school and equivalent students at GOR Tri Dharma from August 22 to September 2023. Petrokimia Gresik is again providing a forum for national-standard futsal competitions as a commitment to support the development of futsal athletes in East Java.

05

September | September



Penandatanganan MoU Petrokimia Gresik Bersama Gubernur Jawa Timur untuk Pengelolaan Lingkungan di Jawa Timur
Signing of the MoU of Petrokimia Gresik with the Governor of East Java for Environmental Management in East Java

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, berkomitmen mendukung Pemerintah Provinsi Jawa Timur dalam pengelolaan lingkungan di Jawa Timur. Adapun ruang lingkup kesepakatan bersama ini meliputi pengendalian pencemaran air limbah, sampah domestik, perbaikan kawasan di sempadan sungai, penyediaan sarana dan prasarana pendukung, dan memberikan edukasi lingkungan kepada masyarakat.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, is committed to supporting the East Java Provincial Government in environmental management in East Java. The scope of this joint agreement includes controlling waste water pollution, domestic waste, improving river border areas, providing supporting facilities and infrastructure, and providing environmental education to the community.

20

September | September



Penandatanganan Perjanjian Jual Beli Gas (PJBG) Petrokimia Gresik dengan Pertamina EP Cepu untuk Optimalkan Ketersediaan Pupuk Nasional
Signing of the Gas Sales and Purchase Agreement (PJBG) of Petrokimia Gresik with Pertamina EP Cepu to Optimize National Fertilizer Availability

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, menandatangani Perjanjian Jual Beli Gas (PJBG) dengan Pertamina EP Cepu pada acara International Convention Indonesia Upstream Oil & Gas 2023 (IOG) di Bali. Melalui PJBG ini, Petrokimia Gresik mendapatkan gas dengan Jumlah Penyerahan Harian (JPH) sebesar 15 *Million Standard Cubic Feet per Day* (MMSCFD) dari Lapangan Unitisasi Jambaran Tiung Biru (JTB), Bojonegoro, Jawa Timur.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, signed a Gas Sales and Purchase Agreement (PJBG) with Pertamina EP Cepu at the International Convention Indonesia Upstream Oil & Gas 2023 (IOG) in Bali. Through this PJBG, Petrokimia Gresik obtains gas with a Daily Delivery Amount (JPH) of 15 million Standard Cubic Feet per Day (MMSCFD) from the Jambaran Tiung Biru Unitization Field (JTB), Bojonegoro, East Java.

25

September | September



Robby Setiabudi Madjid Resmi Dilantik sebagai Direktur Keuangan dan Umum Petrokimia Gresik
Robby Setiabudi Madjid is Officially Appointed as Director of Finance and General of Petrokimia Gresik

Pupuk Indonesia menunjuk Robby Setiabudi Madjid menjabat sebagai Direktur Keuangan dan Umum Petrokimia Gresik per tanggal 25 September 2023 menggantikan Budi Wahyu Soesilo.

Pupuk Indonesia appointed Robby Setiabudi Madjid to serve as Director of Finance and General Petrokimia Gresik as of September 25, 2023, replacing Budi Wahyu Soesilo.



13

Oktober | October



Optimalkan Produksi Pupuk Nasional, Petrokimia Gresik Bangun Komunikasi dengan Berbagai Negara untuk Amankan Suplai Bahan Baku di International Fertilizer Association (IFA)

Optimizing National Fertilizer Production, Petrokimia Gresik Builds Communication with Various Countries to Secure Raw Material Supplies at the International Fertilizer Association (IFA)

Dalam rangka mengoptimalkan produksi pupuk nasional, Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, amankan suplai bahan baku dengan membangun komunikasi ke berbagai negara pada even "International Fertilizer Association (IFA) Crossroads Asia-Pacific Conference" di Bangkok, Thailand, tanggal 10-12 Oktober 2023.

In order to optimize national fertilizer production, Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding, secured the supply of raw materials by establishing communications with various countries at the "International Fertilizer Association (IFA) Crossroads Asia-Pacific Conference" event in Bangkok, Thailand, October 10-12, 2023.

17

Oktober | October



Petrokimia Gresik Dorong Pertumbuhan Ekonomi Gresik di Pulau Gili, Bawean melalui Kegiatan Petrokimia Gresik Bakti Pelosok Negeri

Petrokimia Gresik Encourages Gresik Economic Growth on Gili, Bawean Island through Petrokimia Gresik Bakti Pelosok Negeri Activities

Petrokimia Gresik dalam program "Petrokimia Gresik (PG) Bakti Pelosok Negeri" memberikan sejumlah bantuan untuk mendorong pertumbuhan ekonomi di Pulau Gili, Bawean, Kabupaten Gresik. Bantuan dengan total nilai lebih dari Rp300 juta ini berupa dana pengembangan eco-wisata di Pulau Gili, alat pengolahan sampah organik dan nonorganik, ruang dan mesin pengolahan ikan, serta bantuan kWh meter untuk masyarakat dan fasilitas umum Pulau Gili. Selain itu, Petrokimia Gresik juga memberikan dana bantuan untuk peremajaan ruang baca inspirasi, serta dana bantuan pendidikan untuk pelajar di Pulau Gili.

Petrokimia Gresik, in the "Petrokimia Gresik (PG) Bakti Pelosok Negeri" program, provides a number of services to encourage economic growth on Gili Island, Bawean, Gresik Regency. This assistance, with a total value of more than Rp300 million, is in the form of funds for eco-tourism development on the Gili Islands, organic and non-organic waste processing equipment, space and fish processing machines, as well as kWh Meter assistance for the Gili Island community and public facilities. Apart from that, Petrokimia Gresik also provides funds donation for the rejuvenation of the inspirational reading room, as well as educational funds donation for students on the Gili Islands.

10

November | November



20 Tahun Lebih Kembangkan Precision Farming, Wakil Menteri BUMN Tinjau Persiapan Program Smart Precision Farming Besutan Petrokimia Gresik

20 More Years of Developing Precision Farming, Deputy Minister of SOE Reviews Preparations for the Smart Precision Farming Program Made by Petrokimia Gresik

Wakil Menteri (Wamen) BUMN Republik Indonesia, Kartika Wirjoatmodjo, datang ke Gresik, Jawa Timur meninjau persiapan Program Smart Precision Farming besutan Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, pada tanggal 9 November 2023. Program Smart Precision Farming merupakan transformasi dari program *precision farming* yang sudah dikembangkan Petrokimia Gresik selama lebih dari 20 tahun.

Deputy Minister (Wamen) of SOE of the Republic of Indonesia, Kartika Wirjoatmodjo, came to Gresik, East Java, to review the preparations for the Smart Precision Farming Program made by Petrokimia Gresik, the agro-industrial solutions company, member of the Pupuk Indonesia holding company, November 9, 2023. Smart Precision Farming is a transformation of the precision farming program, which Petrokimia Gresik has been developing for more than 20 years.

12

November | November



Memberikan Manfaat Besar, Program Taruna Makmur Inisiasi Petrokimia Gresik Diperluas di Jambore Makmur Pupuk Indonesia Grup
Providing Great Benefits, the Petrokimia Gresik Taruna Makmur Program Initiation is Expanded at the Makmur Pupuk Indonesia Group Jambore

Program Taruna Makmur inisiasi Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, diperluas jangkauannya dalam pendampingan pertanian di Indonesia. Perluasan ini ditandai dengan pemberangkatan sebanyak 76 mahasiswa peserta Taruna Makmur dalam Jambore Makmur yang diselenggarakan oleh Pupuk Indonesia di Kawasan Pupuk Kujang Cikampek.

The Taruna Makmur program was initiated by Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, to expand its reach in agricultural assistance in Indonesia. This expansion was marked by the departure of 76 students participating in Taruna Makmur in the Makmur Jamboree organized by Pupuk Indonesia in the Pupuk Kujang Cikampek area.

05

Desember | December



Hari Menanam Pohon Indonesia: Petrokimia Gresik Tanam 2.000 Bibit Mangrove dan Bersih-Bersih Pantai melalui Program Envirocamp
Indonesian Tree Planting Day: Petrokimia Gresik Plants 2,000 Mangrove Seedlings and Cleans Beaches through the Envirocamp Program

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, menggelar program “Envirocamp” dengan kegiatan bersih-bersih pantai dan menanam 2.000 bibit *mangrove* di Pusat Restorasi dan Penanaman *Mangrove* (PRPM) Mengare di Desa Tanjungwidoro, Kecamatan Bungah, Kabupaten Gresik.

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding, held an “Envirocamp” program with activities to clean beaches and plant 2,000 mangrove seedlings at the Mengare Mangrove Restoration and Planting Center (PRPM) in Tanjungwidoro Village, Bungah District, Gresik Regency.

07

Desember | December



Petrokimia Gresik Paparkan Strategi Nyata Perusahaan menuju Green Industry di COP28 Climate Change di Dubai
Petrokimia Gresik Presents the Company's Real Strategy towards a Green Industry at COP28 Climate Change in Dubai

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia, memiliki sejumlah strategi industri dan proyek baru untuk mendukung Pemerintah mengurangi emisi karbon. Dari strategi-strategi tersebut, Petrokimia Gresik mampu meminimalisasi emisi karbon lebih dari 1,2 juta ton dalam setahun. Hal ini disampaikan Direktur Utama Petrokimia Gresik, Dwi Satriyo Annurogo, saat menjadi pembicara dalam acara “Pavilion Indonesia Talks Session” COP28 di Dubai, Uni Emirat Arab (UEA).

Petrokimia Gresik, the agro-industrial solutions company, a member of the Pupuk Indonesia holding company, has a number of new industrial strategies and projects to support the Government in reducing carbon emissions. With these strategies, Petrokimia Gresik is able to minimize carbon emissions by more than 1.2 million tons a year. This was conveyed by the President Director of Petrokimia Gresik, Dwi Satriyo Annurogo, when he was a speaker at the COP28 “Indonesia Pavilion Talks Session” in Dubai, United Arab Emirates (UAE).



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PENGHARGAAN DAN SERTIFIKASI

Awards and Certifications



PENGHARGAAN | AWARDS

01

22 Januari | January

**Pimpinan Nasional (Rapimnas) PII
PII National Leadership (Rapimnas)**

Pionir dalam Penyelenggaraan Keinsinyuran dan Penghasil Profesional Insinyur kategori Petrokimia dari Persatuan Insinyur Indonesia (PII) di Balikpapan, Kalimantan Timur

Pioneer in the Implementation of Engineering and Producing Professional Engineers in the Petrochemical category from Indonesian Engineers Association (PII) in Balikpapan, East Kalimantan

02

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan Pengembangan Wisata Konservasi Mangrove Kali Lamong (Kalam Mangrove) dari The La Tofi School of CSR di Jakarta

Lamong River (Kalam Mangrove) Mangrove Conservation Tourism Development Award from The La Tofi School of CSR in Jakarta

03

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan Penggunaan Kembali Karung Bekas Kemasan Pupuk Urea dari The La Tofi School of CSR di Jakarta

Award for Reusing Used Sacks for Urea Fertilizer Packaging from The La Tofi School of CSR in Jakarta

04

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan penyelamatan sumber daya air dengan Program Critical Operation Recovery menggunakan penyemprot air bongkar pasang penyerap Asam Klorida dari The La Tofi School of CSR di Jakarta

Award for saving water resources with the Critical Operation Recovery Program using a disassembled water sprayer that absorbs hydrochloric acid from The La Tofi School of CSR in Jakarta



05

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas Rekayasa teknologi dalam menghemat energi atau penggunaan energi baru terbarukan melalui Program Penurunan Konsumsi Energi Reaktor dengan memasang alat penyemprot air bongkar pasang penyerap HCl di Pabrik ZK dari The La Tofi School of CSR di Jakarta

Award for technological engineering in saving energy or using new and renewable energy through the Reactor Energy Consumption Reduction Program by installing a removable HCl absorber water sprayer at the ZK Factory from The La Tofi School of CSR in Jakarta

06

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas mengembangkan keanekaragaman hayati dengan Program Geobag Rangka Bambu sebagai Pelindung Mangrove dan Kerang dari Gelombang Pasang yang Ramah Lingkungan dari The La Tofi School of CSR di Jakarta

Award for developing biodiversity with the Bamboo Frame Geobag Program as an Environmentally Friendly Protector for Mangroves and Shellfish from Tidal Waves from The La Tofi School of CSR in Jakarta

07

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas memelopori pencegahan polusi dengan Program Penurunan Beban Pencemar Emisi Asam Klorida dengan Penyemprot Air Bongkar Pasang Vf System 2.0 dari The La Tofi School of CSR di Jakarta

Award for pioneering pollution prevention with the Hydrochloric Acid Emission Pollutant Load Reduction Program with the Vf System 2.0 Dismantled Water Sprayer from The La Tofi School of CSR in Jakarta

08

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas mengembangkan pengolahan sampah terpadu dengan Program Pemanfaatan Limbah Pertanian Menjadi Silase Menggunakan Petro Biofeed dari The La Tofi School of CSR di Jakarta

Award for developing integrated waste processing with the Agricultural Waste Utilization Program into Silage Using Petro Biofeed from The La Tofi School of CSR in Jakarta

09

Februari | February

The Best Indonesia Green Award (IGA) 2023

Penghargaan atas Digitalisasi Konservasi Alam oleh PR Perusahaan dengan Program Penggunaan Sosial Media sebagai Wadah Informasi Mengenai Konservasi Alam dari The La Tofi School of CSR di Jakarta

Award for the Digitalization of Nature Conservation by Company PR with the Program for Using Social Media as a Container for Information Regarding Nature Conservation from The La Tofi School of CSR in Jakarta

10

Maret | March

Anugerah BUMN 2023 Tahun Ke-12 SOE Award 2023 12th Year

CEO Innovative Leader dan Perusahaan Peduli Pengembangan UMKM dari BUMN Track di Jakarta

CEO Innovative Leader and Company Concerned with MSME Development from BUMN Track in Jakarta

11

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Platinum Winner atau satu-satunya penghargaan tertinggi utk Sub Kategori Anak Perusahaan BUMN dari Majalah PR INDONESIA di Bali

Platinum Winner or the only highest award for the SOE Subsidiary Sub Category from INDONESIAN PR Magazine in Bali

12

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Gold Winner untuk Kategori Departemen Public Relations (PR) dari Majalah PR INDONESIA di Bali

Gold Winner for the Public Relations (PR) Department Category from INDONESIAN PR Magazine in Bali



13

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Gold Winner untuk Kategori Kanal Digital (Sub Kategori Website) dari Majalah PR INDONESIA di Bali
Gold Winner for Digital Channel Category (Website Sub Category) from **INDONESIAN PR Magazine** in Bali

14

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Gold Winner untuk Kategori Kategori Owned Media (Sub Kategori Video Profile) dari Majalah PR INDONESIA di Bali
Gold Winner for Owned Media Category (Video Profile Sub Category) from **INDONESIAN PR Magazine** in Bali

15

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Silver Winner untuk Kategori Owned Media (Sub Kategori Media Cetak) dari Majalah PR INDONESIA di Bali
Silver Winner for Owned Media Category (Print Media Sub Category) from **INDONESIAN PR Magazine** in Bali

16

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Silver Winner untuk Kategori Program CSR (Sub Kategori Sustainability Business) dari Majalah PR INDONESIA di Bali
Silver Winner for CSR Program Category (Business Sustainability Sub Category) from **INDONESIAN PR Magazine** in Bali



17

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Bronze Winner pada Kategori Program PR (Sub Kategori Digital PR) dari Majalah PR INDONESIA di Bali
Bronze Winner in the PR Program Category (Digital PR Sub Category) from INDONESIA PR Magazine in Bali

18

20 Maret | March

Public Relations Indonesia Awards (Pria) 2023

Perusahaan Terpopuler di Media Cetak dan Online 2022 (Sub Kategori Anak Usaha BUMN) dari Majalah PR INDONESIA di Bali
Most Popular Companies in Print and Online Media 2022 (Sub Category SOE Subsidiaries) from INDONESIA PR Magazine in Bali

19

Maret | March

Indonesia Inhouse Magazine Awards (InMA) 2023

Gold Winner Indonesia Inhouse Magazine Awards (InMA) 2023 Kategori Majalah Internal Anak BUMN dari Serikat Pekerja Pers di Jakarta
Gold Winner Indonesia Inhouse Magazine Awards (InMA) 2023 SOE Children's Internal Magazine Category from Press Companies Union in Jakarta

20

Februari | February

**The 14th Serikat Perusahaan Pers (SPS) Awards
The 14th Press Companies Union (SPS) Awards**

Bronze Winner Indonesia Digital Media Award (IDMA) Kategori Media Sosial Korporasi dari Serikat Pekerja Pers di Jakarta
Bronze Winner of Indonesia Digital Media Award (IDMA) Corporate Social Media Category from Press Companies Union in Jakarta

21

Maret | March

Digital Technology & Innovation (Digitech) Awards 2023

The Greatest Champions of Digital Transformation & Innovation dari ITech Magazine di Jakarta
The Greatest Champions of Digital Transformation & Innovation from ITech Magazine in Jakarta

22

Maret | March

Digital Technology & Innovation (Digitech) Awards 2023

The Best Digital Technology Project dari ITech Magazine di Jakarta
The Best Digital Technology Project from ITech Magazine in Jakarta

23

Maret | March

Digital Technology & Innovation (Digitech) Awards 2023

The Best Digital Transformation untuk Kategori Petrochemical Industries dari ITech Magazine di Jakarta
The Best Digital Transformation for the Petrochemical Industries Category from ITech Magazine in Jakarta

24

Maret | March

Digital Technology & Innovation (Digitech) Awards 2023

The Best CEO for Corporate Digital Transformation of The Year dari ITech Magazine di Jakarta
The Best CEO for Corporate Digital Transformation of The Year from ITech Magazine in Jakarta

25

Maret | March

Digital Technology & Innovation (Digitech) Awards 2023

The Best Chief Information Technology Officer of The Year dari ITech Magazine di Jakarta
The Best Chief Information Technology Officer of The Year from ITech Magazine in Jakarta

26

April | April

**Assessment GCG PI Grup 2022
PI Group GCG Assessment 2022**

Meningkatkan kualitas penerapan prinsip Good Corporate Governance (GCG) tahun buku 2022 di perusahaan, dengan raihan skor assessment 97,35 atau kualifikasi "Sangat Baik" dari Pupuk Indonesia
Improving the quality of implementation of Good Corporate Governance (GCG) principles for the 2022 financial year in the Company, by achieving an assessment score of 97.35 or the qualification "Very Good" from Pupuk Indonesia



27

Mei | May

Indonesian Conference & Competition Occupational Health and Safety (ICC-OSH) 2023

Kategori "4 Stars" dari Wahana Kendali Mutu LPSDM PAPRIKA di Malang, Jawa Timur
 Kategori "4 Stars" from Wahana Kendali Mutu LPSDM PAPRIKA in Malang, East Java

28

Mei | May

Indonesia Wow Brand 2023

Gold Champion untuk Kategori Pupuk Nonsubsidi dari MarkPlus, Inc. di Jakarta
 Gold Champion for the Non-Subsidized Fertilizer Category from MarkPlus, Inc. in Jakarta

29

Juni | June

TOP CSR AWARD

Skor Excellent atau TOP CSR 2023 #Stars 5 dari Top Business di Jakarta
 Excellent Score or TOP CSR 2023 #5 Stars from Top Business in Jakarta

30

Juni | June

TOP CSR AWARD

TOP LEADER on CSR Commitment 2023 dari Top Business di Jakarta
 TOP LEADER on CSR Commitment 2023 from Top Business in Jakarta



31

Juli | July

Innolympia Festival Chief Business Development Officer (CBDO) Innovation School 2023

“Best Performance” di ajang Innolympia Festival Chief Business Development Officer (CBDO) Innovation School 2023 dari Kementerian BUMN di Jakarta
“Best Performance” at the Innolympia Festival Chief Business Development Officer (CBDO) Innovation School 2023 from Ministry of SOE in Jakarta

32

Agustus | August

3th TJSL & CSR Award 2023

Platinum Winner untuk Pilar Ekonomi dan Pilar Lingkungan dari BUMN Track di Jakarta
Platinum Winners for the Economic Pillar and Environmental Pillar from BUMN Track in Jakarta

33

Agustus | August

3th TJSL & CSR Award 2023

Gold Winner pada kategori Pilar Sosial dari BUMN Track di Jakarta
Gold Winner in the Social Pillar category from BUMN Track in Jakarta

34

Agustus | August

Anugerah BAPETEN 2023 BAPETEN Award 2023

Apresiasi atas upaya perusahaan menjaga keamanan dan keselamatan dalam pemanfaatan tenaga nuklir untuk alat bantu Bidang Pengukuran (Gauging) dari Badan Pengawas Tenaga Nuklir (BAPETEN) di Yogyakarta
Appreciation for the Company's efforts to maintain security and safety in the use of nuclear power for measuring tools (gauging) from Nuclear Energy Regulatory Agency (BAPETEN) in Yogyakarta

35

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

Gold Winner untuk Kategori Eco-Cycle Innovation dan Ecosystem Protect dari Departemen Teknik Lingkungan, Universitas Diponegoro di Semarang
Gold Winner for Eco-Cycle Innovation and Ecosystem Protect Category from Department of Environmental Engineering, Diponegoro University in Semarang

36

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

Tiga Silver Winner Kategori Green Power Innovation dari Departemen Teknik Lingkungan, Universitas Diponegoro di Semarang
Three Silver Winners in the Green Power Innovation Category from Department of Environmental Engineering, Diponegoro University in Semarang

37

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

Silver Winner selanjutnya untuk Kategori Eco-Hazard Innovation dari Departemen Teknik Lingkungan, Universitas Diponegoro di Semarang
The next Silver Winner is in the Eco-Hazard Innovation Category from Department of Environmental Engineering, Diponegoro University in Semarang

38

September | September

Eco Tech Pioneer and Sustainability Award (EPSA) 2023

Bronze Winner untuk Kategori Low Carbon Innovation dari Departemen Teknik Lingkungan, Universitas Diponegoro di Semarang
Bronze Winner for the Low Carbon Innovation Category from Department of Environmental Engineering, Diponegoro University in Semarang



39

4-7 September | September

International Quality and Productivity Convention (IQPC)

Delapan penghargaan Excellent dari Kuala Lumpur, Malaysia
Eight Excellent awards from Kuala Lumpur, Malaysia

40

September | September

Pupuk Indonesia Quality Improvement (PIQI)

Juara 1 kategori Best Growth dalam PIQI 2023 dari Pupuk Indonesia di Bontang, Kalimantan Timur
Lamong River (Kalam Mangrove) Mangrove Conservation Tourism Development Award from Pupuk Indonesia in Bontang, East Kalimantan

41

September | September

Pupuk Indonesia Quality Improvement (PIQI)

Juara 2 kategori Best Sustainability untuk inovasi High Efficiency Low Emission Eco-System dari Pupuk Indonesia di Bontang, Kalimantan Timur
Juara 2 kategori Best Sustainability untuk inovasi High Efficiency Low Emission Eco-System from Pupuk Indonesia in Bontang, East Kalimantan

42

September | September

The 4th International Convention on Indonesian Upstream Oil and Gas (ICIUOG) 2023

The Best Domestic Gas Buyers dari SKK Migas di Bali
The Best Domestic Gas Buyers from SKK Migas in Bali



43

18 Oktober | October

Jatim Bangkit Award 2023

Kategori "Perusahaan dengan Dukungan Terhadap Pemulihan dari Dampak Pandemi Terbaik (BUMN/ BUMD Jawa Timur) dari Pemerintah Provinsi Jawa Timur di Surabaya, Jawa Timur
"Companies with the Best Support for Recovery from the Impact of the Pandemic category (BUMN/ BUMD East Java) from East Java Provincial Government in Surabaya, East Java

44

24 Oktober | October

Green Port Award System (GPAS) 2023

Internasional Green Port Award System (GPAS) 2023 dari APEC Port Service Network (APSN) di Bangkok, Thailand
Internasional Green Port Award System (GPAS) 2023 from APEC Port Service Network (APSN) in Bangkok, Thailand

45

27 Oktober | October

Jambore PR INDONESIA (JAMPIRO) #9

Most Popular Leader in Social Media 2023 dalam Kategori Direktur Utama Anak Usaha BUMN dari Humas Indonesia di Yogyakarta
Most Popular Leader in Social Media 2023 in the President Director of SOE Subsidiaries Category from Humas Indonesia in Yogyakarta

46

27 Oktober | October

Jambore PR INDONESIA (JAMPIRO) #9

Bronze Winner untuk Subkategori Vice President (VP) Public Relations dari Humas Indonesia di Yogyakarta
Bronze Winner for Vice President (VP) Public Relations Subcategory from Humas Indonesia in Yogyakarta

47

27 Oktober | October

Jambore PR INDONESIA (JAMPIRO) #9

Silver Winner dalam Subkategori Manager/AVP Public Relations dari Humas Indonesia di Yogyakarta
Silver Winner in the Manager/AVP Public Relations Subcategory from Humas Indonesia in Yogyakarta

48

November | November

Anugerah Humas Indonesia (AHI) 2023 #5 Indonesian Public Relations Award (AHI) 2023 #5

Gold dan Silver pada Kategori Media Internal untuk Majalah Gema dari Humas Indonesia di Semarang
Gold and Silver in the Internal Media Category for Gema Magazine from Humas Indonesia in Semarang

49

November | November

Anugerah Humas Indonesia (AHI) 2023 #5 Indonesian Public Relations Award (AHI) 2023 #5

Bronze di kategori Video Company Profile dari Humas Indonesia di Semarang
Bronze in the Video Company Profile category from Humas Indonesia in Semarang

50

November | November

Anugerah Humas Indonesia (AHI) 2023 #5 Indonesian Public Relations Award (AHI) 2023 #5

Bronze di kategori kanal digital dari Humas Indonesia di Semarang
Bronze in the digital channel category from Humas Indonesia in Semarang

51

6 November | November

Asia Sustainability Reporting Rating (ASRRAT) 2023

Platinum Rank dari National Center for Corporate Reporting (NCCR) di Jakarta
Platinum Rank from National Center for Corporate Reporting (NCCR) in Jakarta

52

24 November | November

Indonesia Quality Award (IQA) 2023

Platinum Award dari IQA Foundation di Jakarta
Platinum Award from IQA Foundation in Jakarta

53

24 November | November

Indonesia Quality Award (IQA) 2023

Industry Leader dari IQA Foundation di Jakarta
Industry Leader from IQA Foundation in Jakarta

54

28 November | November

Bisnis Indonesia Logistic Award (BILA) 2023

Supply Chain Innovator of The Years (Company) dari Media Bisnis Indonesia di Jakarta
Supply Chain Innovator of The Years (Company) from Media Bisnis Indonesia in Jakarta



55

30 November | November

**TOP BUMN Award 2023
TOP SOE Award 2023**

Outstanding Achievement In Solvability Ratio – Cluster Non Infrastructure dari Media Bisnis Indonesia di Jakarta
Outstanding Achievement In Solvability Ratio – Cluster Non Infrastructure from Media Bisnis Indonesia in Jakarta

56

30 November | November

**Temu Karya Mutu dan Produktivitas Nasional (TKMPN) XXVII
National Quality and Productivity Work Meeting (TKMPN) XXVII**

9 Diamond dari Wahana Kendali Mutu (WKM) di Yogyakarta
9 Diamond from Wahana Kendali Mutu (WKM) in Yogyakarta

57

30 November | November

**Temu Karya Mutu dan Produktivitas Nasional (TKMPN) XXVII
National Quality and Productivity Work Meeting (TKMPN) XXVII**

3 Platinum dari Wahana Kendali Mutu (WKM) di Yogyakarta
3 Platinum from Wahana Kendali Mutu (WKM) in Yogyakarta

58

30 November | November

**Temu Karya Mutu dan Produktivitas Nasional (TKMPN) XXVII
National Quality and Productivity Work Meeting (TKMPN) XXVII**

6 Best Performance dari Wahana Kendali Mutu (WKM) di Yogyakarta
6 Best Performance from Wahana Kendali Mutu (WKM) in Yogyakarta



59

30 November | November

Temu Karya Mutu dan Produktivitas Nasional (TKMPN) XXVII
National Quality and Productivity Work Meeting (TKMPN) XXVII

3 Best Presentation dari Wahana Kendali Mutu (WKM) di Yogyakarta
3 Best Presentation from Wahana Kendali Mutu (WKM) in Yogyakarta

60

4 Desember | December

TOP DIGITAL Award 2023

Top Digital Implementation 2023 #Star5 dari Majalah IT Works di Jakarta
Top Digital Implementation 2023 #Star5 from IT Works Magazine in Jakarta

61

4 Desember | December

TOP DIGITAL Award 2023

Top Leader on Digital Implementation 2023 dari Majalah IT Works di Jakarta
Top Leader on Digital Implementation 2023 from IT Works Magazine in Jakarta

62

4 Desember | December

TOP DIGITAL Award 2023

Top CIO on Digital Implementation 2023 dari Majalah IT Works di Jakarta
Top CIO on Digital Implementation 2023 from IT Works Magazine in Jakarta

63

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

The Most Commitment CEO on SDGs dari Corporate Forum for Community Development (CFCD) di Jakarta
The Most Commitment CEO on SDGs from Corporate Forum for Community Development (CFCD) in Jakarta

64

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

The Most Committed Corporate to SDGs on Environment Pillar dari Corporate Forum for Community Development (CFCD) di Jakarta
The Most Committed Corporate to SDGs on Environment Pillar from Corporate Forum for Community Development (CFCD) in Jakarta

65

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Program Lingkungan Ternak Terintegrasi (Literasi) dari Corporate Forum for Community Development (CFCD) di Jakarta
Platinum Category through Integrated Livestock Environment Program (Literacy) from Corporate Forum for Community Development (CFCD) in Jakarta

66

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Program Kampung Pisang Desa Trepan dari Corporate Forum for Community Development (CFCD) di Jakarta
Platinum Category through the Trepan Banana Village Program from Corporate Forum for Community Development (CFCD) in Jakarta

67

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Program Masyarakat Sadar Pengelolaan Sampah dari Corporate Forum for Community Development (CFCD) di Jakarta
Platinum Category through the Community Waste Management Awareness Program from Corporate Forum for Community Development (CFCD) in Jakarta

68

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Program Sekolah Kader Mama Petrokimia dari Corporate Forum for Community Development (CFCD) di Jakarta
Kategori Platinum melalui Program Sekolah Kader Mama Petrokimia from Corporate Forum for Community Development (CFCD) in Jakarta

69

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Penerapan Program CSMS dari Corporate Forum for Community Development (CFCD) di Jakarta
Platinum Category through Implementation of the CSMS Program from Corporate Forum for Community Development (CFCD) in Jakarta

70

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Program Pemanfaatan Limbah Fly Ash Bottom Ash (FABA) Menjadi Substitusi dari Corporate Forum for Community Development (CFCD) di Jakarta
Filler Clay Platinum Category through the Fly Ash Bottom Ash (FABA) Waste Utilization Program as a Clay Filler Substitute from Corporate Forum for Community Development (CFCD) in Jakarta



71

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Platinum melalui Implementasi Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 dari Corporate Forum for Community Development (CFCD) di Jakarta
Platinum Category through Implementation of the Anti-Bribery Management System (SMAP) ISO 37001:2016 from Corporate Forum for Community Development (CFCD) in Jakarta

72

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Gold melalui Program Magang Santri dan Taruna Makmur dari Corporate Forum for Community Development (CFCD) di Jakarta
Gold Category through the Santri and Taruna Makmur Internship Program from Corporate Forum for Community Development (CFCD) in Jakarta

73

4 Desember | December

Indonesia SDGs Awards (ISDA) 2023

Kategori Gold melalui Program “Diseminasi Informasi Aktivitas Perusahaan Secara Terukur dan Terstruktur” dari Corporate Forum for Community Development (CFCD) di Jakarta
Gold Category through the “Measurable and Structured Dissemination of Company Activity Information” Program from Corporate Forum for Community Development (CFCD) in Jakarta

74

11 Desember | December

“Resilience and Sustainable Industry” Kementerian Perindustrian Republik Indonesia
“Resilience and Sustainable Industry” Ministry of Industry of the Republic of Indonesia

Terbaik Pertama untuk kategori **Environmental, Social, and Governance (ESG) Perusahaan Luar Kawasan Industri** dari Kementerian Perindustrian Republik Indonesia di Jakarta
First Best in the Environmental, Social and Governance (ESG) for Companies Outside Industrial Areas category from Ministry of Industry of the Republic of Indonesia in Jakarta

75

14 Desember | December

Penghargaan Perusahaan Teladan Panutan 2023
2023 Role Model Exemplary Company Award

Kepatuhan pembayaran Pajak Bumi dan Bangunan (PBB) tahun 2023 dari Pemerintah Kabupaten Gresik di Gresik, Jawa Timur
Compliance with Land and Building Tax (PBB) payments in 2023 from Gresik Regency Government in Gresik, East Java

76

20 Desember | December

PROPER Emas 2023
2023 Gold PROPER

Atas program Community Development (Comdev) Lingkungan Peternakan Sapi Terintegrasi (Literasi) dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia di Jakarta
For the Community Development (Comdev) Integrated Cattle Farming Environment (Literacy) program from Ministry of Environment and Forestry (KLHK) of the Republic of Indonesia in Jakarta



SERTIFIKASI | CERTIFICATION



SNI ISO 9001:2015

Sistem Manajemen Mutu dari Sucofindo ICS. Berlaku hingga 7 Maret 2024
Quality Management System from Sucofindo ICS. Valid until March 7, 2024



Sertifikat Halal Bahan Kimia Halal Certificate for Chemicals

Sistem Jaminan Halal dari BPJPH Kemenag Jatim. Berlaku hingga 25 Juni 2024
Halal Assurance System from BPJPH of the Ministry of Religious Affairs. Valid until June 25, 2024



FSSC 22000 version 5.1

Sistem Manajemen Keamanan Pangan dari LRQA. Berlaku hingga 7 Mei 2026
Food Safety Management System from LRQA. Valid until May 7, 2026



Perkap No. 24 Tahun 2007

Sistem Manajemen Pengamanan dari Mabes Polri (Kabaharkam Polri). Berlaku hingga 18 Desember 2023
Security Management System from the National Police Headquarters (Kabaharkam Polri). Valid until December 18, 2023



ISO 37001:2016

Sistem Manajemen Anti Penyuapan dari ASRICERT. Berlaku hingga 30 Juni 2023
Anti-bribery Management System from ASRICERT. Valid until June 30, 2023



SNI ISO 50001:2018

Sistem Manajemen Energi dari LRQA. Berlaku hingga 11 Desember 2024
Energy Management System from LRQA. Valid until December 11, 2024



SNI ISO 14001:2015

Sistem Manajemen Lingkungan dari Sucofindo ICS. Berlaku hingga 7 Maret 2024
Environmental Management System from Sucofindo ICS. Valid until March 7, 2024



SMK3 PP 50 Tahun 2012 SMK3 PP 50 Year 2012

Sistem Manajemen Keselamatan dan Kesehatan Kerja dari Kemenaker via Sucofindo. Berlaku hingga 9 Juni 2026
Occupational Safety and Health Management System from the Ministry of Manpower via Sucofindo. Valid until June 9, 2026



ISPS Code

International Ship and Port Security Code dari Direktorat Jenderal Perhubungan Laut. Berlaku hingga 28 Oktober 2024
International Ship and Port Security Code from the Directorate General of Sea Transportation. Valid until October 28, 2024



ISO 45001:2018

Sistem Manajemen Keselamatan dan Kesehatan Kerja dari SGS. Berlaku hingga 28 April 2023
Occupational Safety and Health Management System from SGS. Valid until April 28, 2023



**SNI ISO/IEC 17025:2017 (ISO/IEC 17025:2017)
Laboratorium Kalibrasi
Calibration Laboratory**

Sistem Manajemen Mutu Laboratorium dari KAN. Berlaku hingga 18 November 2024
Laboratory Quality Management System from KAN. Valid until November 18, 2024



**SNI ISO/IEC 17025:2017
(ISO/IEC 17025:2017) Laboratorium Penguji
Testing Laboratory**

Sistem Manajemen Mutu Laboratorium dari KAN. Berlaku hingga 25 Oktober 2026
Laboratory Quality Management System from KAN. Valid until October 25, 2026



SNI 6729:2016

Sistem Pertanian Organik dari INOFICE LSO. Berlaku hingga 30 Mei 2024
Organic Farming System from INOFICE LSO. Valid until May 30, 2024



**Sertifikat SPPT SNI
SPPT SNI Certificate**

Sertifikat SPPT SNI dari LSPro BPSMB-LT Surabaya. Berlaku 27 April 2026
SPPT SNI Certificate from LSPro BPSMB-LT Surabaya. Valid until April 27, 2026



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**PETROKIMIA
GRESIK**
Solusi Agroindustri



02

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LAPORAN DEWAN KOMISARIS

Report of the Board of Commissioners



T. Nugroho Purwanto

Komisaris Utama
President Commissioner





Dewan Komisaris bertugas dalam melakukan pengawasan, terutama yang sejalan dengan aspirasi pemegang saham dan seluruh pemangku kepentingan. Dalam menjalankan fungsi pengawasan tersebut, Dewan Komisaris berkomitmen dalam menjaga hubungan dengan Direksi melalui kesamaan pandangan untuk mencapai visi dan misi Perseroan.

We are tasked with exercising our oversights, especially in line with the aspirations of shareholders and all stakeholders. In exercising this oversight function, we are always committed to maintaining relationships with the Board of Directors through shared views to achieve the Company's vision and mission.

PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG KAMI HORMATI,

Puji syukur kita panjatkan kepada Tuhan yang Maha Esa atas segala nikmat-Nya bagi kita semua, sehingga PT Petrokimia Gresik mampu memanfaatkan peluang di tengah beragam tantangan yang dihadapi sepanjang tahun 2023. Perseroan masih tetap menjaga reputasinya dan mempertahankan posisi sebagai produsen pupuk dan bahan kimia terkemuka di lingkungan industri pupuk di Indonesia dan regional.

Selanjutnya, Perseroan akan tetap mempertahankan prestasi ini dengan selalu memberikan usaha terbaiknya di masa mendatang. Sejalan dengan tekad ini, jajaran Dewan Komisaris dengan dibantu oleh Organ Pendukung Dewan Komisaris akan senantiasa menjalankan fungsi pengawasan dan pemberian nasihat kepada Direksi sebagai bagian yang tak terpisahkan dalam usaha Perseroan mencapai tujuannya.

ESTEEMED SHAREHOLDERS AND STAKEHOLDERS,

Let us first give thanks to God Almighty for all His blessings for all of us, which have allowed PT Petrokimia Gresik to turn the various challenges posed by the fiscal year 2023 into great opportunities. The Company retained its reputation and cemented its position as a leading producer of fertilizers and chemicals in the fertilizer industry in Indonesia and across the region.

Our next step is to keep up this achievement, as we intend to deliver the best from here and beyond. In line with our strong resolve as the Company's Board of Commissioners and assisted by our supporting bodies, we will always exercise our oversight function and give advice to the Board of Directors as an integral part of the Company's efforts to reach its corporate goals.

Pada tahun 2023, Dewan Komisaris menyadari situasi setiap industri usaha banyak dipengaruhi faktor eksternal yang penuh dengan tantangan, terutama terkait perkembangan ekonomi global. Dinamika geopolitik juga menyebabkan terganggunya rantai pasok, lebih lanjut meningkatkan inflasi serta respons kenaikan suku bunga acuan, sehingga memberikan tantangan yang perlu dicermati dengan sangat hati-hati oleh manajemen.

Adapun respons Pemerintah terhadap kondisi global tersebut, dalam pandangan Dewan Komisaris, telah dilakukan dengan sangat baik. Kebijakan yang diambil dalam usaha menstabilkan kondisi perekonomian dalam negeri membuat kegiatan industri dapat tetap berjalan dengan baik.

Dewan Komisaris memberikan apresiasi atas usaha dan upaya yang dilakukan Direksi atas capaian kinerja di tahun 2023, walaupun terdapat beberapa capaian yang tidak mencapai target RKAP 2023. Beberapa hal capaian kinerja di tahun 2023 antara lain target *Key Performance Indicators* (KPI) di tingkat korporasi/kolegial sebesar 100,23%. Capaian laba tahun 2023 secara konsolidasi sebesar Rp1,25 triliun atau 65% dari target RKAP 2023. Realisasi EBITDA tahun 2023 sebesar Rp4,74 triliun atau 82% dari target RKAP 2023 dan total aset perusahaan per 31 Desember 2023 sebesar Rp42 triliun atau 81% terhadap RKAP 2023 atau 77% dibandingkan total aset per 31 Desember 2022.

PELAKSANAAN TUGAS PENGAWASAN

Dewan Komisaris bertugas dalam melakukan pengawasan, terutama yang sejalan dengan aspirasi pemegang saham dan seluruh pemangku kepentingan. Dalam menjalankan fungsi pengawasan tersebut, Dewan Komisaris berkomitmen dalam menjaga hubungan dengan Direksi melalui kesamaan pandangan untuk mencapai visi dan misi Perseroan.

Kegiatan pengawasan tahun 2023 yang dilakukan oleh Dewan Komisaris dilaksanakan sesuai Rencana Kerja dan Anggaran Tahun 2023 Dewan Komisaris PT Petrokimia Gresik.

Hal yang menjadi pokok pengawasan dan pemberian nasihat Dewan Komisaris kepada Direksi meliputi:

1. Manajemen risiko, sistem teknologi informasi, sistem pengendalian intern, termasuk efektivitas pelaksanaan audit eksternal maupun audit internal.
2. Pengelolaan SDM tentang manajemen karier di Perseroan, sistem dan prosedur promosi, mutasi, dan demosi;
3. Akuntansi dan penyusunan Laporan Keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SAK);
4. Kebijakan dan pelaksanaan terkait pengadaan barang/jasa, mutu dan layanan;
5. Pengelolaan anak perusahaan dan/atau perusahaan patungan;

It came to our attention that in 2023, the business landscape in virtually every industry remained under the heavy influence of challenging external factors, particularly global economic development. Adding to the pressure were geopolitical and dynamic-induced supply chain disruptions, which further raised inflation and led to higher benchmark rates, posing great challenges that the management had to keep an eye on.

In our view, the Government has responded very well to these global conditions. The policies they took in order to stabilize the domestic economic landscape have proven effective for industrial activities, which they continued to run very well.

We herewith would like to express our appreciation for the work and efforts made by the Board of Directors to deliver a strong performance in 2023, despite shortfalls in the 2023 RKAP target achievements. Some of the achievements made in 2023 included Key Performance Indicators (KPI) targets at the corporate/collegial level of 100.23%. The consolidated profit for the current year reached Rp1.25 trillion, or 65% of the 2023 RKAP target. The realization of EBITDA in 2023 was Rp4.74 trillion, or 82% of its 2023 RKAP target, and the Company's total assets as of December 31, 2023, stood at Rp42 trillion, or 81% of the 2023 RKAP, or 77% compared to total assets as of December 31, 2022.

IMPLEMENTATION OF SUPERVISION TASKS

We are tasked with exercising our oversights, especially in line with the aspirations of shareholders and all stakeholders. In exercising this oversight function, we are always committed to maintaining relationships with the Board of Directors through shared views to achieve the Company's vision and mission.

We exercise the 2023 oversight in accordance with the 2023 Work Plan and Budget of the Board of Commissioners of PT Petrokimia Gresik.

Here are matters that are the subject of our oversight and advice-giving to the Board of Directors:

1. Risk management, information technology systems, and internal control systems, including the effectiveness of the implementation of external and internal audits.
2. HR Management on career management in the Company, systems and promotion, transfer, and demotion procedures;
3. Accounting and preparation of Financial Statements using generally applicable accounting standards in Indonesia (SAK);
4. Policies and implementation of procurement of goods/services, quality and services;
5. Management of subsidiaries and/or joint ventures;



6. Kepatuhan pada regulasi yang berlaku maupun perjanjian dengan pihak ketiga;
7. Pelaksanaan dan kepatuhan pada RKAP dan RJPP, proses bisnis perusahaan, termasuk apabila terjadi penurunan kinerja perusahaan;
8. Penerapan GCG, termasuk mekanisme pengungkapan dan penyampaian informasi strategis oleh Direksi kepada publik, serta hal-hal penting mengenai perubahan lingkungan bisnis dan permasalahannya;

Dewan Komisaris melaksanakan tugas-tugas pengawasan dalam bentuk penyelenggaraan rapat, kunjungan kerja ke lapangan, pemberian rekomendasi, serta melaksanakan *review* atas kebijakan, prosedur, visi dan misi Perseroan.

Penyelenggaraan rapat dengan Direksi dilakukan minimal sebulan sekali untuk mengevaluasi kinerja Perseroan pada bulan sebelumnya, prognosis kinerja bulan berjalan dan rencana aksi peningkatan kinerja di periode berikutnya.

Selama tahun 2023, Dewan Komisaris telah mengadakan rapat sebanyak 24 (dua puluh empat) kali yang terdiri dari 12 (dua belas) kali rapat internal Dewan Komisaris dan 12 (dua belas) kali rapat Dewan Komisaris yang menyertakan Direksi. Dewan Komisaris juga telah melaksanakan 7 (tujuh) kali kunjungan lapangan ke berbagai lokasi dalam rangka pengawasan terhadap persediaan pupuk, pengelolaan gudang DC dan distribusi pupuk sepanjang tahun 2023.

Dalam menjalankan fungsi pengawasannya, Dewan Komisaris dibantu oleh Organ Pendukung Dewan Komisaris yang terdiri atas Komite Audit, Komite Nominasi dan Remunerasi GCG dan Pemantau Risiko, serta Sekretaris Dewan Komisaris. Komite Audit memiliki tugas untuk membantu Dewan Komisaris melakukan pengawasan pengendalian internal Perseroan melalui laporan-laporan audit internal sesuai dengan peraturan yang berlaku, memberikan rekomendasi terkait penelaahan atas informasi keuangan, dan hasil audit internal oleh Satuan Pengawasan Intern dan audit eksternal serta memberikan rekomendasi kepada Dewan Komisaris dalam proses penunjukan Kantor Akuntan Publik (KAP).

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko juga memiliki peranan penting dalam melakukan *review* dan pemantauan atas kebijakan pelaksanaan RKAP, RJPP, dan/atau kebijakan strategis bisnis serta memantau potensi risiko yang dihadapi Perseroan serta memantau pelaksanaan manajemen risiko di Perseroan. Dalam hal remunerasi, Komite Nominasi dan Remunerasi sesuai dengan fungsinya melakukan evaluasi atas kebijakan remunerasi bagi karyawan yang membutuhkan persetujuan/tanggapan dari Dewan Komisaris.

6. Regulatory compliance and agreements with third parties;
7. Implementation and compliance with RKAP and RJPP, company business processes, including during cases of deteriorating performance;
8. Implementation of GCG, including mechanisms for disclosure and delivery of strategic information by the Board of Directors to the public, as well as important matters regarding changes in the business environment and issues therein.

We exercised our oversight duties in the form of holding meetings, conducting field visits, providing recommendations, and conducting reviews of the Company's policies, procedures, vision and mission.

We held at least one meeting in a month with the Board of Directors to evaluate the Company's performance in the previous month, the performance prognosis for the current month, and action plans to improve performance in the following period.

Throughout 2023, we held a total of 24 (twenty four) meetings, which consisted of 12 (twelve) internal meetings and another 12 (twelve) meetings where we invited members of the Board of Directors. In addition, we also paid 7 (seven) on-the-ground visits to various work locations in order to monitor fertilizer supplies, DC warehouse management and fertilizer distribution throughout the year.

In exercising our oversight, we are assisted by our supporting bodies, consisting of the Audit Committee, GCG Nomination and Remuneration Committee, and Risk Monitoring, in addition to the Secretary of the Board of Commissioners. The Audit Committee is tasked with assisting us in overseeing the Company's internal control through internal audit reports in accordance with applicable regulations, giving recommendations on the review of financial information, and the results of internal audits by the Internal Audit Unit and external audits while giving necessary recommendations to us during the process of appointing a Public Accounting Firm (KAP).

The Nomination and Remuneration, GCG and Risk Monitoring Committees also have an important role in reviewing and monitoring the implementation policies of RKAP, RJPP, and/or strategic business policies, as well as monitoring potential risks faced by the Company and monitoring the implementation of risk management in the Company. In terms of remuneration, the Nomination and Remuneration Committee, in accordance with its function, evaluates remuneration policies for employees that require our approval/response.

Sekretaris Dewan Komisaris berperan dalam menunjang pelaksanaan fungsi, dan tugas Dewan Komisaris, yaitu menyelenggarakan kegiatan administrasi kesekretariatan di lingkungan Dewan Komisaris, menyiapkan bahan rapat internal Dewan Komisaris dan rapat Dewan Komisaris yang menyertakan Direksi (termasuk risalah rapatnya), sebagai penghubung (*liaison officer*) Dewan Komisaris dengan pihak lain. Sekretaris Dewan Komisaris juga memastikan bahwa seluruh dokumen kegiatan Dewan Komisaris telah tersimpan dengan baik.

PENILAIAN ATAS IMPLEMENTASI GCG DI LINGKUNGAN PERUSAHAAN

PT Petrokimia Gresik secara konsisten menerapkan prinsip-prinsip tata kelola perusahaan yang baik untuk menjaga keselarasan dan keseimbangan antara kepentingan Perseroan dan para pemangku kepentingan dalam meraih kinerja yang optimal dan meningkatkan *value* Perseroan. Komitmen PT Petrokimia Gresik dalam menerapkan dan menegakkan tata kelola perusahaan yang baik secara simbolis tertuang dalam pernyataan independensi dan tidak memiliki benturan kepentingan yang ditandatangani oleh seluruh anggota Dewan Komisaris dan Direksi PT Petrokimia Gresik. Pernyataan tersebut tercantum dalam Pedoman Tata Kelola Perusahaan yang Baik (*Code of Good Corporate Governance*) PT Petrokimia Gresik.

Penerapan prinsip-prinsip GCG juga merupakan bagian dari kepatuhan sebagai Badan Usaha Milik Negara (BUMN) terhadap Peraturan Menteri Negara BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola Kegiatan Korporasi Signifikan BUM dan Pedoman Umum Governansi Korporat Indonesia (PUG-KI) 2021.

Pada tahun 2022, asesmen GCG dilakukan oleh PT Sinergi Daya Prima yang berhasil mengantarkan PG memperoleh skor 97,349 dengan predikat Sangat Baik. Skor tersebut mengalami peningkatan dari tahun 2021 sebesar 94,06.

Sedangkan asesmen GCG untuk tahun 2023 belum dilakukan karena telah dicabutnya SK Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 dan sampai saat ini belum ada penggantinya, sehingga belum ada parameter yang dapat digunakan untuk melakukan penilaian dan evaluasi atas penerapan GCG.

PENILAIAN ATAS KINERJA DIREKSI TERKAIT PENGELOLAAN PERUSAHAAN: DASAR PENILAIAN DAN HASIL PENILAIAN

Dasar Penilaian

Dalam memberikan penilaian terhadap kinerja Direksi, Dewan Komisaris sekurang-kurangnya berpegang pada pencapaian Tingkat Kesehatan Perseroan dan pemenuhan *Key Performance Indicator* (KPI) yang ditetapkan oleh Pemegang

The Secretary of the Board of Commissioners plays a role in supporting the implementation of our functions and duties, which are to do the secretarial administration of our activities, prepare our meeting agenda and the agenda of our meetings with the Board of Directors (including minutes of meetings), and serve as our liaison officer with other parties. The Secretary of the Board of Commissioners also ensures that all documents on the activities of the Board of Commissioners are filed properly.

ASSESSMENT OF GCG IMPLEMENTATION IN THE CORPORATE ENVIRONMENT

PT Petrokimia Gresik consistently applies the principles of good corporate governance to maintain harmony and balance between the interests of the Company and its stakeholders in achieving optimal performance while increasing Company value. PT Petrokimia Gresik's commitment to implementing and upholding good corporate governance is symbolically stated in a statement of independence and no conflict of interest that is signed by all members of the Board of Commissioners and the Board of Directors of PT Petrokimia Gresik. This statement is specified under the PT Petrokimia Gresik Code of Good Corporate Governance.

The application of GCG principles is also part of compliance as a State-Owned Enterprise (SOE) with the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 on Guidelines for Governance of BUM's Significant Corporate Activities and General Guidelines for Indonesian Corporate Governance (PUG-KI) 2021.

In 2022, our GCG assessment was made by PT Sinergi Daya Prima, where PG earned an exceptional score of 97.349, falling under the Very Good category. This was a higher score than the 94.06 earned in 2021.

Nevertheless, we did not have our GCG assessed in 2023 due to the annulment of the Minister of SOE Secretary's Decree No. SK-16/S.MBU/2012 dated June 6, 2012 and no new regulation has been issued to supersede the annulled regulation, meaning that we did not have any parameters to assess and evaluate the implementation of GCG.

ASSESSMENT OF THE PERFORMANCE OF THE BOARD OF DIRECTORS ON THE COMPANY'S MANAGEMENT: BASIS AND RESULTS

Basis of Assessment

In making an assessment of the performance of the Board of Directors, we must at least adhere to the achievement of the Company's Health Level and fulfillment of the predetermined Key Performance Indicators (KPI) by the shareholders. The KPI



Saham. KPI tersebut menjadi panduan Dewan Komisaris dalam melakukan pengawasan dan pemberian penilaian terhadap Direksi dalam menjalankan kegiatan usaha.

Kendati demikian, Dewan Komisaris juga mempertimbangkan perkembangan kondisi eksternal yang dihadapi oleh manajemen. Sebab pencapaian target yang telah ditetapkan, tetap akan dipengaruhi juga oleh perkembangan kondisi eksternal yang terjadi sepanjang tahun.

Penilaian kinerja Direksi melekat pada KPI korporasi yang telah disusun di awal tahun dan disepakati dengan pemegang saham sebagai kontrak manajemen. KPI bertujuan sebagai panduan bagi Direksi untuk dapat mengarahkan dan mengelola seluruh sumber daya Perusahaan secara sistematis. Bagi Dewan Komisaris, KPI berguna sebagai panduan pemantauan dalam melakukan tugas pengawasan.

Sebagai anak perusahaan PT Pupuk Indonesia (Persero), penilaian KPI Direksi yang melekat pada KPI korporat mengacu kepada PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN dan PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia BUMN serta Surat Edaran No. 18/A/HK/B30/SE/2023 perihal Penyampaian Pedoman *Key Performance Indicators* (KPI) Manajemen Pupuk Indonesia Group, Nomor Dokumen PI-KIN-PD-003 rev.3. KPI Korporat sebagai KPI Kolegial Direksi ini mencakup 5 (lima) perspektif, yaitu perspektif Nilai Ekonomi dan Sosial untuk Indonesia meliputi kinerja finansial dan sosial; perspektif Inovasi Model Bisnis mencakup beberapa indikator seperti luasan lahan program *Agrosolution*, COGM Pupuk, Nilai Pendapatan Produk Komersial, *SGA to Sales* dan *streamlining* lini bisnis PI Group; perspektif Kepemimpinan Teknologi dengan penekanan pada *Manufacturing Excellence* melalui Penurunan Emisi Karbon PI Grup dan Penurunan *Downtime* Pabrik Amurea dan Nilai *Gross Merchandise Value* (GMV) *Agrosolution*; perspektif Peningkatan Investasi mencakup Pelaksanaan Investasi Pengembangan Proyek Pabrik Phonska V dan Pabrik Soda Ash; serta perspektif Pengembangan Talenta meliputi Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko dan Implementasi Transformasi SDM yang menekankan pada Implementasi Transformasi SDM, Rasio *Talent* Muda dalam *Nominated Talent* dan Rasio Perempuan dalam *Nominated Talent*.

Melalui KPI inilah Dewan Komisaris menjalankan tugas pengawasan, termasuk pencapaian KPI sebagai alat *monitoring* pencapaian kinerja Perseroan. Berikut disampaikan pencapaian KPI Direksi untuk tahun 2023.

offers guidance for us in overseeing and making assessments of the Board of Directors as they are running the business.

However, we also considered other external developments that the management had to deal with. That is because achieving the stated targets was, to a degree, subject to the developments in external conditions that occurred throughout the year.

The performance assessment of the Board of Directors is attached to the corporate KPI prepared at the beginning of the year and agreed upon with shareholders as a management contract. KPI offers guidance for the Board of Directors to direct and manage all Company resources systematically. For us, KPI serves as a monitoring guide as we exercise our oversight duties.

As a subsidiary of PT Pupuk Indonesia (Incorporated), the Directors' KPI assessment attached to KPI refers to PER-2/MBU/03/2023 on Guidelines for Governance and Significant Corporate Activities of SOE and PER-3/MBU/03/2023 on SOE Bodies and Human Resources, as well as Circular Letter No.18/A/HK/B30/SE/2023 on Submission of Guidelines for Key Performance Indicators (KPI) for Pupuk Indonesia Group Management, Document No. PI-KIN-PD-003 rev.3. The Corporate KPI as the Board of Directors' Collegial KPI covers 5 (five) perspectives: Economic and Social Value perspective for Indonesia covering financial and social performance; Business Model Innovation perspective covering indicators such as the land area of the *Agrosolution* program, Fertilizer COGM, Commercial Product Revenue Value, *SGA to Sales* and *streamlining* of PI Group's business lines; Technology Leadership perspective with an emphasis on *Manufacturing Excellence* by Reducing PI group Carbon Emissions and Amurea Factory *Downtime* and *Agrosolution* *Gross Merchandise Value* (GMV); Investment Increase perspective covering Investment for the Development of the Phonska V Factory and Soda Ash Factory Projects; and Talent Development perspective covering Risk Management Organ Qualification Fulfillment Ratio and HR Transformation which emphasizes HR Transformation, the Ratio of Young Talent in Nominated Talent and the Ratio of Women in Nominated Talent.

It is through these KPIs that we exercise our oversight duties, including the achievement of KPIs as a tool for monitoring the Company's performance achievements. The following is a presentation of the Board of Directors' KPI achievements for 2023.

No.	KPI	Bobot (%) Weight (%)	Skor Score
1	Nilai Ekonomi dan Sosial Economic and Social Values	27,00	23,59
2	Inovasi Model Bisnis Business Model Innovation	33,00	34,16
3	Kepemimpinan Teknologi Technology Leadership	18,00	18,28
4	Peningkatan Investasi Increased Investment	10,00	11,00
5	Pengembangan Talenta Talent development	12,00	13,20
Jumlah Total		100,00	100,23

Atas pencapaian KPI tersebut, Dewan Komisaris meminta kepada jajaran Direksi untuk melakukan evaluasi dan mempersiapkan tahun 2024 dengan mengatur strategi dan mempersiapkan langkah-langkah yang diperlukan untuk dapat menyongsong tahun 2024 untuk mengamankan target-target dan arahan yang dikehendaki oleh pemegang saham sesuai RKAP Perseroan.

Dewan Komisaris juga berterima kasih atas pencapaian kinerja keuangan PT Petrokimia Gresik di tahun 2023 walaupun terdapat berbagai tantangan dan kondisi sulit yang dihadapi. Pencapaian tahun 2023 agar dapat dijadikan sebagai pijakan bagi PT Petrokimia Gresik untuk melangkah ke tahap selanjutnya dengan lebih baik.

Dewan Komisaris juga yakin bahwa Direksi akan memastikan kelanjutan beberapa pelaksanaan inisiatif strategis yang belum selesai atau yang perlu dikembangkan dapat berjalan sebagaimana mestinya.

PANDANGAN ATAS PROSPEK USAHA YANG DISUSUN OLEH DIREKSI

Dewan Komisaris memandang pencapaian kinerja yang positif di tahun 2023 dapat menjadi momentum PG untuk lebih fokus lagi dalam menghadapi tantangan di tahun 2024. Dengan pertumbuhan secara kumulatif sepanjang 2023 realisasi pertumbuhan ekonomi sebesar 5,05%, melambat dibandingkan pertumbuhan 5,31% pada 2022. Hal ini sejalan dengan perkiraan akibat perlambatan ekonomi global dan aktivitas domestik yang terdampak inflasi tinggi. Namun demikian, diperkirakan target pertumbuhan ekonomi tahun 2024 akan kembali naik menjadi 5,2%.

Melihat prediksi tren pertumbuhan ekonomi yang kecenderungannya meningkat, PT Petrokimia Gresik telah menyusun Rencana Jangka Panjang Perusahaan (RJPP) untuk tahun 2020–2024 sebagai pedoman Perseroan dalam menjalankan kinerja selama periode tahun 2020 hingga tahun 2024. RJPP 2020–2024 telah ditetapkan oleh pemegang saham melalui Keputusan Pemegang Saham tanggal 11 Oktober 2021.

For the achievement of these KPIs, we have asked the Board of Directors to evaluate and prepare for 2024 by setting strategies and preparing the necessary steps to embark on the upcoming 2024 so as to secure the targets and directions that our shareholders have come to expect in accordance with the Company's RKAP.

We feel grateful for the financial performance achievements of PT Petrokimia Gresik in 2023, despite the various challenges and difficult conditions faced. We hope the Board of Directors uses the 2023 achievement as a stepping stone for PT Petrokimia Gresik as the Company moves to the next stage.

We are also certain that the Board of Directors will ensure that they can proceed with some of their unfinished strategic initiatives or ones that need to be developed as intended.

VIEWS ON BUSINESS PROSPECTS PREPARED BY THE BOARD OF DIRECTORS

We are of the view that achieving positive performance in 2023 can provide momentum for PG to focus even more on facing the challenges of 2024. With cumulative growth throughout 2023, realized economic growth was 5.05%, slower than 5.31% in 2022. This was in line with estimates due to the global economic slowdown and domestic activity being affected by high inflation. However, it is estimated that the economic growth target in 2024 will rebound to 5.2%.

Having learned the prediction that economic growth would increase, PT Petrokimia Gresik had prepared a Long Term Company Plan (RJPP) for 2020–2024 as a guideline for the Company to deliver its best performance during the 2020–2024 period. The 2020–2024 RJPP had been determined by shareholders through a Shareholder Decision dated October 11, 2021.



Meskipun demikian, berbagai tantangan juga akan dihadapi Perseroan, berkaitan dengan perubahan kebijakan Pemerintah terkait alokasi dan jenis pupuk yang disubsidi pada pertengahan tahun 2022, Harga Gas Bumi Tertentu (HGBT), tantangan industri yang semakin kompetitif, serta sekuritas bahan baku yang sebagian besar berasal dari impor. Dalam rangka menghadapi berbagai tantangan tersebut, Dewan Komisaris berharap Direksi berani melakukan terobosan guna mengoptimalkan kinerja melalui beberapa upaya transformasi.

Selain itu, Dewan Komisaris juga mendorong PG untuk melakukan pengembangan pabrik dalam rangka peningkatan kapasitas produksi untuk memenuhi kebutuhan pupuk subsidi secara nasional dan diversifikasi produk melalui Proyek Phonska V yang telah selesai pada awal tahun 2024, sehingga dapat menghasilkan tambahan kapasitas produksi NPK sebesar 600.000 ton per tahun. Dewan Komisaris juga mendukung pelaksanaan berbagai proyek pengembangan infrastruktur PG yaitu Proyek Gudang Urea Ekspor kapasitas 20.000 ton yang telah selesai pada awal tahun 2024, Proyek Soda Ash, Proyek Dermaga A, dan Proyek Tangki Asam Sulfat kapasitas 20.000 ton.

Sejalan dengan *Strategy House* Pupuk Indonesia 2024 yang meliputi *R&D and Innovation Driven*, inovasi di bidang teknologi dan riset produk juga tetap ditingkatkan untuk mendukung berbagai aktivitas operasional, antara lain di sektor proses produksi, pengelolaan lingkungan, sistem korespondensi, hingga berbagai aktivitas *supply chain* (operasional pengadaan, distribusi, dan pelabuhan). Sementara itu, di bidang riset produk, PT Petrokimia Gresik perlu melakukan *update* teknologi pada Pusat Riset dan Kebun Percobaan sehingga dapat menghasilkan berbagai produk dan solusi agroindustri yang bermanfaat bagi petani maupun industri pertanian nasional.

PERUBAHAN KOMPOSISI DEWAN KOMISARIS DAN ALASAN PERUBAHAN

Selama tahun 2023, terjadi perubahan komposisi anggota Dewan Komisaris PG sebanyak 3 (tiga) kali, yaitu pengunduran diri Ibu Indira Chunda Thita S. berdasarkan Akta Pernyataan Keputusan Pemegang Saham tanggal 6 Oktober 2023 dan pengunduran diri Bapak Ammarsjah berdasarkan Akta Pernyataan Keputusan Pemegang Saham tanggal 15 November 2023 serta pengangkatan Bapak Iqbal Billy Wahid sebagai Komisaris Independen berdasarkan Akta Berita Acara Rapat Umum Pemegang Saham Luar Biasa PT Petrokimia Gresik tanggal 19 Desember 2023. Dewan Komisaris mengucapkan selamat bertugas kepada Bapak Iqbal Billy Wahid, sekaligus menyampaikan terima kasih kepada Ibu Indira Chunda Thita S. dan Bapak Ammarsjah atas kontribusi dan sumbangsuhnya kepada Perseroan selama menjabat.

However, as it turned out, the Company encountered various challenges, e.g., changes in Government policy regarding the allocation and types of subsidized fertilizer in mid-2022, Certain Natural Gas Prices (HGBT), increasingly competitive industrial challenges, as well as raw material securities, which mostly come from imports. It has been our hope that the Board of Directors could make some breakthroughs in dealing with the challenges and optimize performance through several transformation efforts.

We have further encouraged PG to expand its factory in order to increase production capacity to meet the national need for subsidized fertilizer and product diversification through the Phonska V Project, which was completed in early 2024, so as to produce an additional annual NPK production capacity of 600,000 tons. We also support the implementation of various PG infrastructure development projects, such as the Export Urea Warehouse Project with a capacity of 20,000 tons, which was completed in early 2024, the Soda Ash Project, the Pier A Project and the Sulfuric Acid Tank Project with a capacity of 20,000 tons.

In line with the House Pupuk Indonesia 2024 Strategy, which covers R&D and innovation-driven activities, PG continuously makes technology innovations and product research to support operations, including in the production process sector, environmental management, correspondence systems, and various supply chains (operational procurement, distribution, and port). Meanwhile, in the field of product research, PT Petrokimia Gresik needs to update technology at the Research Center and Experimental Farm in order to produce various agro-industrial products and solutions that are beneficial for farmers and the national agricultural industry.

CHANGES IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND REASONS FOR CHANGES

During 2023, there were 3 changes to the composition of the members of the PG Board of Commissioners, namely the resignation of Ms. Indira Chunda Thita S. based on the Deed of Shareholder Decision Statement dated October 6, 2023, the resignation of Mr. Ammarsjah based on the Deed of Shareholder Decision Statement dated November 15, 2023 and the appointment of Mr. Iqbal Billy Wahid as Independent Commissioner based on the Deed of Minutes of the Extraordinary General Meeting of Shareholders of PT Petrokimia Gresik on December 19, 2023. We would like to congratulate Mr. Iqbal Billy Wahid while also expressing our gratitude for Mrs. Indira Chunda Thita S. and Mr. Ammarsjah for their respective contributions to the Company when they were in office.

Dengan demikian, komposisi Dewan Komisaris PT Petrokimia Gresik periode 31 Desember 2023 adalah sebagai berikut:

Thus, the composition of the Board of Commissioners of PT Petrokimia Gresik as per December 31, 2023 was as follows:

Jabatan	Nama Name	Position
Komisaris Utama	T. Nugroho Purwanto	President Commissioner
Komisaris Independen	Iqbal Billy Wahid	Independent Commissioner
Komisaris	Noer Fajrieansyah	Commissioners
Komisaris	Cecep Herawan	Commissioners
Komisaris	Bin Nahadi	Commissioners

KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Dalam mendukung kinerja Dewan Komisaris, terdapat 2 (dua) komite di bawah Dewan Komisaris yaitu Komite Audit dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.

Komite Audit dan Komite Nominasi & Remunerasi, GCG, dan Pemantau Risiko telah melaksanakan tugas dan menyampaikan laporan tertulis kepada Dewan Komisaris setiap triwulan. Pada akhir tahun, komite telah menyampaikan laporan pelaksanaan tugas untuk periode satu tahun, termasuk di dalamnya hasil *self-assessment* kinerja masing-masing komite.

Dewan Komisaris menilai bahwa selama tahun 2023, komite-komite di bawah Dewan Komisaris telah menjalankan tugas dan tanggung jawabnya dengan efektif. Dewan Komisaris menyampaikan apresiasi atas kinerja dan pelaksanaan tugas yang dilakukan oleh seluruh komite. Dukungan dari komite dijadikan sebagai dasar pemberian masukan dan nasihat kepada Direksi dalam menjalankan operasional Perseroan.

PERFORMANCE OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

There are 2 (two) committees under us that support our performance, the Audit Committee, and the Nomination and Remuneration, GCG and Risk Monitoring Committee.

The Audit Committee and the Nomination & Remuneration, GCG and Risk Monitoring Committee have carried out their duties and submitted written reports to us every quarter. At the end of the year, the committees has submitted a report on the implementation of their respective duties for a period of one year, including the results of the self-assessment of their performance.

In our assessment, our supporting committees showed effective implementation of their duties and responsibilities. We would like to express our appreciation for the performance and implementation of tasks carried out by all committees. We could definitely use their support as the basis for providing input and advice to the Board of Directors as they run the Company's operations.



APRESIASI

Menutup Laporan Tahunan ini, Dewan Komisaris menyampaikan terima kasih kepada pemegang saham yang telah memberikan kepercayaan dan dukungan sehingga PT Petrokimia Gresik selalu mencatatkan kinerja positif. Rasa terima kasih dan apresiasi setinggi-tingginya kami juga sampaikan kepada Direksi, manajemen serta seluruh insan PG yang telah memberikan dedikasinya dengan bekerja keras dalam merealisasikan sejumlah target yang telah ditetapkan. Sebagai anak perusahaan PT Pupuk Indonesia (Persero) yang memiliki peran strategis dalam mendukung program pemerintah di bidang Ketahanan Pangan Nasional, PT Petrokimia Gresik berkomitmen untuk menciptakan kesuksesan baru untuk Indonesia yang lebih maju.

APPRECIATION

As we are concluding our message for this year's Annual Report, we would like to thank the shareholders for their trust and support that have allowed PT Petrokimia Gresik to deliver positively. We would also like to express our highest gratitude and appreciation to the Board of Directors, management, and all PG people for their unwavering dedication and hard work as they worked together to realize some of our stated targets. As a subsidiary of PT Pupuk Indonesia (Persero), which has a strategic role in supporting government programs in the field of National Food Security, PT Petrokimia Gresik will remain steadfast in its commitment to create new successes for a more advanced Indonesia.

Gresik, 22 April 2024

Gresik, April 22, 2024

Atas Nama Dewan Komisaris PT Petrokimia Gresik
On behalf of the Board of Commissioners of PT Petrokimia Gresik

T. Nugroho Purwanto

Komisaris Utama

President Commissioner

DEWAN KOMISARIS

Board of Commissioners



Noer Fajrieansyah
Komisaris
Commissioner



T. Nugroho Purwanto
Komisaris Utama
President Commissioner



Cecep Herawan
Komisaris
Commissioner




Iqbal Billy Wahid
Komisaris Independen
Independent Commissioner



Bin Nahadi
Komisaris
Commissioner

LAPORAN DIREKSI

Report of the Board of Director



Dwi Satriyo Annurogo

Direktur Utama
President Director





Direksi terlibat aktif dalam merumuskan strategi dan kebijakan PT Petrokimia Gresik, yang meliputi target usaha, penguatan ekspansi usaha, digitalisasi proses bisnis, pengembangan sumber daya manusia, dan berbagai hal lainnya. Direksi melakukan pengkajian, monitoring serta mengawasi implementasi strategi Perseroan. Implementasi strategi dan kebijakan strategis memiliki peran penting dalam mengarahkan Perseroan mencapai sasaran strategi yang ditetapkan.

We are actively involved in the formulation of PT Petrokimia Gresik's strategies and policies as we set business target, strengthen business expansion, digitize business processes, develop human resources, and take care of other corporate matters. We review, monitor and oversee the Company's strategy execution. For us, strategy execution and strategic policies play important in directing us to achieve the Company's stated strategic targets.

PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG KAMI HORMATI,

Menilik perjalanan Perseroan selama tahun 2023, kami mengucapkan syukur kepada Tuhan yang Maha Kuasa dan juga apresiasi mendalam kepada seluruh insan Petrokimia Gresik atas dedikasi dan kerja keras dalam menghadapi situasi yang tidak terduga.

Meskipun kinerja keuangan Perseroan tahun 2023 tidak mencapai target, kami percaya bahwa apa yang sudah kita lakukan menjadi fondasi penting Perusahaan untuk menghadapi perubahan serta tantangan yang semakin tidak menentu dan beragam. Proses yang kita lalui, tantangan yang kita hadapi, dan upaya yang kita berikan adalah bagian tak terpisahkan dari perjalanan menuju kesuksesan.

Kami sangat bangga dengan semangat adaptif dan kolaboratif yang ditunjukkan oleh setiap insan Petrokimia Gresik. Tetap bersatu dan berjuang bersama-sama mengatasi rintangan. Kerja keras dan komitmen yang telah kita tunjukkan adalah cermin dari karakter dan integritas Perseroan kita.

DEAR ESTEEMED SHAREHOLDERS AND STAKEHOLDERS,

In hindsight, we look at our journey throughout 2023 with so much gratitude to God the Almighty and deep appreciation to everyone here at Petrokimia Gresik for their hard work and unwavering dedication in dealing with the unexpected.

While we admit the shortfalls in our financial targets for 2023, we believe what we did yearlong has laid the groundwork for us to deal with the increasingly uncertain changes and challenges. We really cannot dissociate from our journey to success, the processes we've gone through, and all the efforts we've put in all along to deal with the year's challenges.

We could not be prouder of everyone here at Petrokimia Gresik for their passion, as they stayed adaptive while being collaborative through every obstacle encountered. The hard work and commitment that we all showed reflected the Company's traits and our overall integrity.

Pencapaian tidak selalu diukur dari angka dan statistik. Terkadang pengalaman dan pembelajaran yang diperoleh dari menghadapi kegagalan adalah aset yang tak ternilai. Saya yakin bahwa apa yang kita pelajari dari pengalaman ini akan membekali kita dengan pengetahuan dan wawasan yang akan membantu kita tumbuh dan berkembang di masa depan. Sekali lagi saya ucapkan terima kasih atas semangat juang yang diperlihatkan oleh insan Petrokimia Gresik.

Meskipun status pandemi berakhir pada tahun 2023, dampaknya masih terasa kuat dalam kondisi global yang tidak stabil. Pemerintah dan seluruh warga di seluruh dunia terus berjuang mengatasi krisis-krisis yang timbul dari dua tahun yang sulit tersebut. Di tengah ketegangan geopolitik yang berkepanjangan, inflasi yang tinggi karena krisis energi dan restriksi ekspor pangan, serta kebijakan suku bunga yang meningkat sehingga menahan laju pertumbuhan perekonomian global dan menurunkan daya beli akan barang dan jasa, Petrokimia Gresik dapat menavigasi semua tantangan dengan baik.

Kami dapat mencatat pencapaian kinerja yang kuat, yang tidak hanya memperkuat fundamental Perseroan, tetapi juga mengukuhkan posisi Petrokimia Gresik sebagai perpanjangan tangan Pupuk Indonesia menjadi pelaku utama di industri pupuk dan kimia.

Sebagai bentuk penerapan prinsip transparansi dan pertanggungjawaban, perkenalkan kami, bagian dari Direksi Petrokimia Gresik, menyampaikan laporan pengelolaan Perseroan untuk tahun buku 2023 kepada pemegang saham dan seluruh pemangku kepentingan.

KONDISI PEREKONOMIAN GLOBAL DAN INDONESIA TAHUN 2023

Perekonomian global pada tahun 2023 mengalami dinamika yang kompleks, ditandai oleh pemulihan yang tidak merata pascapandemi COVID-19. Secara umum, pertumbuhan ekonomi global diperkirakan berada dikisaran 3,1%, lebih rendah dibandingkan tahun sebelumnya yang mencapai 6%. Penurunan ini dipengaruhi oleh faktor-faktor seperti ketegangan geopolitik, inflasi yang persisten, dan ketidakpastian pasar keuangan.

Di Indonesia, pertumbuhan ekonomi diperkirakan lebih kuat, dengan proyeksi mencapai sekitar 5,1% pada tahun 2023. Faktor pendorong utama adalah peningkatan konsumsi domestik dan investasi, yang didukung oleh stabilitas politik dan kebijakan moneter yang akomodatif dari Bank Indonesia. Inflasi, meski menjadi perhatian, tetap terkendali pada kisaran 4,5%, yang relatif stabil dibandingkan dengan negara-negara berkembang lainnya.

Salah satu indikator penting lainnya adalah kondisi kurs rupiah terhadap dolar AS. Sepanjang tahun 2023,

We do not always use numbers and statistics to measure our achievements. Pretty often, we view the experience and lessons we learn from escaping failures as invaluable assets. I am convinced that whatever we have learned from this experience has given us knowledge and insights that will help us grow and keep expanding in the future. Let me once again thank everyone here at Petrokimia Gresik for their fighting spirit in those difficult times.

While the pandemic status had ended in 2023, many around the world still felt its sting under unstable global circumstances. Governments and global citizens were still struggling to overcome the subsequent crises caused by the pandemic's two devastating years. Petrokimia Gresik has proven capable of fruitfully navigating the challenges brought about by the persistent geopolitical tensions, energy crises-triggered high inflation that combined with restrictions on food exports, the global economic growth-slowing rate increase path, and weaker purchasing power for goods and services.

We were able to deliver a strong performance, which not only strengthened Petrokimia Gresik's fundamentals but also cemented its leading position as an extension of Pupuk Indonesia, a major player in the fertilizer and chemical industry.

As a form of implementing the principles of transparency and accountability, please allow us, as members of the Petrokimia Gresik Board of Directors, to submit the Company's management report for the 2023 financial year to shareholders and all stakeholders.

GLOBAL AND INDONESIAN ECONOMIC CONDITIONS IN 2023

The global economy in 2023 saw complex dynamics as post COVID-19 pandemic economic recovery sent quite mixed signals globally. In general, global economic growth was estimated to reach around 3.1%, a pretty much lower figure than 6% registered in the previous year. Amongst the factors of this slower pace were geopolitical tensions, persistent inflation and financial market uncertainty.

In Indonesia, economic growth was predicted to be stronger, with projections reaching a high 5.1% for the entire year. The driving factor was larger domestic consumption and investment, buoyed by political stability and accommodative monetary policy from Bank Indonesia. Inflation, although a concern, remained manageably healthy at around 4.5%, or relatively stable compared to other developing countries.

Another important indicator is the rupiah exchange rate against the US dollar. Throughout 2023, the rupiah showed



Rupiah menunjukkan volatilitas yang moderat dengan kecenderungan menguat, berkat peningkatan ekspor dan arus masuk investasi asing. Rupiah berada dikisaran Rp14.000–Rp16.000 per dolar AS, mencerminkan ketahanan ekonomi Indonesia dalam menghadapi tekanan eksternal.

Harga komoditas global mengalami fluktuasi signifikan sepanjang tahun 2023, terutama karena perubahan kebijakan energi dan ketidakpastian politik. Harga minyak bumi berada di sekitar AS\$85 per barel, sedikit menurun dibandingkan dengan tahun sebelumnya akibat peningkatan pasokan dari negara-negara produsen. Gas alam, yang sangat dipengaruhi oleh situasi geopolitik, diperdagangkan pada kisaran AS\$4 per MMBTU.

Dalam sektor pertanian, harga pupuk seperti Amonia dan Kalium Klorida meningkat, dipicu oleh biaya produksi yang lebih tinggi dan gangguan pasokan. Amonia diperdagangkan sekitar AS\$600 per ton, sedangkan Kalium Klorida, yang penting untuk produksi pupuk, mencapai sekitar AS\$400 per ton. Harga *Phosphate Rock*, yang merupakan bahan dasar lain untuk pupuk, stabil di sekitar \$125 per ton.

Di Indonesia, sektor pertanian mencatat pertumbuhan yang signifikan, dengan angka pertumbuhan mencapai 3,8%. Pemerintah Indonesia telah meningkatkan investasi dalam infrastruktur pertanian dan subsidi pupuk, yang memberikan dampak positif pada produktivitas. Peningkatan ekspor komoditas seperti kelapa sawit dan kopi juga memberikan kontribusi signifikan terhadap perekonomian nasional.

Dari sisi perdagangan global, tahun 2023 diwarnai dengan penurunan perdagangan akibat perang tarif dan proteksionisme yang meningkat di beberapa negara besar. Hal ini mempengaruhi volume ekspor dari negara-negara berkembang, termasuk Indonesia. Namun, Indonesia berhasil menjaga defisit perdagangannya pada level yang relatif rendah, berkat diversifikasi pasar dan peningkatan ekspor produk non-migas.

Investasi asing langsung (*Foreign Direct Investment/*FDI) ke dalam ekonomi global mengalami penurunan, tetapi Indonesia berhasil menarik investasi yang cukup besar berkat perbaikan iklim investasi dan kemudahan berusaha yang terus menerus ditingkatkan oleh pemerintah. Pada tahun 2023, Indonesia mencatat peningkatan FDI sebesar 7%, yang merupakan salah satu tertinggi di Asia Tenggara.

Di sektor keuangan, Bank Dunia dan IMF telah memperingatkan tentang risiko peningkatan utang di negara-negara berkembang akibat respons fiskal terhadap pandemi. Meskipun demikian, Indonesia berhasil menjaga rasio utang terhadap PDB pada level 39%, yang menunjukkan pengelolaan fiskal yang *prudent* dan efektif. Secara keseluruhan, tahun 2023 merupakan tahun yang penuh tantangan, namun

moderate volatility with a tendency to strengthen, thanks to stronger exports and foreign investment inflows. The Rupiah hovered between Rp14,000–Rp16,000 per US dollar, reflecting Indonesia's economic resilience to external pressures.

Global commodity prices fluctuated greatly throughout 2023, mainly due to changes in energy policy and political uncertainty. The price of fossil fuel averaged at around US\$85 per barrel, a slight decrease compared to the previous year due to increased supply from producing countries. Natural gas, under heavy influence of geopolitical situation, was trading at around US\$4 per MMBTU.

In the agricultural sector, prices of fertilizers such as Ammonia and Potassium Chloride increased, driven by higher production costs and supply disruptions. Ammonia trades at around US\$600 a ton, while Potassium Chloride, which is important for fertilizer production, reached around US\$400 a ton. Prices for Phosphate Rock, another basic ingredient of fertilizer, were steady at around US\$125 a ton.

In Indonesia, the agricultural sector saw a significant growth rate of 3.8%. The Indonesian government has increased investment in agricultural infrastructure and fertilizer subsidies, which has had a positive impact on productivity. Increased exports of commodities such as palm oil and coffee also made significant contribution to the nation's economy.

In terms of global trade, 2023 was marked by a decline in trade due to tariff wars and increasing protectionism in some of the largest economies. This unfavorable trend affected the volume of exports from developing countries, including Indonesia. However, Indonesia managed to keep its trade deficit relatively narrow, thanks to market diversification and increased exports of non-oil and gas products.

Foreign direct investment (FDI) into the global economy has also decreased, but Indonesia has attracted quite large investments as its government was successful in improving the country's investment climate and ease of doing business. In 2023, Indonesia registered an increase of 7% in FDI, one of the highest in Southeast Asia.

In the financial sector, the World Bank and IMF had warned about the risk of increased debt in developing countries due to the fiscal response to the pandemic. Nevertheless, Indonesia managed to maintain its debt-to-GDP ratio at 39%, which shows prudent and effective fiscal management. Overall, while fiscal 2023 was exceptionally challenging, the year also brought in enormous opportunities for both

juga menawarkan peluang bagi perekonomian global dan Indonesia. Ke depannya, adaptasi terhadap perubahan ekonomi global dan penguatan sektor domestik akan menjadi kunci dalam memastikan pertumbuhan ekonomi yang berkelanjutan.

PROSES YANG DILAKUKAN DIREKSI UNTUK MEMASTIKAN IMPLEMENTASI STRATEGI

Direksi terlibat aktif dalam merumuskan strategi dan kebijakan PT Petrokimia Gresik, yang meliputi target usaha, penguatan ekspansi usaha, digitalisasi proses bisnis, pengembangan sumber daya manusia, dan berbagai hal lainnya. Direksi melakukan pengkajian, monitoring serta mengawasi implementasi strategi Perseroan. Implementasi strategi dan kebijakan strategis memiliki peran penting dalam mengarahkan Perseroan mencapai sasaran strategi yang ditetapkan.

Dalam perumusan strategi dan kebijakan strategis, Direksi berperan penting dalam memastikan penerapannya dijalankan dengan baik dalam seluruh lapisan organisasi. Beberapa tugas dan peranan utama Direksi dalam perumusan strategi di antaranya menganalisis situasi internal dan eksternal Perseroan untuk memahami lingkungan bisnis dan tantangan yang harus dihadapi, serta menentukan tujuan strategis yang menjadi dasar dalam perumusan strategi dan kebijakan Perseroan.

PERANAN DIREKSI DALAM PERUMUSAN STRATEGIS DAN KEBIJAKAN STRATEGIS

Dalam memastikan implementasi strategi dan kebijakan strategis Perseroan terlaksana dengan baik, Direksi melakukan penjabaran yang diperlukan sebagaimana yang tertuang dalam RKAP dan RJPP untuk memastikan implementasi strategi dan kebijakan strategis berada dalam jalur yang tepat. Keseluruhan strategi tersebut, diharapkan dapat mendorong terciptanya kinerja yang ekselen guna mewujudkan pertumbuhan yang berkelanjutan.

ANALISIS KINERJA PERSEROAN DI TAHUN 2023

Sebagian besar penjualan Petrokimia Gresik tahun 2023 berasal dari sektor pupuk terutama penjualan pupuk bersubsidi, sesuai dengan penugasan Pemerintah melalui Pupuk Indonesia. Tahun 2023 merupakan tahun penuh tantangan bagi Petrokimia Gresik, mengingat adanya perubahan kebijakan Pemerintah terkait pupuk bersubsidi menjadi hanya 2 (dua) jenis pupuk bersubsidi dan 9 (sembilan) komoditas pertanian yang mendapatkan pupuk bersubsidi sudah diberlakukan mulai pertengahan tahun 2022. Seperti yang diperkirakan sebelumnya, kebijakan tersebut akan memberikan dampak bagi Perseroan akibat daya petani akan pupuk komersial masih rendah. Pada awal tahun 2023, masih terdampak kenaikan harga komoditas bahan baku pupuk, setelah itu terjadi penurunan harga komoditas namun masih lebih tinggi dibandingkan masa sebelum pandemi.

the global economy and Indonesia. That is why properly adapting to changes in the global economic landscape and strengthening the domestic sector will remain key to ensuring long-term economic growth.

THE PROCESS WE RUN TO ENSURE STRATEGY EXECUTION

We are actively involved in the formulation of PT Petrokimia Gresik's strategies and policies as we set business target, strengthen business expansion, digitize business processes, develop human resources, and take care of other corporate matters. We review, monitor and oversee the Company's strategy execution. For us, strategy execution and strategic policies play important in directing us to achieve the Company's stated strategic targets.

We have a role to ensure the formulated strategies and strategic policies are executed well at all levels of the organization. Some of our main duties and roles in formulating strategy include analyzing the Company's internal and external condition to understand the business environment and challenges that must be faced, as well as determining strategic goals that form the basis for formulation of Company strategies and policies.

OUR ROLE IN STRATEGIC AND STRATEGIC POLICY FORMULATION

In ensuring that the Company's strategy and strategic policies is properly executed, we make the necessary elaborations as stated in the RKAP and RJPP to ensure that the execution of the strategy and strategic policies remains on the right track. The overall strategy is expected to encourage the creation of excellent performance in order to realize sustainable growth.

THE COMPANY PERFORMANCE ANALYSIS IN 2023

Most of Petrokimia Gresik's sales in 2023 came from the fertilizer sector, especially the sales of subsidized fertilizer, in accordance with the Government's assignment through Pupuk Indonesia. 2023 was a year full of challenges for Petrokimia Gresik considering the recent change in government policy on subsidized fertilizer, where now subsidies are given to 2 (two) types of subsidized fertilizer and 9 (nine) agricultural commodities, effective mid-year 2022. As previously estimated, this policy has had a significant impact on the company because farmers' purchasing power, particularly for commercial fertilizers, was still low. The beginning of 2023 still saw the expected impacts with an increase in commodity prices for fertilizer raw materials, but the impacts eased as commodity prices declined, although still higher than the pre-pandemic years.



Selain itu, penjualan pupuk keseluruhan juga rendah akibat faktor alam berupa kekeringan dan kemarau ekstrem sebagai dampak dari fenomena El Nino di beberapa wilayah Indonesia di antaranya Jawa Timur, Jawa Tengah, DI Yogyakarta, Jawa Barat, Banten, Bali, dan Nusa Tenggara Timur yang terjadi pada musim tanam, yakni dari bulan Agustus hingga bulan November 2023.

Total penjualan sektor pupuk mencapai setara 3,78 juta ton atau senilai Rp27,71 triliun, atau hampir 70% di antaranya merupakan penjualan pupuk bersubsidi atau sebanyak 2,64 juta ton. Meskipun tonase penjualan pupuk secara keseluruhan mengalami penurunan dibanding tahun 2022, namun tahun 2023 dapat menjadi landasan kinerja Perseroan di tahun berikutnya. Produk baru Perseroan, yaitu ZA Plus, SP-26, dan Phosgreen, mendapatkan respons positif dari pasar. Produk-produk tersebut menjadi alternatif petani untuk kebutuhan pupuk yang sudah tidak disubsidi Pemerintah.

Petrokimia Gresik terus melakukan sosialisasi dan pendampingan kepada petani agar petani melakukan pemupukan sesuai dosis dan mendapatkan pupuk komersial yang berkualitas. Hal ini penting karena banyak peredaran pupuk murah, namun merupakan pupuk palsu atau pupuk berkualitas rendah, yang tentunya akan merugikan petani dan mengurangi kepercayaan petani akan pupuk komersial.

STRATEGI DAN KEBIJAKAN STRATEGI

Untuk terus menjaga keberlangsungan perusahaan dan meningkatkan daya saing bisnis, Petrokimia Gresik konsisten menjalankan beberapa program strategis, yaitu:

1. Pengamanan Bahan Baku
Sebagian besar bahan baku produksi Petrokimia Gresik dipenuhi dari impor, di antaranya berasal dari daerah konflik atau melewati daerah konflik. Untuk memastikan kelancaran produksi, Petrokimia Gresik melakukan beberapa program, salah satunya adalah peninjauan alternatif baru sumber bahan baku sebagai upaya pelaksanaan strategi *multisource raw material*. Sedangkan untuk memastikan pasokan gas dalam negeri, Petrokimia Gresik melakukan penandatanganan *addendum* perpanjangan waktu *Head of Agreement* (HoA) dalam rangka *Road to Gas Sales Agreement* (GSA) Gas Bumi dari Lapangan Lengo Blok Bulu, Tuban, Jawa Timur.
2. Penguatan Pasar Global
Petrokimia Gresik terus berupaya memaksimalkan potensi penjualan ekspor pupuk dan non pupuk setelah pasar dalam negeri terpenuhi, utamanya terkait kebutuhan pupuk dalam negeri. Petrokimia Gresik juga mulai melakukan peninjauan untuk pangsa pasar baru sebagai upaya Perseroan untuk memperluas cakupan pasar yang belum dimasuki sebelumnya, yang dapat

In addition, the overall sales of fertilizer were still low due to natural factors such as the extreme drought caused by the El Nino phenomenon, which hit some parts of Indonesia, including East Java, Central Java, DI Yogyakarta, West Java, Banten, Bali, and East Nusa Tenggara, during the normal planting season, which is from August to November 2023.

Total sales in the fertilizer sector reached the equivalent of 3.78 million tons, or Rp27.71 trillion, almost 70% of which were sales of subsidized fertilizer, or 2.64 million tons. While the overall tonnage of fertilizer sales has decreased compared to 2022, we can humbly claim that 2023 would be the basis for the Company's performance in the following year. The Company's new products, namely ZA Plus, SP-26, and Phosgreen, received a positive response from the market. Farmers begin to see these products as alternatives to the Government's previously subsidized fertilizers.

Petrokimia Gresik continues to provide outreach and assistance to farmers so they can fertilize according to the dosage and get quality commercial fertilizer. This is important given the proliferation of cheap, low-quality, or even fake fertilizers on the market, which will undoubtedly be detrimental to farmers and reduce their trust in commercial fertilizers.

STRATEGY AND STRATEGIC POLICIES

To continue to maintain its sustainability and enhance business competitiveness, Petrokimia Gresik consistently runs strategic programs, as given below:

1. Securing Raw Materials
Most of the raw materials for Petrokimia Gresik's production are imported, including from conflict areas or passing through conflict areas. To ensure seamless production, Petrokimia Gresik runs several programs, including the exploration of new alternative raw material sources in an effort to execute its *multisource raw material strategy*. Meanwhile, to ensure domestic gas supplies, Petrokimia Gresik has signed an addendum to extend the *Head of Agreement* (HoA) in the context of the *Road to Gas Sales Agreement* (GSA) for Natural Gas from the Lengo Block Bulu Field, Tuban, East Java.
2. Strengthening the Global Market
Petrokimia Gresik continues to strive to maximize the export sales potential of fertilizers and non-fertilizers after the demand in domestic market, especially domestic fertilizer, is met. Petrokimia Gresik is also starting to explore new market shares as one of its efforts to expand coverage to the previously unserved markets, with an objective of helping to increase business growth and

membantu dalam meningkatkan pertumbuhan dan keberlanjutan bisnis di masa depan seiring dengan rencana penambahan kapasitas produksi.

3. Efisiensi Biaya
Program ini konsisten dilakukan Petrokimia Gresik sebagai upaya untuk mendapatkan operasional Perseroan yang paling efisien. Hal ini mencakup seluruh aspek Perseroan, salah satunya adalah dengan pemanfaatan produk samping sebagai substitusi bahan penolong, optimalisasi *shipping out* produk curah, optimalisasi tenaga internal JPP dengan swakelola proyek dan pemeliharaan internal, substitusi listrik dari pembangkit internal dengan listrik PLN melalui kerja sama *Progressive Captive Power Acquisition*, pengendalian sistem lembur karyawan, pemanfaatan fasilitas internal untuk pelatihan karyawan.
4. Penambahan kapasitas pabrik dan diversifikasi produk
Petrokimia Gresik melaksanakan proyek pengalihan pabrik pupuk fosfat PF-I menjadi pabrik Phonska V dan pembangunan gudang Urea Curah sebagai persiapan penugasan Pemerintah terkait penambahan alokasi pupuk Urea dan NPK subsidi. Selain itu, Petrokimia Gresik mulai menyiapkan rencana pembangunan pabrik Soda Ash dan Dermaga A.
5. Digitalisasi proses bisnis
Petrokimia Gresik melanjutkan percepatan implementasi aplikasi digital di sebagian besar proses bisnis untuk efisiensi dan efektivitas pekerjaan serta memungkinkan dilakukan pengawasan pekerjaan secara *real time*. Selain itu, digitalisasi ini digunakan untuk meningkatkan keefektifan pengambilan keputusan oleh manajemen.
6. Peningkatan keamanan siber
Untuk menjamin kelancaran dan keamanan proses bisnis yang sudah terdigitalisasi, dilakukan pengimplementasian ISO 27001:2022 tentang Sistem Manajemen Keamanan Informasi dan Penilaian Keamanan Siber Perusahaan melalui Badan Siber dan Sandi Negara (BSSN) dengan Program *Cyber Security Maturity* (CSM) serta peningkatan investasi yang berimbang pada peningkatan keamanan informasi Perseroan.
7. Penerapan *Environmental, Social, dan Governance* (ESG)

Penerapan ESG merupakan instrumen penting bagi Petrokimia Gresik untuk menjamin kelancaran bisnis perusahaan. Di bidang lingkungan, ada sejumlah program untuk mewujudkan industri hijau, antara lain penghematan konsumsi air seperti pemanfaatan *Neutralized Water Effluent Treatment I* untuk proses produksi pabrik, melakukan program dekarbonisasi seperti pemanfaatan gas CO₂ untuk sejumlah pabrik, penanaman 129.100 *mangrove*, penggunaan Pembangkit Listrik Tenaga Surya (PLTS), dan lainnya. Untuk bidang sosial, Petrokimia Gresik menyalurkan dana program non Pendanaan Usaha Mikro dan Kecil (PUMK) untuk masyarakat sekitar perusahaan, melalui berbagai

sustainability in the future along with plans to increase production capacity.

3. Cost Efficiency
Petrokimia Gresik consistently runs this program to generate the most efficient operations. The program covers all aspects of the Company such as the use of by-products as alternative supporting materials, the optimization of shipping out bulk products, the optimization of JPP's internal workforce with project self-management and internal maintenance, the substitution of generator-produced electricity with PLN electricity through Progressive Captive Power Acquisition cooperation, control over employee overtime systems, and the utilization of internal facilities for employee training.
4. Increased factory capacity and product diversification
Petrokimia Gresik is converting its PF-I phosphate fertilizer factory into a Phonska V factory and constructing a bulk urea warehouse in preparation for the government's planned increase in the allocation of subsidized urea fertilizer and NPK. We have also begun preparing plans to build a soda ash factory and Pier A.
5. Digitalization of business processes
Petrokimia Gresik continues to accelerate the implementation of digital applications in most of its business processes for work efficiency and effectiveness, while also enabling real-time work monitoring. Digitalization is also used to improve management's decision-making effectiveness.
6. Improved cybersecurity
To ensure seamless and secure digitalized business processes, we have adopted ISO 27001:2022 on the Information Security Management System and assessed the Company's cyber security through the National Cyber and Crypto Agency (BSSN) under the Cyber Security Maturity (CSM) Program, while increasing investment that can lead to enhanced information security.
7. Implementation of Environmental, Social, and Governance (ESG)
Implementing ESG is an important tool for Petrokimia Gresik to ensure more seamless business operations. In the environmental sector, a number of programs have been run to realize a green industry, including saving water consumption by using Neutralized Water Effluent Treatment I for factory production processes, running decarbonization programs using CO₂ gas for a number of factories, planting 129,100 mangroves, using Solar Power Plants (PLTS), and many others. For the social sector, Petrokimia Gresik distributes non-Micro and Small Business Funding (PUMK) program funds to the nearby communities through various programs such as the Petro Scholarship (Bestro), Healthy Villages, and



program seperti Beasiswa Petro (Bestro), Kampung Sehat, dan lainnya. Di bidang tata kelola perusahaan (*governance*), Petrokimia Gresik telah menerapkan sejumlah sistem manajemen yang terintegrasi, mulai dari manajemen mutu, anti penyuapan, *safety*, dan lainnya.

Selain program strategis di atas, sebagai bentuk dukungan kepada Pemerintah, Petrokimia Gresik terus mendorong program regenerasi petani muda dengan pelaksanaan program Taruna Makmur *Batch* II dan III, Jambore Petani Muda Taruna Makmur, pemberian pembekalan dan beasiswa Petani Muda, serta peluncuran Program Pesantren Mitra Makmur atau "Santri Makmur. Hal ini juga sebagai wujud investasi bagi keberlangsungan usaha secara jangka panjang.

Pada tahun 2023, juga Petrokimia Gresik berkomitmen mendukung pengembangan energi bersih di tanah air dengan memfasilitasi pengembangan *green hydrogen* dan *green ammonia* terintegrasi di kawasan Petrokimia Gresik. Program ini merupakan inisiasi dari Pupuk Indonesia kolaborasi dengan PT PLN (Persero) dan perusahaan dari Arab Saudi, ACWA Power Company. Dalam proyek ini, Petrokimia Gresik bertugas menyiapkan lahan untuk lokasi pembangunan *electrolyzer*, atau alat yang akan menghasilkan *green hydrogen* dari air untuk selanjutnya dikirim ke pabrik Amurea eksisting.

PERBANDINGAN ANTARA REALISASI DENGAN TARGET RKAP

Terdapat beberapa kondisi eksternal dan internal yang membuat pencapaian kinerja pada tahun 2023 belum maksimal. Hasil kinerja Perseroan sepanjang tahun 2023 dapat dilihat dari hasil perbandingan dengan target RKAP 2023 dan realisasi kinerja di tahun 2023.

Realisasi produksi pupuk yang menjadi produk utama Perseroan di tahun 2023 adalah 4,36 juta ton atau 100% dari RKAP sebesar 4,34 juta ton terdiri dari pupuk Urea, ZA, SP-36, SP-26, Phosgreen NPK, DAP, dan ZK. Unit Produksi yang mampu melampaui target RKAP 2023 adalah pabrik Urea sebesar 1,18 juta ton atau tercapai 115% dari target RKAP, pabrik ZA sebesar 699 ribu ton atau tercapai 107% dari target RKAP, dan pabrik Fosfat dengan pencapaian 107 ribu ton atau tercapai 207% dari target RKAP. Adapun unit produksi lain yang belum memenuhi target RKAP mayoritas disebabkan karena adanya pengalihan produksi NPK Subsidi menjadi NPS dan DAP serta adanya pemeliharaan pabrik.

PG membukukan produksi bahan kimia dasar di tahun 2023 adalah sebesar 2,19 juta ton atau 112% dari RKAP 2023 sebesar 1,95 juta ton terdiri dari Amonia 102%, Asam Sulfat 110%, dan Asam Fosfat 220%. Selain itu, PG membukukan produksi non pupuk sebesar 1,58 juta ton atau 291% dari RKAP 2023 sebesar 542,6 ribu ton, yang terdiri dari *Crude Gypsum*, *Purified Gypsum*, Aluminium Fluorida, *CO₂ Liquid*,

many others. In corporate governance, Petrokimia Gresik has implemented a number of integrated management systems, from quality management and anti-bribery to safety and many others.

In addition to the strategic programs above, as a form of support to the government, Petrokimia Gresik continues to encourage the regeneration program for young farmers with its Taruna Makmur *Batch* II and III programs, the Taruna Makmur Young Farmer Jamboree, providing provisions and scholarships for young farmers, as well as launching the Mitra Makmur Islamic Boarding School Program, or "Santri Makmur. This is also a form of investment for long-term business sustainability.

In 2023, Petrokimia Gresik remained committed to supporting the development of clean energy in the country by facilitating the integrated development of green hydrogen and green ammonia in the Petrokimia Gresik area. This program was an initiation for Pupuk Indonesia in collaboration with PT PLN (Persero) and a Saudi Arabia-based ACWA Power Company. In this project, Petrokimia Gresik is tasked with preparing land for the construction site for an electrolyzer, or a device that will produce green hydrogen from water and send the resultant product to the existing Amurea factory.

COMPARISON BETWEEN REALIZATION AND RKAP TARGET

There were certain external and internal conditions that kept us from delivering optimum performance in 2023. You can see our overall results for the entire year from how we delivered against the Company's 2023 RKAP target.

In 2023, the Company's main product fertilizer production was 4.36 million metric tons, or 100% of the stated 4.34 million metric tons in the RKAP consisting of Urea, ZA, SP-36, SP-26, Phosgreen NPK, DAP, and ZK fertilizers. The production units that exceeded the 2023 RKAP target were the Urea factory with 1.18 million tons, or 115% of the RKAP target; the ZA factory with 699 thousand tons or 107% of the RKAP target; and the Phosphate factory with 107 thousand tons, or 207% of the RKAP target. The majority of other production units still fell short of the RKAP targets due to the transfer of subsidized NPK production to NPS and DAP, as well as factory maintenance.

PG posted a basic chemical production of 2.19 million tons, or 112% of the 2023 RKAP of 1.95 million tons, consisting of 102% ammonia, 110% sulfuric acid, and 220% phosphoric acid. Further, PG posted non-fertilizer production of 1.58 million tons, or 291% of 542.6 thousand tons in the RKAP, consisting of crude gypsum, purified gypsum, aluminum fluoride, *CO₂ liquid*, dry Ice and hydrochloric acid. Some

Dry Ice, dan Asam Klorida. Terdapat beberapa unit produksi yang belum memenuhi target RKAP mayoritas disebabkan pemeliharaan pabrik dan pengendalian operasi.

PG membukukan jumlah penjualan di tahun 2023 sebesar Rp31,74 triliun yang apabila dibandingkan dengan target RKAP 2023 yang ditetapkan sebesar Rp35,47 triliun, nilai penjualan tersebut tercapai sebesar 89%. Secara kuantum penjualan, sektor pupuk non subsidi mampu melewati target RKAP sebesar 130% dengan kuantum 1.150.583 ton dari target 882.550 ton sedangkan penjualan non pupuk mencapai 2.418.652 ton atau 174% dari target RKAP 2023 sebesar 1.391.400 ton.

Untuk perolehan profitabilitas, PG mencatatkan perolehan laba komprehensif di tahun 2023 sebesar Rp1,25 triliun atau 65% dari target RKAP 2023 yang ditetapkan sebesar Rp1,93 triliun. Adapun *Net Profit Margin* (NPM) tahun 2023 sebesar 3,95% atau 73% dari RKAP 2023 dan 47% dari realisasi 2022 sebesar 8,36% sedangkan *Return on Equity* (ROE), *Return on Assets* (ROA), dan *Return on Investment* (ROI) di tahun 2022 masing-masing sebesar 6,00%, 2,99%, dan 11,76%, tercapai masing-masing dari RKAP 2023 yang sebesar 65%, 81%, dan 102%.

Sampai dengan akhir tahun 2023, Perseroan membukukan liabilitas sebesar Rp19,34 triliun atau sebesar 60% dari nilai tahun 2022 sebesar Rp32,38 triliun dan membukukan ekuitas sebesar Rp22,66 triliun atau 102% dari tahun sebelumnya yang tercatat Rp22,20 triliun. Hal ini terutama disebabkan adanya penurunan utang usaha atas pembayaran tagihan yang telah jatuh tempo dan penyesuaian perolehan laba perusahaan tahun 2023. Jumlah aset PG pada tahun 2023 sebesar Rp42,00 triliun atau 81% dari jumlah aset PG di tahun 2022. Hal ini terutama disebabkan penurunan piutang subsidi kepada Pemerintah karena telah diterimanya pembayaran atas tagihan kurang bayar tahun 2022 dan periode berjalan 2023 dan peningkatan persediaan akibat adanya penambahan persediaan barang untuk persiapan *building stock*.

Jika dibandingkan dengan target yang ditetapkan dalam RKAP 2023, jumlah aset, liabilitas, dan ekuitas Perseroan terealisasi masing-masing sebesar 81%, 67%, dan 97%.

Untuk mendukung aspek operasional, pada tahun 2023 dan ke depan, PT Petrokimia Gresik mengutamakan keberlanjutan yang dibuktikan dengan penghargaan sebagai perusahaan The Best Indonesia Green Award (IGA) tahun 2023. Dengan pengelolaan lingkungan yang baik, maka akan meningkatkan daya saing Perseroan dan menjadikan operasional Perseroan *sustainable* serta mendukung pencapaian *Sustainable Development Goals* (SDGs).

production units fell short of the RKAP target, mostly due to factory maintenance and operational control.

PG posted total sales in 2023 of Rp31.74 trillion, or 89% of the target of 35.47 trillion in the 2023 RKAP in terms of sales value. In terms of sales quantum, the non-subsidized fertilizer sector exceeded the RKAP target by 130% with a quantum of 1,150,583 tons from the target of 882,550 tons, while non-fertilizer sales reached 2,418,652 tons, or 174% of the 2023 RKAP target of 1,391,400 tons.

In terms of profitability, PG posted a comprehensive profit of Rp1.25 trillion in 2023, or 65% of the RKAP's stated target of Rp1.93 trillion. In 2023, the Net Profit Margin (NPM) was 3.95%, which was 73% of the 2023 RKAP and 47% of the 8.36% realized in 2022. In 2022, the Return on Equity (ROE), Return on Assets (ROA), and Return on Investment (ROI) were 6.00%, 2.99%, and 11.76%, which were all achieved from the 2023 RKAP of 65%, 81%, and 102%, respectively.

Until the end of 2023, the Company posted liabilities of Rp19.34 trillion, or 60% of the previous year's figure, at Rp32.38 trillion and posted equity of Rp22.66 trillion, or 102% of the previous year's figure, at Rp22.20 trillion. This was mainly due to a decrease in trade payables for payment of overdue bills and adjustments to the Company's profit in 2023. In 2023, PG's total assets reached Rp42.00 trillion, or 81% of its total assets in 2022. This was mainly due to a decrease in subsidy receivables from the Government due to the receipt of payment for underpaid bills for 2022 and the current period of 2023 and an increase in inventories due to additional inventory of goods for building stock preparation.

In comparison, the Company's total assets, liabilities and equity were realized at 81%, 67% and 97%, respectively, of the stated value in its 2023 RKAP.

To support operational aspects, from 2023 and beyond, PT Petrokimia Gresik will prioritize sustainability, as proven by the Company being named the Best Indonesia Green Award (IGA) company in 2023. Our sound environmental management will help us increase the Company's competitiveness, run more sustainable operations, and support the achievement of the Sustainable Development Goals (SDGs).



Pada tahun 2023, Perseroan telah menjalankan program transformasi Perseroan di antaranya adalah penerapan *Green Port* yang menjadikan proses ke pelabuhan menjadi lebih efektif, efisien, dan ramah lingkungan, transformasi untuk mendukung terwujudnya produk inovatif melalui Digital Labs, di bidang *procurement* dengan aplikasi Smart and Intelligence Procurement System (SIPS) untuk meningkatkan akurasi perencanaan dan pengadaan bahan baku, melakukan digitalisasi distribusi dan pergudangan, dan di bidang manajemen perusahaan juga menerapkan aplikasi pengelolaan *digital talent, Innovation and data analytics supporting operational*. Tidak berhenti sampai di situ, Perseroan juga menjadi pionir dalam penciptaan berbagai produk baru yaitu pengembangan energi bersih melalui *Green Hydrogen* dan *Green Ammonia, Greens Surfactant* yang dapat meningkatkan perolehan minyak bumi, peluncuran layanan beli pupuk *online* Petromart Official, peluncuran program *smart precision farming* dengan penggunaan pupuk teknologi nano dan pemanfaatan *drone* untuk pemupukan dan pemantauan tanaman untuk meningkatkan produktivitas pertanian.

Keberhasilan berbagai program berkelanjutan perusahaan mengantarkan Petrokimia Gresik kembali meraih *Platinum Rank* yang merupakan penghargaan tertinggi dalam ajang "Asia Sustainability Reporting Rating Awards 2023".

Perseroan telah berusaha dengan sangat baik dalam bidang lingkungan dan sosial, seperti dalam kegiatan pengolahan limbah, *gypsum*, dan B3 non dominan, upaya pelestarian sumber daya, dan efisiensi penggunaan air serta energi. Pada kinerja berkelanjutan dalam kontribusi masyarakat, Perseroan meningkatkan investasi sosial kemasyarakatan hingga Rp49,93 miliar dan skor derajat kepuasan lingkungan hingga 88,24. Dalam bidang keselamatan dan kesehatan kerja (K3) dan tingkat produktivitas karyawan Perseroan yang tinggi.

TANTANGAN YANG DIHADAPI DAN MITIGASI YANG DILAKUKAN

Selain perubahan kebijakan pupuk bersubsidi selama tahun 2023, Petrokimia Gresik menghadapi beberapa tantangan lain, yaitu fluktuasi kurs rupiah, tingginya piutang subsidi yang berdampak pada tingginya beban bunga pinjaman akibat besarnya penarikan utang perbankan, dan keterbatasan pasokan bahan baku pupuk.

Untuk mengisi pasar pupuk ZA, pupuk fosfat, dan pupuk organik yang sudah tidak disubsidi, Petrokimia Gresik semakin fokus meningkatkan penjualan pupuk ZA Plus, Pupuk SP-26, Pupuk Phosgreen, Pupuk Petroganik Premium, dan Pupuk Phonska OCA Plus. Hal ini juga sebagai langkah Petrokimia Gresik untuk memastikan petani mendapatkan pupuk berkualitas sesuai SNI. Sebagai langkah perluasan segmen pasar dan juga wujud komitmen Petrokimia

As of 2023, the Company had begun a corporate transformation program, including the implementation of Green Port, which makes port processes more effective, efficient and eco-friendly; transformation to support the realization of innovative products through Digital Labs; and in the field of procurement, the SIPS (smart and intelligence procurement system) application to increase the accuracy of planning and procurement of raw materials; digitize distribution and warehousing; while also implementing digital talent management in the fields of company management, innovation and data analytics supporting operations. We didn't just stop there, as we became pioneers in creating various new products, namely the development of clean energy through green hydrogen and green ammonia, green surfactant, which can increase petroleum production, the launch of the Petromart Official online fertilizer buying service, the launch of the smart precision farming program using technological fertilizer nanotechnology, and the use of drones for fertilizing and monitoring crops to increase agricultural productivity.

The success of its various sustainable programs has led Petrokimia Gresik to once again achieve Platinum Rank, which is the highest award in the "Asia Sustainability Reporting Rating Awards 2023."

The Company has done exceptionally well in the environmental and social fields, such as waste, gypsum and non-dominant B3 processing activities, resource conservation efforts, and efficient use of water and energy. In terms of sustainable performance in community contribution, the company increased social investment to Rp49.93 billion and earned an environmental satisfaction score of up to 88.24. The Company also achieved high levels of productivity among its employees in the field of occupational safety and health (OHS).

CHALLENGES ENCOUNTERED AND MITIGATIONS CARRIED OUT

Apart from changes to the subsidized fertilizer policy, Petrokimia Gresik encountered some other challenges during 2023, such as fluctuating rupiah exchange rates, high subsidy receivables that led to high loan interest expenses due to large bank debt withdrawals, and a limited supply of fertilizer raw materials.

To fill the market for ZA fertilizer, phosphate fertilizer and organic fertilizer which is no longer subsidized, Petrokimia Gresik has laid more intense focus on how to increase sales of ZA Plus, SP-26, Phosgreen, Premium Petroganik, and Phonska OCA Plus fertilizers. This also constituted a step by Petrokimia Gresik to ensure farmers have SNI-standard-meeting-quality fertilizers. To expand the market segment while showing Petrokimia Gresik's commitment to supporting sustainable

Gresik mendukung pertanian berkelanjutan, Perseroan meluncurkan Pupuk Phonska Alam yang tersertifikasi untuk pertanian organik.

Petrokimia Gresik juga mulai mengembangkan program *Smart Precision Farming*. Program ini memanfaatkan teknologi *drone* yang dilengkapi dengan IoT untuk mengaplikasikan pupuk dan mengambil data geo-spasial, *soil test kit* untuk mengukur unsur hara tanah, serta teknologi *Normalized Difference Vegetation Index (NDVI)* yang dapat merekam indeks vegetasi tanaman melalui citra satelit kanal infra merah dan kanal merah. Data yang terekam dari berbagai teknologi ini nantinya dapat digunakan menjadi landasan dosis pemupukan yang presisi sehingga proses pertanian dapat semakin efektif dan efisien. Selain itu, petani juga bisa mendapatkan informasi terkait luas lahan dan *database* mengenai kondisi tanah di lahannya.

Sedangkan di bidang keuangan, untuk mengatasi fluktuasi kurs rupiah, Petrokimia Gresik melakukan lindung nilai valuta asing mengingat sebagian besar bahan baku berasal dari impor. Selain itu Petrokimia Gresik juga melakukan manajemen pendanaan proyek dan operasional serta pemanfaatan alternatif fasilitas perbankan dalam rangka efisiensi biaya bunga.

Pada tahun 2023, masih ada restriksi ekspor DAP dari Tiongkok, untuk itu Petrokimia Gresik mengalokasikan pabrik NPK untuk memenuhi kebutuhan DAP internal Perseroan dan Pupuk Indonesia Grup.

PENGEMBANGAN SUMBER DAYA MANUSIA

Sumber daya manusia merupakan salah satu aset perusahaan yang paling berharga bagi PG. Fokus dari pengelolaan sumber daya manusia PG adalah meningkatkan kapabilitas tenaga kerja perusahaan secara berkelanjutan, meningkatkan pelatihan tenaga kerja, penurunan jumlah tenaga secara selektif dan penyesuaian antara prestasi kerja dengan kompensasi. Akhir tahun 2023, jumlah karyawan tetap PG sebesar 2.006 orang karyawan. Dari total karyawan tetap PG pada tahun 2023, sekitar 25% adalah lulusan universitas (S1 dan S2), 8% lulusan diploma sedangkan sekitar 67% adalah lulusan setara SMA. Dari sisi usia, 80% karyawan berusia di bawah 35 tahun, 17% berada pada rentang usia 35–49 tahun, dan 3% karyawan berusia di atas 50 tahun. Hal ini menjadi indikasi bahwa PG menghadapi tantangan berupa adanya *gap* generasi terkait persiapan suksesor yang memiliki kapasitas untuk menempati posisi sesuai struktur organisasi.

Perseroan telah menetapkan *core values* AKHLAK sebagai panduan perilaku dan budaya perusahaan menyelaraskan dengan tujuan BUMN dalam mencetak talenta unggul dan *Go Global*. Implementasi budaya AKHLAK yang kuat tidak hanya tercermin dalam Indeks Maturitas Budaya AKHLAK yang mencapai skor 9,60 dari skala 10, namun juga tercermin

agriculture, we launched Phonska Alam Fertilizer, which is certified for organic farming.

Petrokimia Gresik is also starting to develop the Smart Precision Farming program. This program utilizes IoT technology-backed drones to apply fertilizer and collect geo-spatial data, soil test kits to measure soil nutrients, and Normalized Difference Vegetation Index (NDVI) technology, which can record plant vegetation indices via infrared channel satellite imagery and red channel. The data collected from these various technologies can later be used as a basis for precise fertilizer doses to make agricultural processes more effective and efficient. Besides the above measures, farmers can also get information about land area and a database regarding the condition of the soil on their land.

In finances, we are hedging foreign exchange to overcome the rupiah exchange rate fluctuations, given that most of our raw materials are sourced from abroad. In terms of interest cost efficiency, we have gone even further by running projects and operational funding management, as well as utilizing alternative banking facilities.

In 2023, there were still restrictions on DAP exports from China, and therefore, we allocated an NPK factory to meet the Company's internal DAP needs and those of the Pupuk Indonesia Group.

HUMAN RESOURCE DEVELOPMENT

Human resources are one of the most valuable assets for PG. The focus of PG's human resource management is to continuously increase the capability of its workforce, increase workforce training, and selectively reduce its headcount while aligning work performance with compensation. At the end of 2023, we had a total of 2,006 permanent employees. Of that HR figure, around 25% were university graduates (with graduate and undergraduate degrees), 8% were diploma holders, and the remaining 67% were high school graduates or equivalence. By age, 80% of employees were under 35, 17% were between 35 and 49, and the remaining 3% were older than 50. The current HR composition is an indication that PG is facing a generation gap challenge, which then requires the preparation of successors with proven capacity to occupy positions according to the organizational structure.

The Company has established the AKHLAK core values that offer guidance for corporate behavior and culture in line with SOE's goals of producing superior talent and going global. The strong implementation of AKHLAK culture is not only reflected in the AKHLAK Cultural Maturity Index, which earned a score of 9.60 on a scale of 10, but also in the



pada spirit inovasi karyawan dalam meningkatkan nilai tambah kepada Perseroan. Pada tahun 2023, lebih dari 2.200 tim inovasi atau sebanyak 95% karyawan terlibat dan berkontribusi dalam memenangkan persaingan bisnis. Prestasi inovasi Perseroan telah mendapat apresiasi pengakuan baik di tingkat nasional maupun internasional.

Dalam upaya menuju Industry 4.0, PG melakukan langkah-langkah persiapan agar Perseroan dapat terus *sustain* dan bersaing di pasar global. Selama tahun 2023, PG mendorong peningkatan pembelajaran *digital learning* melalui 5 (lima) platform media, yaitu:

1. *Enterprise University*
Platform pembelajaran digital yang dapat memfasilitasi kegiatan belajar sekaligus berkolaborasi, berinteraksi, dan mengeksplorasi seluruh kompetensi yang dibutuhkan melalui *video based learning*, *digital handout*, dan juga ujian secara *online*;
2. *Virtual Reality*
Pelatihan interaktif melalui pemanfaatan teknologi *virtual reality* untuk memberikan tingkat pemahaman materi yang didesain dengan kondisi nyata (*real*);
3. *Augmented Reality*
Teknologi yang menggabungkan antara dunia nyata dengan informasi digital untuk tujuan memperluas dan memperjelas pemahaman manusia sebagai pengguna;
4. *360 Plant Tour*
Teknologi yang memungkinkan pengguna untuk melakukan kunjungan ke suatu tempat atau melihat kondisi dan suasana tempat tersebut secara virtual;
5. *Operator Training Simulator*
Simulator berbasis *virtual reality* yang menggunakan teknologi integrasi antara operator lapangan dengan operator *control room*.

Pada tahun 2023 terdapat pengembangan materi pada platform *digital learning* yang meliputi materi pada *Enterprise University* dan skenario pada *Virtual Reality*. Sedangkan *Digital Learning* terbaru yang dibangun pada tahun 2023 adalah *Operator Training Simulator*. Tahun 2023 juga dilakukan pengembangan 4 (empat) platform tersebut baik dari segi penambahan materi serta perbaikan-perbaikan sesuai dengan *user experience*.

Selama tahun 2023, PG juga turut berperan aktif dalam menjalin kerja sama dalam program pengembangan SDM dengan instansi Pemerintah dan instansi pendidikan sebagai bentuk sinergi stakeholder. Sinergi *stakeholder* tersebut berupa program pemagangan yang bekerja sama dengan Kementerian BUMN, Kementerian Pertanian, Kementerian Pendidikan dan Kebudayaan, Kementerian Perindustrian, serta sekolah atau institusi pendidikan tinggi yang ada di seluruh Indonesia.

employee's passion for innovation, which increases added value to the Company. In 2023, more than 2,200 innovation teams, or 95% of employees, were involved and contributed to winning business competitions. The Company's innovation achievements have received appreciation and recognition at both national and international levels.

In an effort to move towards Industry 4.0, PG is taking preparatory steps that will allow it to sustain and compete in the global market. During 2023, PG encouraged increased digital learning through 5 (five) media platforms, namely:

1. *Enterprise University*
A digital learning platform that can accommodate learning activities while collaborating, interacting and exploring all required competencies through video based learning, digital handouts and also online exams;
2. *Virtual Reality*
Interactive training through the use of virtual reality technology to provide a level of understanding of material designed for real conditions;
3. *Augmented Reality*
Technology that combines the real world with digital information for the purpose of expanding and clarifying human understanding as users;
4. *360 Plant Tour*
Technology that allows users to pay virtual visits or see the condition and atmosphere;
5. *Operator Training Simulator*
A Virtual Reality-based simulator that uses integration technology between field operators and control room operators.

In 2023, material on the digital learning platform was developed, including material at *Enterprise University* and virtual reality scenarios. Meanwhile, the newest digital learning tool built in 2023 was the *Operator Training Simulator*. We also developed four platforms in 2023, both in terms of adding material and improving user experience.

During 2023, PG also played an active role in establishing collaboration in HR development programs with Government agencies and educational agencies as a form of stakeholder synergy. This stakeholder synergy takes the form of an apprenticeship program in collaboration with the Ministry of SOE, the Ministry of Agricultural Affairs, the Ministry of Education and Culture, the Ministry of Industry, and schools or higher education institutions throughout Indonesia.

Kerjasama yang telah dilakukan oleh PG, antara lain:

1. Program Magang Generasi Bertalenta
Bekerja sama dengan FHCI dan Kementerian BUMN, sebanyak 451 mahasiswa sejak tahun 2019;
2. PMMB Pertanian
Bekerja sama dengan Kementerian Pertanian, sebanyak 71 mahasiswa sejak tahun 2020;
3. Program Vokasi Industri Diploma 1
Bekerja sama dengan Kementerian Perindustrian, sebanyak 313 peserta sejak tahun 2017;
4. Program SMK Link & Match
Bekerja sama dengan Kementerian Perindustrian, sebanyak 300 siswa sejak tahun 2018;
5. Merdeka Belajar Kampus Merdeka
Bekerja sama dengan Kementerian Pendidikan dan Kebudayaan, sebanyak 338 mahasiswa sejak tahun 2021;
6. Program Taruna Makmur
Bekerja sama dengan Kementerian Pertanian, sebanyak 108 mahasiswa;
7. Program Magang Santri
Bekerja sama dengan Kementerian BUMN, sebanyak 21 mahasiswa;
8. Praktik kerja lapangan bagi mahasiswa dan magang pendidikan sistem ganda bagi siswa SMK.

Selain itu, untuk mendukung transformasi bidang *human capital* selama tahun 2023, PG telah melakukan pemetaan *talent* dengan hasil melampaui KPI Direksi Kolegial anak perusahaan. *Talent* perempuan terealisasi sebesar 21,28% (dari target 15%), *talent* milenial terealisasi 25,53% (dari target 10%), implementasi *roadmap* SDM terealisasi sebesar 308,5% (dari target 100%).

Dalam rangka mendukung *agile organization* di lingkup PT Petrokimia Gresik, pada tahun 2023, disusun beberapa proyek strategis yang bersifat matriks lintas fungsi yang diharapkan mampu menjawab tantangan Perseroan terhadap isu-isu strategis yang sedang berkembang dengan lebih cepat. Beberapa proyek strategis yang telah dibentuk oleh PG antara lain proyek barang *reject*, proyek manajemen produk baru, proyek pengelolaan tagihan bersama, dan lainnya.

Sedangkan, untuk mengantisipasi tingginya jumlah karyawan yang memasuki masa purna tugas dan kebijakan moratorium rekrutmen karyawan tetap, pertama PG melakukan mekanisme perpanjangan karyawan purna tugas dalam rangka transfer *knowledge* ke suksesor yang menjadi penggantinya. Kedua, PG melakukan *job tender* untuk memenuhi kebutuhan unit kerja dengan memberikan kesempatan yang sama dan secara terbuka/transparan kepada seluruh karyawan untuk mengikuti seleksi pada jabatan tertentu sesuai dengan minat dan bakat masing-masing. Ketiga, PG melakukan rekrutmen tenaga kontrak profesional yang dikontrak langsung oleh Perseroan untuk memenuhi kebutuhan SDM unit kerja.

The collaborations that PG has run include:

1. Talented Generation Internship Program
Collaboration with FHCI and the Ministry of SOE, with a total of 451 students since 2019;
2. PMMB Agriculture
Collaboration with the Ministry of Agriculture, 71 students since 2020;
3. Diploma 1 Industrial Vocational Program
Collaboration with the Ministry of Industry, with 313 participants since 2017;
4. Vocational School Link & Match Program
Collaboration with the Ministry of Industry, with 300 students since 2018;
5. Merdeka Belajar Kampus Merdeka
Collaboration with the Ministry of Education and Culture, with 338 students since 2021;
6. Taruna Makmur Program
Collaboration with the Ministry of Agricultural Affairs, with 108 students;
7. Santri Internship Program
Collaboration with the Ministry of SOE for 21 students;
8. Field work practices for students and dual system education internships for vocational school students.

Further, to support the transformation of the human capital sector in 2023, PG conducted talent mapping with results exceeding the KPI of the subsidiary's Collegial Directors. Female talent was realized at 21.28% (against the target of 15%), millennial talent was realized at 25.53% (against the target of 10%), and HR roadmap implementation was realized at 308,5% (against the target of 100%).

In order to support the agile organization within PT Petrokimia Gresik in 2023, we have prepared some strategic projects in the form of a cross-functional matrix, which are expected to help us answer the Company's challenges to strategic issues that are developing more quickly. Several strategic projects that have been established by PG include reject goods projects, new product management projects, joint bill management projects, and some others.

Meanwhile, to anticipate the high number of employees entering retirement and the moratorium policy on recruiting permanent employees, PG has implemented a mechanism for extending post-retirement employees in order to transfer knowledge to successors who become their replacements. Second, PG conducts job tenders to meet the needs of work units by providing equal and open/transparent opportunities for all employees to take part in selection for certain positions according to their respective interests and talents. Third, PG recruits professional contract workers who are contracted directly by the Company to meet the HR needs of work units.



TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

Dalam pelaksanaan tanggung jawab sosial perusahaan dan pengelolaan lingkungan, kami memahami betapa pentingnya proses komunikasi yang dilakukan dengan para pemangku kepentingan. Hal ini penting untuk menunjang segala aktivitas PG mulai dari perencanaan strategis, implementasi, sampai dengan evaluasi inisiatif yang dilakukan Perseroan. Mekanisme yang berjalan untuk memastikan berjalannya komunikasi yang efektif dengan pemangku kepentingan di antaranya dilakukan melalui kegiatan *community development* dan *community relations*, forum Bipartit dan Tripartit, serta musyawarah perencanaan dan pengembangan pembangunan.

Kegiatan-kegiatan Program Tanggung Jawab Sosial dan Lingkungan (TJSL) atau CSR terus dilakukan PG secara berkesinambungan. Program TJSL terbagi menjadi program Pendanaan Usaha Mikro dan Kecil (PUMK) dan program non PUMK. Program non PUMK difokuskan pada program-program yang terbagi dalam pilar sosial, pilar ekonomi, dan pilar lingkungan. Pada tahun 2023, PG menyalurkan program TJSL non PUMK sebesar Rp17,04 miliar, sedangkan untuk program TJSL PUMK, PG berkolaborasi dengan PT Bank Rakyat Indonesia (BRI) dengan nilai penyaluran sebesar Rp26,5 miliar.

Komitmen Perseroan dalam bisnis berkelanjutan ditunjukkan dengan pelaksanaan program-program *community development* yang memperhatikan aspek lingkungan, ekonomi, sosial, dan kesejahteraan. Pelaksanaan program *community development* dibagi dalam klasifikasi bidang kesehatan, lingkungan, dan ekonomi. Pada bidang kesehatan dilaksanakan program Sekar Mamamia (Sekolah Kader Mama-Mama Petrokimia), yakni, pemberdayaan masyarakat di bidang kesehatan melalui peningkatan kapasitas dan pembentukan kader agar mampu menjadi pionir dalam penyampaian informasi kesehatan di masyarakat dari sumber yang kredibel. Selain itu, Perseroan juga memiliki program Rangkul Djiwa yang berfokus pada rehabilitasi psikososial orang dengan gangguan jiwa di sekitar Perseroan dan pemberdayaan dengan pelatihan usaha pembuatan telur asin.

Bidang ekonomi, perusahaan menyusun program LITERASI (Lingkungan Peternakan Sapi Terintegrasi) yang menjadi pusat peternakan terintegrasi dengan pengolahan limbah dan *edufarm*. Program ini telah berhasil mendapatkan sertifikasi Pusat Pelatihan Pertanian Perdesaan Swadaya (P4S) pertama di kabupaten Lamongan. Program ini berhasil mencapai kemandirian pada akhir tahun 2023 dengan nilai *Social Return on Investment* (SROI) sebesar 8,93. Nilai ini didapatkan dari *initial investment* oleh Perseroan sebesar Rp661,57 juta yang memberikan dampak manfaat sebesar Rp5,9 miliar. Program telah berhasil berkontribusi mengentaskan desa

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

We understand how important it is to build effective communication with the stakeholders as we are running our corporate social responsibility and environmental management. That's because effective communication supports all PG activities, from strategic planning and implementation to the evaluation of all initiatives carried out by the Company. We have in place a mechanism to ensure effective communication with stakeholders, which includes community development and community relations activities, bipartite and tripartite forums, as well as development planning and development deliberations.

With consistency, PG has continued to carry out the Social and Environmental Responsibility Program (TJSL) or CSR activities. We are grouping our TJSL program into Micro and Small Enterprise Funding (PUMK) programs and non-PUMK programs. The non-PUMK programs are focused on more specific areas such as social pillars, economic pillars and environmental pillars. In 2023, PG distributed a total fund of Rp17.04 billion to the non-PUMK TJSL program, while for the PUMK TJSL program, PG distributed Rp26.5 billion in collaboration with PT Bank Rakyat Indonesia (BRI).

We show our commitment to sustainable business with the implementation of community development programs where environmental, economic, social, and welfare aspects are closely attended to. We are grouping the community development programs into the health, environmental and economic sectors. In the health sector, we have underway the Sekar Mamamia Program (Sekolah Kader Mama-Mama Petrokimia) community empowerment in the health sector by enhancing the capacity of cadres and shaping them into pioneers who are able to share health information with the community from credible sources. We also have the Rangkul Djiwa program, which focuses on the psychosocial rehabilitation of people living nearby who suffer from mental disorders; another focus is on empowering the local people with training on how to run a salted egg business.

In the economic sector, we have developed a LITERASI (Integrated Cattle Farming Environment) program that becomes an integrated livestock center with waste processing and *edufarm*. The program has earned the first P4S (Self-Help Rural Agricultural Training Center) certification in Lamongan district. Further, we have seen how this program became self-sufficient at the end of 2023, with an *Social Return on Investment* (SROI) value of 8.93. This value was obtained from our initial investment of Rp661.57 million, which had a beneficial impact of Rp5.9 billion. The program has succeeded in developing Summersari village from an underdeveloped

Sumbersari dari status desa tertinggal menjadi desa mandiri. Selain itu, terdapat program Kampung Pisang Trepan, yakni mengoptimalkan potensi lokal tanaman pisang yang ada melalui pemanfaatan buah, daun, hingga batangnya untuk diolah menjadi olahan makanan dan kerajinan serta pelibatan kelompok tani dalam pengelolaan tanaman pisang.

Pada bidang lingkungan, Perseroan menggerakkan bank sampah di kelurahan Tlogopojok melalui program Masyarakat Sadar Pengelolaan Sampah (Masdarsa) yang berfokus pada gerakan pilah sampah dan pemanfaatan sampah menjadi *ecoenzyme*. Perseroan juga berfokus pada rehabilitasi daerah terdampak abrasi di pesisir utara kabupaten Gresik melalui program Pusat Restorasi dan Pembelajaran *Mangrove* (PRPM) Mengare. Program ini berhasil merehabilitasi 1,5 hektare lahan terdampak abrasi dengan penanaman kembali *mangrove*. PRPM Mengare merupakan konservasi berbasis edukasi untuk mengatasi abrasi yang terjadi di pesisir pantai desa Tanjung Widoro yang dikelola oleh Kelompok Masyarakat Pengawas (POKMASWAS) dan sekaligus memberikan potensi wisata edukasi mengenai pentingnya menjaga keberlangsungan pesisir pantai yang menjadi mata pencarian utama para nelayan dan menjaga keberlangsungan keanekaragaman hayati.

Keberhasilan PG dalam pemberdayaan masyarakat telah diapresiasi oleh banyak pihak. Sepanjang tahun 2023, sebanyak 25 penghargaan bidang CSR berhasil diraih. Prestasi tertinggi adalah dengan dianugerahkannya PROPER Emas sebagai bukti kontribusi Perseroan dalam pemberdayaan masyarakat. Di samping itu, penghargaan "Platinum Rank" diraih Petrokimia Gresik dalam ajang ASSRAT 2023 yang menunjukkan keberhasilan Perseroan dalam mengkomunikasikan kegiatan CSR Perseroan. Dalam hal dukungan terhadap pencapaian SDGS, Petrokimia Gresik meraih 5 (lima) piala dalam ajang ISDA 2023, termasuk di antaranya penghargaan The Most Committed Corporate on SDGs for Environment Pillars. Kiprah Dwi Satriyo Annurogo selaku Direktur Utama dalam kegiatan CSR turut diapresiasi beberapa pihak. Salah satunya adalah anugerah The Most Committed Leader to TJSI Initiative on Developing Healthy Villages dalam ajang TJSI & CSR award, dan Top Leader on CSR Commitment 2023 dalam ajang Top CSR Award.

Kami secara konsisten melakukan serangkaian program TJSI, yang terdiri dari *community development*, program Pendanaan UMK, program non PUMK, dan Pengelolaan Lingkungan Hidup sebagai bagian komitmen Perseroan untuk memberikan kontribusi yang positif terhadap kesejahteraan dan kemandirian masyarakat serta pengelolaan lingkungan hidup.

Sebagai komitmen pengembangan PG sebagai perusahaan berbasis riset guna menghasilkan produk dan pelayanan solusi agroindustri untuk pertanian berkelanjutan, kami telah

area into an independent village. We also run another program called the Trepan Banana Village Program, which optimizes the local potential of existing banana plants through the use of fruit, leaves and stems that are processed into food and crafts where farmer groups are involved in managing banana plants.

In the environmental sector, we are operating a waste bank in the Tlogopojok sub-district through the Waste Management Aware Community (Masdarsa) program, which focuses on waste sorting and the use of waste into *ecoenzymes*. Another area of environmental focus is rehabilitating areas affected by abrasion on the north coast of Gresik district through the Mengare PRPM (Mangrove Restoration and Learning Center) program. Under this program, we have rehabilitated 1.5 hectares of land affected by abrasion by replanting mangroves. Mengare Mangrove Restoration and Learning Center is an education-based conservation project to overcome abrasion that threatens the coast of Tanjung Widoro Village under the management of the Community Monitoring Group (POKMASWAS), which also provides educational tourism potential about the importance of maintaining the sustainability of the coast, which is the main livelihood of fishermen, and the sustainability of biodiversity.

Our success in community empowerment has been appreciated by many parties. Throughout 2023, the Company won 25 awards in the CSR sector. The highest achievement was the Gold PROPER Award as proof of the company's contribution to community empowerment. In addition, Petrokimia Gresik earned the "Platinum Rank" award at the 2023 ASSRAT event, which shows the Company's success in communicating the Company's CSR activities. In terms of support for SDGS achievements, Petrokimia Gresik won 5 (five) trophies at the 2023 ISDA event, including the Most Committed Corporate on SDGs for Environment Pillars award. PG's President Director, Dwi Satriyo Annurogo, had its work in CSR activities appreciated by competent parties. Among the awards, he was named the Most Committed Leader to the TJSI Initiative on Developing Healthy Villages in the TJSI & CSR Award and the Top Leader on CSR Commitment 2023 in the Top CSR Award.

We consistently carry out a series of TJSI programs, consisting of community development, the MSE funding program, the non-PUMK Program and environmental management, as part of the Company's commitment to make a positive contribution to community welfare and self-reliance in addition to environmental management.

As a commitment to developing PG as a research-based company to produce agro-industrial solution products and services for sustainable agriculture, we have expanded the



memperluas area Uji Aplikasi Produk Riset seluas 1,4 hektare di kompleks Kebun Percobaan Petrokimia Gresik. Perluasan ini dimaksudkan menjadi sarana agroekowisata bagi masyarakat sekitar sehingga dapat menikmati suasana kebun di tengah padatnya kota industri, sekaligus memperoleh edukasi mengenai budi daya pertanian sehingga masyarakat dapat merasakan pengalaman baru (*new customer experience*).

Tidak hanya itu, dalam rangka mendukung Pemerintah melalui Kementerian Badan Usaha Milik Negara (BUMN) dengan berperan aktif dalam penanganan bencana alam khususnya di provinsi Jawa Timur (Jatim), Petrokimia Gresik ditunjuk sebagai koordinator Satuan Tugas (Satgas) Bencana Nasional BUMN untuk wilayah Jatim. Sebagai ketua Satgas, PG berperan untuk mengkoordinir bantuan dari masing-masing BUMN di Jatim agar sistem penyaluran bantuan secara sosial dan ekonomi dapat dilakukan dalam waktu bersamaan dengan tepat sasaran dan terkoordinasi.

Sepanjang 2023, PG telah memimpin beberapa aksi pemulihan pascabencana bersama dengan BUMN lain di Jatim. Perubahan cuaca dengan curah hujan tinggi mengakibatkan beberapa daerah mengalami bencana banjir dan tanah longsor. Tim Satgas BUMN Jatim, dikoordinir oleh PG, melakukan kunjungan lapangan dan pemberian bantuan berupa 250 paket sembako untuk wilayah terdampak di kabupaten Malang, Lumajang, dan Blitar. Dalam upaya penanganan banjir di luar provinsi Jatim, PG juga memberi bantuan sekitar 6.000 paket sembako untuk korban banjir di kabupaten Sukoharjo, Jawa Tengah.

Bantuan-bantuan ini menjadi bukti solidaritas dan koordinasi yang baik antar BUMN di Jatim dalam membantu Pemerintah dan *stakeholder* terkait dalam upaya pemulihan pascabencana alam.

Penerapan Tata Kelola Perusahaan (Governansi Korporat dan Manajemen Risiko)

Kami meyakini bahwa hasil pencapaian PG di tahun 2023 tidak lepas dari komitmen PG untuk terus meningkatkan praktik *Good Corporate Governance* (GCG) di Perseroan, di antaranya dengan terus menyempurnakan penerapan tata kelola yang baik sesuai dengan *best practice* tata kelola perusahaan serta komitmen untuk menerapkan tata kelola perusahaan yang baik sesuai dengan regulasi.

Penerapan GCG yang dilandasi integritas insan PG menjadi landasan Perseroan dalam menjalankan bisnis yang sehat dan bermartabat, dinamis, serta adaptif mengikuti perubahan bisnis saat ini, proses *governance* dibudayakan dalam setiap langkah transformasi bisnis yang dilakukan Perseroan untuk tetap berorientasi melindungi kepentingan dan menciptakan nilai bagi para *stakeholders* secara konsisten dan berkesinambungan.

Research Product Application Test Area to an area of 1.4 hectares in the Gresik Petrokimia Experimental Garden complex. We have designated this expansion as an agro-ecotourism facility for the local community, where they can enjoy the atmosphere of a garden in the middle of a busy industrial city while educating themselves on agricultural cultivation as a new customer experience.

We have gone even further as we are supporting the government through the Ministry of State-Owned Enterprises (BUMN) with our active role in disaster relief measures, particularly in the province of East Java, where Petrokimia Gresik has been appointed as coordinator of the National BUMN Disaster Task Force (Satgas) for the East Java region. As chairman of the Task Force, PG's role is to coordinate assistance from each BUMN in East Java so that the social and economic distribution system can be carried out at the same time in a targeted and coordinated manner.

Throughout 2023, PG led several post-disaster recovery actions in collaboration with other SOEs in East Java. Changes in weather and high rainfall have resulted in several areas experiencing floods and landslides. The East Java SOE task force team, coordinated by PG, paid field visits and gave assistance in the form of 250 basic food packages to affected areas in Malang, Lumajang and Blitar districts. In dealing with floods outside East Java Province, PG also provided assistance with around 6,000 basic food packages for flood victims in Sukoharjo district, Central Java.

This assistance further proved solidarity and good coordination between SOE in East Java in assisting the Government and related stakeholders in natural disaster relief measures.

Implementation of Corporate Governance (Corporate Governance and Risk Management)

We believe that what PG managed to deliver in 2023 had much to do with our commitment to continue to improve good corporate governance (GCG) practices, which involves refining the implementation of good corporate governance in accordance with best good governance practices and a commitment to implement law-abiding governance.

An integrity-based GCG implementation by PG People serves as the basis on which the Company can run a business that is healthy and dignified, dynamic and adaptive to business changes, where the governance process is cultivated in every step of the business transformation consistently conducted by the Company to remain oriented towards protecting the interests and creating value for the entire group of its stakeholders.

Penerapan GCG menjadi kebutuhan paling mendasar untuk mendukung keberhasilan transformasi bisnis yang sedang dijalankan Perseroan. Pencapaian PG pada tahun 2023 tidak lepas dari komitmen insan PG untuk terus meningkatkan praktik GCG di Perseroan yang semakin masif dilakukan dengan terus melakukan improvisasi penerapan GCG sesuai *best practices* penerapan tata kelola perusahaan. Komitmen tersebut dimaksudkan untuk menggapai *sustainable success* dan mewujudkan visi besar menjadi penyedia solusi bagi sektor agroindustri nasional. PG meyakini setiap langkah transformasi harus dilandasi dengan integritas dari seluruh insan PG untuk mencapai tujuan Perseroan. Dengan transformasi bisnis yang dilakukan saat ini, PG senantiasa menerapkan GCG untuk menjaga kestabilan usahanya melalui berbagai langkah inisiatif yang selaras dengan strategi PT Pupuk Indonesia (Persero) selaku Induk Perusahaan PG.

Sehubungan dengan kegiatan penilaian penerapan tata kelola perusahaan yang baik, pada tahun 2023 terbit SK-12/S.MBU/08/2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara. Dengan pencabutan SK-16/S.MBU/2012 tersebut, maka Pelaksanaan asesmen GCG tahun 2023 menunggu peraturan terbaru dari Kementerian BUMN dan serta arahan dari pemegang saham Perseroan.

Pelaksanaan penilaian penerapan tata kelola perusahaan yang baik terakhir kali dilakukan pada Januari-April 2023 atas pelaksanaan penerapan GCG tahun 2022 dan tercapai predikat "Sangat Baik" dengan skor 97,35 oleh Tim Asesor PT Sinergi Daya Prima. Puji syukur pada tahun 2023 ini PG berhasil meraih predikat *Industry Leader* dalam Penilaian Baldrige Excellence Framework (BEF) tahun 2023 dengan skor 706. Sebagai hasil dari *governance outcome* di tahun 2023, PG menghasilkan beberapa penghargaan dari dalam dan luar negeri yang diraihnya atas kinerja dan komitmen insan PG untuk terus meningkatkan kinerja secara berkelanjutan guna mendukung tercapainya cita-cita besar Ketahanan Pangan Nasional.

Selama tahun 2023, upaya yang dilakukan PG dalam pencegahan terjadinya korupsi di Perseroan, yakni melalui program PG Bersih sebagai bentuk komitmen insan PG antara lain penandatanganan komitmen anti gratifikasi bagi Dewan Komisaris, Direksi, SEVP, pejabat *Grade I*, dan pejabat *Grade II*; Penandatanganan Pernyataan Kepatuhan *Online* atas Pedoman Etika Bisnis dan Etika Kerja (PEBK) melalui aplikasi Pernyataan Kepatuhan Petrokimia Gresik (PEKA PG) oleh seluruh insan PG; Deklarasi Benturan Kepentingan oleh Dewan Komisaris, Direksi, pejabat *Grade I-VII*; Deklarasi Gratifikasi oleh pejabat *Grade I-VII*; Program Pengendalian Gratifikasi (PPG); Implementasi *Whistleblowing System* (WBS);

Implementing GCG is the most basic requirement to ensure the success of the business transformation that we are undertaking. What PG delivered in 2023 was largely attributed to our steadfast commitment as PG People to continuously and massively improve our GCG practices, as we continued to improvise and implement GCG in accordance with GCG best practices. This commitment has no other purpose than to achieve sustainable success and realize our grand vision of becoming a solution provider for the national agro-industrial sector. PG believes that to achieve our corporate goals, every transformation step must be based on the integrity of all PG people. With the current business transformation, PG continues to implement GCG to maintain business stability through initiative steps that are consistent with the strategy of PT Pupuk Indonesia (Persero), PG's parent company.

In connection with assessment activities on the implementation of good corporate governance, in 2023 SK-12/S.MBU/08/2023 was issued concerning the revocation of the Decree of the Secretary of the Ministry of State-Owned Enterprises Number: SK-16/S.MBU/2012 concerning Indicators/Parameters Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises. With the revocation of SK-16/S.MBU/2012, the implementation of the GCG Assessment in 2023 still awaited the latest regulations from the Ministry of SOE and shareholders' directives.

We had our good corporate governance implementation last assessed by the assessor team of PT Sinergi Daya Prima in January-April 2023, where we earned a score of 97.35. Praise be to God, in 2023, PG earned the title of Industry Leader (IL) in the 2023 Baldrige Excellence Framework (BEF) Assessment with a score of 706. As a result of governance outcomes in 2023, PG won several awards from within and outside the country for its outstanding performance and the commitment of PG People to continue to improve performance in a sustainable manner to support the achievement of the grand aspiration of Building National Food Security.

In 2023, we manifested the efforts to prevent Corruption within the Company through the Clean PG Program as a form of commitment from PG People, including the signing of an Anti-Gratification commitment for the Boards of Commissioners and Directors, SEVP, Grade I Officials and Grade II Officials; the Signing of the Online Compliance Statement on the Business Ethics and Work Ethics Guidelines (PEBK) through the Petrokimia Gresik Compliance Statement (PEKA PG) application by all PG People; the Declaration of Conflict of Interest by the Boards of Commissioners and Directors, Grade I to VII officials; Declaration of Gratification by Grade I to VII officials; Gratification Control Program (PPG); Implementation



Pengembangan *Fraud Control System* (FCS); Penyusunan Profil Risiko Kecurangan (*Fraud Risk*), dan Pemantauan Risiko Kecurangan (*Fraud Risk*); Pelaporan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) oleh Wajib Lapori (WL) yakni Dewan Komisaris, Direksi, pejabat *Grade I*, *Grade II*, dan *Grade III*; Implementasi Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016; Peringatan Hari Antikorupsi Sedunia (HAKORDIA), yakni *talk show Anti Fraud* bagi Dewan Komisaris, Direksi, SEVP, pejabat *Grade I-VII*, dan penghargaan yang diberikan kepada kompartemen yang berintegritas dan sayembara dengan tema antikorupsi oleh insan PG dalam rangka peningkatan budaya antikorupsi di seluruh unit kerja.

Kami akan terus berupaya meningkatkan praktik Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/ GCG*) dan *Anti-Fraud* di Perseroan dengan menindaklanjuti rekomendasi-rekomendasi yang dihasilkan dalam asesmen GCG, audit eksternal SMAP ISO 37001:2016, rekomendasi pengembangan FCS, serta secara berkelanjutan melakukan internalisasi GCG dan *Anti-Fraud* di seluruh wilayah operasi Perseroan dan eksternalisasi GCG dan *Anti-Fraud* kepada *stakeholder* eksternal Perseroan. Kami meyakini bahwa dengan semakin meningkatnya implementasi GCG, maka dapat meningkatkan reputasi PG dan kepercayaan *stakeholder* yang akan menjadi kekuatan PG untuk mencapai pertumbuhan bisnis yang berkelanjutan (*sustainable*).

Penerapan GCG yang semakin luas yang tentu memerlukan dukungan penerapan manajemen risiko yang terkelola dengan baik pada seluruh operasional Perseroan. Sebagai perusahaan pupuk terlengkap dan terbesar di Indonesia, PG memahami bahwa risiko secara inheren melekat pada seluruh fungsi yang dijalankan Perseroan dan pada inisiatif-inisiatif strategis yang akan ditempuh oleh Perseroan. Berbagai risiko yang dihadapi Perseroan harus diakses, dikomunikasikan, dipantau, dikaji ulang, dan diminimalkan tingkat kemungkinan kejadian dan/atau tingkat dampaknya melalui tindakan penanganan risiko demi mendukung tercapainya sasaran kinerja Perseroan.

Dalam menerapkan manajemen risiko, PG menetapkan kerangka kerja yang mengacu pada SNI ISO 31000:2018 *Risk Management Principles and Guidelines* dan telah diselaraskan dengan konteks internal dan eksternal Perseroan. Optimalisasi pengelolaan risiko yang tepat sasaran juga dilaksanakan dengan mempertimbangkan faktor manusia dan budaya yang bersifat transparan dan inklusif serta bersifat dinamis, berulang, dan responsif terhadap perubahan. PG memiliki Kebijakan Manajemen Risiko dan Pedoman Manajemen Risiko Terintegrasi (MRT) PT Petrokimia Gresik (PG-PD-10-0019) dengan tujuan memberikan panduan untuk membangun, menerapkan, dan mengembangkan manajemen risiko

of the Whistleblowing System (WBS); Development of Fraud Control System (FCS); Preparation of Fraud Risk Profiles and Fraud Risk Monitoring; Reporting of State Officials' Asset Reports (LHKPN) by Mandatory Reporters (WL), namely the Boards of Commissioners and Directors, Grade I to Grade III officials; Implementation of the Anti-Bribery Management System (SMAP) ISO 37001: 2016; Commemoration of World Anti-Corruption Day (HAKORDIA), namely an Anti-Fraud talk show for the Boards of Commissioners and Directors, SEVP, Grade I to VII officials and awards given to Compartments with integrity and competitions with an anti-corruption theme by Petrokimia Gresik People to raise anti-corruption culture in all work units.

As we continue to follow through on the suggestions made in the GCG Assessment, the External Audit of SMAP ISO 37001:2016, and the FCS Development Recommendations, we will keep working to improve good corporate governance and anti-fraud practices within the Company. We will also continue to bring GCG and anti-fraud to the attention of the company's external stakeholders. We are more than certain that by improving the implementation of GCG, we can further build PG's reputation and enhance stakeholder trust, which will be PG's strength to achieve sustainable business growth.

Without a doubt, the increasingly widespread GCG practice necessitates support for the implementation of well-managed risk management throughout the company's entire operations. As the most comprehensive and largest fertilizer company in Indonesia, PG understands that risk is inherent in all functions carried out by the Company and in the strategic initiatives we are pursuing. We need to access, communicate, monitor, and review all risks to which the Company is exposed to minimize their possible occurrence and/or level of impact with risk management actions as we work to achieve our corporate targets.

In implementing risk management, PG has established a framework that refers to SNI ISO 31000:2018 Risk Management Principles and Guidelines and is aligned with the company's internal and external context. A right-on-target risk management optimization is also carried out, taking into account human and cultural factors that are transparent and inclusive, as well as dynamic, repeatable, and responsive to change. We have in place a Risk Management Policy and Integrated Risk Management (MRT) Guidelines for PT Petrokimia Gresik (PG-PD-10-0019) that offer guidance for building, implementing, and developing sound risk management, as well as ensuring clarity of the risk

yang baik serta memastikan kejelasan *governance structure* manajemen risiko sudah terintegrasi sepenuhnya dengan kesisteman yang ada di Perseroan.

PG terakhir kali melaksanakan penilaian *risk maturity index* pada tahun 2022 oleh konsultan independen. Berdasarkan hasil asesmen tersebut, Perseroan telah mendapat skor 4,06 dari skala 1–5 pada tahap *managed*. Hal ini dapat disimpulkan bahwa sistem dan proses manajemen risiko telah diformalkan, diimplementasikan, dan didokumentasikan dalam prosedur, alat, dan metode standar, namun Perseroan belum menerapkan metode kuantitatif dan statistik untuk mengelola, mengukur dan mengevaluasi proses manajemen risiko. Selain itu implementasi sistem dan proses manajemen risiko digunakan untuk membangun konsistensi di seluruh organisasi melalui pendekatan terpusat sehingga penerapan proses manajemen risiko perlu ditingkatkan dari waktu ke waktu karena diindikasikan bahwa manajemen puncak memberikan dukungan kuat sementara karyawan diberdayakan untuk menerapkan proses manajemen risiko dengan baik. Pada tahun 2023, penilaian *risk maturity index* belum dilaksanakan karena masih menunggu pelaksanaannya oleh asesor independen yang ditunjuk PT Pupuk Indonesia (Persero) selaku perusahaan induk.

PENERAPAN STANDAR ETIKA

Implementasi prinsip-prinsip GCG tidak akan berjalan efektif tanpa adanya pedoman etika yang mengatur etika seluruh Insan PG. Untuk menyelaraskan komitmen PG akan pengelolaan perusahaan yang baik, maka manajemen Perseroan menetapkan Pedoman Etika Bisnis dan Etika Kerja (PEBK) yang diperuntukkan bagi seluruh insan PG, yakni Dewan Komisaris dan Organ, SEVP, Direksi, dan karyawan (pejabat *Grade I–VII*). Pedoman tersebut memuat standar etika Perseroan dan standar perilaku sebagai acuan moral dan etika bagi insan PG dalam menerapkan nilai-nilai dasar Perseroan untuk meraih dan menjaga reputasi sebagai Perseroan yang unggul dan berintegritas.

Selain itu, pedoman tersebut juga menjadi tolok ukur seluruh insan PG untuk senantiasa menghormati hak *stakeholder* yang timbul berdasarkan peraturan perundang-undangan yang berlaku dan/atau perjanjian yang dibuat oleh Perseroan dengan karyawan, pelanggan, pemasok dan kreditur, serta masyarakat sekitar tempat usaha Perseroan dan *stakeholder* lainnya.

Sebagai bentuk komitmen kepatuhan terhadap standar etika Perseroan, setiap tahun dilakukan penandatanganan Pernyataan Kepatuhan secara *online* oleh seluruh insan PG. Keberhasilan PG dalam internalisasi dan institusionalisasi penerapan standar etika di seluruh lingkup dan jabatan Perseroan dibuktikan melalui nihilnya kasus pelanggaran kode atau standar etik di lingkungan PG sepanjang tahun 2023. PG berkomitmen untuk selalu bersikap tegas dalam

management *governance structure* that is fully integrated with the Company's existing systems.

The last time we had an independent consultant make a risk maturity index assessment on the Company was in 2022. Based on the results of this assessment, we earned a score of 4.06 on a scale of 1–5, falling under the managed stage. We concluded that the risk management system and process have been formalized, implemented, and documented in standard procedures, tools, and methods, but we still need to implement quantitative and statistical methods to manage, measure, and evaluate the risk management process. We further use the implementation of risk management systems and processes to build consistency throughout the organization through a centralized approach, meaning that we need to improve management processes from time to time because indications suggest that the top management provides strong support while employees are empowered to properly implement risk management processes. We did not assess the risk maturity index in 2023 because we were still waiting for PT Pupuk Indonesia, the parent entity, to appoint a competent independent assessor.

APPLICATION OF ETHICAL STANDARDS

The implementation of GCG principles will not be effective without ethical guidelines that govern the ethics of all PG people. To align PG's commitment to sound company management, the Company management has set up Business Ethics and Work Ethics Guidelines (PEBK) for all PG People, from the Board of Commissioners and Supporting Bodies, SEVP, the Board of Directors, and Employees (*Grade I to Grade VII Officials*). These guidelines contain ethical standards and behavioral standards that offer moral and ethical reference for PG People in living up to the Company's core values to achieve and help the Company retain its reputation for excellence and integrity.

The guidelines also serve as a benchmark for all PG people to always respect stakeholder rights that arise based on applicable laws and regulations and/or agreements made by the Company with employees, customers, suppliers and creditors, as well as the communities residing near the Company's in premises and other stakeholders.

As a form of commitment to compliance with the Company's ethical standards, all PG People sign the online compliance statement every year. PG's success in internalizing and institutionalizing the application of ethical standards in all scopes and positions of the Company is proven by the zero cases of violations of ethical codes or standards within PG throughout 2023. PG is committed to always acting firmly when it comes to violations of the agreed ethical guidelines



menindaklanjuti pelanggaran atas pedoman etik yang telah disepakati serta terus melakukan evaluasi secara berkelanjutan atas efektivitas penerapan pedoman etik di Perseroan demi memelihara citra PG sebagai perusahaan yang berintegritas dan beretika.

PENERAPAN SISTEM PELAPORAN PELANGGARAN

Aspek lain yang menjadi fokus PG dalam mewujudkan implementasi prinsip GCG terutama prinsip *transparency* dan *fairness* adalah penerapan Sistem Pelaporan Pelanggaran atau *Whistleblowing System* (WBS) dalam mengungkapkan pelanggaran yang terjadi di lingkungan Perseroan. Pada tahun 2023, PG telah menerapkan WBS *online* yang terintegrasi dengan PT Pupuk Indonesia (Persero) dalam rangka memudahkan pelaporan dugaan kecurangan kepada segenap insan PG dan pihak eksternal lainnya untuk dapat mengungkapkan pelanggaran yang terjadi di lingkungan Perseroan dengan berdasarkan bukti-bukti yang dapat dipertanggungjawabkan.

Keberadaan WBS dalam Tata Kelola PG bertujuan agar Perseroan dapat mendeteksi secara dini (*early warning*) atas kemungkinan terjadinya pelanggaran yang terjadi di lingkungan Perseroan, sehingga dapat mencegah segala bentuk pelanggaran di Perseroan yang berpotensi menimbulkan kerugian finansial termasuk hal-hal yang dapat merusak citra Perseroan. Pandangan tersebut dilatarbelakangi oleh adanya kenyataan bahwa dalam proses pelaksanaan kinerja, seringkali muncul pengaduan pelanggaran dari pihak *stakeholder* yang apabila tidak diselesaikan dengan baik, akan memunculkan sengketa berkepanjangan sehingga mengganggu fokus Perseroan dalam mencapai target kinerja yang telah ditetapkan.

Sepanjang tahun 2023, terdapat 152 laporan pengaduan yang masuk melalui media WBS PG dan telah ditindaklanjuti seluruhnya. PG akan terus meningkatkan efektivitas pengelolaan WBS dengan menitikberatkan pada upaya preventif melalui sosialisasi yang tepat sasaran dan dilakukan secara berkala sehingga dapat meminimalisasi risiko dan dampak negatif dari pelanggaran etika oleh karyawan di seluruh jenjang jabatan.

AUDIT-PENERAPAN SISTEM PENGENDALIAN INTERNAL PERUSAHAAN (SPIP)

Dalam menjaga dan mengarahkan jalannya Perseroan agar sesuai dengan tujuan dan program Perseroan, serta mendorong efisiensi serta dipatuhinya kebijakan manajemen, PG telah menerapkan SPIP, yaitu suatu sistem pengendalian internal yang dilakukan Perseroan, terdiri dari struktur organisasi, metode, dan ukuran-ukuran.

Selaras dengan penerapan GCG, PG menetapkan Kebijakan Pengendalian Internal untuk mewujudkan sistem

and continuing to carry out evaluations on an ongoing basis regarding the effectiveness of implementing ethical guidelines in the Company in order to maintain PG's image as a company that operates with integrity and ethics.

IMPLEMENTATION OF THE WHISTLE BLOWING SYSTEM

Another aspect that PG focuses on in realizing the implementation of GCG principles, especially the principles of transparency and fairness, is the implementation of a Whistleblowing System (WBS) for disclosing violations presumed to have been committed within the Company. In 2023, PG implemented an online WBS that is integrated with PT Pupuk Indonesia (Persero) in order to facilitate reporting of suspected frauds to all PG people and other external parties in reporting violations they presume to have been committed within the Company based on reliable supporting evidence.

The purpose of having a WBS in PG Governance is to enable the Company to detect all potential violations that can be committed within the Company with in order to prevent all forms of violations within the Company that have the potential to cause financial losses, including other matters that can cause serious damage to the Company's reputation. This view is motivated by the fact that in the performance implementation process, complaints of violations frequently arise from stakeholders, which, if not resolved properly, will give rise to prolonged disputes that disrupt the company's focus on achieving its predetermined performance targets.

Throughout 2023, there were 152 complaint reports submitted via WBS PG media, and all of them have been followed up. PG will continue to improve the effectiveness of WBS management by focusing on preventive efforts through targeted and regular outreach in an effort to minimize the risks and negative impacts of ethical violations by employees at all levels of the office.

AUDIT-IMPLEMENTATION OF THE COMPANY'S INTERNAL CONTROL SYSTEM (SPIP)

In maintaining and directing the Company's operations in line with its objectives and programs, as well as encouraging efficiency and compliance with management policies, PG has implemented SPIP, an internal control system implemented by the Company, consisting of organizational structure, methods and measures.

In line with the implementation of GCG, PG has established an Internal Control Policy to create a strong internal control

pengendalian internal yang kuat di lingkungan Perseroan. Hal tersebut tertuang dalam Kebijakan Pengendalian Internal PG yang disahkan Direktur Utama sejak tahun 2016.

PG meyakini bahwa dengan sistem pengendalian internal yang efektif, maka Perseroan akan semakin baik dalam menjaga asetnya, menjamin tersedianya pelaporan keuangan dan manajemen yang andal, serta meningkatkan kepatuhan PG terhadap ketentuan dan peraturan perundang-undangan yang berlaku. Dalam rangka menciptakan dan memelihara kesadaran seluruh insan PG akan pentingnya pengendalian internal, Direksi terlibat secara aktif dalam menetapkan struktur organisasi yang mendukung terciptanya pengendalian internal yang efektif melalui pemisahan fungsi serta pemberian wewenang dan tanggung jawab yang memadai, menetapkan kode etik dan disiplin karyawan dalam pedoman GCG serta mendukung terlaksananya pengembangan kompetensi seluruh karyawan secara berkelanjutan.

Selain penetapan berbagai kebijakan, Direksi juga secara aktif berperan dalam pemantauan terhadap pelaksanaan sistem pengendalian internal dengan dibantu oleh Kompartemen Audit Intern melalui kegiatan audit maupun evaluasi atas efektivitas dan efisiensi pengendalian internal.

Untuk mengetahui tingkat efektivitas SPIP, PG telah melaksanakan evaluasi atas penerapan SPIP secara berkala berdasarkan 5 (lima) komponen pengendalian internal sesuai standar COSO dengan skor capaian sebesar 89,25% dengan predikat "Baik", yaitu pengendalian internal telah distandardisasi dan secara periodik dievaluasi. Seluruh rekomendasi atas evaluasi penerapan SPIP telah ditindaklanjuti secara tuntas.

Hasil evaluasi atas sistem pengendalian internal berupa rekomendasi hasil audit internal dan eksternal dapat menjadi masukan bagi manajemen dalam mengambil langkah perbaikan atau menyempurnakan sistem pengendalian internal maupun kebijakan yang sudah ada (perubahan prosedur, pedoman kerja, dan lain-lain) guna menjamin efektivitas dan efisiensi kegiatan operasi serta pengamanan aset Perseroan.

Selain itu, audit SPIP secara entitas dilakukan oleh Kantor Akuntan Publik sebagaimana telah ditetapkan dalam Rapat Umum Pemegang Saham untuk melaksanakan audit atas Laporan Keuangan dan laporan lainnya. Berdasarkan Laporan Auditor Independen atas Audit Kepatuhan terhadap Peraturan Perundang-undangan dan Pengendalian Internal Tahun Buku 2023, PG telah mematuhi peraturan perundang-undangan, dalam semua hal yang material, serta tidak terdapat temuan terkait pengendalian internal sebagai kelemahan material.

system. This has been stated in the PG Internal Control Policy, which was approved by the President Director in 2016.

PG believes that with an effective internal control system, the Company will be better at safeguarding its assets, ensuring the availability of reliable financial and management reporting, and increasing compliance with all regulatory provisions. In order to create and maintain awareness among all PG People regarding the importance of internal control, the Board of Directors is actively involved in establishing an organizational structure that supports the creation of effective internal control through the segregation of functions, granting adequate authority and responsibility, establishing a code of ethics and employee discipline in the GCG guidelines, as well as supporting the implementation of continuous competency development for all employees.

Apart from establishing various policies, the Board of Directors also plays an active role in monitoring the exercise of internal control systems with assistance from the Internal Audit Compartment through audit activities and evaluation of the effectiveness and efficiency of internal control.

To determine the level of effectiveness of SPIP, PG has carried out periodic evaluations of the implementation of SPIP based on 5 (five) internal control components according to COSO standards, where it earned a score of 89.25%, falling under the "Good" category, meaning that internal control has been standardized and periodically evaluated. All recommendations for SPIP evaluation have been thoroughly followed up.

The results of the internal control system evaluation, in the form of recommendations from internal and external audit results, give management input for taking remedial steps to improve the existing system and policies (changes to procedures, work guidelines, etc.) to ensure the effectiveness and efficiency of operations and safeguard the Company's assets.

In addition, the SPIP audit as an entity is carried out by a Public Accounting Firm as determined by the General Meeting of Shareholders to do the audits on Financial Statements and other reports. Based on the Independent Auditor's Report on the Audit of Compliance with Legislative Regulations and Internal Control for the 2023 Financial Year, PG has complied with statutory regulations in all material respects, and there were no findings regarding internal control as a material weakness.



ANGGARAN-ANALISIS TENTANG PROSPEK USAHA

Ketegangan geopolitik Rusia dan Ukraina berdampak terhadap ketersediaan dan harga bahan baku pupuk secara global. Krisis ketersediaan rantai pasok dipengaruhi oleh sanksi Uni Eropa terhadap 2 (dua) negara produsen utama. Uni Eropa menerapkan sanksi ekonomi kepada Belarus yang mayoritas melakukan ekspor kalium. Mengikuti invasi ke Ukraina, sanksi juga diberikan pada sejumlah entitas di Rusia sehingga menghambat logistik di pelabuhan Rusia yang berdampak pada pengurangan arus ekspor pupuk.

Nitrogen pada industri pupuk Eropa Barat dan Tengah sangat terdampak oleh pengurangan pasokan gas alam dari Rusia. Pemasok lainnya, yaitu Tiongkok, telah memberlakukan pembatasan ekspor untuk mengamankan persediaan dalam negeri sebagai upaya dalam menanggapi ketatnya pasar global.

Kontribusi Rusia dan Belarus terhadap pasokan pupuk secara global memungkinkan terjadinya kekurangan pupuk tertentu sejak tahun 2022 dan diperkirakan masih berlanjut pada tahun 2023. Rusia dan Belarus menyumbang 41% dari ekspor kalium yang diperdagangkan secara global dan masing-masing merupakan produsen terbesar kedua dan ketiga. Rusia menyumbang hampir 25% dari perdagangan nitrogen global, mengekspor ke sejumlah besar negara. Ekspor fosfat dari Rusia relatif rendah, namun berperan besar pada ekspor gas alam dan amonia sehingga dapat meningkatkan total biaya bahan baku untuk produsen fosfat.

Bahan baku fosfat dan kalium merupakan bahan baku yang tidak dapat diproduksi dalam negeri. Industri pupuk nasional melakukan impor bahan baku kalium dari Kanada, Belarus, dan Rusia. Sementara bahan baku fosfat diimpor dari negara-negara di Afrika Utara dan Timur Tengah. Kebutuhan bahan baku fosfat bagi Perseroan telah terpenuhi melalui kerja sama PT Pupuk Indonesia (Persero) dengan perusahaan asal Yordania, yaitu Jordan Phosphate Mines Co. Plc (JPMC). Pemerintah dan Kementerian Pertanian juga berusaha mengupayakan pasokan kalium klorida dari Rusia. Pemenuhan pasokan bahan baku nasional dibutuhkan agar Perseroan dapat memproduksi kuantum pupuk subsidi yang ditetapkan oleh Kementerian Pertanian.

Sektor pertanian mencatatkan pertumbuhan Pendapatan Domestik Bruto (PDB) pada triwulan IV 2022 sebesar 4,51% (y-on-y) yang memberikan kontribusi besar terhadap PDB dengan porsi sebesar 11,00%. Sektor pertanian terus melanjutkan tren pemulihan dan tumbuh menguat.

Pada Rancangan Anggaran Pendapatan dan Belanja Negara (RAPBN) tahun 2023, Pemerintah mengalokasikan anggaran subsidi pupuk yang direncanakan sebesar Rp25.276,6 miliar, atau sama dengan RAPBN tahun 2022 sebesar Rp25.276,6

BUDGET-ANALYSIS OF BUSINESS PROSPECTS

The geopolitical tensions between Russia and Ukraine have had a global impact on the supply and price of fertilizer raw materials. There has been a crisis in the supply chain due to the sanctions imposed by the European Union on 2 (two) main producing countries. The EU imposed economic sanctions on Belarus, which mostly exports potassium. Following the invasion of Ukraine, sanctions have also been imposed on some Russian corporations, creating logistics bottlenecks at Russian ports and disrupting the flow of fertilizer exports.

Nitrogen in the Western and Central European fertilizer industry has been greatly impacted by reduced natural gas supplies from Russia. Another supplier, namely China, has imposed export restrictions to secure domestic supplies as the country responds to tight global markets.

What happened to Russia and Belarus as the largest contributors to global fertilizer supplies means shortages of certain fertilizers since 2022, which were expected to continue in 2023. Respectively, the second and third largest producers of potash, Russia and Belarus combined, account for 41% of global exports. Russia accounts for almost 25% of global nitrogen trade, exporting to a large number of countries. Russia exports a relatively small amount of phosphate, but it plays a significant role in natural gas and ammonia exports, increasing the total cost of raw materials for phosphate producers.

Phosphate and potassium are raw materials that cannot be produced domestically. The country's fertilizer industry imports potassium raw materials from Canada, Belarus, and Russia. Meanwhile, phosphates are imported from North African and Middle East countries. The company has met its need for phosphates through cooperation between PT Pupuk Indonesia (Persero) and Jordan Phosphate Mines Co. Plc (JPMC), a Jordan-based corporation. The government and Ministry of Agriculture have also made efforts to obtain supplies of potassium chloride from Russia. It is necessary for the Company to meet the national supply of raw materials in order to produce the quantity of subsidized fertilizer mandated by the Ministry of Agriculture.

The agricultural sector recorded growth of 4.51% (y-on-y) in Gross Domestic Income (GDP) in the fourth quarter of 2022, which made a quite large contribution of 11% to GDP. The agricultural sector has continued on a path to recovery and has grown strongly.

In the 2023 Draft State Revenue and Expenditure Budget (RAPBN), the Government allocated a planned fertilizer subsidy budget of Rp25,276.6 billion, or the same as the 2022 RAPBN of Rp25,276.6 billion. However, in 2023, the allocation

miliar. Namun pada tahun 2023, alokasi pupuk bersubsidi difokuskan pada dua jenis pupuk yakni pupuk Urea dan pupuk NPK yang sebelumnya terdapat 6 (enam) jenis pupuk subsidi. Penurunan total kuantum pupuk subsidi menjadi fokus perusahaan untuk mengejar pendapatan pada sektor komersil sehingga tetap dapat mempertahankan atau meningkatkan laba bersih perusahaan. Hal tersebut menjadi tantangan perusahaan untuk terus meningkatkan daya saing dan ketersediaan produk non subsidi retail dan komersial untuk memanfaatkan peluang pasar eks pupuk subsidi yang dihapus, yaitu pupuk ZA, SP-36, dan Petroganik. Di sisi lain, peralihan subsidi tersebut juga mendorong kenaikan alokasi kuantum subsidi untuk jenis pupuk Urea dan NPK sehingga diperlukan strategi dan peningkatan produktivitas agar dapat terpenuhi.

Kenaikan inflasi secara global yang diperparah dengan konflik Rusia dan Ukraina juga berdampak langsung terhadap kondisi Perseroan. Kenaikan harga dan ketersediaan bahan baku membuat kenaikan HPP menjadi tak terhindarkan. Penentuan harga jual perlu dipertimbangkan secara matang agar produk tetap dapat bersaing. Hal tersebut menjadi tantangan di tengah daya beli petani untuk produk retail yang saat ini cenderung menurun. Kolaborasi dan inovasi sangat dibutuhkan untuk menyesuaikan kebutuhan konsumen dengan terus meningkatkan kualitas produk. Program pelaksanaan efisiensi biaya *fixed cost* perlu diterapkan dan dievaluasi kembali guna menekan *total cost* produk subsidi dan komersial. Serta diperlukan berbagai strategi untuk dilakukan agar dapat mendorong kinerja Perseroan mencapai kapasitas optimal.

PENILAIAN ATAS KINERJA KOMITE-KOMITE YANG BERADA DI BAWAH DIREKSI

Pada tahun 2023, Perseroan tidak memiliki komite yang berada di bawah Direksi.

PERUBAHAN KOMPOSISI DIREKSI

Pada tanggal 25 September 2023, terjadi perubahan komposisi anggota Direksi, yaitu Bapak Budi Wahyu Soesilo dari jabatannya sebagai Direktur Keuangan dan Umum yang digantikan oleh Bapak Robby Setiabudi Madjid berdasarkan Akta Notaris Lumassia, S.H. No. 05 tanggal 25 September 2023. Dengan demikian, komposisi Direksi PT Petrokimia Gresik per 31 Desember 2023 adalah sebagai berikut:

Jabatan	Nama Name	Position
Direktur Utama	Dwi Satriyo Annurogo	President Director
Direktur Keuangan dan Umum	Robby Setiabudi Madjid	Director of Finance and General
Direktur Operasi dan Produksi	Digna Jatningsih	Director of Operation and Production

of subsidized fertilizer was to be focused on two types of subsidized fertilizers, Urea and NPK fertilizers, from the 6 (six) types in the previous year. The reduced total quantum of subsidized fertilizer was the Company's focus in pursuing revenue in the commercial sector in order to maintain or increase net profit. The shift in focus became a challenge for us to continue to increase the competitiveness and availability of retail and commercial non-subsidized products to capitalize on market opportunities in previously subsidized fertilizers such as ZA, SP-36, and Petroganik. On the other hand, the shift in subsidies also encourages an increase in the quantum of subsidy allocation for Urea and NPK fertilizers, forcing us to make strategies and increase productivity to meet the subsequently larger allocation.

The increase in global inflation, which was compounded by the Russia-Ukraine conflict, also had a direct impact on the Company. The increase in prices and availability of raw materials led to an inevitable increase in COGS. It has then become crucial for us to reconsider our selling price to make our products more competitive. But the downside was a challenge, as farmers now have less purchasing power for retail products. We definitely need collaboration and innovation if we want to adapt to consumer needs with constant improvements in product quality. We also need to run programs of fixed cost efficiency through reevaluations of the costs of subsidized and commercial products. Furthermore, we need more well-thought-out strategies that can help us reach the Company's optimal capacity.

ASSESSMENT OF THE PERFORMANCE OF THE COMMITTEES UNDER THE BOARD OF DIRECTORS

In 2023, the Company did not have any committees that functioned under the Board of Directors.

CHANGES IN BOARD OF DIRECTORS COMPOSITION

On September 25, 2023, a change was made to the composition of the Board of Directors, where Mr. Budi Wahyu Soesilo was replaced in his then position as Director of Finance and General Affairs by Mr. Robby Setiabudi Madjid, based on Lumassia, S.H. Notarial Deed No. 05 dated September 25, 2023. Thus, the composition of the Board of Directors of PT Petrokimia Gresik as of December 31, 2023 was as follows:



Kami segenap jajaran Direksi mengucapkan terima kasih kepada Bapak Budi Wahyu Soesilo atas dedikasi dan kerja keras yang telah diberikan sepanjang menjabat sebagai Direktur Keuangan dan Umum PT Petrokimia Gresik.

Alasan Perubahan

Alasan perubahan komposisi Direksi adalah karena terdapat permohonan pengunduran diri oleh Bapak Budi Wahyu Soesilo karena terdapat penugasan di tempat lain dan sesuai dengan peraturan perundang-undangan dan Anggaran Dasar Perseroan, pergantian Direksi merupakan wewenang pemegang saham. Pemberhentian dan pengangkatan anggota Direksi telah mendapatkan persetujuan pemegang saham.

APRESIASI

Menutup laporan ini, kami mewakili segenap jajaran Direksi menyampaikan terima kasih dan penghargaan atas usaha-usaha seluruh insan PG yang tidak mengenal lelah yang selalu mengupayakan usaha terbaik dalam menghadapi tantangan yang ada. Walaupun di tahun 2023 pencapaian Perseroan belum sesuai dengan harapan, kami yakin bahwa seluruh insan PG akan bangkit dan berupaya meningkatkan performa Perseroan di masa mendatang. Selain itu, Direksi juga menyampaikan terima kasih atas seluruh rekomendasi dan arahan yang diberikan Dewan Komisaris dalam rangka mendukung peningkatan kinerja Perusahaan.

Let us, on this occasion, as the Board of Directors, thank Mr. Budi Wahyu Soesilo for his shown dedication and hard work when he was in office as Director of Finance and General Affairs of PT Petrokimia Gresik.

Reason for Change

Behind the change in composition was a request by Mr. Budi Wahyu Soesilo for resignation due to his new assignment with his new employer and in compliance with statutory regulations and the Company's Articles of Association, which state that the change of members of the Board of Directors is the authority of the shareholders so long as their dismissal or appointment has received shareholder approval.

APPRECIATION

In closing, we, on behalf of the entire Board of Directors, would like to express our gratitude and appreciation for the tireless efforts of every one of the PG People as they did their best to face the year's challenges. While we acknowledge that the company's achievements fell short of expectations, we are confident that all PG People will rise and strive to improve the company's performance in the future. We would also like to express our thanks to the Board of Commissioners for their recommendations and directions as we worked to improve the Company's performance.

Gresik, 22 April 2024
Gresik, April 22, 2024

Atas Nama Direksi PT Petrokimia Gresik
On behalf of the Board of Directors of PT Petrokimia Gresik

Dwi Satriyo Annurogo
Direktur Utama
President Director

DIREKSI

Board of Directors



Digna Jatningsih
Direktur Operasi dan Produksi
Director of Operation and Production



Dwi Satriyo Annurogo
Direktur Utama
President Director



Robby Setiabudi Madjid
Direktur Keuangan dan Umum
Director of Finance and General



SENIOR EXECUTIVE VICE PRESIDENT

Senior Executive Vice President



I Ketut Rusnaya

SEVP Operasi
SEVP Operations

TANGGUNG JAWAB PELAPORAN TAHUNAN

Responsibility for Annual Reporting

SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2023 PT PETROKIMIA GRESIK

STATEMENT FROM THE BOARD OF COMMISSIONERS REGARDING RESPONSIBILITY FOR ANNUAL REPORTING 2023 PT PETROKIMIA GRESIK

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Petrokimia Gresik tahun 2023 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan Perusahaan. Demikian pernyataan ini dibuat dengan sebenarnya.


We the undersigned hereby declare that all the information in the 2023 Annual Report of PT Petrokimia Gresik has been fully completed and we are fully responsible for the validity of the Company's Annual Report contents. This statement has been made truthfully.

Gresik, 22 April 2024 | April 22, 2024

DEWAN KOMISARIS
Board of Commissioners



T. Nugroho Purwanto
Komisaris Utama
President Commissioner



Iqbal Billy Wahid
Komisaris Independen
Independent Commissioner



Bin Nahadi
Anggota Dewan Komisaris
Member of Commissioners



Cecep Herawan
Anggota Dewan Komisaris
Member of Commissioners



Noer Fajrieansyah
Anggota Dewan Komisaris
Member of Commissioners



SURAT PERNYATAAN ANGGOTA DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2023 PT PETROKIMIA GRESIK

STATEMENT FROM THE BOARD OF DIRECTORS REGARDING RESPONSIBILITY FOR ANNUAL REPORTING 2023 PT PETROKIMIA GRESIK

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Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Gresik, 22 April 2024 | April 22, 2024

DIREKSI

Board of Directors

Dwi Satriyo Annurogo

Direktur Utama
President Director

Digna Jatningsih

Direktur Operasi dan Produksi
Director of Operations and Production

Robby Setiabudi Madjid

Direktur Keuangan dan Umum
Director of Finance and General



**PETROKIMIA
GRESIK**
Solusi Agroindustri



03

PROFIL PERUSAHAAN



Corporate Profile








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IDENTITAS PERUSAHAAN

Corporate Identity

Nama Perusahaan Company Name	PT PETROKIMIA GRESIK	Nama Panggilan Nickname	PG
Tanggal Pendirian Date of Establishment	Dasar Hukum Pendirian Legal Basis of Establishment	Alamat Kantor Pusat Head Office Address	
10 Juli 1972 July 10, 1972	 <p>Ketetapan MPRS No. II/MPRS/1960 Peraturan Pemerintah No. 55/1971 Peraturan Pemerintah No. 35/1974 Peraturan Pemerintah No. 28/1997</p> <p>MPRS Decree No. II/MPRS/1960 Government Regulation No. 55/1971 Government Regulation No. 35/1974 Government Regulation No. 28/1997</p>	 <p>Jln. Jenderal Ahmad Yani, Gresik 61119 Kotak Pos 102 Gresik 61101</p> <p>KONTAK CONTACTS Telp: +62 31 3981811, 3982100, 3982200 Fax: +62 31 3981722, 3982272 E-mail: pg@petrokimia-gresik.com</p>	

Alamat Kantor Pusat Head Office Address	Bidang Usaha Line of Business
<p>Jl. Tanah Abang II No. 63, RW 5, Petojo Selatan, Kecamatan Gambir, Jakarta Pusat, Daerah Khusus Ibu Kota Jakarta 10160</p> <p>KONTAK CONTACTS Telp: +62 21 22035019 - 22036050 E-mail: perjaka@petrokimia-gresik.com</p>	 <ul style="list-style-type: none"> • Industri Industry • Perdagangan Trading • Konstruksi Construction • Aktivitas profesional, ilmiah, dan teknis Professional, scientific, and technical activities • Penelitian dan pengembangan ilmu pengetahuan Scientific research and development • Pengadaan listrik, gas, uap/air panas, dan udara dingin Supply of electricity, gas, steam/hot water, and cold air • Pengelolaan air, pengelolaan air limbah, pengelolaan dan daur ulang sampah, dan aktivitas remediasi Water management, waste water management, waste management and recycling, and remediation activities • Pengangkutan dan pergudangan Transport and warehousing Real Estate • Pertanian dan perkebunan Agriculture and farming • Aktivitas penyewaan dan sewa guna usaha tanpa hak opsi Leasing and leasing activities without option rights • Industri pengolahan Manufacturing industry • Informasi dan komunikasi Information and communication 

Situs Web Website www.petrokimia-gresik.com	
Layanan Pelanggan Customer Service	
<p>Telp Bebas Pulsa: +62 800-1-008001 Telp: +62 31 3981811 - 3982100 - 3982200 SMS/WA: +62 811-9918-001 E-mail: konsumen@pupuk-indonesia.com</p> 	<p> Instagram: Petrokimiagresik_official</p> <p> Youtube Channel: Petrokimia Gresik</p> <p> Facebook: PT Petrokimia Gresik Official</p> <p> Twitter: @petrogresik</p> <p> Tiktok: @petrokimiagresik</p>



Jaringan Perusahaan

Company Network

- **Perusahaan Anak** | Subsidiary: 2
- **Perusahaan Patungan** | Joint Venture: 1
- **Perusahaan Asosiasi** | Associate: 7
- **Distribution Center**: 5
- **Gudang Penyangga** | Supporting Warehouse: 298
- **Distributor**: 712
- **Kios Pengecer Resmi** | Authorized Retail Store: 23.967
- **Staf Perwakilan Daerah Penjualan (SPDP)** | Staff of Regional Sales Representative: 60



Status Perusahaan

Company Status

Anak Perusahaan Badan Usaha Milik Negara (BUMN)
Subsidiary of State-Owned Enterprise



Kepemilikan Saham

Share Ownership

- **PT Pupuk Indonesia (Persero) sebanyak 6.599.835 saham atau 99,9975%**
PT Pupuk Indonesia (Persero) by 6.599.835 shares or 99.9975%
- **Yayasan Petrokimia Gresik sebanyak 165 lembar saham atau 0,0025%**
Yayasan Petrokimia Gresik by 165 shares or 0.0025%



Modal Dasar

Authorized Capital

Rp9.572.372.000.000,00



Modal Ditempatkan dan

Disetor Penuh

Issued and Fully Paid-In Capital

Rp6.600.000.000.000,00



Jumlah Pegawai

Number of Employees

2.006 orang | person



SEJARAH SINGKAT PERUSAHAAN

Brief History of the Company



Qui omnis eossite secepta quasinc imporepelis eum, con nimporepuda pa il maximi, quo dem laut raes modissequias adic tem laceate volenti ssequid et restibeaque inimustis inciasit et di consequam si dolecate num autatur? Qui auteseque voles untibust quissi del iume cuptius daercipsunt, inciatorum aut volorest es doloritat. Diaestint iur ant velis audam fuga. Ut expellaut modignat ut lande rem

Qui omnis eossite secepta quasinc imporepelis eum, con nimporepuda pa il maximi, quo dem laut raes modissequias adic tem laceate volenti ssequid et restibeaque inimustis inciasit et di consequam si dolecate num autatur? Qui auteseque voles untibust quissi del iume cuptius daercipsunt, inciatorum aut volorest es dol

Melalui keputusan Presiden No. 260 tahun 1960, Ketetapan MPRS No. II/MPRS/1960, Proyek Petrokimia Surabaya sebagai proyek Prioritas dalam Pola Pembangunan Nasional Semesta Berencana Tahap I (1961-1969), inilah awal PT Petrokimia Gresik.

Industri pupuk merupakan industri yang strategis mengingat Indonesia merupakan negara agraris dengan jumlah penduduk yang besar dan laju pertumbuhannya setiap tahun cukup tinggi. Dalam rangka memenuhi kebutuhan pangan, Pemerintah berupaya memajukan sektor pertanian dengan cara meningkatkan produktivitas pertanian yang pada akhirnya pencapaian kesejahteraan masyarakat maka diperlukan pupuk yang berkualitas. Melalui keputusan Presiden No. 260 Tahun 1960, Ketetapan MPRS No. II/MPRS/1960, Proyek Petrokimia Surabaya sebagai proyek Prioritas dalam Pola Pembangunan Nasional Semesta Berencana Tahap I (1961-1969), inilah awal berdirinya

The implementation of Presidential Decree No. 260 of 1960, MPRS Decree No. II/MPRS/1960, Surabaya Petrokimia Project as a priority project in the Phase I Planned Universal National Development Plan (1961-1969), was the pioneer of the PT Petrokimia Gresik establishment.

The fertilizer industry is a strategic industry, considering Indonesia is an agricultural country with a large population and a high annual growth rate. In order to meet food needs, the government seeks to advance the agricultural sector by increasing agricultural productivity, which ultimately leads to community welfare, hence, qualified fertilizers are required. The establishment of PT Petrokimia Gresik began with the implementation of Presidential Decree No. 260 of 1960, MPRS Decree No. II/MPRS/1960, which specified the Surabaya Petrokimia Project as a priority project in the Phase I Planned Universal National Development Plan (1961-1969). The project construction contract was signed on August 10,



PT Petrokimia Gresik. Kontrak Pembangunan proyek ditandatangani pada tanggal 10 Agustus 1964 dan mulai dilaksanakan pada tanggal 8 Desember 1964. Proyek Petrokimia Surabaya diresmikan oleh Presiden RI pada tanggal 10 Juli 1972 ,selanjutnya tanggal 10 Juli diabadikan sebagai Hari Jadi PT Petrokimia Gresik.

Di dalam perjalanannya perusahaan mengalami perubahan status, pada tahun 1971 sesuai PP No. 35/1971 menjadi Perum, pada tahun 1974 sesuai PP No. 35/1974 jo PP No. 14/1975 berubah menjadi Persero. Sehubungan dengan hal ini telah ditandatangani Akta Pendirian No. 110 tanggal 31 Mei 1975 yang dibuat dihadapan Notaris Abdul Latief. Selanjutnya berdasarkan PP No. 28/1997 PT Petrokimia Gresik menjadi anggota Holding PT Pupuk Indonesia (Persero).

PT Petrokimia Gresik berlokasi di kabupaten Gresik, provinsi Jawa Timur, dengan menempati lahan seluas 450 hektare. Pada awal berdirinya, Perseroan memproduksi Amonia, Pupuk Urea, dan ZA. Hingga saat ini PT Petrokimia Gresik telah memiliki berbagai bidang usaha dan fasilitas pabrik terpadu.

1964, and began to be carried out on December 8, 1964. The President of the Republic of Indonesia inaugurated the Surabaya Petrokimia Project on July 10, 1972, and the date was later designated as PT Petrokimia Gresik’s anniversary.

During the journey, the company’s status changed: in 1971, according to PP No. 35/1971, it became Perum, and in 1974, according to PP No. 35/1974 in conjunction with PP No. 14/1975 it became Persero. In connection with this, a Deed of Establishment No. 110, dated May 31, 1975 was signed and made before Notary Abdul Latief. Furthermore, based on PP No. 28/1997, PT Petrokimia Gresik joined PT Pupuk Indonesia (Persero) Holding.

PT Petrokimia Gresik is located in Gresik Regency, East Java Province with an area of 450 hectares. The Company initially produced Ammonia, Urea Fertilizer, and ZA. PT Petrokimia Gresik currently operates in a variety of industries and has integrated plant facilities.

1964	1971	1972	1975	1997	2012–sekarang 2012–present
PROYEK PETROKIMIA SURABAYA	PERUSAHAAN UMUM (PERUM)	DIRESMIKAN PRESIDEN REPUBLIK INDONESIA	MENJADI PERUSAHAAN PERSEROAN (PERSERO)	ANGGOTA HOLDING PT PUPUK SRIWIDJAJA (PERSERO)	ANGGOTA HOLDING PT PUPUK INDONESIA (PERSERO)
SURABAYA PETROKIMIA PROJECT	PUBLIC COMPANY (PERUM)	INAUGURATED BY THE PRESIDENT OF THE REPUBLIC OF INDONESIA	BECOME A LIMITED LIABILITY COMPANY (PERSERO)	MEMBER OF HOLDINGS PT PUPUK SRIWIDJAJA (PERSERO)	MEMBER OF HOLDINGS PT PUPUK INDONESIA (PERSERO)
10 Agustus 1964, Tanda Tangan Kontrak Pembangunan 8 Desember 1964, Kontrak Pembangunan Mulai Berlaku	PP No. 55/1971	10 Juli 1972 Hari Jadi Petrokimia Gresik	PP No. 35/1974 jo PP No. 14/1975 Akta Pendirian No. 110 tanggal 31 Mei 1975 PP No. 35/1974 jo PP No. 14/1975	PP No. 28/1997	SK Kementerian Hukum dan HAM Republik Indonesia No. AHU-17695. AH.01.02 Tahun 2012
August 10, 1964, The construction contract was signed December 8, 1964 The construction contract took effect		July 10, 1972 Anniversary of Petrokimia Gresik	Deed of Establishment No. 110, dated May 31, 1975		Decree of the Ministry of Law and Human Rights Republic of Indonesia No. AHU-17695. AH.01.02 Year 2012

PENJELASAN *BRAND* LOGO PERUSAHAAN

Brand Explanation of the Corporate Logo

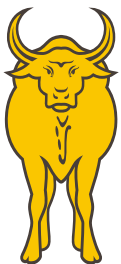


MAKNA DAN FILOSOFI

- Inspirasi logo PT Petrokimia Gresik adalah seekor kerbau berwarna kuning keemasan yang berdiri tegak di atas kelopak daun yang berujung lima dengan tulisan berwarna putih di bagian tengahnya.
- Seekor kerbau berwarna kuning keemasan atau dalam bahasa Jawa dikenal sebagai Kebomas merupakan penghargaan perusahaan kepada daerah di mana PT Petrokimia Gresik berdomisili, yakni Kecamatan Kebomas di Kabupaten Gresik. Kerbau merupakan simbol sahabat petani yang bersifat loyal, tidak buas, pemberani, dan giat bekerja.
- Kelopak daun hijau berujung lima melambangkan kelima sila Pancasila. Sedangkan tulisan PG merupakan singkatan dari nama perusahaan PETROKIMIA GRESIK.
- Warna kuning keemasan pada gambar kerbau merepresentasikan keagungan, kejayaan, dan keluhuran budi. Padu padan hijau pada kelopak daun berujung lima menggambarkan kesuburan dan kesejahteraan.
- Tulisan PG berwarna putih mencerminkan kesucian, kejujuran, dan kemurnian. Sedangkan garis batas hitam pada seluruh komponen logo merepresentasikan kewibawaan dan elegan.
- Warna hitam pada penulisan nama perusahaan melambangkan kedalaman, stabilitas, dan keyakinan yang teguh. Nilai-nilai kuat yang selalu mendukung seluruh proses kerja.

MEANING AND PHILOSOPHY

- The inspiration for the PT Petrokimia Gresik logo is a golden yellow buffalo that stands upright on a five-pointed leaf petal with white writing in the middle.
- A golden yellow buffalo, or in Javanese, known as Kebomas, is a company award to the area where PT Petrokimia Gresik is domiciled, Kebomas District in Gresik Regency. The buffalo is a symbol of a farmer's friend who is loyal, not wild, brave, and hardworking.
- The five-fingered green leaf petals symbolize the five principles of Pancasila. Meanwhile, the word PG stands for the company name PETROKIMIA GRESIK.
- The golden yellow color in the image of the buffalo represents majesty, glory, and nobility. The combination of green matches on the five-fingered leaf petals represents fertility and prosperity.
- The white PG writing reflects purity, honesty, and genuineness. Meanwhile, the black border on all components of the logo represents dignity and elegance.
- The black color in the writing of the company name symbolizes depth, stability, and firm belief. Strong values that always support the entire work process.



1


KERBAU BERWARNA KUNING EMAS | THE GOLDEN BUFFALO


- Elemen yang dalam bahasa Jawa dikenal sebagai Kebomas ini merupakan penghargaan perusahaan kepada daerah di mana Petrokimia Gresik berdomisili, yaitu Kecamatan Kebomas di Kabupaten Gresik.
- Warna emas sebagai lambang keagungan, kejayaan, dan keluhuran budi.
- Kerbau merupakan simbol sahabat petani yang loyal, tidak buas, pemberani, dan giat bekerja.
- In the Javanese language known as Kebomas, this element is the Company's appreciation for the region where PT Petrokimia Gresik is domiciled, Kebomas District in Gresik Regency.
- The color gold is a symbol of majesty, glory, and nobility.
- Buffalo is a symbol of a farmer friend who is loyal, not wild, brave, and hardworking.





TRANSFORMASI LOGO PERUSAHAAN


Transformation of Company Logo

- 

1972-1976 • Logo Pertama | First Logo
 Pada periode-periode awal perusahaan, logo Petrokimia Gresik menampilkan tangki amonia dengan cerobong panjang di sampingnya. Tangki tersebut dikelilingi lingkaran biru bergaris putih yang diapit oleh dua tangkai padi. Logo ini sempat diaplikasikan pada kantong pupuk Amonium Sulfat (ZA). Ide awal dari desain ini berangkat dari produk Petrokimia Gresik saat itu, yakni pupuk ZA dan pupuk Urea, yang keduanya berbahan dasar amonia. Logo ini digunakan Petrokimia Gresik hingga tahun 1976.
 The Petrokimia Gresik logo originally featured an ammonia tank with a long chimney on the side. The tank is surrounded by a blue circle with white stripes, flanked by two rice stalks. This logo was once used on Ammonium Sulfate (ZA) fertilizer bags. The initial concept for this design came from Petrokimia Gresik's products at the time, which were ZA fertilizer and Urea fertilizer, both made from ammonia. Petrokimia Gresik used this logo until 1976.
- 


1976-1979 • Logo Kedua | Second Logo
 Logo ini menampilkan inisial Petrokimia Gresik (PG), yang dibentuk melalui gelas ukur laboratorium. Logo ini tidak digunakan dalam waktu yang lama. Itu sebabnya tidak banyak produk Petrokimia Gresik yang menampilkan logo ini.
 This logo features the initials Petrokimia Gresik (PG), which were created using a laboratory measuring cup. This logo has not been used for a long time. As a result, this logo is not commonly found on Petrokimia Gresik products.
- 

1979-2014 • Logo Ketiga | Third Logo
 Pada pertengahan 1978, Direktur Utama Petrokimia Gresik saat itu, James Simanjuntak, menugaskan dua Direksinya, yakni Soepojo Djatiatmojo, Direktur Teknik, dan Suratman, Direktur Penelitian dan Pengembangan, untuk merancang logo baru. Sejumlah diskusi dilakukan untuk perancangan logo baru. Saat itu disepakati, Petrokimia Gresik akan menggunakan ikon Kerbau Emas di dalam logonya. Ini terkait dengan lokasi pabrik Petrokimia Gresik yang berada di Kecamatan Kebomas. Penyempurnaan kemudian dilakukan, selain ikon kerbau yang diperbaiki, logo juga menambahkan elemen daun sebagai lambang kemakmuran. Sayangnya, logo ini tidak memiliki *logotype* yang standar sehingga orang cenderung menempatkan tulisan PT Petrokimia Gresik sesuka hati. Ada yang menuliskannya di sisi logo, ada pula yang menuliskannya di bawah logo.
 In mid-1978, James Simanjuntak, the President Director of Petrokimia Gresik at the time, assigned two of his Directors, Soepojo Djatiatmojo, Technical Director, and Suratman, Research and Development Director, with designing a new logo. There were several discussions about designing a new logo. It was agreed that Petrokimia Gresik's logo would feature the Golden Buffalo icon. This is related to the Petrokimia Gresik plant's location in the Kebomas District. Improvements were eventually made, and in addition to the improved buffalo icon, the logo included a leaf element to represent prosperity. Unfortunately, this logo does not use a standard logotype. As a result, people freely use the term PT Petrokimia Gresik. Some write it on the side of the logo, while others write it below it.
- 

2014-2018 • Logo Keempat | Fourth Logo
 Ketiadaan standarisasi penempatan tulisan tersebut berlangsung hingga 2013. Hidayat Nyakman, Direktur Utama Petrokimia Gresik (2010-2015) lantas menginstruksikan agar dibuat pedoman logo yang akan dijadikan pegangan bagi penggunaan logo. Logo keempat ini kemudian disahkan penggunaannya bertepatan pada HUT ke-42 Petrokimia Gresik, yaitu 10 Juli 2014. Tak hanya warna, yang semakin menunjukkan warna emas, jenis huruf yang digunakan pun diubah dan ditetapkan menjadi jenis Signika Semibold. The absence of standardization in letter placement lasted until 2013. Hidayat Nyakman, President Director of Petrokimia Gresik (2010-2015), requested to develop a logo guidance document that would serve as a guide for logo use. This fourth logo was subsequently approved for use on July 10, 2014, which represented Petrokimia Gresik's 42nd anniversary. Not only was the colour changed to a more golden colour, but the font type was also changed to Signika Semibold.
- 

2019-sekarang | present • Logo Kelima | Fifth Logo
 Seiring dengan perubahan *tagline* perusahaan, pada tahun 2019 penyesuaian logo kembali dilakukan dengan menyertakan *tagline* baru yakni "Solusi Agroindustri". Logo inilah yang kemudian digunakan sebagai logo resmi perusahaan hingga saat ini. Along with the change in the Company's tagline, the logo was updated in 2019 to include a new tagline, "Agro-industry Solutions". This logo was subsequently used as the Company's official logo until today.

2



Daun Berujung Lima | Five-Fingered Leaf

- Daun berujung lima melambangkan kelima sila Pancasila.
- Warna hijau menyimbolkan lambang kesuburan dan kesejahteraan.
- The five-fingered leaf symbolizes the five principles of Pancasila.
- The color of green symbolizes fertility and prosperity.

3

PETROKIMIA GRESIK

Warna Hitam Penulisan Nama Perusahaan | Black Colour of the Company Name

- Warna hitam sebagai lambang kedalaman, stabilitas, dan keyakinan teguh.
- Garis batas hitam di seluruh komponen sebagai lambang kewibawaan dan elegance.
- The color of black is a symbol of depth, stability, and firm belief.
- The black border around all components is a symbol of authority and elegance.

JEJAK LANGKAH

Milestones

1972

10 Juli | July

Petrokimia Gresik diresmikan dan mulai memproduksi pupuk Urea berbasis minyak bumi. Petrokimia Gresik was inaugurated and started producing petroleum-based Urea fertilizer.

1976

Menciptakan dan mendirikan Pabrik Pupuk Fosfat untuk melengkapi pupuk Urea

Creating and establishing a Proshpate fertilizer plant to complement Urea fertilizer.

1984

- Mendirikan anak usaha kedua Petrosida Gresik, sebagai produsen bahan aktif kimia untuk formulator pestisida pertama di Indonesia.
- Seiring dengan meningkatnya produktivitas beras nasional, Indonesia berhasil swasembada pangan dan meraih penghargaan dari Organisasi Pangan dan Pertanian Dunia (FAO).
- Established a second subsidiary, Petrosida Gresik, as a producer of active chemical ingredients for the first pesticide formulator in Indonesia.
- Increased national rice productivity and achieved food self-sufficiency, earning an award from Food and Agriculture Organization (FAO).

1994

Transformasi pabrik Amoniak Urea dari basis minyak bumi menjadi pabrik Amoniak-Urea yang berbasis Gas Alam

Ammonia-Urea Plant Transformation from Petroleum to Natural Gas-Based Ammonia-Urea Plant

2002

Produktivitas padi nasional meningkat dan mencapai 4,5 ton/ha. National rice productivity increased to 4.5 tons/ha.

1975

Petrokimia Kayaku berdiri sebagai anak usaha pertama Petrokimia Gresik. Petrokimia Kayaku was established as the first subsidiary of Petrokimia Gresik.

1992

Kehadiran Petrokimia Gresik dalam menyuplai pupuk dan pestisida berkualitas selama dua dasawarsa mampu berkontribusi pada peningkatan produktivitas padi nasional sehingga 4,3 ton/ha. Petrokimia Gresik's two-decade presence in the supply of quality fertilizers and pesticides has contributed to increasing national rice productivity to 4.3 tons/ha.

2000

- Menjadi pioner pupuk Majemuk dengan mendirikan Pabrik Pupuk NPK pertama di Indonesia.
- Menginisiasi Program Kemitraan Agribisnis untuk mengedukasi petani pentingnya penggunaan pupuk NPK dalam sistem pertanian.
- Become a pioneer of compound fertilizer by establishing the first compound fertilizer plant in Indonesia.
- Initiated the Agribusiness Partnership Program to educate farmers about the benefits of using NPK fertilizer in agriculture.

1982

Kehadiran Petrokimia Gresik turut berkontribusi pada peningkatan produktivitas padi nasional dalam kurun waktu satu dasawarsa dari semula 2,6ton/ha menjadi 3,8 ton/ha. Petrokimia Gresik's presence also helped increase national rice productivity from 2.6 tons/ha to 3.8 tons/ha in just a decade.

2005

Menjadi pionir pupuk organik Petroganik dengan kandungan C-Organik minimal 15%. Became a pioneer of Petroganic organic fertilizer with a minimum C-organic content of 15%.



2008

Memperluas bisnis dengan mendirikan pabrik Pupuk Zwavel Kalium (ZK), Pabrik NPK Granulasi, dan Pabrik NPK Customized. Expanded business by establishing a Zwavel Potassium (ZK) Fertilizer Plant, NPK Granulation Plant, and Customized NPK Plant.

2012

Produktivitas padi Nasional telah menembus 5 ton/ha yaitu sebesar 5,1 ton/ha. National rice productivity reached 5 tons/ha, which was 5.1 tons/ha.

2016

Meluncurkan Phonska Plus sebagai solusi minimnya unsur hara Zink (Zn) pada sebagian besar lahan pertanian di Indonesia. Launched Phonska Plus as a solution to the lack of Zinc (Zn) Nutrients on most agricultural land in Indonesia.

2020

- Mendirikan Pabrik Surfaktan sebagai strategi *Related Diversified Industry*.
- Meluncurkan pupuk Organik Cair Phonska OCA sebagai solusi praktis bagi petani untuk meningkatkan produktivitas tanaman sekaligus menjaga kesehatan tanah.
- Established a Surfactant Factory as a Related Diversified Industry strategy.
- Launched Phonska OCA Liquid Organic fertilizer as a practical solution for farmers to increase plant productivity while maintaining soil health.

2022

Peresmian pabrik pupuk Phonska Alam kapasitas 10.000 ton/tahun untuk menyediakan pupuk majemuk bersertifikat organik kepada petani organik di Indonesia. Inauguration of the Phonska Alam fertilizer factory with a capacity of 10,000 tons/year to provide certified organic compound fertilizer to organic farmers in Indonesia.

2009

Menghadirkan varian Pupuk Hayati berupa Petro Chick, Petro BioFeed, dan Petrofish. Presented Biofertilizer variants in the form of Petro Chick, Petro BioFeed, and Petrofish.

2018

Peningkatan kapasitas produksi pupuk Urea melalui pendirian Pabrik Amonia Urea II. Increased Urea Fertilizer production capacity through the establishment of the Urea II Ammonia Plant.

2015

Membuka Gerai PetroMart sebagai "Solusi Lengkap Pertanian" di 10 Kabupaten/Kota di Jawa Timur. Opened PetroMart Stores as a "Complete Agricultural Solution" in 10 Districts/City in East Java.

2021

Bersama PT Pupuk Indonesia (Persero), meluncurkan Program MAKMUR sebagai model bisnis baru untuk mengoptimalkan produktivitas pertanian dan pendapatan petani. Together with PT Pupuk Indonesia (Persero), launched the MAKMUR Program as a new business model to optimize agricultural productivity and farmer income.



2023

- Meluncurkan NPK Phonska Cair guna mendukung pertanian modern yang dapat diaplikasikan dengan teknologi *drone*. Pupuk majemuk ini dikemas dalam bentuk cair sehingga lebih mudah dan efektif dalam pengaplikasiannya.
- Meluncurkan NPK Tebu Kebomas Petro Cane untuk mendukung peningkatan produktivitas dan kesejahteraan petani tebu di Indonesia.
- Menghadirkan *Petromart Official Store* untuk memudahkan pelanggan mendapatkan produk unggulan Petrokimia Gresik.
- launching buku "pertanian Presisi Status Kesuburan Tanah"
- Program Santri Makmur
- Launched NPK Phonska Liquid to support modern agriculture using drone technology. This compound fertilizer is packaged in liquid form, making it easier and more effective to apply.
- Introduced NPK Tebu Kebomas Petro Cane to improve productivity and welfare for sugarcane farmers in Indonesia.
- Opened the Petromart Official Store to make it easier for customers to get high-quality Petrokimia Gresik products.
- "Precision Agriculture of Soil Fertility Status" book launching
- Santri Makmur Program

Dasawarsa I
Decade I

1972–1982

Titik Awal Menuju Perjalanan Panjang
Starting Point Towards a Long Journey



Petrokimia Gresik mengawali kontribusinya untuk pertanian Indonesia dengan memproduksi pupuk Urea berbasis minyak bumi. Kemudian dilengkapi dengan menghadirkan Petrokimia Kayaku dan mendirikan Pabrik Pupuk Fosfat di sepuluh tahun pertamanya. Di usia yang masih cukup dini ini, kehadiran Petrokimia Gresik terbukti mampu berkontribusi pada peningkatan produktivitas padi nasional.

Petrokimia Gresik began its contribution to Indonesian agriculture by producing petroleum-based urea fertilizer. Subsequently, present Kayaku Petrokimia and establish a Phosphate Fertilizer Plant within the first ten years. At this young age, Petrokimia Gresik has demonstrated the ability to contribute to increased national rice productivity.

Dasawarsa II
Decade II

1982–1992

Indonesia Meraih Swasembada Pangan Nasional



Indonesia Achieves National Food Self-Sufficiency

Kehadiran anak usaha kedua, Petrosida Gresik, sebagai formulator pestisida pertama di Indonesia menegaskan komitmen Petrokimia Gresik dalam memberikan kawalan lengkap pertanian Indonesia. Seiring dengan meningkatnya produktivitas beras nasional, di tahun yang sama Indonesia berhasil mencapai swasembada pangan nasional untuk pertama kalinya.

The presence of the second subsidiary, Petrosida Gresik, as the first pesticide formulator in Indonesia confirms Petrokimia Gresik's commitment to providing complete control over Indonesian agriculture. Along with the national rice productivity increment, in the same year Indonesia succeeded in achieving national food self-sufficiency for the first time.

Dasawarsa III
Decade III

1992–2002

Massive Transformation & Pioneer Pupuk Majemuk NPK di Indonesia



Massive Transformation & Pioneer of NPK Compound Fertilizer in Indonesia

Berbekal semangat inovasi dan kemampuan riset yang mumpuni, Petrokimia Gresik mengawali dasawarsa ketiga dengan melakukan *massive transformation* pabrik Amonia-Urea untuk efisiensi biaya dan peningkatan profitabilitas. Kemudian menutupnya dengan menciptakan terobosan transformatif Pupuk Majemuk NPK pertama di Indonesia. Inovasi ini berhasil mengubah paradigma teknologi pemupukan pertanian Indonesia dari *single fertilizer* menjadi *compound fertilizer* yang diterapkan hingga saat ini.

Armed with a spirit of innovation and strong research capabilities, Petrokimia Gresik started its third decade by carrying out a massive transformation of the Ammonia- Urea plant for cost efficiency and increased profitability. Then finalized it by creating a transformative breakthrough for the first NPK Compound Fertilizer in Indonesia. This innovation has succeeded in changing the paradigm of Indonesian agricultural fertilization technology from single fertilizer to compound fertilizer which is applied hitherto.



Dasawarsa VI
Decade VI

2023

Solusi Makmurkan Negeri

Solutions to Prosper the Country

VI

Mengawali dekade VI periode 2023-2033, Petrokimia Gresik memperkuat positioning perusahaan sebagai Solusi Agroindustri untuk memakmurkan negeri. Hal ini ditunjukkan dengan berbagai produk dan fasilitas yang diluncurkan Petrokimia Gresik sepanjang tahun 2023, yaitu NPK Phonska Cair dan NPK Tebu Kebomas Petro Cane, dimana kedua produk ini dihadirkan untuk meningkatkan produktivitas pertanian dan kesejahteraan petani. Petrokimia Gresik juga meluncurkan buku pertanian presisi sebagai salah satu landasan para petani dan stakeholder untuk melakukan budidaya yang efektif dan efisien dengan hasil panen optimal. Terakhir, Petrokimia Gresik juga berkolaborasi dengan berbagai stakeholder untuk memperluas kebermanfaatan Program Makmur yang telah terbukti meningkatkan pendapatan petani, salah satunya melalui program Santri Makmur. Melalui solusi ini, diharapkan pertanian di Indonesia semakin maju dan berkelanjutan.

Petrokimia Gresik is strengthening its position as an agro-industrial solution to the country's prosperity as it enters the VI decade (2023-2033). This was indicated by Petrokimia Gresik's various products and facilities launched throughout 2023, including NPK Phonska Liquid and NPK Tebu Kebomas Petro Cane, which were designed to increase agricultural productivity and farmer welfare. Petrokimia Gresik also released a precision agriculture book to help farmers and stakeholders carry out effective and efficient cultivation for optimal harvest results. Further, Petrokimia Gresik collaborated with a variety of stakeholders to expand the benefits of the Makmur Program, which has been shown to increase farmer income, including the Santri Makmur Program. It was hoped that by implementing this solution, Indonesian agriculture would advance and become more sustainable.

Dasawarsa IV
Decade IV

2002-2012

Komitmen Mewujudkan Pertanian Berkelanjutan

Indonesia Achieves National Food Self-Sufficiency

IV

Komitmen Petrokimia Gresik dalam mewujudkan pertanian berkelanjutan ditandai dengan hadirnya Petroganik sebagai pupuk organik pertama yang diproduksi secara masif serta kampanye pemupukan berimbang 5:3:2 untuk meningkatkan produktivitas pertanian sekaligus menjaga kesehatan tanah. Tak hanya pertanian, Petrokimia Gresik juga menghadirkan varian pupuk hayati sebagai solusi di bidang peternakan dan perikanan berupa Petro Chick, Petro BioFeed, dan Petrofish.

Petrokimia Gresik's commitment to achieving sustainable agriculture was shown by the introduction of Petroganik, the first mass-produced organic fertilizer, and a 5:3:2 balanced fertilization campaign to increase agricultural productivity while maintaining soil health. Not only in agriculture, Petrokimia Gresik also launched a biofertilizer variant in the animal husbandry and fisheries sector in the form of Petro Chick, Petro BioFeed, and Petro Fish.

Dasawarsa V
Decade V

2012-2022

Solusi Agroindustri untuk Indonesia Tangguh

Agroindustry Solutions for Resilient Indonesia

V

Separuh abad hadir untuk Indonesia, Petrokimia Gresik semakin menunjukkan kontribusinya sebagai Solusi Agroindustri melalui layanan komprehensif dari hulu hingga hilir. Berbagai produk inovasi untuk komoditas spesifik hingga diluncurkannya Program MAKMUR (Mari Kita Majukan Usaha Rakyat) menjadi langkah nyata Petrokimia Gresik dalam mewujudkan ketahanan pangan nasional sekaligus pemulihan ekonomi nasional di masa pandemi COVID-19.

Petrokimia Gresik, an agroindustry solution for half a century in Indonesia, was increasingly demonstrating its value through comprehensive services from upstream to downstream. Various innovative products for specific commodities until the launch of the MAKMUR (Let's Advance People's Business) Program were Petrokimia Gresik's actual efforts in achieving national food security and economic recovery during the COVID-19 pandemic.

VISI DAN MISI PERUSAHAAN

Vision and Mission of the Company



VISI vision

Menjadi Produsen Pupuk dan Produk Kimia Lainnya yang Berdaya Saing Tinggi dan Produknya Paling Diminati Konsumen

Being a Producer of Fertilizers and Other Chemical Products That are Highly Competitive and Preferred by Consumers



MISI mission

- Mendukung Penyediaan Pupuk Nasional Untuk Tercapainya Program Swasembada Pangan;
- Meningkatkan Hasil Usaha untuk Menunjang Kelancaran Kegiatan Operasional dan Pengembangan Usaha Perusahaan;
- Mengembangkan Potensi Usaha untuk Mendukung Industri Kimia Nasional dan Berperan Aktif dalam Community Development.

- Supporting national fertilizers provision to achieve food self-sufficiency programs.
- Improving business results to support continuity of operational activity and business development of the Company.
- Developing business potential to support and play an active role in community development.



PENJELASAN VISI **VISION EXPLANATION**

Untuk mencapai Visi Perusahaan dan guna menunjang program Pemerintah dalam peningkatan perekonomian Nasional di berbagai bidang umumnya, terutama di bidang pertanian dan dalam rangka mendukung program swasembada pangan, yakni menjamin ketersediaan pupuk, PT Petrokimia Gresik selalu melakukan inovasi dan pengembangan dengan mengoptimalkan sumber daya yang ada sehingga didapatkan produk-produk berkualitas unggul yang mampu menjadikan PT Petrokimia Gresik sebagai Perusahaan pupuk terlengkap dan terbesar di Indonesia.

To achieve the Company Vision and to support the Government's program of improving the national economy through agriculture and supporting food self-sufficiency programs through fertilizer supply guarantees, PT Petrokimia Gresik constantly innovates and develops by optimizing available resources to obtain superior quality products, establishing PT Petrokimia Gresik as Indonesia's most complete and largest fertilizer company.



MAKSUD DAN TUJUAN PERSEROAN **PURPOSE AND OBJECTIVE OF THE COMPANY**

Turut melaksanakan dan menunjang kebijakan dan program Pemerintah di bidang ekonomi dan pembangunan nasional pada umumnya, khususnya di bidang industri, perdagangan, dan jasa.

To implement and support Government policies and programs in the economy and national development in general, particularly in industry, trade, and services.

TATA NILAI DAN BUDAYA PERUSAHAAN

Corporate Value and Culture

AKHLAK



AMANAH TRUSTWORTHY



Memegang teguh kepercayaan yang diberikan. Panduan perilaku:

- Memenuhi janji dan komitmen;
- Bertanggung jawab atas tugas, keputusan, dan tindakan yang dilakukan;
- Berpegang teguh kepada nilai moral dan etika.

Uphold the trust given. Code of Conduct:

- Keep promises and commitments;
- Responsible for the tasks, decisions, and actions taken;
- Uphold moral and ethical values.



KOMPETEN COMPETENT



Terus belajar dan mengembangkan kapabilitas. Panduan perilaku:

- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah;
- Membantu orang lain belajar;
- Menyelesaikan tugas dengan kualitas terbaik

Keep learning and developing capabilities. Code of Conduct:

- Increase self-competence to respond to ever-changing challenges;
- Help others learn;
- Complete tasks of the highest quality.



HARMONIS HARMONIOUS



Saling peduli dan menghargai perbedaan. Panduan perilaku:

- Menghargai setiap orang apapun latar belakangnya;
- Suka menolong orang lain;
- Membangun lingkungan kerja yang kondusif.

Mutual care and respect for differences. Code of Conduct:

- Respect everyone, regardless of their background;
- Helpful to others;
- Build a conducive work environment.



LOYAL LOYAL



Berdedikasi mengutamakan kepentingan Bangsa dan Negara. Panduan perilaku:

- Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan Negara;
- Rela berkorban untuk mencapai tujuan yang lebih besar;
- Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.

Dedicate and prioritize the interests of the nation and the country. Code of Conduct:

- Uphold the reputation of colleagues, leaders, the SOE, and the country.
- Be willing to make sacrifices for the greater goal.
- Obey leaders as long as it does not violate the law or ethics.



ADAPTIF ADAPTIVE



Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan. Panduan perilaku:

- Cepat menyesuaikan diri untuk menjadi lebih baik;
- Terus menerus melakukan perbaikan;
- Bertindak proaktif.

Continue to innovate and be enthusiastic about leading or facing change. Code of Conduct:

- Make quick adjustments to improve.
- Stay up-to-date with technological advancements to make improvements;
- Be proactive.



KOLABORATIF COLLABORATIVE



Membangun kerja sama yang sinergis. Panduan perilaku:

- Memberi kesempatan kepada berbagai pihak untuk berkontribusi;
- Terbuka dalam bekerja sama untuk menghasilkan nilai tambah;
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.

Build synergistic cooperation. Code of Conduct:

- Provide opportunities for various parties to contribute;
- Be open to working together to generate added value;
- Mobilizing the use of various resources for common goals.



BIDANG USAHA DAN KEGIATAN USAHA

Business Lines and Business Activities

BIDANG USAHA

Sesuai Anggaran Dasar Perusahaan, Perusahaan melakukan usaha di bidang industri, perdagangan, konstruksi, aktivitas profesional, ilmiah dan teknis, penelitian dan pengembangan ilmu pengetahuan, pengadaan listrik, gas, uap/air panas dan udara dingin; pengelolaan air, pengelolaan air limbah, pengelolaan dan daur ulang sampah dan aktivitas remediasi, pengangkutan dan pergudangan, pertanian dan perkebunan, real estat, aktivitas penyewaan dan sewa guna usaha tanpa hak opsi, industri pengolahan, informasi dan komunikasi. Menempati area seluas lebih dari 450 hektare, PT Petrokimia Gresik mengelola Kawasan industri secara terpadu yang menghasilkan produk pupuk dan non pupuk melalui fasilitas produksi sendiri. PT Petrokimia Gresik mengoperasikan 31 pabrik yang terdiri dari 17 pabrik yang memproduksi pupuk Urea, pupuk Fosfat, pupuk ZA, pupuk majemuk NPK Phonska, pupuk majemuk NPK Kebomas, dan Pupuk ZK, serta 14 pabrik yang memproduksi produk non-pupuk yang mencakup Amonia, Asam sulfat, Asam Fosfat, *Cement Retarder*, Aluminium Fluorida, *CO₂ Liquid*, dan Asam Klorida.

BUSINESS FIELD

In accordance with the Company's Articles of Association, the Company conducts business in the industrial sector, trading, construction, professional, scientific, and technical activities, scientific research and development, supply of electricity, gas, steam/ hot water, and cold air, water management, wastewater management, waste management, recycling, and remediation activities, transportation and warehousing; agriculture and farming, real estate, leasing and leasing activities without option rights, processing industry, information and communication. Occupying an area of more than 450 hectares, PT Petrokimia Gresik manages an industrial area in an integrated manner that produces fertilizer and non-fertilizer products through its own production facilities. PT Petrokimia Gresik operates 31 plants, consisting of 17 plants that produce Urea fertilizer, Phosphate fertilizer, ZA fertilizer, NPK Phonska compound fertilizer, NPK Kebomas compound fertilizer, and ZK Fertilizer, and 14 plants that produce non-fertilizer products, which include Ammonia, Sulfuric Acid, Phosphoric Acid, Cement Retarder, Aluminium Fluoride, *CO₂ Liquid*, and Hydrochloric Acid.

KEGIATAN USAHA

Perseroan melaksanakan kegiatan-kegiatan usaha sebagai berikut:

a. Industri

Mengolah bahan-bahan mentah tertentu menjadi bahan-bahan pokok yang diperlukan dalam pembuatan pupuk petrokimia, agrokimia, agroindustri, dan bahan-bahan kimia lainnya, serta mengolah bahan pokok tersebut menjadi jenis pupuk dan hasil kimia lainnya beserta produk-produk turunannya, antara lain:

- Pupuk anorganik, berupa Urea, ZA, SP-36, berbagai formula pupuk majemuk NPK, DAP, pupuk Fosfat, Kapur Pertanian, *Gypsum* Pertanian;
- Pupuk Organik;
- Pupuk Hayati; serta
- Produksi Pupuk *Liquid*, Biopestisida, dan zat pengatur tumbuh (*plant growth regulator*) berupa hormon dan enzim yang diformulasikan.

b. Perdagangan

Menyelenggarakan kegiatan distribusi dan perdagangan produk baik di dalam maupun di luar negeri yang berhubungan dengan produk-produk tersebut di atas dan produk-produk lainnya yang berhubungan dengan perpupukan, petrokimia, agrokimia, agroindustri dan kimia lainnya, serta kegiatan impor barang-barang

c. Jasa Lainnya

Melaksanakan studi penelitian, pendidikan, pengembangan, rancang bangun dan perekayasaan, pengantongan, kontruksi, manajemen, pendidikan dan latihan, perbaikan atau reparasi, pemeliharaan, konsultasi, dan jasa teknis lainnya dalam sektor industri pupuk, petrokimia, agrokimia, agroindustri, industri kimia lainnya, serta jasa dalam bidang pertanian dan perkebunan.

KEGIATAN USAHA LAINNYA

Kegiatan Penunjang Utama

- Pengangkutan.
- Pertanian dan Perkebunan.
- Optimalisasi pemanfaatan sumber daya yang dimiliki untuk kawasan industri serta kegiatan lainnya yang merupakan sarana pelengkap dan penunjang guna kelancaran pelaksanaan kegiatan usaha tersebut.
- Melaksanakan penugasan dalam rangka pelaksanaan penyaluran pupuk bersubsidi sesuai dengan prinsip korporasi dan peraturan perundang-undangan.
- Pengembangan Petroganik dilakukan di seluruh Indonesia, bekerja sama dengan investor daerah setempat (Mitra Petroganik).

BUSINESS ACTIVITY

The Company carries out the following business activities:

a. Industry

Processing certain raw materials into basic materials needed in the manufacture of petrochemical fertilizers, agrochemicals, agroindustry, and other chemicals, as well as processing these basic materials into types of fertilizers and other chemical products and their derivative products, including:

- Inorganic fertilizer, in the form of Urea, ZA, SP-36, various compound NPK fertilizers, DAP, Phosphate fertilizer, Agricultural Lime, Agricultural Gypsum;
- Organic Fertilizer;
- Biofertilizer; and
- Production of Liquid Fertilizer, Biopesticide, and plant growth regulators in the form of formulated hormones and enzymes.

b. Trade

Organizing distribution and trading activities for products both at home and abroad related to the products mentioned above and other products related to fertilizers, petrochemicals, agrochemicals, the agroindustry, and other chemicals, as well as importing goods

c. Other Services

Carry out research studies, education, development, design and engineering, bagging, construction, management, education and training, repair or repair, maintenance, consulting, and other technical services in the fertilizer, petrochemical, agrochemicals, agroindustrial, and other chemical industries as well as services in agriculture and plantations.

OTHER BUSINESS ACTIVITIES:

Main Supporting Activities:

- Transportation.
- Agriculture and Plantation.
- Optimizing the use of owned resources for industrial estates and supporting activities to ensure efficient business operations.
- Implement subsidized fertilizer distribution in line with corporate principles and statutory regulations.
- Mitra Petroganik collaborates with local investors to develop Petroganik projects across Indonesia.



KAPASITAS PRODUKSI

Production Capacity

KAPASITAS PRODUKSI PUPUK FERTILIZER PRODUCTION CAPACITY

<p>Pupuk Urea Urea Fertilizer</p>  <p>2 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>1.030.000 ton/tahun tons/year</p>	<p>Pupuk Fosfat Phosphate Fertilizer</p>  <p>1 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>500.000 ton/tahun tons/year</p>
<p>Pupuk ZA ZA Fertilizer</p>  <p>3 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>750.000 ton/tahun tons/year</p>	<p>Pupuk NPK Phonska NPK Phonska Fertilizer</p>  <p>4 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>2.250.000 ton/tahun tons/year</p>
<p>Pupuk NPK NPK Fertilizer</p>  <p>4 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>450.000 ton/tahun tons/year</p>	<p>Pupuk ZK ZK Fertilizer</p>  <p>2 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>20.000 ton/tahun tons/year</p>
<p>Pupuk Organik Petrogenik Petrogenic Organic Fertilizer</p>  <p>150 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>1.500.000 ton/tahun tons/year</p>	<p>Pupuk Phonska Alam Phonska Alam Fertilizer</p>  <p>1 Pabrik Plant </p> <p>Kapasitas Produksi Production Capacity</p> <p>10.000 ton/tahun tons/year</p>



Pengembangan Petrogenik dilakukan di seluruh Indonesia, bekerja sama dengan investor daerah setempat (Mitra Petrogenik)
Petrogenic development is carried out throughout Indonesia, in collaboration with local investors (Petrogenic Partners)

KAPASITAS PRODUKSI PUPUK FERTILIZER PRODUCTION CAPACITY

AMONIA Ammonia



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

1.105.000
ton/tahun | tons/year

CO₂ CAIR & DRY ICE CO₂ Liquid & Dry Ice



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

21.000
ton/tahun | tons/year

ASAM FOSFAT Phosphoric Acid



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

400.000
ton/tahun | tons/year

PURIFIED GYPSUM Purified Gypsum



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

800.000
ton/tahun | tons/year

ALUMINIUM FLORIDA Aluminium Flouride



1

Pabrik
Plant



Kapasitas Produksi
Production Capacity

12.600
ton/tahun | tons/year

ASAM KLORIDA (HCL) Hydrochloric Acid



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

11.600
ton/tahun | tons/year

ASAM SULFAT Sulfuric Acid



2

Pabrik
Plant



Kapasitas Produksi
Production Capacity

1.170.000
ton/tahun | tons/year



INFRASTRUKTUR UTAMA

Main Infrastructure

UNIT PEMBANGKIT TENAGA LISTRIK ELECTRIC POWER GENERATION UNIT

- Gas Turbin Generator 33 MW.
- Steam Turbine Generator 50 MW.
- PLTU Berbasis Batu Bara 32 MW.
- Gas Turbine Generator 33 MW.
- Steam Turbine Generator 50 MW.
- 32 MW Coal-Based PLTU.



UNIT PENGOLAHAN LIMBAH WASTE TREATMENT UNIT

Masing-masing unit produksi di Petrokimia Gresik dilengkapi dengan unit pengolahan limbah, baik limbah cair, padat, dan gas.

Each production unit at Petrokimia Gresik is equipped with a waste treatment unit, including liquid, solid, and gas waste.



INSTALASI PENJERNIH AIR (IPA) WATER PURIFICATION INSTALLATION

- Gunungsari Surabaya kapasitas 3.720 m³/jam.
- Babat Lamongan, kapasitas 2,500 m³/jam.
- Gunungsari Surabaya with a 3,720 m³/hour capacity.
- Babat Lamongan with a 2,500 m³/hour capacity.



PUSAT RISET RESEARCH CENTER


- Kebun percobaan seluas 7,5 ha.
- Dilengkapi mobil uji tanah.
- Unit penggemukan sapi.
- Dilengkapi 8 laboratorium dengan fungsi yang berbeda.
- Pilot plant probiotik, produk hayati, fit rice.
- Experimental garden with an area of 7.5 ha.
- Equipped with a soil test car
- Cattle fattening unit.
- Equipped with 8 laboratories with different functions.
- Pilot plant of probiotics, biological products it, fit rice.



TUKS/DERMAGA TUKS/JETTY

- Kapasitas bongkar-muat 7.425.000 ton/tahun.
- Sandar kapal:
 - Dermaga Utama sisi luar: Max. 60.000 DWT
 - Dermaga Utama sisi dalam: Max. 30.000 DWT
- Loading and unloading with a 7,425,000 tons/year capacity.
- Dock:
 - Outer Main Pier: Max. 60,000 DWT
 - Inner Main Pier: Max. 30,000 DWT





PRODUK DAN JASA USAHA

Business Products and Services

Dalam perkembangannya, Perseroan secara konsisten dan berkesinambungan melakukan inovasi produk dan pengembangan pabrik berbasis teknologi. Bermula dari produksi pupuk berbasis Nitrogen, Perseroan mengembangkan kemampuannya untuk memproduksi pupuk berbasis fosfat, dan kemudian berkembang lagi ke arah produksi pupuk majemuk. Dari berbagai langkah inovasi dan pengembangan pabrik yang dilakukan, Perseroan telah bermetamorfosis dari sekadar pabrik pupuk menjadi industri pupuk terlengkap dan terbesar di Indonesia yang juga memproduksi produk non pupuk. Perseroan mampu menerjemahkan *inventiveness* (daya temu) ke dalam proses perancangan dan pemasaran produk sehingga tercapai target peningkatan teknologi sekaligus proses komersialisasi penemuan yang inovatif menjadi produk-produk unggulan yang kompetitif di pasar global.

Produk hasil inovasi PG meliputi, Phonska, Phonska Plus, NPK Kebomas, SP-26, ZK, Petro Nitrat, Petro Ningrat, Petro Niphos, Phonska Alam, ZA Plus, Phosgreen, Petro Cane, Phonska Cair, Petro Bio Fertil (pupuk hayati), Petro Gladiator padat dan cair (biodekomposer), Petro Fish (probiotik untuk ikan dan udang), Petro Chick (probiotik ternak unggas), Petro Biofeed (probiotik ternak ruminansia), Phonska Oca Plus (pupuk organik cair lengkap), dan Pupuk Organik Granul Petroganik Premium. Perseroan juga mampu mengolah hasil samping dari produksi pupuk menjadi produk yang bermanfaat seperti kapur pertanian dan Petro CAS (*Gypsum* Pertanian). Dikombinasikan dengan profesionalisme yang terus ditempa, keunggulan kompetitif ini menjadikan Perseroan sebagai pemimpin dalam industri yang ditekuninya. Produk yang dihasilkan Petrokimia Gresik terdiri dari produk pupuk, produk non pupuk, produk inovasi, dan produk lain-lain.

Throughout its development, the Company has consistently pursued product innovation and technology-based plant development. The Company began by producing Nitrogen-based fertilizers, subsequently progressed to Phosphate-based fertilizers, and finally to compound fertilizers. Through various stages of innovation and plant development, the Company has evolved from a fertilizer plant to the most complete and largest fertilizer industry in Indonesia, producing non-fertilizer products as well. The Company is able to translate inventiveness into engineering processes and product marketing, thereby achieving the technology improvement target as well as the process of commercializing innovative inventions into competitive, superior products on a global scale.

Products resulting from PG innovation include Phonska, Phonska Plus, NPK Kebomas, SP-26, ZK, Petro Nitrate, Petro Ningrat, Petro Niphos, Phonska Alam, ZA Plus, Phosgreen, Petro Cane, Phonska Liquid, Petro Bio Fertil (biological fertilizer), Petro Gladiator solid and liquid (biodecomposer), Petro Fish (probiotic for fish and shrimp), Petro Chick (probiotic for poultry), Petro Biofeed (probiotic for ruminant livestock), Phonska Oca Plus (complete liquid organic fertilizer), and Petroganik Granule Organic Fertilizer Premium. The Company can also convert by-products from fertilizer production into useful products such as agricultural lime and Petro CAS (Agricultural Gypsum). This competitive advantage, combined with continued professionalism, places the company as an industry leader. Petrokimia Gresik's products include fertilizer, non-fertilizer, innovation, and other products.



PRODUK PUPUK FERTILIZER PRODUCT



Pupuk NPK Phonska 15-10-12 Phonska NPK Fertilizer 15-10-12

Pupuk Majemuk NPK bersubsidi dengan formula seimbang sehingga mampu meningkatkan produksi dan kualitas panen, menjadikan batang lebih tegak, kuat dan dapat mengurangi risiko rebah, memperbesar ukuran buah, umbi dan biji-bijian.

Subsidized NPK Compound Fertilizer has a balanced formula to increase production and harvest quality, make stems straighter and stronger, reduce the risk of falling over, and increase the size of fruit, tubers, and seeds.



Pupuk Urea Urea Fertilizer

Pupuk Urea merupakan pupuk sumber hara Nitrogen yang berguna untuk membuat tanaman lebih hijau segar, mempercepat dan meningkatkan pertumbuhan tanaman (tinggi tanaman, jumlah cabang, dan jumlah anakan).

Urea fertilizer is a nitrogen fertilizer that is useful for making plants look fresher and greener, as well as accelerating and increasing plant growth (plant height, number of branches, and number of saplings).



Pupuk ZA ZA Fertilizer

Membuat tanaman lebih hijau segar, mempercepat dan meningkatkan pertumbuhan tanaman (tinggi tanaman, jumlah cabang, dan jumlah anakan), meningkatkan kualitas hasil panen, meningkatkan produksi hasil tebu dan hablur gula (rendemen).

It makes plants greener and fresher, accelerates and increases plant growth (plant height, number of branches, and number of tillers), increases the protein content of crop yields, and increases sugar cane and sugar crystal production (yield).



Pupuk Super Fosfat SP-36 Super Phosphate Fertilizer SP-36

Pupuk Majemuk NPK bersubsidi dengan formula seimbang sehingga mampu meningkatkan produksi dan kualitas panen, menjadikan batang lebih tegak, kuat dan dapat mengurangi risiko rebah, memperbesar ukuran buah, umbi dan biji-bijian.

Subsidized NPK Compound Fertilizer has a balanced formula to increase production and harvest quality, make stems straighter and stronger, reduce the risk of falling over, and increase the size of fruit, tubers, and seeds.



Pupuk SP-26 SP-26 Fertilizer

SP-26 merupakan merupakan pupuk sumber Phospat dengan kandungan P2O5 26% yang berfungsi berguna untuk memacu pertumbuhan akar dan sistem perakaran yang baik, memacu pembentukan bunga dan pemasakan buah.

SP-26 is a phosphate-based fertilizer with a 26% P2O5 content that promotes root growth and root system health, as well as flower formation and fruit ripening.



Pupuk ZK
ZK Fertilizer

Pupuk ZK merupakan pupuk Kalium yang berguna untuk membantu meningkatkan kualitas & kuantitas buah hasil panen, membuat tanaman lebih tegak dan kokoh, memperbaiki warna, aroma, rasa, dan mengurangi penyusutan selama penyimpanan.

ZK fertilizer is a potassium fertilizer that helps improve the quality and quantity of harvested fruit, makes plants straighter and stronger, improves color, aroma, and taste, and reduces shrinkage during its storage.



Pupuk Phonska Plus
Phonska Plus Fertilizer

Pupuk Majemuk NPK yang diperkaya sulfur dan zink yang mampu meningkatkan efisiensi dan efektivitas pemupukan, meningkatkan jumlah, serta mutu hasil panen.

NPK Compound Fertilizer enriched with Sulfur and Zinc, which can improve fertilization efficiency and effectiveness while also increasing crop yield quantity and quality.



Pupuk NPK Kebomas
NPK Kebomas Fertilizer

Pupuk Majemuk NPK berbagai jenis formula sesuai kebutuhan konsumen yang mampu meningkatkan hasil panen, meningkatkan kualitas pane dan meningkatkan daya tahan tanaman buah selama penyimpanan.

NPK Compound Fertilizer comes in a variety of formulas tailored to consumer needs, which can increase harvest yields, improve crop quality, and increase the durability of fruit plants during storage.



Pupuk NPK Petro Ningrat
Petro Ningrat Fertilizer

Pupuk Majemuk NPK yang memiliki unsur hara yang sesuai dengan kebutuhan tanaman hortikultura, memperbaiki warna, aroma, rasa dan merangsang pertumbuhan umbi dan buah, sangat cocok untuk lahan kering dan memiliki kandungan Chlor yang rendah yang cocok untuk tanaman tembakau.

NPK Compound Fertilizer, which has nutrients that benefit horticultural plants, improves color, aroma, taste, and stimulates the growth of tubers and fruit. It is ideal for dry land and has a low chlorine content, making it suitable for tobacco plants.



Pupuk NPK Petro Nitrat
NPK Petro Nitrate Fertilizer

Pupuk Majemuk NPK yang mengandung Nitrogen bentuk Nitrat, unsur hara tersedia bagi tanaman, kandungan hara NPK seimbang dan sangat sesuai untuk tanaman hortikultura.

NPK Compound Fertilizer contains nitrogen in the form of nitrate, which is a nutrient available to plants. The NPK nutrient content is balanced and ideal for horticultural crops.



Pupuk Petro Niphos
Petro Niphos Fertilizer

Merupakan pupuk Majemuk dengan kandungan hara N dan P yang meningkatkan efisiensi dan efektivitas penggunaan pupuk dan memiliki kandungan hara sulfur untuk meningkatkan jumlah dan mutu hasil panen.

It is a compound fertilizer that contains N and P nutrients, increasing fertilizer efficiency and effectiveness, as well as sulfur nutrients, which increase crop yield quantity and quality.



Petro Ponic Petroponic

Petro ponik merupakan nutrisi hidroponik yang mengandung unsur hara makro, dan hara mikro lengkap yang cocok untuk budi daya tanaman sayuran secara hidroponik.

Petroponics is a hydroponic nutrient that contains all the macronutrients and micronutrients necessary for hydroponic vegetable cultivation.



Pupuk ZA Plus ZA Plus Fertilizer

Pupuk ZA yang diperkaya unsur hara zink yang Mampu memacu pertumbuhan jumlah anakan, tinggi tanaman dan banyaknya daun. Selain itu mampu meningkatkan mutu hasil panen dengan memperbaiki warna, aroma, rasa, dan besar buah/umbi; serta menjadikan tanaman lebih tahan terhadap serangan hama atau penyakit.

ZA fertilizer contains zinc nutrient, which can stimulate the growth of tillers, plant height, and the number of leaves. Furthermore, it can improve crop quality by improving the color, aroma, taste, and size of the fruit/tuber, as well as making plants more resistant to pests and diseases.



Pupuk Phosgreen Phosgreen Fertilizer

Pupuk Phosgreen merupakan sumber hara fosfat dengan kandungan P₂O₅ 20% yang mampu meningkatkan mutu hasil panen dengan memperbaiki warna, aroma, rasa, dan besar buah atau umbi serta memacu pertumbuhan akar dan membentuk sistem perakaran yang baik, memiliki unsur hara Ca dan S bagi tanaman.

Phosgreen fertilizer is a source of phosphate nutrients with a P₂O₅ content of 20%, which can improve the quality of crop yields by improving the color, aroma, taste, and size of fruit or tubers, as well as spurring root growth and forming a good root system, having Ca and S nutrients for plants.



Pupuk Phonska Alam Phonska Natural Fertilizer

Phonska Alam merupakan produk pupuk majemuk pertama dengan kandungan bahan-bahan mineral alami sebagai sumber N (dalam bentuk nitrat maksimal 5%), P (minimal 10%), dan K (minimal 10%) yang telah mendapatkan sertifikat organik dan berlogo Organik Indonesia. Phonska Alam adalah rangkaian pupuk yang dibutuhkan dalam sistem pertanian organik khususnya untuk komoditas organik pangan, hortikultura dan perkebunan.

Phonska Alam is the first compound fertilizer product containing natural mineral ingredients as a source of N (in the form of nitrate, maximum 5%), P (minimum 10%), and K (minimum 10%), which has received an organic certificate and has the Indonesian Organic logo. Phonska Alam is a series of fertilizers needed in organic farming systems, especially for organic food, horticulture, and plantation commodities. quality, make stems straighter and stronger, reduce the risk of falling over, and increase the size of fruit, tubers, and seeds.



Pupuk Petro Cane Petro Cane Fertilizer

Petro Cane mengandung unsur hara makro primer (NPK) dan makro sekunder (Mg, Ca, S) serta unsur hara mikro (Zn, B, Cu, Mn) untuk memacu pertumbuhan dan kesuburan tanaman tebu, serta meningkatkan mutu dan kualitas hasil panen tanaman tebu.

Petro Cane contains primary macronutrients (NPK), secondary macronutrients (Mg, Ca, and S), and micronutrients (Zn, B, Cu, and Mn) that promote sugarcane plant growth and fertility while also improving crop quality and yield.



Pupuk Phonska Cair **Phonska Liquid Fertilizer**

Phonska Cair mengandung unsur hara N (minimal 10%), P (minimal 8%) dan K (minimal 3%) serta diperkaya Magnesium (Mg), Unsur Mikro, dan ZPT untuk memacu pertumbuhan tunas, akar, batang, daun, pembungaan, hingga pematangan. Phonska Cair larut sempurna dalam air sehingga mudah diserap melalui daun tanaman.

Liquid Phonska contains N (minimum 10%), P (minimum 8%), and K (minimum 3%), as well as magnesium (Mg), micro elements, and ZPT to promote shoot, root, stem, and leaf growth, flowering, and fertilization. Liquid Phonska dissolves completely in water and is easily absorbed through plant leaves.



Pupuk Petroganik Premium **Premium Petroganic Fertilizer**

Petroganik Premium adalah pupuk organik padat berbentuk granula yang diperkaya unsur hara. Berperan dalam memperbaiki kualitas dan sifat fisik, kimia, dan biologis tanah, serta membantu meningkatkan pertumbuhan dan produktivitas tanaman.

Petroganik Premium is a solid organic fertilizer that comes in the form of enriched granules of nutrients. Improves soil quality and physical, chemical, and biological properties while also promoting plant growth and productivity.



Pupuk Organik Cair Phonska Oca Plus **Liquid Organic Fertilizer Phonska Oca Plus**

Pupuk organik berbentuk cair lengkap yang dapat menyediakan bahan organik, hara makro, hara mikro (Fe, Cu, Zn, Mn, Mo, dan B), hara lainnya (Si dan Mg) yang diperlukan bagi tanaman, serta diperkaya dengan biostimulan (IAA, sitokinin, giberelin, asam humat, asam fulvat) dan mikroba fungsional yang dapat menyediakan hara dan mengefektifkan penyerapan hara sehingga meningkatkan produktivitas tanaman, sesuai untuk tanaman pangan, hortikultura, dan *urban farming*.

Complete liquid organic fertilizer that can provide organic material, macro nutrients, micro nutrients (Fe, Cu, Zn, Mn, Mo, and B), and other nutrients (Si and Mg) required by plants and is enriched with biostimulants (IAA, cytokinins, gibberellins, humic acid, and fulvic acid) and functional microbes that can provide nutrients and improve nutrient absorption, thereby increasing plant productivity, is suitable for food crops, horticulture, and urban farming.



Pupuk Hayati Petro Bio Fert **Biofertilizer Petro Bio Fert**

Pupuk hayati majemuk berbentuk padat/granul yang mengandung mikroba fungsional penambat nitrogen dan penghasil zat tumbuh (*Azospirillum*, *Azotobacter*, dan *Pseudomonas*), pelarut fosfat (*Aspergillus* dan *Penicillium*) dan perombak bahan organik (*Streptomyces*) dapat meningkatkan efektivitas penyerapan hara, meningkatkan kesuburan biologis tanah, sesuai untuk semua jenis tanah dan tanaman, ramah lingkungan, dan aman bagi tanaman.

Compound biological fertilizer in solid/granular form containing functional microbes that fix nitrogen and produce growth substances (*Azospirillum*, *Azotobacter*, and *Pseudomonas*), phosphate solubilizers (*Aspergillus* and *Penicillium*), and organic matter decomposers (*Streptomyces*) can increase the effectiveness of nutrient absorption, increase soil biological fertility, be suitable for all types of soil and plants, be environmentally friendly, and be safe for plants.



Pupuk Hayati Petro Gladiator **Biofertilizer Petro Gladiator**

Pupuk hayati majemuk berbentuk padat (serbuk) dan cair yang berfungsi sebagai biodekomposer mengandung *Trichoderma* sebagai kapang lignoselulolitik dan pengendali patogen tular tanah (biofungisida alami), perombak bahan organik (*Bacillus* dan *Streptomyces*), serta penghasil asam dan pelarut fosfat (*Lactobacillus*).

Compound biological fertilizer in solid (powder) and liquid form that acts as a biodecomposer, containing *Trichoderma* as a lignocellulolytic mold and controlling soil-borne pathogens (natural biofungicide), decomposing organic matter (*Bacillus* and *Streptomyces*), and producing phosphate acid and solvent (*Lactobacillus*).



PRODUK NON PUPUK NON-FERTILIZER PRODUCT



Amoniak (SNI 06-0045-1987)

Digunakan untuk pembuatan pupuk, asam nitrat, amonium nitrat, amonium klorida, soda ash, hidrazine, dan lain sebagainya.

Used for the manufacture of fertilizers, nitric acid, ammonium nitrate, ammonium chloride, soda ash, hydrazine, etc.



Asam Sulfat(SNI 06-0030-1996)

Asam Sulfat merupakan bahan baku pembuatan pupuk (ZA, SP-36 & Asam Fosfat), *bleaching earth* & *accu*, serta membantu proses kristalisasi & pengaturan pH pada pembuatan MSG.

Sulfuric acid is a raw material used to produce fertilizers (ZA, SP-36, and Phosphoric Acid), bleaching earth, and accu, as well as to help in the crystallization process and pH control of MSG production.



Asam Fosfat(SNI 06-2575-1992)

Asam Fosfat digunakan untuk pembuatan pupuk phosphate, bahan baku pembuatan STTP, pengolahan nira, *chemical cleaning*, bahan baku Lysine-HCL.

Phosphoric Acid is used for the manufacture of phosphate fertilizers, as a raw material for STTP production, processing sap, chemical cleaning, raw material for Lysine-HCL.



Alumunium Flouride(SNI 06-2603-1992)

Aluminium Fluoride merupakan bahan baku dalam proses peleburan aluminium dalam bentuk butiran bubuk.

Aluminum Fluoride is a raw material in the smelting process of aluminum in the form of powder grains.



Purified Gypsum (SNI 715:2016)

Purified Gypsum merupakan bahan baku pembuatan semen, *plasterboard*, dan bata ringan.

Purified Gypsum is a raw material for making cement, plasterboard, and light brick.



Neutralized Crude Gypsum (SNI 715: 2016)

Neutralized Crude Gypsum merupakan bahan baku pembuatan semen, *plasterboard*, dan bata ringan.

Neutralized Crude Gypsum is a raw material for the manufacture of cement, plasterboard, and light brick.



Dry Ice (SNI 06-0126-1987)

Digunakan sebagai pendingin dan pengawet makanan, ikan, sayur, buah, es krim, dan lain-lain.

Used as a refrigerant and preservative for food, fish, vegetables, fruit, ice cream, etc.



CO₂ Cair | CO₂ Liquid (SNI 06-2603-1992)

Digunakan dalam industri minuman berkarbonat, pengelasan/pengecoran, pemadaman kebakaran, pengawetan bahan makanan, dan lain-lain.

Used in the carbonate drink industry, welding/casting, fire fighting, food preservation, etc.



Nitrogen (SNI 06-0042-1987)

Berguna untuk pembuatan amonia, *cyanamide*, alat pemadam api ringan, pengawet bahan makanan, industri listrik, dan pembersihan peralatan pabrik.

It is useful for the manufacture of ammonia, cyanamide, light fire extinguishers, food preservatives, the electrical industry, and the cleaning of factory equipment.



Hidrogen Gas (SNI 06-0041-1987)

Hidrogen Gas merupakan bahan baku pembuatan amoniak, actanol, Hidrogen Peroksida (H₂O₂).

Hydrogen Gas is the raw material for the manufacture of ammonia, actanol, and Hydrogen Peroxide (H₂O₂).



Surfaktan | Surfactant

Green Surfactant (Methyl Ester Sulfonate) digunakan dalam penginjeksian EOR/IOR *lifting* sumur di Indonesia guna peningkatan *ultra low-IFT*, membentuk fasa tengah, efektivitas meningkat dengan waktu, tahan temperatur tinggi, *biodegradable*, dan *low toxicity*.

Green Surfactant (Methyl Ester Sulfonate) is used in injecting EOR/IOR lifting wells in Indonesia to increase ultra-low-IFT, form a middle phase, increase effectiveness with time, withstand high temperatures, biodegradability, and low toxicity.



Petro-Cas

Petro Cas merupakan pembenah tanah yang dapat memperbaiki sifat fisika dan kimia tanah, membantu pertumbuhan perakaran dan peningkatan produktivitas dan kualitas hasil panen.

Petro Cas is a soil conditioner that can improve the physical and chemical properties of soil, help root growth, and increase crop productivity and quality yields.



Kapur Pertanian KEBOMAS | KEBOMAS Agricultural Lime

Kapur pertanian berfungsi untuk menetralkan pH tanah, meningkatkan ketersediaan unsur hara dalam tanah, menetralkan senyawa-senyawa beracun, serta merangsang populasi dan aktivitas mikroorganisme tanah.

Agricultural lime neutralizes soil pH, increases nutrient availability in the soil, neutralizes toxic compounds, and stimulates the population & activity of soil microorganisms.



Probiotik Petro Fish | Petro Fish Probiotics

Probiotik berbentuk cair untuk perikanan khususnya ikan dan udang yang mengandung mikroba bermanfaat (*Lactobacillus*, *Nitrosomonas*, *Bacillus*, dan *Bacillus* spp) berfungsi untuk menyeimbangkan mikroflora saluran pencernaan ikan dan udang, memperbaiki serapan nutrisi sekaligus meningkatkan kesehatan dan pertumbuhan ikan dan udang, meningkatkan jumlah pakan alami, menstabilkan siklus hara ekosistem tambak, mempercepat penguraian sisa-sisa bahan organik, meningkatkan produktivitas hasil ikan dan udang, serta memperbaiki kualitas lingkungan tambak.

Liquid probiotics for fisheries, especially fish and shrimp, which contain beneficial microbes (*Lactobacillus*, *Nitrosomonas*, *Bacillus*, and *Bacillus* spp), function to balance the microflora of the digestive tract of fish and shrimp, improve nutrient uptake while improving the health and growth of fish and shrimp, increase the amount of natural feed, stabilize the nutrient cycle of the pond ecosystem, accelerate the decomposition of remaining organic materials, increase the productivity of fish and shrimp products, and improve the quality of the pond environment.



Probiotik Petro Biofeed | Petro Biofeed Probiotics

Probiotik berbentuk cair untuk ternak ruminansia (sapi, domba, dan kambing) mengandung mikroba bermanfaat (*Lactobacillus*, *Bacillus*, dan *Bacillus* spp) berfungsi untuk menambah kekebalan ternak dari serangan penyakit, memecah makanan menjadi massa otot, sehingga meningkatkan bobot badan ternak, memperbaiki serapan nutrisi dalam sistem pencernaan sehingga menambah nafsu makan, dan meningkatkan kemampuan mencerna protein sehingga dapat mengurangi bau pada kotoran ternak.

Liquid probiotics for ruminant livestock (cattle, sheep, and goats) containing beneficial microbes (*Lactobacillus*, *Bacillus*, and *Bacillus* spp.) that function to increase livestock immunity from disease attacks, break down food into muscle mass, increase livestock body weight, improve nutritional absorption in the digestive system, increase appetite, and increase the ability to digest protein, reducing the smell of livestock manure.



Probiotik Petro Chick | Petro Chick Probiotic

Probiotik berbentuk cair untuk ternak unggas (ayam, itik dan burung) mengandung mikroba bermanfaat (*Lactobacillus*, *Bacillus*, dan *Bacillus* spp) berfungsi menambah kekebalan unggas dari serangan penyakit, dibuat dari bahan organik sehingga aman dan sehat untuk unggas, mudah dan fleksibel dalam aplikasi, yaitu dapat dicampur langsung pada air minum atau pakan unggas, serta meningkatkan kemampuan mencerna protein menjadi massa otot untuk menambah bobot badan.

Liquid probiotics for poultry (chickens, ducks, and birds) contain beneficial microbes (*Lactobacillus*, *Bacillus*, and *Bacillus* spp) that function to increase poultry immunity from disease attacks, are made from organic ingredients, so they are safe and healthy for poultry, are easy and flexible in application, can be mixed directly into drinking water or poultry feed, and increase the ability to digest protein into muscle mass to increase body weight.

PRODUK & JASA USAHA, WILAYAH PEMASARAN & DISTRIBUSI, LAYANAN PENJUALAN, SISTEM DISTRIBUSI

1. PRODUK BARANG

- Heat Exchanger
- Rotary Drum NPK Plant (Dryer, Cooler, Coater & Granulator)
- Conveying System (Belt, Roll, Screw, Dragflight, & Bucket Elevator)
- Pressure Vessel & Tanki
- Stack System
- Vibrating Screen & Feeder
- Crusher
- Scrubbing System ZK Plant
- Steam Coil Heater
- Fan & Blowing System

2. PRODUK JASA

- Jasa Fabrikasi & Permesinan (Logam & Non Logam)
- Jasa Sewa Alat Berat (Crane)
- Operation & Maintenance Plant
- Jasa Perencanaan/Engineering
- Jasa Handling Equipment dan Konstruksi
- Jasa Laboratorium
- Jasa Tenaga Ahli & Konsultan Teknik
- Jasa Penyelenggaraan Diklat Teknik (K3, Inspeksi)
- Jasa Kalibrasi/Metrologi Industri
- Jasa Pemeliharaan Pabrik (Mekanik, Listrik, Instrumen, Bengkel & Non Logam)
- Jasa Inspeksi Peralatan Pabrik
- Jasa Instalasi & Commissioning Pabrik
- Jasa Reparasi & Supervise Peralatan Pabrik (Boiler, Valve, & Retubing)
- Jasa Loading & Unloading Catalyst

3. WILAYAH PENJUALAN

- Seluruh Wilayah Indonesia

KONTAK PEMASARAN

- E-mail: tekbis@petrokimia-gresik.com
- Lokasi: Jl. Jendral A. Yani, Gresik
- Telepon: 031-3982100 (Ext 5080 / 5081)
- WhatsApp: 085161993868

Pelanggan PG untuk segmen pupuk terdiri dari petani komoditas pangan, hortikultura, dan perkebunan. Sedangkan pada segmen non pupuk, pelanggan PG antara lain industri kimia, industri MSG, industri bahan baku pupuk, industri semen dan bata ringan, dan sebagainya.

BUSINESS PRODUCTS & SERVICES, MARKETING & DISTRIBUTION AREA, SALES SERVICES, DISTRIBUTION SYSTEM

1. PRODUCT ITEM

- Heat Exchanger
- Rotary Drum NPK Plant (Dryer, Cooler, Coater & Granulator)
- Conveying System (Belt, Roll, Screw, Dragflight & Bucket Elevator)
- Pressure Vessel & Tank
- Stack System
- Vibrating Screen & Feeder
- Crusher
- ZK Plant Scrubbing System
- Steam Coil Heater
- Fan & Blowing System

2. SERVICE PRODUCTS

- Fabrication & Machining Services (Metal & Non Metal)
- Heavy Equipment (Crane) Rental Services
- Operation & Maintenance Plant
- Engineering Services
- Equipment Handling and Construction Services
- Laboratory Services
- Service Experts & Technical Consultants
- Technical Education and Training Services (K3, Inspection)
- Industrial Calibration/Metrology Services
- Factory Maintenance Services (Mechanical, Electrical, Instrument, Workshop & Non Metal)
- Factory Equipment Inspection Services
- Factory Installation & Commissioning Services
- Repair & Supervise Services for Factory Equipment (Boiler, Valve & Retubing)
- Catalyst Loading & Unloading Services

3. SALES TERRITORY

- All Indonesian Territory

MARKETING CONTACT

- E-mail: tekbis@petrokimia-gresik.com
- Location: Jl. Jendral A. Yani, Gresik
- Telephone: 031-3982100 (Ext 5080 / 5081)
- WhatsApp: 085161993868

PG's customers for the fertilizer segment consist of food, horticulture, and plantation commodity farmers. Meanwhile, in the non-fertilizer segment, PG's customers include the chemical industry, the MSG industry, the fertilizer raw material industry, the cement and light brick industry, and others.



STRATEGI PEMASARAN DAN PANGSA PASAR

Marketing Strategy and Market Share

Hasil Survei Kepuasan Pelanggan tahun 2023 yang dikoordinasikan oleh PT Pupuk Indonesia (Persero) menunjukkan bahwa sebagian besar produk PG mendapat kategori Sangat Puas. Berikut merupakan rincian segmentasi komoditas, pasar konsumen, Indeks Kepuasan Pelanggan dan *Brand Awareness* Produk PG.

The results of the 2023 Customer Satisfaction Survey coordinated by PT Pupuk Indonesia (Persero) showed that most of PG's products were in the Very Satisfied category. Following are details of commodity segmentation, consumer market, Customer Satisfaction Index, and Brand Awareness of PG products:

a. Pupuk Subsidi

a. Subsidized Fertilizer

Jenis Pupuk Fertilizer Type	Nama Produk Product Name	Segmentasi Komoditas Commodity Segmentation			CSI*		Brand Awareness** (%)
		Pangan Food	Hortikultura Horticulture	Perkebunan Plantation	Nilai Value (%)	Keterangan Description	
Urea	Urea	√	√	√	93,83	Sangat Puas Very Satisfied	39,78
NPK	Phonska	√	√	√	88,88	Sangat Puas Very Satisfied	34,41

* CSI: *Customer Satisfaction Index* berdasarkan hasil Survei Kepuasan Pelanggan 2023

CSI: Customer Satisfaction Index based on the results of 2023 Customer Satisfaction Survey

** *Brand Awareness*: Gambaran sejauh mana sebuah merek dikenal oleh konsumen berdasar Hasil Survei Kepuasan Pelanggan 2023

Brand Awareness: An overview of the extent to which a brand is known by consumers based on the 2023 Customer Satisfaction Survey Results

b. Pupuk Non Subsidi

b. Non-subsidized Fertilizer

Jenis Pupuk Fertilizer Type	Nama Produk Product Name	Segmentasi Komoditas Commodity Segmentation			CSI*	
		Pangan Food	Hortikultura Horticulture	Perkebunan Plantation	Nilai Value (%)	Keterangan Description
Urea	Urea	√	√	√	96,97	Sangat Puas Very Satisfied
Ammonium Sulfat Ammonium Sulfate	ZA Petro	√	√	√	99,71	Sangat Puas Very Satisfied
	ZA Plus	√	√	√	97,21	Sangat Puas Very Satisfied
Fosfat Phosphate	SP-36	√	√	√	98,92	Sangat Puas Very Satisfied
	SP-26	√	√	√	99,63	Sangat Puas Very Satisfied
NPK	Phosgreen	√	√	√	100	Sangat Puas Very Satisfied
	Phonska Plus	√	√	√	97,67	Sangat Puas Very Satisfied
	NPK Kebomas	-	√	√	94,28	Sangat Puas Very Satisfied
	Petro Nitrat	-	√	-	97,62	Sangat Puas Very Satisfied
	Petro Ningrat	-	√	-	100	Sangat Puas Very Satisfied

Jenis Pupuk Fertilizer Type	Nama Produk Product Name	Segmentasi Komoditas Commodity Segmentation			CSI*	
		Pangan Food	Hortikultura Horticulture	Perkebunan Plantation	Nilai Value (%)	Keterangan Description
Majemuk Compound	Phonska Alam	√	√	-	99,44	Sangat Puas Very Satisfied
	Petro Niphos	-	√	√	95,71	Sangat Puas Very Satisfied
	Nitralite	√	√	√	96,25	Sangat Puas Very Satisfied
Kalium Potassium	ZK Petro	-	√	-	100	Sangat Puas Very Satisfied
Pembenah Tanah Soil Improvement	Kapur Pertanian	√	√	√	99,92	Sangat Puas Very Satisfied
	Petro Cas	√	√	√	99,64	Sangat Puas Very Satisfied

* CSI: *Customer Satisfaction Index* berdasarkan hasil Survei Kepuasan Pelanggan 2023
 CSI: *Customer Satisfaction Index* based on the results of 2023 Customer Satisfaction Survey

c. Produk Non Pupuk

c. Non-fertilized Products

Nama Produk Product Name	Pangsa Pasar Market Share	CSI*	
		Nilai Value (%)	Keterangan Description
Amoniak Ammonia	Industri MSG; Cold Storage; Industri Lem & Pengelolaan Karet MSG Industry; Cold Storage; Glue Industry & Rubber Management	98,16	Sangat Puas Very Satisfied
Asam Sulfat Sulfuric Acid	Industri MSG; Bahan Baku Tawas; Industri Bleaching earth & accu; Industri Tekstil, spiritus, utilitas pabrik; Bahan Baku Pupuk (ZA, SP-36, Asam Fosfat) MSG Industry; Alum Raw Materials; Bleaching earth industry & accu; Textile Industry, spirits, factory utilities; Fertilizer Raw Materials (ZA, SP-36, Phosphoric Acid)	92,86	Sangat Puas Very Satisfied
Crude Gypsum/NCG	Industri Bata Ringan Light Brick Industry	-	-
Purified Gypsum	Industri Semen & Bata Ringan Light Cement & Brick Industry	93,06	Sangat Puas Very Satisfied
AIF3	Industri Aluminium Aluminium Industry	100	Sangat Puas Very Satisfied
CO ₂ Cair	Industri Food & Beverage; Industri Pengelasan; Industri Rokok Food & Beverage Industry; Welding Industry; Cigarette Industry	-	-
Dry Ice	Industri Food & Beverage; Industri Hiburan Food & Beverage Industry; Entertainment Industry	100	Sangat Puas Very Satisfied
Asam Klorida	Industri MSG; Industri Logam; Industri Pembersih Porselen; Industri Limbah MSG Industry; Metal Industry; Porcelain Cleaning Industry; Waste Industry	-	-
Nitrogen Gas (Nmc)	Industri Kimia Chemical Industry	96,43	Sangat Puas Very Satisfied
Hidrogen Gas (Nmc)	Industri Kimia Chemical Industry	-	-

* CSI: *Customer Satisfaction Index* berdasarkan hasil Survei Kepuasan Pelanggan 2023
 CSI: *Customer Satisfaction Index* based on the results of 2023 Customer Satisfaction Survey



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WILAYAH OPERASIONAL

Operational Area



GUDANG DISTRIBUTION CENTRE (DC)

WAREHOUSE DISTRIBUTION CENTER

- SUMATERA UTARA (MEDAN) | NORTH SUMATERA (MEDAN)
- SUMATERA BARAT (PADANG) | WEST SUMATERA (PADANG)
- LAMPUNG | LAMPUNG
- SULAWESI SELATAN (MAKASSAR) | SOUTH SULAWESI (MAKASSAR)
- JAWA TIMUR (GRESIK) | EAST JAVA (GRESIK)



Wilayah Distribusi PUPUK BERSUBSIDI yang menjadi tanggung jawab PT Petrokimia Gresik

Distribution Area of SUBSIDED FERTILIZER which is the responsibility PT Petrokimia Gresik



SELURUH INDONESIA
THROUGHOUT INDONESIA



SELURUH INDONESIA
THROUGHOUT INDONESIA



SELURUH INDONESIA
THROUGHOUT INDONESIA

- Kecuali | Except:
- DKI JAKARTA
 - BANTEN
 - JAWA BARAT | WEST JAVA



SELURUH INDONESIA
THROUGHOUT INDONESIA

- Kecuali | Except:
- SUMATERA SELATAN | SOUTH SUMATRA
 - LAMPUNG
 - JAWA BARAT | WEST JAVA

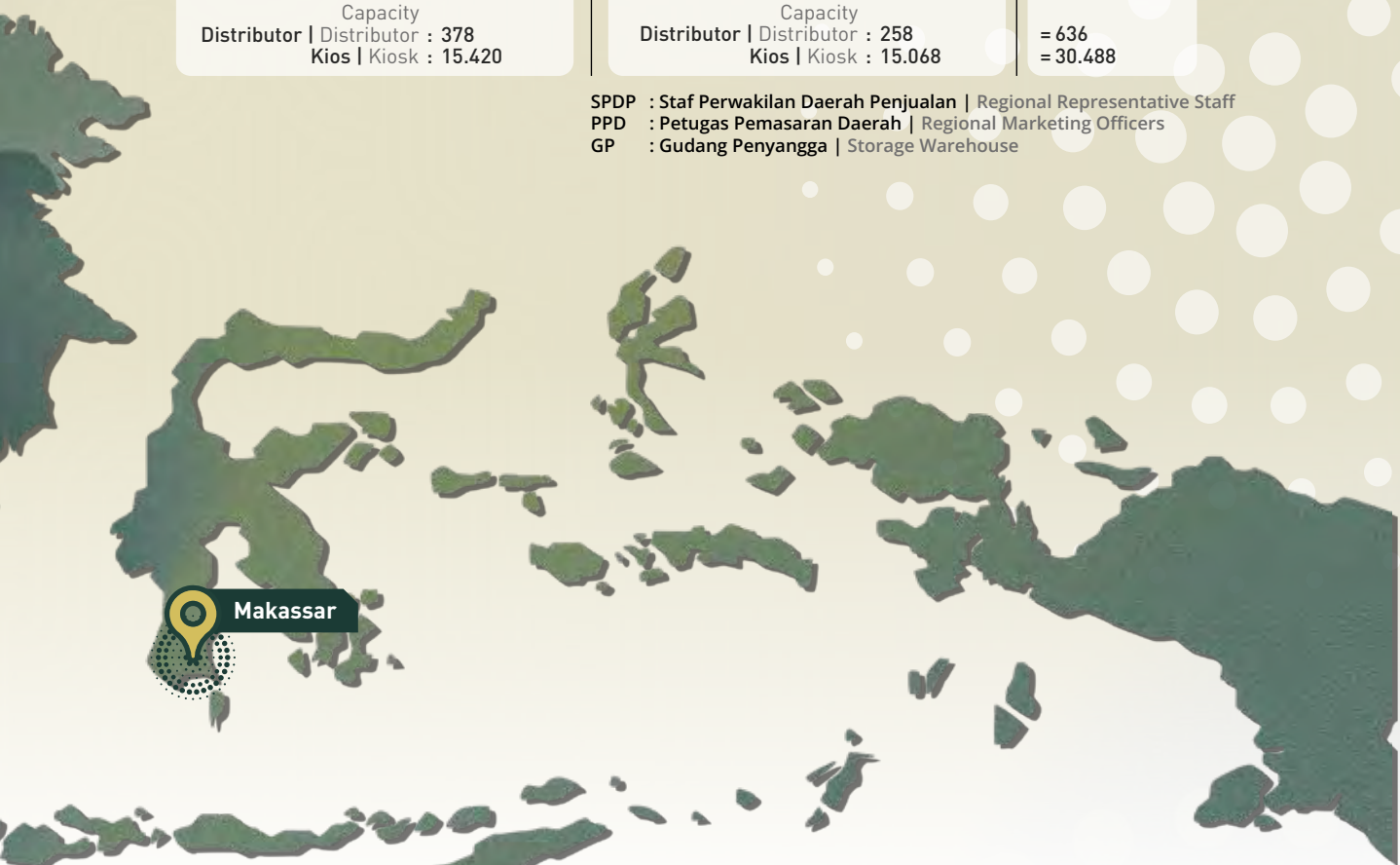
KABUPATEN | DISTRICT:
Bandung, Bandung Barat, Bekasi
Bogor, Cianjur Karawang,
Purwakarta, Subang Sukabumi,
Sumedang, Bandung.

KOTA | CITY:
Bandung, Bekasi, Cimahi,
Sukabumi, Depok ,Bogor



<p>Penunjang Distribusi Wilayah 1 (Jawa dan Bali) Distribution Support Region 1 (Java and Bali)</p>	<p>Penunjang Distribusi Wilayah 2 (Sumatera, Kalimantan, Sulawesi, dan Indonesia Timur) Distribution Support Region 2 (Sumatra, Kalimantan, Sulawesi, and East Indonesia)</p>	<p>Total Total</p>
<p>SPDP : 20 PPD : 97 GP : 178 Kapasitas GP : 579.896 ton Supporting Warehouse Capacity Distributor Distributor : 378 Kios Kiosk : 15.420</p>	<p>SPDP : 30 PPD : 89 GP : 179 Kapasitas GP : 374.861 ton Supporting Warehouse Capacity Distributor Distributor : 258 Kios Kiosk : 15.068</p>	<p>= 50 = 186 = 357 = 954.757 ton = 636 = 30.488</p>

SPDP : Staf Perwakilan Daerah Penjualan | Regional Representative Staff
PPD : Petugas Pemasaran Daerah | Regional Marketing Officers
GP : Gudang Penyangga | Storage Warehouse



JAWA TIMUR | EAST JAVA

di 24 Kabupaten | District/Kota | City:

- | | | | | | | |
|------------------|--|-----------------|--|-------------|--|--------------|
| KABUPATEN | | DISTRICT | | KOTA | | CITY: |
| - Bangkalan | | - Nganjuk | | - Blitar | | |
| - Blitar | | - Ngawi | | - Kediri | | |
| - Bojonegoro | | - Pacitan | | - Madiun | | |
| - Gresik | | - Pamekasan | | - Mojokerto | | |
| - Jombang | | - Ponorogo | | | | |
| - Kediri | | - Sampang | | | | |
| - Lamongan | | - Sumenep | | | | |
| - Madiun | | - Trenggalek | | | | |
| - Magetan | | - Tuban | | | | |
| - Mojokerto | | - Tulungagung | | | | |



11 PROVINSI DI INDONESIA
11 PROVINCES IN INDONESIA

WILAYAH PEMASARAN

Marketing Area



WILAYAH PEMASARAN PUPUK

Fertilizer Marketing Area



PUPUK UREA

Urea Fertilizer

China, Filipina, India, Korea Selatan, Malaysia, Mexico, Sri Lanka, Taiwan, Vietnam.



Mexico



PUPUK ZK

ZK Fertilizer

Afrika Selatan, Saudi Arabia, India, Australia, Pakistan, Korea Selatan, Uni Emirates Arab



PUPUK PETROGANIK

Petroganik Fertilizer

Filipina



NPK PETROGANIK

NPK Fertilizer

India, Filipina



WILAYAH PEMASARAN NON-PUPUK
Non-Fertilizer Marketing Area



ALUMINIUM FLORIDE
India, Jepang, Montenegro



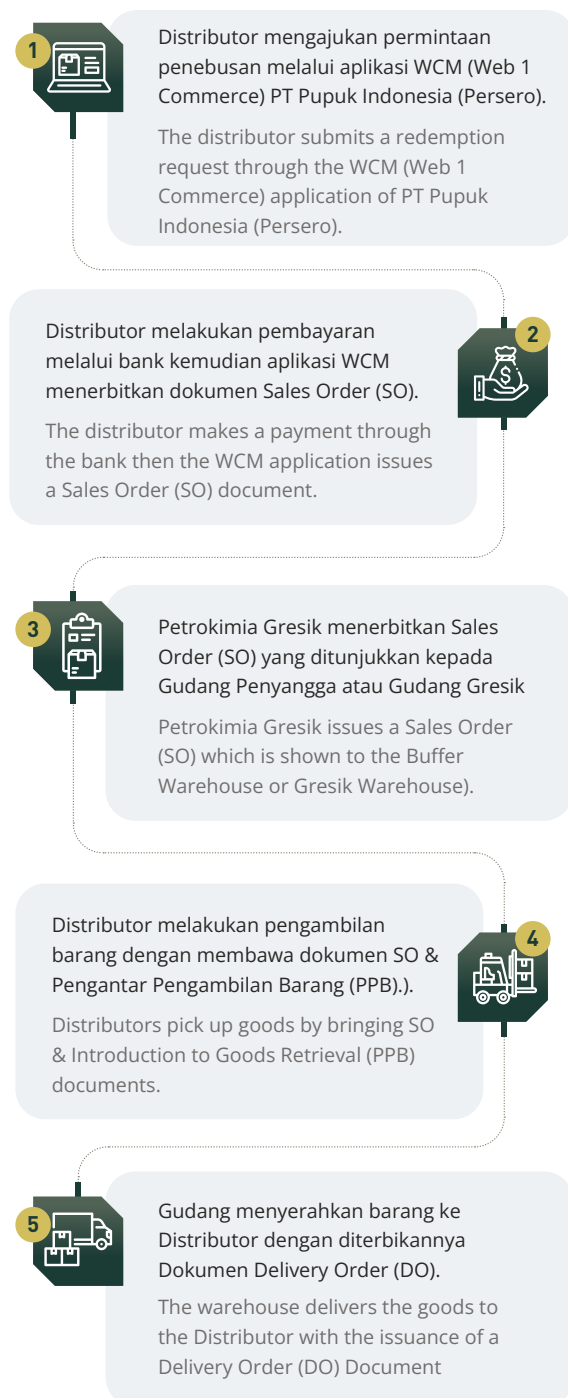
PHOSPHORIC ACID
India

LAYANAN PENJUALAN

Sales Services

PELAYANAN PENJUALAN PUPUK SUBSIDI

Subsidized Fertilizer Sales Service



PELAYANAN PENJUALAN PUPUK NON-SUBSIDI

Subsidized Fertilizer Sales Service





SISTEM DISTRIBUSI

Distribution System

ALUR DISTRIBUSI Distribution Flow

UNTUK DAERAH YANG DI COVER GUDANG GRESIK

(Tanpa melalui Gudang Penyangga)

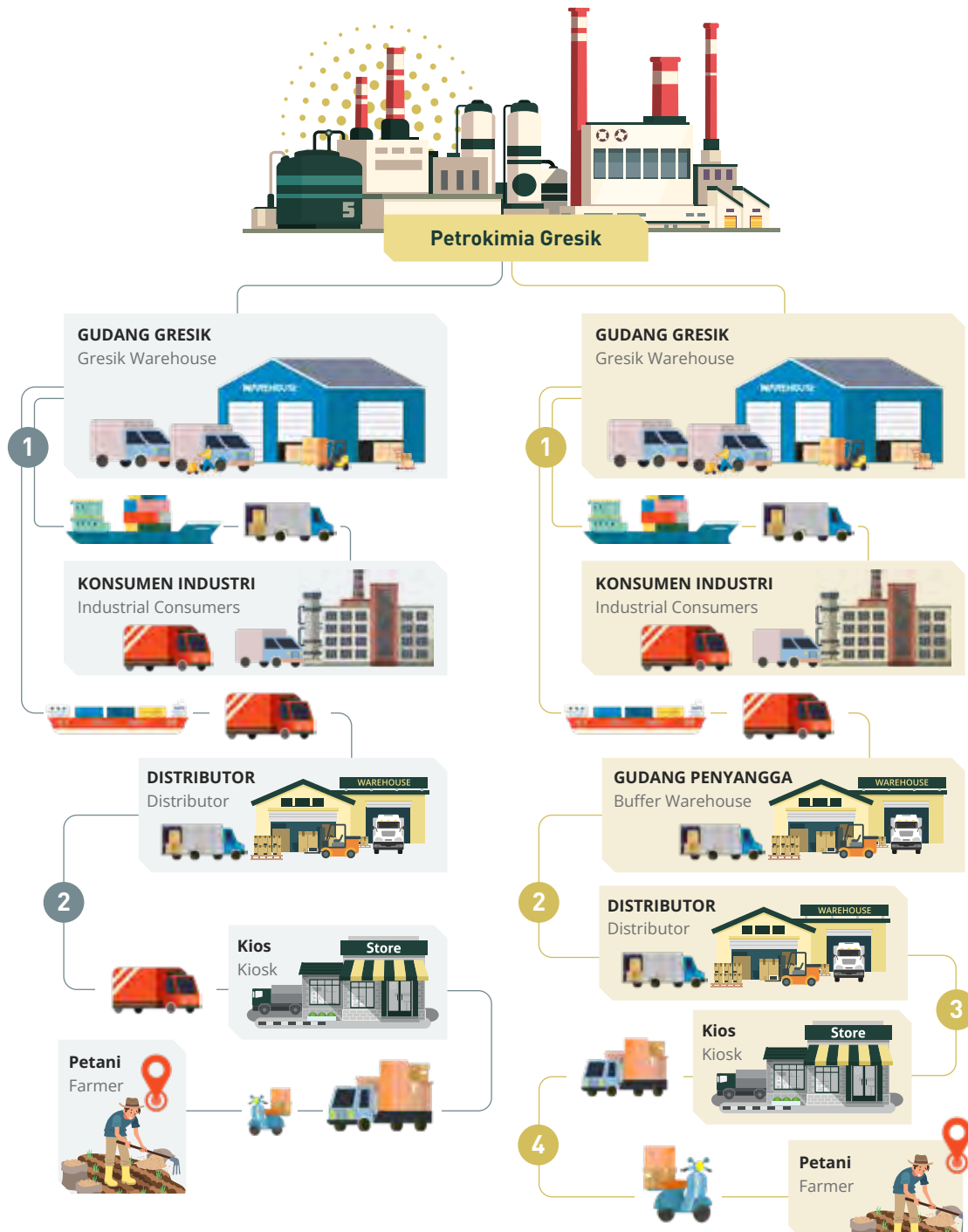
For areas covered in Gresik Warehouse (Without going through the buffer warehouse)

ALUR DISTRIBUSI Distribution Flow

UNTUK DAERAH YANG DI COVER GUDANG PENYANGGA

(Melalui Gudang Penyangga)

For the area covered in the buffer warehouse (Via Buffer Warehouse)



KOMPOSISI PEMEGANG SAHAM

Shareholder Composition

No.	Nama Pemegang Saham Shareholders Name	Jumlah Kepemilikan Saham (lembar) Total Ownership (share)	Persentase Kepemilikan Percentage (%)
Pemegang Saham dengan Kepemilikan Saham 5% atau Lebih Shareholders with 5% or more ownership			
1	PT Pupuk Indonesia (Persero)	6.599.835	99,9975
Pemegang Saham dengan Kepemilikan Saham kurang dari 5% Shareholders with Share Ownership less than 5%			
2	Yayasan Petrokimia Gresik	165	0,0075

INFORMASI PEMEGANG SAHAM UTAMA

PT Pupuk Indonesia (Persero) adalah perusahaan induk untuk Badan Usaha Milik Negara (BUMN) yang bergerak dalam bidang pupuk di Indonesia. PT Pupuk Indonesia (PI) memiliki saham di Petrokimia Gresik sebesar 99,9975% dan seluruh saham PI dimiliki oleh Pemerintah Indonesia.

KEPEMILIKAN SAHAM OLEH DEWAN KOMISARIS DAN DIREKSI

Tidak ada anggota Dewan Komisaris maupun Direksi yang memiliki saham di Perseroan baik secara langsung maupun tidak langsung.

MAJOR SHAREHOLDER INFORMATION

PT Pupuk Indonesia (Persero) is a holding company for State-Owned Enterprises (SOEs) engaged in the fertilizer industry in Indonesia. PT Pupuk Indonesia (PI) has 99.9975% shares in Petrokimia Gresik and all of the PI shares are owned by the Government of Indonesia.

SHARE OWNERSHIP OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

None of the members of the Board of Commissioners or the Board of Directors have shares in the Company, either directly or indirectly.



99,9975%
PT PUPUK INDONESIA (Persero)



**PETROKIMIA
GRESIK**
Solusi Agroindustri

0,0025%
YAYASAN PETROKIMIA GRESIK

**KEPEMILIKAN SAHAM OLEH DEWAN
KOMISARIS DAN DIREKSI:**

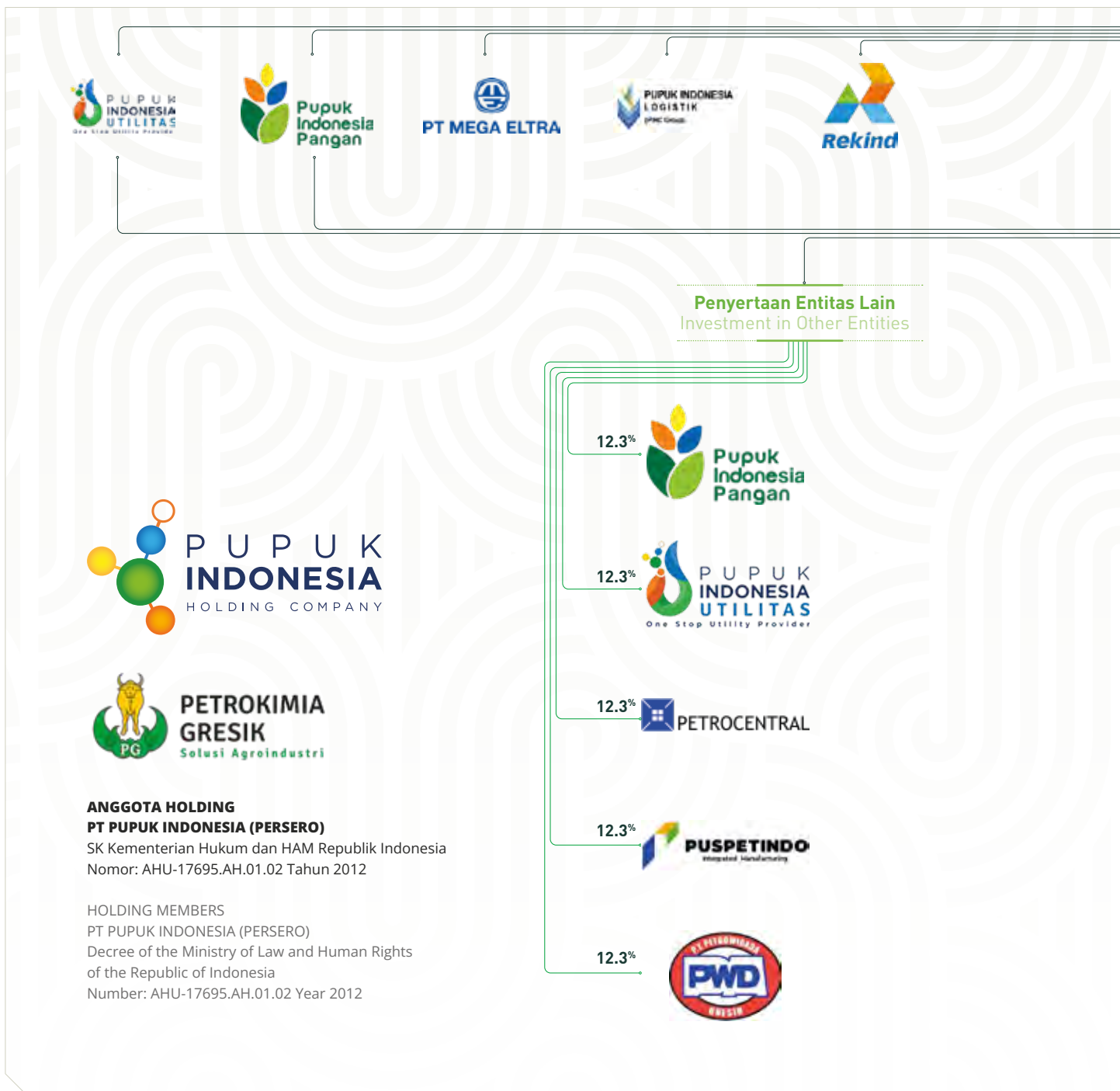
Tidak ada anggota Dewan Komisaris maupun Direksi yang memiliki saham di Perusahaan baik secara langsung maupun tidak langsung.

**SHARE OWNERSHIP BY THE BOARD OF
COMMISSIONERS AND BOARD OF DIRECTORS:**

None of the members of Board of Commissioners or Directors has shares in the Company either directly or indirectly.

STRUKTUR GRUP KEPEMILIKAN SAHAM PADA ANAK PERUSAHAAN DAN AFILIASI

Shareownership Group Structure in Subsidiaries and Affiliates





Entitas Anak
Subsidiaries



PETROSIDA GRESIK



PETROKIMIA
KAYAKU

Entitas Asosiasi
Associates



PT PETRONIKA

Joint Venture



INFORMASI ENTITAS ANAK, PATUNGAN, DAN ASOSIASI

Information on Subsidiaries, Joint Ventures, and Associates

ENTITAS ANAK Subsidiaries



PETROSIDA GRESIK

PT PETROSIDA GRESIK

Alamat | Address:

Jl. KIG Raya Utara Kavling O, No. 5, Gresik 61151

Telp : (031) 3981553, (031) 3985541, (031) 3985542

Fax : (031) 3981653, (031) 3982761

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Frederik Alexander Tumbuan,
SH No. 43 tanggal 24 Juni 1983.
Based on the Notary Deed of Frederik Alexander
Tumbuan, SH No. 43 dated 24 June 1983.

Bidang Usaha | Business fields:

Formulator Industri Perdagangan Pestisida dan Pupuk serta penyediaan jasa
litbang di bidang produk perlindungan tanaman dan industri kimia.

Pesticides and Fertilizer Trading Industry Formulators as well as the provision of
R&D services in the field of plant Protection products and the chemical industry.

KAPASITAS PRODUKSI

Production Capacity

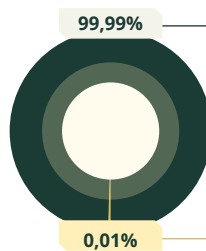
Insektisida	6.000	Klt/Ton per tahun Klt/Ton per year
Herbisida	18.000	Klt/Ton per tahun Klt/Ton per year
Fungisida	700	Ton per tahun Tons per year
Zat Pengatur Tumbuh	100	Ton per tahun Tons per year
Produk Bio	1.350	Ton per tahun Tons per year

Kepemilikan | Ownership

PT PETROSIDA GRESIK

Modal Dasar | Authorized capital
Rp39.000.000.000

Modal Disetor | Paid-up capital
Rp9.751.000.000
terdiri atas 9.751 lembar saham
consisting of 9,751 shares



PT Petrokimia Gresik
9.750 lembar

**Koperasi Karyawan Keluarga Besar
Petrokimia Gresik: 1 lembar**

IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS

(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	1.008.541	990.382	981.406	1.097.917	1.318.863
Omzet Turnover	970.777	1.104.621	1.313.942	1.215.035	1.167.410
Laba Bersih Net Income	(21.574)	10.757	27.646	15.364	21.760

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner

Hendriarto (Non PG)

Komisaris | Commissioner

Alif Rodhiyan (PG)

Komisaris | Commissioner

Koko Sudiro (PG)

DIREKSI | DIRECTORS

Direktur Utama | President Director

Widodo Heru Sulistyو (PG)

Direktur Keuangan | Director of Finance

Pandu Hida Swaraga (PG)

Direktur Operasional | Director of Operations

Achmad Zaid (PG)

MANAJEMEN MANAGEMENT



ENTITAS ANAK
Subsidiaries



PT PETROKIMIA KAYAKU

Alamat | Address:
Jl. Jendral A. Yani, Gresik 61101
Telp : (031) 398 1815; 398 1831
Fax : (031) 398 1830; 398 1831

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Ny Sri Soetengsoe Abdoel Sjoekoer, S.H., No. 3 tanggal 18 Februari 1976.
Based on the Notary Deed of Mrs. Sri Soetengsoe Abdoel Sjoekoer, S.H., No. 3, dated February 18, 1976.

Bidang Usaha | Business fields:
Formulator Pestisida.
Pesticide Formulator.

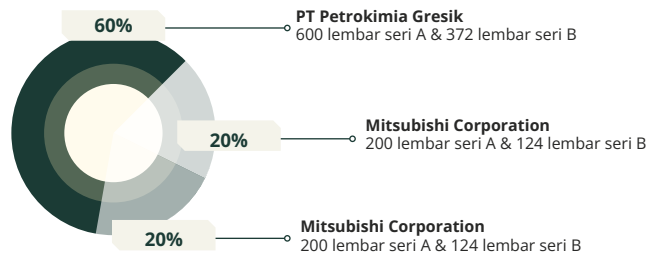
KAPASITAS PRODUKSI
Production Capacity

Cair I	3.200 Liter per tahun year	Rodentisida	2.500 Kg per tahun year
Cair II	2.000 Liter per tahun year	WP	1.300 Kg per tahun year
Flowable	900 Liter per tahun year	Hayati Granule	10.000 Kg per tahun year
Peptisida II	24.800 Liter per tahun year	Butiran A	17.000 Kg per tahun year
Butiran B	2.500 Kg per tahun year		

Kepemilikan | Ownership
PT PETROKIMIA KAYAKU

Modal Dasar | Authorized capital
Rp1.016.400.000

Modal Disetor | Paid-up capital
Rp1.016.400.000
1.000 lembar saham Seri A
@ Rp. 415.000 per lembar
620 lembar saham Seri B
@ Rp. 970.000 per lembar



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	970.080	975.684	892.409	858.628	828.531
Omzet Turnover	1.000.073	1.144.897	1.015.483	864.729	824.474
Laba Bersih Net Income	87.501	93.426	86.160	70.193	239.783

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Tatang Hernas Soerawidjaja (Non PG)
Komisaris Commissioner	Ryosuke Bessho (Non PG)
Komisaris Commissioner	Musyafaur Rahman (Non PG)
Komisaris Commissioner	Joanes Joko (Non PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Ashari (PG)
Direktur Komersial Director of Commercial	Muammar Ma'arif (PG)
Direktur Operasional Director of Operations	Iqbal Wahyudi (PG)

PATUNGAN
Joint Ventures



PT PETROJORDAN ABADI

Alamat | Address:
Jl. Raya Roomo-Manyar, Gresik 61151
Telp : (031) 399 1887
Fax : (031) 399 1886

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Lolani Kurniati Irdham Idroes,
S.H., LLM No. 3 tanggal 24 September 2010.
Based on the Notary Deed Lolani Kurniati Irdham
Idroes, S.H., LLM No. 3, dated September 24, 2010.

Bidang Usaha | Business fields:
Produsen Asam Fosfat.
Phosphoric Acid Producers.

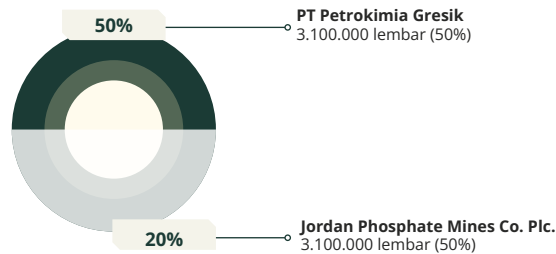
KAPASITAS PRODUKSI	Asam Sulfat	600.000	MT/Ton
Production Capacity	Asam Fosfat	200.000	MT/Ton

Kepemilikan | Ownership

PT PETROJORDAN ABADI

Modal Dasar | Authorized capital
USD62.000.000

Modal Disetor | Paid-up capital
USD62.000.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(USD ribu | USD thousand)

	2023	2022	2021	2020	2019
Aset Assets	203.833	220.684	206.368	200.321	209.138
Omzet Turnover	183.486	276.143	151.851	109.582	117.147
Laba Bersih Net Income	7.177	24.462	1.459	(6.666)	(5.801)

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	HE Mr. Mohammad Moh'd K. Thneibat (Non PG)
Komisaris Commissioner	PS Gahlaut (Non PG)
Komisaris Commissioner	Tovino Afar (PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Saiful Arif (PG)
Direktur Keuangan Director of Finance	Editha Hasiani (PG)
Direktur Operasional Director of Operations	Anwar Mustafa (Non PG)



ENTITAS ASOSIASI
Associated Entity



PT KAWASAN INDUSTRI GRESIK

Alamat | Address:
Jl. Tridharma 3, Gresik 61121
Telp : (031) 398 4271; 398 4472
Fax : (031) 398 2117

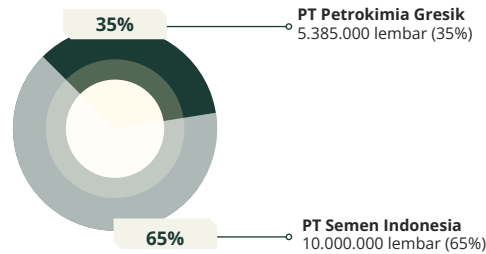
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Ny. Nurlaily Adam, S.H.,
No. 145 tanggal 20 November 1990
Based on the Notary Deed Ny. Nurlaily Adam, S.H.,
No. 145, dated November 20, 1990

Bidang Usaha | Business fields:
Formulator Pestisida.
Pesticide Formulator.

Kepemilikan | Ownership
PT KAWASAN INDUSTRI GRESIK

Modal Dasar | Authorized capital
Rp60.000.000.000

Modal Disetor | Paid-up capital
Rp15.385.000.000
PT Petrokimia Gresik
5.385.000 lembar (35%)
PT Semen Indonesia
10.000.000 lembar (65%)



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	535.614	458.478	449.121	411.051	395.418
Omzet Turnover	131.178	69.847	102.891	58.604	79.124
Laba Bersih Net Income	62.556	27.363	51.448	14.253	36.489

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner: Nikolaus Gere (Non PG)

Komisaris | Commissioner: Hadi Setiadi (Non PG)

DIREKSI | DIRECTORS

Direktur Utama | President Director: Setyo Nugroho Haribowo (Non PG)

Direktur | Director: Arief Wahyutomo (PG)

ENTITAS ASOSIASI
Associated Entity



PT PETRONIKA

Alamat | Address:
Jl. Prof. Moch. Yamin, SH, Gresik 61119
Telp : (031) 395 1956
Fax : (031) 398 1955

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Soeleman Ardjasmita, S.H.,
No. 30 tanggal 14 September 1983.
Based on the Notary Deed of Soeleman Ardjasmita,
SH No. 30, dated September 14, 1983

Bidang Usaha | Business fields:
Produsen Dioctyl Pthalate (DOP).
Dioctyl Pthalate (DOP) Producers.

KAPASITAS PRODUKSI
Production Capacity

Dioctyl Pthalate

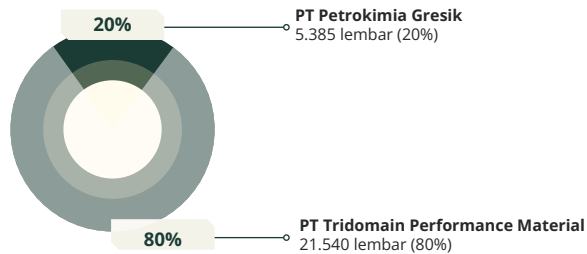
34.000 Ton per tahun | year

Kepemilikan | Ownership

PT PETRONIKA

Modal Dasar | Authorized capital
USD13.462.500

Modal Disetor | Paid-up capital
USD13.462.500
PT Petrokimia Gresik
5.385 lembar (20%)
PT Tridomain Performance Material
21.540 lembar (80%)



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(USD ribu | USD thousand)

	2023	2022	2021	2020	2019
Aset Assets	23.336	25.234	31.336	32.758	38.563
Omzet Turnover	36.371	51.497	68.205	64.986	119.727
Laba Bersih Net Income	662	2.120	3.222	438	1.238

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner: Ratna Irsana

Komisaris | Commissioner: Hendro Waskito

Komisaris | Commissioner: Choi Choon Ha

DIREKSI | DIRECTORS

Direktur Utama | President Director: Restu Pribadi

Direktur | Director: Indra Saptana Chaidrata

Direktur | Director: Bambang Sutriaji



ENTITAS ASOSIASI
Associated Entity



PT PUPUK INDONESIA UTILITAS

Alamat | Address:
Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jl. Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (031) 344 6678
Fax : (031) 344 6678

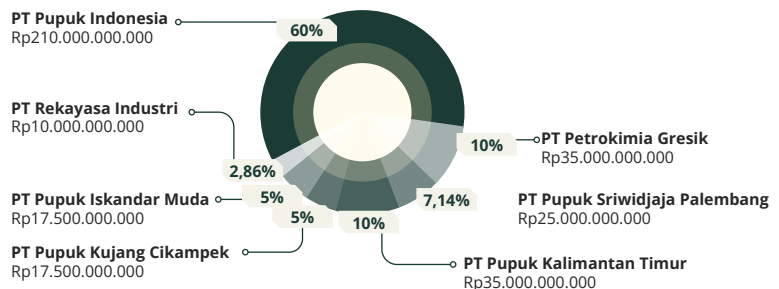
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Nanda Fauz Iwan, S.H., M.Kn.
No. 11 tanggal 18 Agustus 2014.
Based on the Notary Deed of Nanda Fauz Iwan, S.H.,
M.Kn No. 11, dated August 18, 2014.

- Bidang Usaha** | Business fields:
- a. Industri di bidang pembangkitan tenaga listrik dan instalasi pembangkit uap air
 - b. Perdagangan berupa penyaluran daya listrik dan uap air dan distribusi peralatan pembangkitan di bidang energi yang berhubungan dengan produk-produk di atas.
 - c. Pembangunan di bidang ketenagalistrikan dan instalasi pembangkit uap air .
 - d. Jasa melaksanakan studi penelitian, pengembangan, desain engineering, konstruksi, dan jasa teknis lainnya.
- a. Industry focused on electricity power generation and water steam installation.
 - b. Trade involves distributing electric power and water vapor, as well as the distribution of energy generation equipment related to these products.
 - c. Development in the electricity sector and water steam generator installations.
 - d. Research studies service, development service, engineering design service, construction service, and other technical services.

Kepemilikan | Ownership
PT PUPUK INDONESIA UTILITAS

Modal Dasar | Authorized capital
Rp400.000.000.000

Modal Disetor | Paid-up capital
Rp100.000.000.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	1.665.018	1.637.660	1.651.787	1.649.563	1.607.949
Omzet Turnover	921.720	787.660	757.088	936.613	858.631
Laba Bersih Net Income	147.185	92.802	114.762	136.541	150.022

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner: Sumiyana Sukandar
Komisaris | Commissioner: Dana Sudjana

DIREKSI | DIRECTORS

Direktur Utama | President Director: Agus Subekti
Direktur Keuangan | Director of Finance: Nuri Kristiawan
Direktur Operasional | Director of Operations: Anis Ernani

PENYERTAAN ENTITAS LAIN

Investment in Other Entity

PT PETROCENTRAL



Alamat | Address:
Jl. Raya Roomo Gresik
Telp : (031) 398 2536, 398 1736
Fax : (031) 398 2776

Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Soeleman Ardjasmita, S.H.,
No. 4 tanggal 3 Maret 1986.
Notary Deed of Soeleman Ardjasmita, S.H., No. 4,
dated March 3, 1986.

Bidang Usaha | Business fields:
Produsen Sodium Tri Poli Phosphate.
Sodium Tri Poli Phosphate Producers.

KAPASITAS PRODUKSI

Production Capacity

Sodium Tri Poli Phosphate

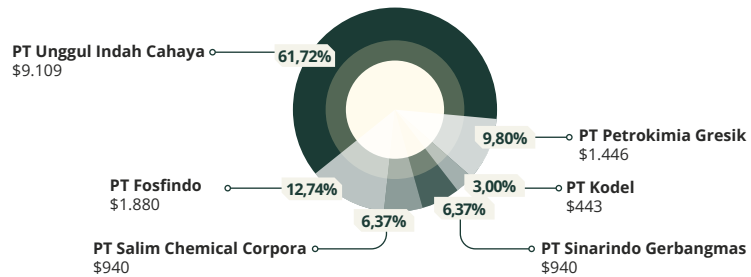
30.000 Ton per tahun | year

Kepemilikan | Ownership

PT PETROCENTRAL

Modal Dasar | Authorized capital
USD28.762

Modal Disetor | Paid-up capital
USD14.759



IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	5.564	6.743	5.630	6.116	4.816
Omzet Turnover	9.195	7.733	13.105	22.964	21.040
Laba Bersih Net Income	(2.011)	(121)	289	(265)	(1.633)

MANAJEMEN

MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Eddy William Katuari
Komisaris Commissioner	Widodo Heru Sulisty
Komisaris Commissioner	Jimmy Masrin
Komisaris Commissioner	Muktar Widjaja
Komisaris Commissioner	Hanny Sutanto
Komisaris Commissioner	Djazoeli Sadhani
Komisaris Commissioner	Syarifah Nuly Nazlia

DIREKSI | DIRECTORS

Direktur Utama President Director	Yani Alifen
Direktur Director	Lily Setiadi
Direktur Director	Setiawan Budi Satoto
Direktur Director	Emmanuel Pudji Astut
Direktur Director	Handoyo Sutanto



PENYERTAAN ENTITAS LAIN
Investment in Other Entity

PT PUSPETINDO



Alamat | Address:
Manyar Raya Resort Blok A1/07
Jalan Raya Sukomulyo Gresik 61101
Telp: (031) 99103048

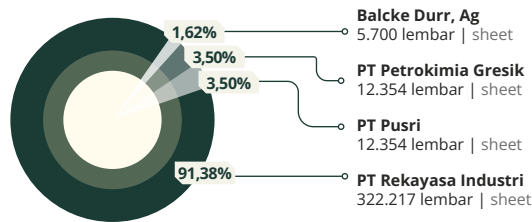
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Soeleman Ardjasmita, S.H.
No. 30 tanggal 22 Maret 1990.
Based on the Notary Deed of Soeleman Ardjasmita,
S.H. No. 30, dated March 22, 1990.

Bidang Usaha | Business fields:
Bergerak di bidang jasa pelayanan *engineering* (*engineering services*) dan
manufaktur peralatan industri.
Engineering services and industrial equipment manufacturing.

Kepemilikan | Ownership
PT PUSPETINDO

Modal Dasar | Authorized capital
Rp51.000.000.000

Modal Disetor | Paid-up capital
Rp40.590.080.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	83.459	126.232	131.284	106.359	106.359
Omzet Turnover	79.831	108.983	102.682	179.130	132.141
Laba Bersih Net Income	948	131.263	405	3.968	4.824

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS BOARD OF COMMISSIONERS	
Komisaris Utama President Commissioner	Bachronsyah
Komisaris Commissioner	Wijaya Santoso
DIREKSI DIRECTORS	
Direktur Utama President Director	Gede Putu Yudasma
Direktur Director	Tjejep Nirwan Mustofa

PENYERTAAN ENTITAS LAIN
Investment in Other Entity



PT PUPUK INDONESIA PANGAN

Alamat | Address:
Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jl. Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (031) 344 6064
Fax : (031) 344 6064

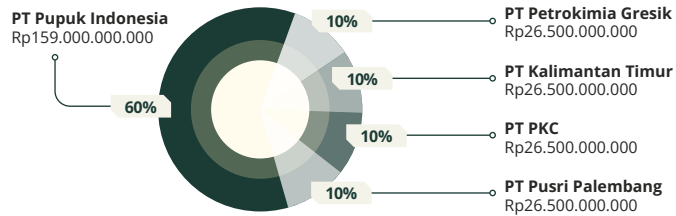
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Nanda Fauz Iwan, SH, M.Kn
No. 14 tanggal 30 April 2015.
Based on Notarial Deed of Nanda Fauz Iwan, SH, M.Kn
No. 14 dated April 30, 2015.

Bidang Usaha | Business fields:
Industri dan Perdagangan di Bidang Pertanian.
Industry and Trade in the Agricultural Sector.

Kepemilikan | Ownership
PT PUPUK INDONESIA PANGAN

Modal Dasar | Authorized capital
Rp700.000.000.000

Modal Disetor | Paid-up capital
Rp175.000.000.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	106.195	186.169	194.174	188.962	190.822
Omzet Turnover	76.957	182.361	177.487	166.826	108.049
Laba Bersih Net Income	(23.858)	(13.658)	(8.428)	(5.440)	(73.823)

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris | Commissioner Subhan

DIREKSI | DIRECTORS

Direktur Utama | President Director Budiono

Direktur | Director Sefi n Martadjaja

MANAJEMEN
MANAGEMENT



PENYERTAAN ENTITAS LAIN
Investment in Other Entity



PT PETROWIDADA

Alamat | Address:
Mayapada Tower 1 Lt. 8,
Jl. Jenderal Sudirman Kav. 28, Jakarta 12920

Alamat Pabrik | Factory Address:
Jl. Prof. Dr. Moh. Yamin S.H. PO.BOX.132 Roomo
- Manyar - Gresik 61151, Jawa Timur

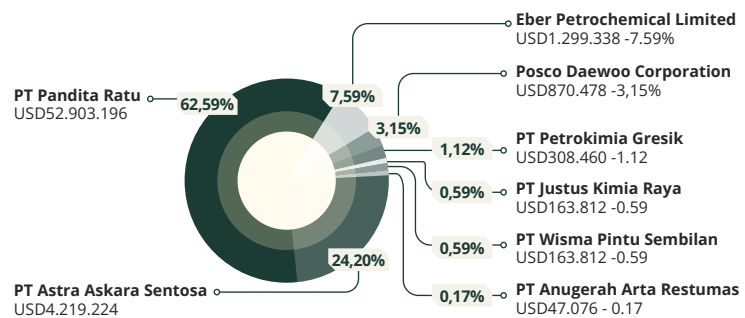
Pendirian Perusahaan | Company Establishment:
Berdasarkan Akta Notaris Abdul Kohar Djoefri, S.H.,
No. 17 tanggal 16 Oktober 1985.
Based on the Notary Deed of Abdul Kohar Djoefri, S.H.,
No. 17, dated October 16, 1985.

Bidang Usaha | Business fields:
Produsen kimia Phthalic Anhydride Phthalic Anhydride Chemical
Manufacturers.
Business Lines Phthalic Anhydride Chemical Producers.

Kepemilikan | Ownership
PT PETROWIDADA

Modal Dasar | Authorized capital
USD2.803.926.259
USD555.562.201 lembar saham seri A
@Rp211,50
USD2.248.364.058 lembar saham seri B
@Rp719,10

Modal Disetor | Paid-up capital
USD1.172.294.868
USD555.562.201 lembar saham seri A
USD616.732.667 lembar saham seri B



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS
(Rp juta | Rp million)

	2023	2022	2021	2020	2019
Aset Assets	99.631	101.830	108.331	103.526	94.022
Omzet Turnover	11.116	26.528	29.534	24.243	48.636
Laba Bersih Net Income	(9.754)	(9.086)	(10.111)	(579)	(3.270)

MANAJEMEN
MANAGEMENT

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Bindra Setya Utama
Komisaris Commissioner	Hendro Waskito
Komisaris Commissioner	Dimas Okky Nugroho

DIREKSI | DIRECTORS

Direktur Utama President Director	Andre Sylvestre
Direktur Director	Dana Paramita

YAYASAN PETROKIMIA GRESIK



YAYASAN PETROKIMIA GRESIK

Perseroan tidak hanya sebagai tempat berlangsungnya sistem produksi. Perseroan adalah sebuah keluarga di mana masing-masing anggota berkewajiban menjaga kesejahteraan keseluruhan anggota keluarga. Dalam konsep inilah, Petrokimia Gresik mendirikan “Yayasan Petrokimia Gresik”. Yayasan ini didirikan sebagai upaya Perseroan untuk lebih meningkatkan kesejahteraan karyawan dan pensiunan karyawan Petrokimia Gresik beserta keluarganya.

Yayasan Petrokimia Gresik didirikan pada tanggal 26 Juni 1965. Pada awalnya, yayasan ini bernama “Jajasan Kesusjahteraan Karyawan Projek Petro Kimia Surabaya”. Seiring dengan perkembangannya, Yayasan Petrokimia Gresik melakukan berbagai perubahan untuk semakin mengoptimalkan perannya dalam meningkatkan kesejahteraan anggotanya.

Dalam upaya mencapai tujuannya, Yayasan Petrokimia Gresik melakukan beberapa kegiatan yakni:

- Memberikan pinjaman uang program dana pendidikan kepada karyawan yang mempunyai anak yang masuk perguruan tinggi melalui jalur kemitraan.
- Menambah dan/atau meningkatkan kesejahteraan karyawan termasuk kesehatan karyawan dan pensiunan Petrokimia Gresik.
- Berpartisipasi pada kegiatan karyawan dengan memberikan bingkisan hari raya dan bantuan rekreasi kepada karyawan dan keluarganya.
- Memberikan bantuan kepada pensiunan Petrokimia Gresik baik pada saat peringatan hari-hari besar nasional maupun yang bersifat reguler.

The Company is more than just a place where production takes place. It is also a type of family in which all members are required to maintain the welfare of the welfare of the family. Based on this concept, PT Petrokimia Gresik established “Yayasan Petrokimia Gresik” (Petrokimia Gresik Foundation) with the goal of improving the welfare of Petrokimia Gresik employees and retired employees, as well as their families.

The Petrokimia Gresik Foundation was founded on June 26, 1965. Initially, it was called “Jajasan Kesusjahteraan Karyawan Projek Petro Kimia Surabaya”. Petrokimia Gresik Foundation went through a number of changes as it grew in order to better serve its members' welfare.

To achieve its goal, Yayasan Petrokimia Gresik conducts several activities, including:

- Provide educational loans to employees with children entering university through a partnership program.
- Improve the welfare of the employees, including the health of employees and retired employees at PT Petrokimia Gresik.
- Participate in employee activities by providing holiday gifts and leisure time to employees and their families.
- Provide support to PT Petrokimia Gresik retired employees during major national holidays and regular occasions.



KOPERASI KONSUMEN KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)



KOPERASI KONSUMEN KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K 3 P G)

Rasa solidaritas sangatlah penting dalam menciptakan suasana kerja yang kondusif, di mana suasana kerja yang kondusif merupakan salah satu faktor yang menunjang produktivitas karyawan. Peningkatan produktivitas karyawan mendukung peningkatan kinerja perusahaan.

Untuk menumbuhkan dan menjaga rasa solidaritas antar karyawan, Petrokimia Gresik mendirikan koperasi karyawan. Koperasi yang didirikan pada tanggal 13 Agustus 1983 bernama Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG) serta memiliki tujuan meningkatkan potensi, kemampuan, dan kesejahteraan anggota, khususnya karyawan beserta keluarganya. Dalam konteks ketentuan hukum kekinian, adanya K3PG merupakan wujud ketaatan Petrokimia Gresik terhadap Undang-Undang No 13 Tahun 2003 tentang tenaga kerja Pasal 101 ayat (1-4) yang mengatur mengenai fungsi koperasi karyawan sebagai upaya untuk meningkatkan kesejahteraan.

Selain berfungsi sebagai media untuk menjaga dan menumbuhkan solidaritas, keberadaan koperasi karyawan juga dapat membuka lapangan kerja dan kesempatan berusaha bagi masyarakat. Masyarakat sekitar dapat menjadi pemasok komoditas yang diperdagangkan di K3PG. Dari tahun ke tahun, anggota K3PG semakin meningkat. Hal ini menjadi indikator bahwa kehadiran K3PG semakin dirasakan manfaatnya.

ANAK PERUSAHAAN KOPERASI KONSUMEN KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)

Koperasi Simpan Pinjam dan Pembiayaan Syariah (KSPPS K3PG)

Bergerak dalam bidang simpan pinjam yang melayani pembiayaan kepada Anggota dengan sistem akad Musyarakah.

PT Petro Karya Niaga

Bergerak di bidang perdagangan, jasa dan pengangkutan.

A sense of solidarity is essential in creating a conducive working environment, which is one of the factors that encourage employee productivity. Increased employee productivity contributes to improved company performance.

Petrokimia Gresik established an employee cooperative to encourage and maintain employee solidarity. Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG), established on August 13, 1983, aims to increase the potential, abilities, and welfare of its members, particularly employees and their families. In the context of current legal provisions, the existence of K3PG is a form of Petrokimia Gresik's compliance with Law No. 13 of 2003 regarding labor Article 101 paragraphs (1-4), which regulates the function of employee cooperatives as an effort to improve welfare.

Apart from serving as a medium for maintaining and encouraging solidarity, employee cooperatives can also provide job and business opportunities in the community. The surrounding community may become a supplier of commodities traded in K3PG. K3PG membership has grown steadily over the years. This indicates that the presence of K3PG is becoming more recognized as beneficial.

KOPERASI KONSUMEN KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG) SUBSIDIARY

Savings and Loan Cooperatives and Sharia Financing

Engaged in the field of savings and loans that serve financing to members with the Musyarakah contract system.

PT Petro Karya Niaga

Engaged in trading, services and transport.

PT Petro Karya Mandiri

Bergerak di Bidang Pemasok Tenaga Kerja dan Pupuk Non Subsidi

Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG)

Pengurus Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG):

Awang Djohan Bachtiar : Ketua Pengurus
Sutrisno : Sekretaris Pengurus
Sigit Pribadi : Bendahara Pengurus

UNIT USAHA



TOKO

Ada dua unit toko yang menyediakan kebutuhan anggota dan masyarakat umum. Barang-barang yang tersedia meliputi makanan, minuman, alat elektronik, dan kebutuhan lainnya.



ALAT OLAHRAGA

Unit toko alat olahraga menyediakan alat-alat olahraga untuk anggota dan masyarakat umum. Unit ini melayani pembelian eceran dan partai besar.



STASIUN PENGISIAN BAHAN BAKAR

SPBU K3PG terletak di Jalan Dr. Wahidin Sudiro Husodo dan Bungah. SPBU menjual bahan bakar umum, LPG, dan pelumas.



UNIT SIMPAN PINJAM

Unit Simpan Pinjam melayani kegiatan simpan pinjam dan kredit beragunan.

PT Petro Karya Mandiri

Engaged in Labour and Non-Subsidised Fertiliser Supplier

Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG)

Management of the Koperasi Konsumen Karyawan Keluarga Besar Petrokimia Gresik (K3PG):

Awang Djohan Bachtiar : Chairman
Sutrisno : Executive Secretary
Sigit Pribadi : Treasurer Management

BUSINESS UNIT

STORE

There are two store units that provide for the needs of members and the general public. Available goods include food, beverages, electronic appliances, and other necessities.

SPORT STORE

The sports store provides sports equipment for members and the general public. The unit serves retail and wholesale purchases.

GAS STATION

K3PG gas station is located on Jalan Dr. Wahidin Sudiro Husodo and Bungah. The gas stations sell general fuel, LPG, and lubricants.

SAVINGS AND LOAN UNIT

The Savings and Loan Unit serves the activities of savings and loan, and mortgage.



BENGKEL

Menyediakan jasa *service* dan penjualan *spare part* sepeda motor untuk karyawan dan masyarakat umum.

WORKSHOP

Provide service and sales of motorcycle spare parts for employees and the general public.



PABRIK AIR MINUM

Menyediakan air minum dalam kemasan galon, botol dan gelas plastik untuk anggota dan masyarakat umum

DRINKING WATER FACTORY

Provide drinking water in gallons, bottles, and plastic cups for members and the general public.



TOKO BANGUNAN

Menyediakan material bahan bangunan bagi anggota dan masyarakat umum.

MATERIAL STORE

Provide building material for members and the general public.



PROPERTI

Penyediaan hunian bagi anggota dan masyarakat umum. Unit ini juga menyediakan jasa renovasi rumah.

PROPERTY

Providing housing for members and the general public. This unit also provides home renovation services.



DISTRIBUTOR PUPUK

Memberikan jaminan supply ata ketersediaan pupuk petani, baik pupuk subsidi maupun non subsidi.

FERTILIZER DISTRIBUTOR

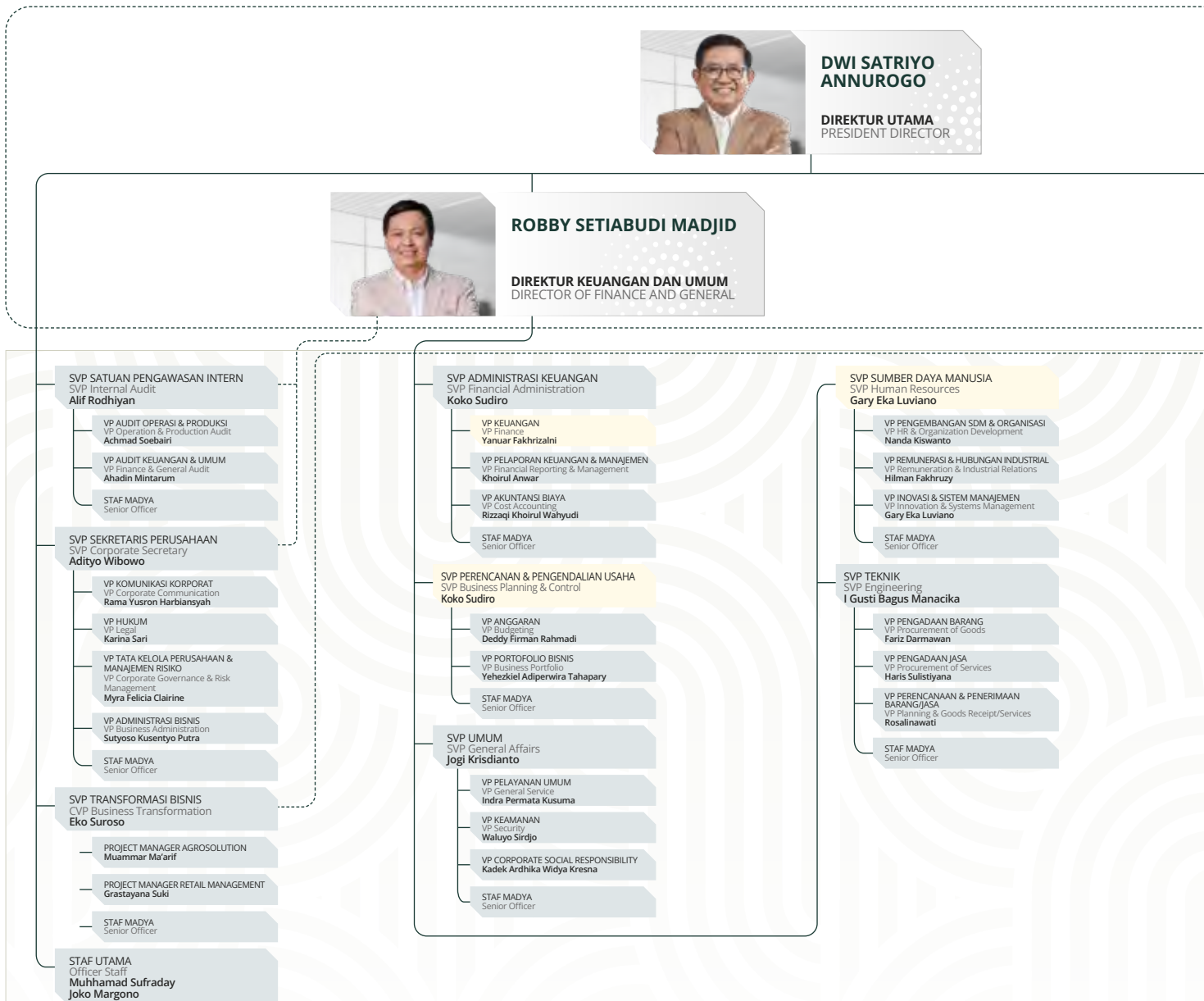
Guarantee the supply or availability of fertilizers for farmers, both subsidized and non-subsidized fertilizers.

STRUKTUR ORGANISASI

Company Organizational Structure

Struktur organisasi Perusahaan selama tahun 2023 adalah Struktur Organisasi yang mengacu pada Surat Keputusan Direksi No. 0041/B/ OT.00.02/03/SK/2022 tanggal 29 Maret 2022 tentang Perubahan Struktur Organisasi PT Petrokimia Gresik. Adapun struktur organisasi PT Petrokimia Gresik adalah sebagai berikut:

The Company's organizational structure for 2023 is the Organizational Structure, which refers to Directors' Decree No. 0041/B/OT.00.02/03/SK/2022 dated March 29, 2022, regarding Changes in the Organizational Structure of PT Petrokimia Gresik. The organizational structure of PT Petrokimia Gresik is as follows:



Keterangan | Description

----- Garis Koordinator Antar Jabatan | Line of Coordination between Offices

— Garis Komando Antar Jabatan | Line of Command between Offices

Data per Desember 2023 | Data as of December 2023

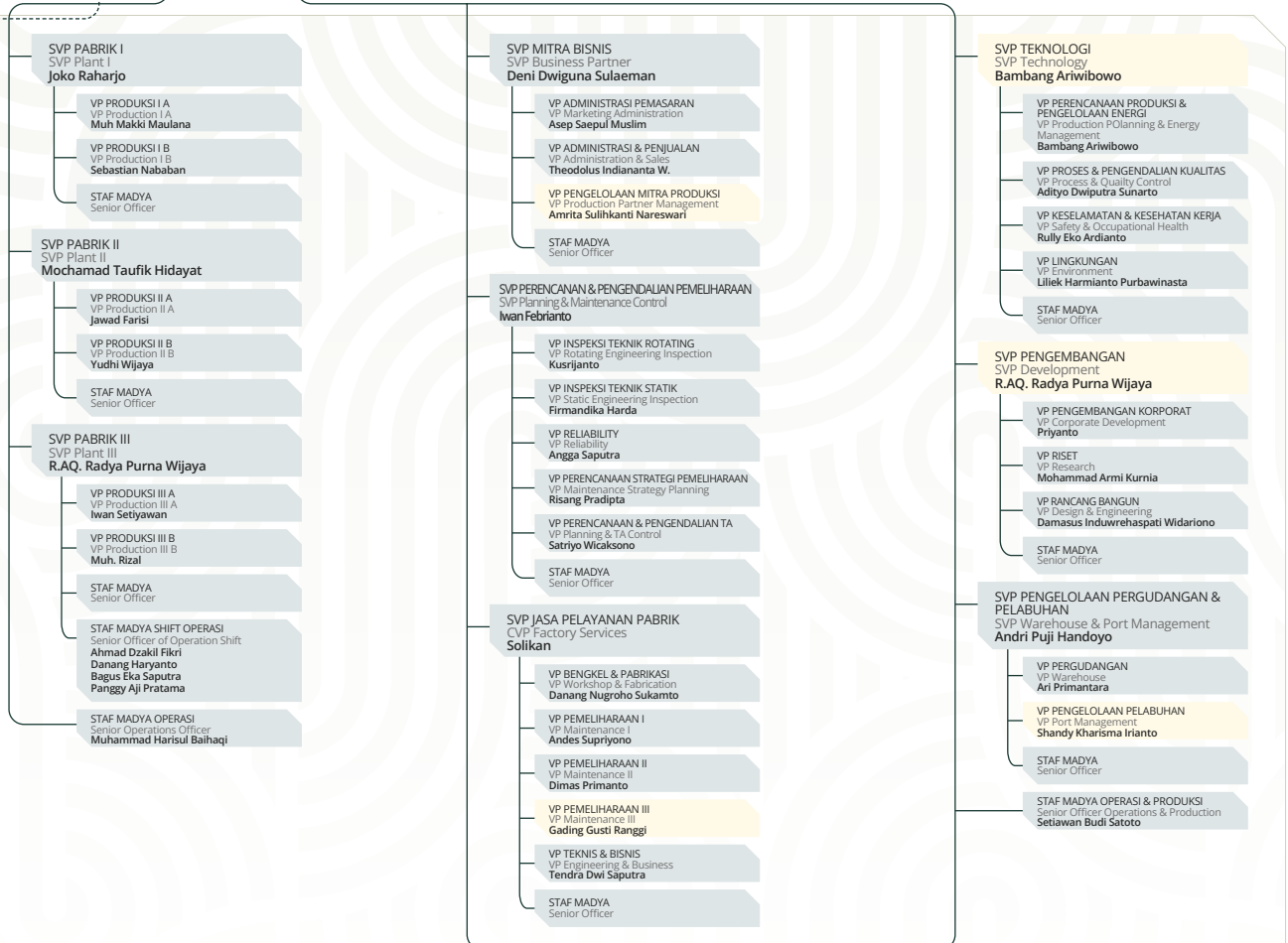
◻ Pemangku Tugas Sementara (Pts) | Temporary Task Force (Pts)

◻ Pejabat Definitif | Definitive Official



DIGNA JATINGSIH

DIREKTUR OPERASI DAN PRODUKSI
DIRECTOR OF OPERATIONS AND PRODUCTION



PROFIL DEWAN KOMISARIS

Profile of the Board of Commissioners



T. NUGROHO PURWANTO

Komisaris Utama
President Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth

Yogyakarta, 30 Agustus 1953
Yogyakarta, August 30, 1953

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Surabaya

Usia | Age

70 tahun pada akhir tahun buku 2023
70 years as per end of fiscal 2023

Diangkat menjadi Komisaris Utama PT Petrokimia Gresik sejak tanggal 25 Agustus 2020 sampai sekarang berdasarkan Akta Notaris Lumassia, S.H. No. 14 tanggal 25 Agustus 2020.

Appointed as President Commissioner of PT Petrokimia Gresik since August 25, 2020 until now based on the Notary Deed of Lumassia, S.H. No. 14 dated August 25, 2020,

Meraih gelar Sarjana Ekonomi Jurusan Akuntansi dari Universitas Gadjah Mada Yogyakarta (1981). Mengawali karier di PT Petrokimia Gresik sejak tahun 1981 dengan menempati berbagai posisi jabatan, di antaranya sebagai Direktur Keuangan (2004–2010), dan Direktur Komersial (2011–2015). Pernah menjabat sebagai Presiden Komisaris PT Petrokimia Kayaku, dan Presiden Komisaris PT Petrosida Gresik. Tahun 2021 menjabat sebagai Komisaris PT Petro Oxo Nusantara (PT PON).

He obtained a Bachelor of Economics degree majoring in Accounting from Gadjah Mada University Yogyakarta (1981). He began his career at PT Petrokimia Gresik in 1981 and has held various positions, including Finance Director (2004–2010) and Commercial Director (2011–2015). He previously served as President Commissioner of PT Petrokimia Kayaku and PT Petrosida Gresik. In 2021, he served as Commissioner of PT Petro Oxo Nusantara (PT PON).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Komisaris PT Petro Oxo Nusantara.

CONCURRENT POSITION

Commissioner of PT Petro Oxo Nusantara.

SERTIFIKASI

Certified Risk Executive Leader (CREL).

CERTIFICATION

Certified Risk Executive Leader (CREL).



BIN NAHADI

Komisaris
Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth

Boyolali, 12 Februari 1976
Boyolali, February 12, 1976

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Jakarta

Usia | Age

47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 27 Januari 2021 sampai sekarang berdasarkan ctkta Notaris Lumassia, S.H. No. 02 Tanggal 27 Januari 2021.

Appointed as Commissioner of PT Petrokimia Gresik from January 27, 2021, to the present based on the Notary Deed of Lumassia, S.H. No. 02, January 27, 2021.

Meraih gelar sarjana terapan di bidang Akuntansi dari Sekolah Tinggi Akuntansi Negara (STAN), menyelesaikan Master of Business Administration di University of The Thai Chamber of Commerce, dan menyelesaikan Ph.D Asia Pacific Studies di Ritsumeikan Asia Pacific University (2013). Ditunjuk sebagai Asisten Deputy Bidang Keuangan sejak tanggal 9 Juni 2020 berdasarkan Keputusan Menteri BUMN No. SK-170/MBU/05/2020 tentang Pemberhentian dan Pengangkatan dari dan dalam Jabatan Pimpinan Tinggi Pratama di Lingkungan Kementerian Badan Usaha Milik Negara. Karier sebelum menjabat sebagai Asisten Deputy Bidang Keuangan antara lain adalah sebagai Kepala Bidang Riset.

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

RANGKAP JABATAN

- Asisten Deputy bidang keuangan Kementerian BUMN
- Ketua Komite Audit PT Petrokimia Gresik

SERTIFIKASI

Certified Risk Executive Leader (CREL).

He obtained a Bachelor of Applied Science in Accounting degree from the State College of Accountancy (STAN), a Master of Business Administration from the University of the Thai Chamber of Commerce, and a Ph.D. in Asia Pacific Studies from Ritsumeikan Asia Pacific University (2013). Appointed as Assistant Deputy for Finance on June 9, 2020, pursuant to the Minister of SOE's Decree No. SK-170/MBU/05/2020 concerning Dismissal and Appointment from and in Primary High Leadership Positions within the Ministry of State-Owned Enterprises. Prior to his current position as Assistant Deputy for Finance, he was Head of Research.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

CONCURRENT POSITION

- Assistant Deputy for Finance at the Ministry of SOE
- Chairman of the Audit Committee of PT Petrokimia Gresik

CERTIFICATION

Certified Risk Executive Leader (CREL).



NOER FAJRIEANSYAH

Komisaris
Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth
Jakarta, 14 Februari 1983
Jakarta, February 14, 1983

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
40 tahun pada akhir tahun buku 2023
40 years as per end of fiscal 2023

Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 12 Juni 2021 sampai sekarang berdasarkan akta Notaris Lumassia, S.H. No. 15 Tanggal 12 Juni 2021.

Appointed as Commissioner of PT Petrokimia Gresik since June 12 2021 until now based on the Notary Deed of Lumassia, S.H. No. 15 dated June 12, 2021

Menyelesaikan pendidikan sarjana S1 Hukum di Universitas Indonesia (UI) dan pendidikan S2 Ilmu Administrasi di Universitas Prof. Dr. Moestopo. Mengawali kariernya sebagai Professional Staff CSR (Corporate Social Responsibility) (2007–2008) dan Professional Staff General Affair and External Relation (GA & ER) (2008–2009) di PT Antam Tbk, Senior Advisor di SKK Migas (2010–2013), Direktur Corporate Resources and Financial Officer di PT Perusahaan Perdagangan Indonesia (Persero) (2015–2017), Direktur Hubungan Strategis dan Kelembagaan PT Pos Indonesia (2017–2020), Direktur Hubungan Kelembagaan dan Transformasi IT PT Permodalan Nasional Madani (Persero) (2020–2021), Komisaris PT Hotel Indonesia Natour (2014–2015), Komisaris Utama PT Dharma Niaga Putera Steel (2016–2017), dan Komisaris Utama PT Pos Properti (2020).

He completed undergraduate studies in law at the University of Indonesia (UI), followed by a Master's degree in Administrative Sciences at Prof. University Dr. Moestopo. He began his career at PT Antam Tbk as Professional Staff CSR (Corporate Social Responsibility) (2007–2008), followed by Professional Staff General Affairs and External Relations (GA & ER) (2008–2009), Senior Advisor at SKK Migas (2010–2013), Director of Corporate Resources and Financial Officer at PT Perusahaan Dagang Indonesia (Persero) (2015–2017), Director of Strategic and Institutional Relations at PT Pos Indonesia (2017–2020), Director of Institutional Relations and IT Transformation at PT Permodalan Nasional Madani (Persero) (2020–2021), Commissioner of PT Hotel Indonesia Natour (2014–2015), President Commissioner of PT Dharma Niaga Putra Steel (2016–2017), and President Commissioner of PT Pos Properti in (2020).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Ketua Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik.

CONCURRENT POSITION

Chairman of the Nomination and Remuneration, GCG, and Risk Monitoring Committee of PT Petrokimia Gresik

SERTIFIKASI

Qualified Risk Governance Profesional (QRGP).

CERTIFICATION

Qualified Risk Governance Profesional (QRGP).



CECEP HERAWAN

Komisaris
Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth
Bandung, 15 Oktober 1966
Bandung, October 15, 1966

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
57 tahun pada akhir tahun buku 2023
57 years as per end of fiscal 2023

Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 12 Juni 2021 sampai sekarang berdasarkan ctkta Notaris Lumassia, S.H. No. 15 Tanggal 12 Juni 2021

Appointed as Commissioner of PT Petrokimia Gresik since June 12, 2021 until now, based on the Notary Deed of Lumassia, S.H. No. 15, dated June 12, 2021.

Meraih gelar Sarjana Hukum di Universitas Padjadjaran, Bandung, dan meraih gelar Magister Hukum di Universitas Indonesia, Jakarta. Bergabung dengan Kementerian Luar Negeri pada Maret 1993 dan telah bertugas di Perutusan Tetap Republik Indonesia untuk Perserikatan Bangsa-Bangsa di New York (1997–2000) dan Jenewa (2004–2008). Menjabat sebagai Wakil Duta Besar pada Kedutaan Besar RI di Seoul, Korea Selatan (2014–2017). Kemudian diangkat sebagai Direktur Jenderal Informasi dan Diplomasi Publik (2017). Selanjutnya dilantik sebagai Sekretaris Jenderal Kementerian Luar Negeri RI (2020–saat ini).

He obtained a Bachelor of Laws degree at Padjadjaran University, Bandung, and a Masters of Laws degree at the University of Indonesia, Jakarta. He joined the Ministry of Foreign Affairs in March 1993 and has served in the Permanent Mission of the Republic of Indonesia to the United Nations in New York (1997–2000) and Geneva (2004–2008). Served as Deputy Ambassador at the Indonesian Embassy in Seoul, South Korea (2014–2017). Subsequently, he was appointed as Director General of Information and Public Diplomacy (2017). Subsequently appointed as Secretary General of the Indonesian Ministry of Foreign Affairs (2020–present).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Sekretaris Jenderal Kementerian Luar Negeri RI

CONCURRENT POSITION

Secretary General of the Indonesian Ministry of Foreign Affairs

SERTIFIKASI

Qualified Risk Governance Professional (QRGP).

CERTIFICATION

Qualified Risk Governance Professional (QRGP).



IQBAL BILLY WAHID

Komisaris Independen
Independent Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth
Jakarta, 21 Juli 1970
Jakarta, July 21, 1970

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jombang

Usia | Age
53 tahun pada akhir tahun buku 2023
53 years as per end of fiscal 2023

Diangkat menjadi Komisaris Independen PT Petrokimia Gresik berdasarkan Akta Notaris Lumassia, S.H., No. 01 pada 19 Desember 2023.

On December 19, 2023, he was appointed as an Independent Commissioner of PT Petrokimia Gresik under Notarial Deed Lumassia, S.H., No. 01 on December 19, 2023.

Menyelesaikan Pendidikan sarjana S1 Ekonomi di Universitas Gajayana, Malang dan melanjutkan studi Magister Manajemen pada Universitas Gajayana. Menjabat sebagai Komisaris pada Rumah Sakit KH Hasyim Asy'ari (2016–saat ini), Komisaris pada PT Delta Artha Bahari Nusantara (DABN) (2023–saat ini), dan menjabat sebagai wakil rektor Universitas KH Hasyim Asy'ari (2023–saat ini).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

RANGKAP JABATAN

- Komisaris RS KH. Hasyim Asy'ari
- Wakil Rektor Universitas Hasyim Asy'ari
- Komisaris PT Delta Artha Bahari Nusantara (DABN)
- Wakil ketua merangkap anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik

SERTIFIKASI

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He obtained a Bachelor's degree in Economics from Gajayana University Malang and is currently pursuing a Master in Management at the same institution. Served as Commissioner at KH Hasyim Asy'ari Hospital (2016–present), Commissioner at PT Delta Artha Bahari Nusantara (DABN) (2023–present), and Vice Rector of KH Hasyim Asy'ari University (2023–present).

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

CONCURRENT POSITION

- Commissioner of KH. Hasyim Asy'ari Hospital
- Deputy Rector of Hasyim Asy'ari University
- Commissioner of PT Delta Artha Bahari Nusantara (DABN)
- Deputy Chairman and also a member of the Nomination and Remuneration, GCG, and Risk Monitoring Committee of PT Petrokimia Gresik

CERTIFICATION

–



AMMARSJAH

Komisaris Independen
Independent Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth
Medan, 18 Maret 1965
Medan, March 18, 1965

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
58 tahun pada akhir tahun buku 2023
58 years as per end of fiscal 2023

Diangkat menjadi Komisaris Independen PT Petrokimia Gresik pada 12 Juni 2021 sesuai dengan Akta Notaris Lumassia, S.H., No. 15 tanggal 12 Juni 2021. Diberhentikan dengan hormat sebagai Komisaris Independen berdasarkan Keputusan Pemegang Saham Pemberhentian Anggota Dewan Komisaris tanggal 18 Oktober 2023.

Appointed as Independent Commissioner of PT Petrokimia Gresik on June 12, 2021, pursuant to Notarial Deed Lumassia, S.H., No. 15. Dismissed with honour as an Independent Commissioner on October 18, 2023, in accordance with the Shareholder Decree on the Dismissal of Members of the Board of Commissioners.

Menyelesaikan pendidikan sarjana S1 Teknik Elektro Institut Teknologi Bandung (1989) dan Institut Sains dan Teknologi Nasional (ISTN) (1998). Melanjutkan pendidikan Program Kebijakan Publik, Administrasi Publik, Fakultas Ilmu Sosial dan Politik Universitas Indonesia (2011). Bergabung dengan Departemen Perhubungan Republik Indonesia (2009) dengan jabatan terakhir sebagai Staf Khusus Menteri. Pernah menjadi Direktur Utama PT Cempaka Reka Cipta (2012–2016), dan Komisaris PT Pupuk Kujang (2016–2021).

He completed his undergraduate education in Electrical Engineering at the Bandung Institute of Technology (1989) and at the National Institute of Science and Technology (ISTN) (1998). He continued his education in the Public Policy Program, Public Administration, Faculty of Social and Political Sciences, University of Indonesia (2011). He joined the Ministry of Transportation of the Republic of Indonesia (2009) in his last position as Special Staff to the Minister. Previously, he served as President Director of PT Cempaka Reka Cipta (2012–2016) and Commissioner of PT Pupuk Kujang (2016–2021).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI

-

CERTIFICATION

-



INDIRA CHUNDA THITA

Komisaris Independen
Independent Commissioner

Tempat, Tanggal Lahir | Place, Date of Birth
Jakarta, 17 April 1979
Jakarta, April 17, 1979

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Diangkat menjadi Komisaris Independen PT Petrokimia Gresik sejak tanggal 25 Agustus 2020 sesuai dengan Akta Notaris Lumassia, S.H., No. 14 tanggal 25 Agustus 2020. Diberhentikan dengan hormat sebagai Komisaris Independen berdasarkan Akta Notaris Lumassia, S.H., No. 01 tanggal 6 Oktober 2023.

Appointed as Independent Commissioner of PT Petrokimia Gresik on August 25, 2020, pursuant to the Notary Deed of Lumassia, S.H. No. 14, dated August 25, 2020. Honorably dismissed as Independent Commissioner pursuant to the Notary Lumassia, S.H., No. 01 Deed dated October 6, 2023.

Meraih gelar Sarjana S1 dari Fakultas Ekonomi Universitas Hasanuddin Makassar (2003). Menyelesaikan pendidikan Pasca Sarjana (S2) dari Universitas Hasanuddin Makassar (2007). Diangkat menjadi Ketua Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 03/SK/02/99/DK/2021 tanggal 9 Februari 2021 tentang Pengangkatan Ketua Komite Good Corporate Governance, Sumber Daya Manusia, Pemantau Manajemen Risiko dan Investasi Dewan Komisaris PT Petrokimia Gresik.

She obtained her Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar (2003). She completed her postgraduate education (S-2) from Hasanuddin University, Makassar (2007). Appointed as Chairman of the Good Corporate Governance Committee, Human Resources, and Risk Management and Investment Monitoring based on the Decree of the Board of Commissioners No. 03/SK/02/99/DK/2021 dated February 9, 2021 regarding the Appointment of the Chairman of the Committee on Good Corporate Governance, Human Resources, Risk Management Monitoring and Investment of the Board of Commissioners of PT Petrokimia Gresik.

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI

-

CERTIFICATION

-



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PROFIL DIREKSI

Profile of the Board of Directors



DWI SATRIYO ANNUROGO

Direktur Utama
President Director

Tempat, Tanggal Lahir | Place, Date of Birth

Lawang, 13 Desember 1967
Lawang, December 13, 1967

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Jakarta

Usia | Age

56 tahun pada akhir tahun buku 2023
56 years as per end of fiscal 2023

Diangkat sebagai Direktur Utama PT Petrokimia Gresik sejak 25 Agustus 2020 sampai sekarang berdasarkan akta Notaris Lumassia, S.H. No. 15 Tanggal 25 Agustus 2020.

Appointed as President Director of PT Petrokimia Gresik since August 25, 2020, until the present, based on the Notary Deed of Lumassia, S.H. No. 15, dated August 25, 2020.

Menyelesaikan pendidikan S1 Teknik Kimia ITS Surabaya (1991), dan menyelesaikan pendidikan pascasarjana (S2) Teknik Kimia ITS Surabaya (2007). Memulai karier di PT Petrokimia Gresik sejak tahun 1992, dengan menempati berbagai posisi jabatan. General Manager Pabrik III PT Petrokimia Gresik (2014–2016), Direktur Produksi, Teknik dan Pengembangan PT Pupuk Iskandar Muda (2016–2017), Direktur Utama PTPN X (2017–2020), dan Direktur Utama PTPN XI (2020).

He completed his bachelor's degree in Chemical Engineering at ITS Surabaya (1991) and his postgraduate education (S2) in ITS Surabaya Chemical Engineering (2007). He started his career at PT Petrokimia Gresik in 1992 by occupying various positions. He served as General Manager of Factory III of PT Petrokimia Gresik (2014–2016), Director of Production, Engineering, and Development of PT Pupuk Iskandar Muda (2016–2017), President Director of PTPN X (2017–2020), and President Director of PTPN XI (2020).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.



DIGNA JATINGSIH

Direktur Operasi dan Produksi
Director of Operations and Production

Tempat, Tanggal Lahir | Place, Date of Birth

Bantul, 7 Januari 1967
Bantul, January 7, 1967

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Jakarta

Usia | Age

56 tahun pada akhir tahun buku 2023
56 years as per end of fiscal 2023

Diangkat sebagai Direktur Operasi & Produksi PT Petrokimia Gresik sejak 25 Agustus 2020 sampai sekarang berdasarkan Akta Notaris Lumassia, S.H. No. 15 Tanggal 25 Agustus 2020.

Appointed as Director of Operations and Production of PT Petrokimia Gresik since August 25, 2020 until the present, based on the Notary Deed of Lumassia, S.H. No. 15, dated August 25, 2020

Meraih gelar Sarjana Teknik Kimia dari Universitas Gadjah Mada (UGM) Yogyakarta (1990) dan gelar Magister Teknik Jurusan Manajemen Teknik Industri dari Institut Teknologi Bandung (ITB) (2001). Memulai karier di PT Pupuk Kalimantan Timur (1994-1996 & 2004-2015). SVP Perencanaan Korporat (2015-2019) PT Pupuk Indonesia, Plt, Direktur Operasi PT Pupuk Indonesia Energi (2019), Direktur Pemasaran PT Petrokimia Gresik sejak (2020), dan Direktur Operasi dan Produksi (2020-saat ini).

He obtained a Bachelor's degree in Chemical Engineering from Gadjah Mada University (UGM) Yogyakarta (1990) and a Masters in Engineering from the Department of Industrial Engineering Management at the Bandung Institute of Technology (ITB) (2001). She started her career at PT Pupuk Kalimantan Timur (1994-1996 & 2004-2015). SVP of Corporate Planning (2015-2019) PT Pupuk Indonesia, Plt. Operation Director of PT Pupuk Indonesia Energi (2019), Marketing Director of PT Petrokimia Gresik (2020), Director of Operations and Production (2020-present).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.



ROBBY SETIABUDI MADJID

Direktur Keuangan dan Umum
Director of Finance and General

Tempat, Tanggal Lahir | Place, Date of Birth

Jakarta, 16 Juli 1979
Jakarta, July 16, 1979

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Jakarta

Usia | Age

44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Diangkat sebagai Direktur Keuangan dan Umum PT Petrokimia Gresik sejak 25 September 2023 sesuai dengan Akta Notaris Lumassia, S.H., No. 05 tanggal 25 September 2023.

Appointed as Director of Finance and General Affairs of PT Petrokimia Gresik since September 25, 2023, in accordance with Notary Deed Lumassia, S.H., No. 05 dated September 25, 2023.

Meraih gelar Sarjana Ekonomi Akuntansi dari Universitas Airlangga (2002), dan meraih gelar Master of Commerce dan Valedictorian (lulusan terbaik) dari Business School University of Queensland, Australia (2011). Memulai karier di PT Petrokimia Gresik pada tahun 2003, Plt. Direktur Keuangan di PT Pupuk Indonesia Pangan (2019–2021). Kemudian melanjutkan karier di PT Pupuk Indonesia (Persero) dengan jabatan terakhir sebagai SVP Keuangan dan Pendanaan Investasi (2021–2023). Diangkat menjadi Direktur Keuangan dan Umum PT Petrokimia Gresik (2023–saat ini).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

He obtained a Bachelor of Economics in Accounting from Airlangga University (2002) and a Master of Commerce and Valedictorian (best graduate) degree from the Business School of the University of Queensland, Australia (2011). He started his career at PT Petrokimia Gresik in 2003, Plt. Director of Finance at PT Pupuk Indonesia Pangan (2019–2021), he continued his career at PT Pupuk Indonesia (Persero) with his last position as SVP of Finance and Investment Funding (2021–2023). Appointed as Director of Finance and General Affairs of PT Petrokimia Gresik (2023–present).

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.



BUDI WAHJU SOESILO

Direktur Keuangan dan Umum
Director of Finance and General

Tempat, Tanggal Lahir | Place, Date of Birth
Magelang, 11 Juni 1973
Magelang, June 11, 1973

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
50 tahun pada akhir tahun buku 2023
50 years as per end of fiscal 2023

Diangkat sebagai menjadi Direktur Keuangan dan Umum pada 16 Februari 2021 sesuai dengan Akta Notaris Lumassia, S.H No. 03 tanggal 16 Februari 2021 dan mengundurkan diri sebagai Direksi PT Petrokimia Gresik tanggal 27 Juli 2023 dikarenakan pengangkatan sebagai Direktur Utama PT Pupuk Kaltim.

Appointed as Director of Finance and General Affairs on February 16, 2021, in accordance with Notary Deed Lumassia, S.H. No. 03 dated February 16, 2021; resigned as Director of PT Petrokimia Gresik on July 27, 2023, due to his appointment as President Director of PT Pupuk Kaltim.

Menyelesaikan pendidikan S1 Sarjana Ekonomi Jurusan Akuntansi di Sekolah Tinggi Ilmu Ekonomi YKPN (1998) dan menyelesaikan pendidikan pascasarjana (S2) School of Business and Management Institut Teknologi Bandung (ITB) (2021). Memulai karier di PT Pupuk Kalimantan Timur (PKT) sejak tahun 1990, dengan menempati berbagai posisi jabatan, di antaranya sebagai Sekretaris Perusahaan PKT. Menjabat sebagai Sekretaris Perusahaan PT Pupuk Indonesia (Persero) (2020–2021).

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

Completed S-1 Bachelor of Economics majoring in Accounting at YKPN College of Economics (1998) and completed post-graduate education (S2) School of Business and Management, Bandung Institute of Technology (ITB) (2021). Started his career at PT Pupuk Kalimantan Timur (PKT) since 1990, holding various positions, including as Corporate Secretary of PKT. He served as Corporate Secretary of PT Pupuk Indonesia (Persero) (2020–2021).

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

PROFIL SENIOR EXECUTIVE VICE PRESIDENT

Profile of the Senior Executive Vice President



I KETUT RUSNAYA

SEVP Operasi
SEVP Operations

Tempat, Tanggal Lahir | Place, Date of Birth
Tabanan, Bali, 13 Juni 1967
Tabanan, Bali, June 13, 1967

Warga Negara | Citizenship
Indonesia

Domisili | Domicile
Jakarta

Usia | Age
56 tahun pada akhir tahun buku 2023
56 years as per end of fiscal 2023

Diangkat menjadi Senior Executive Vice President Operasi Petrokimia Gresik sejak 7 Januari 2021 dan berakhir pada bulan Oktober 2023 dengan adanya Surat Keputusan Direksi mengenai Pengalihan tanggung jawab dan wewenang Jabatan SEVP Operasi dalam rangka peningkatan efisiensi dan efektivitas pelaksanaan operasional Perusahaan, tanggung jawab dan wewenang SEVP Operasi dialihkan kepada Direktur Operasi dan Produksi.

Appointed as Senior Executive Vice President Operations of Petrokimia Gresik on January 7, 2021, and ending in October 2023 with a Decree from the Board of Directors regarding the transfer of responsibility and authority for the position of SEVP Operations. In order to increase the efficiency and effectiveness of the Company's operational implementation, the responsibility and authority of SEVP Operations were transferred to the Director of Operations and Production.

Meraih gelar Sarjana Teknik Kimia dari Institut Teknologi Sepuluh Nopember (ITS) Surabaya (1991). Menyelesaikan Pasca Sarjana dengan gelar Magister Manajemen di Universitas Gadjah Mada Yogyakarta (2008). Pernah menjabat sebagai Manager Pabrik Kaltim I, PT Pupuk Kaltim, Juga pernah sebagai Direktur Pengembangan Bisnis, PT Kaltim Industrial Estate.

He graduated from the Sepuluh Nopember Institute of Technology in Surabaya with a Bachelor of Chemical Engineering degree (1991). He completed his postgraduate studies with a Masters in Management at Gadjah Mada University in Yogyakarta (2008). Previously, he worked as Factory Manager for Kaltim I, PT Pupuk Kaltim, and as Director of Business Development at PT Kaltim Industrial Estate.

HUBUNGAN AFILIASI

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.

AFFILIATED RELATIONSHIP

Has no affiliation with fellow members of the Board of Commissioners and members of the Board of Directors.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.



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PROFIL KOMITE AUDIT

Profile of the Audit Committee



BIN NAHADI

Ketua Komite Audit
Chairman of the Audit Committee

Usia | Age
47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Ketua Komite Audit berdasarkan SK Dewan Komisaris No. 06/SK/04/99/DK/2021 tanggal 26 April 2021 tentang Pengangkatan Ketua Komite Audit PT Petrokimia Gresik.

Appointed as Chairman of the Audit Committee pursuant to Board of Commissioners Decree No. 06/SK/04/99/DK/2021, dated April 26, 2021, regarding the appointment of the Chairman of the Audit Committee of PT Petrokimia Gresik.

Lahir di Boyolali, 12 Februari 1976. Memperoleh gelar Sarjana Akuntansi dari Sekolah Tinggi Akuntansi Negara (STAN) (1999), MBA dari University of The Thai Chamber of Commerce (2005) dan PhD dari Ritsumeikan Asia Pacific University (2013). Berkarier di Kementerian BUMN sejak tahun 1996 hingga saat ini.

Born on February 12, 1976, in Boyolali. He obtained a Bachelor of Accounting degree from the State College of Accountancy (STAN) in 1999, an MBA from the University of the Thai Chamber of Commerce in 2005, and a PhD from Ritsumeikan Asia Pacific University in 2013. From 1996 to the present, he has worked for the Ministry of SOEs.

RANGKAP JABATAN

- Asisten Deputi bidang keuangan Kementerian BUMN
- Ketua Komite Audit PT Petrokimia Gresik

CONCURRENT POSITION

- Assistant Deputy for Finance at the Ministry of SOE
- Chairman of the Audit Committee of PT Petrokimia Gresik

SERTIFIKASI

Certified Risk Executive Leader (CREL)

CERTIFICATION

Certified Risk Executive Leader (CREL)



AMMARSJAH

Wakil Ketua merangkap Anggota Komite Audit
Deputy Chair and concurrently member of the Audit Committee

Usia | Age
58 tahun pada akhir tahun buku 2023
58 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Wakil Ketua merangkap Anggota Komite Audit berdasarkan SK Dewan Komisaris No. 12/SK/07/99/DK/2021 tanggal 13 Juli 2021 tentang Pengangkatan Wakil Ketua Komite Audit dan Penetapan Susunan Keanggotaan Komite Audit PT Petrokimia Gresik sampai tanggal 18 Oktober 2023.

Appointed as Deputy Chair and concurrently member of the Audit Committee by Decree of the Board of Commissioners No. 12/SK/07/99/DK/2021 dated July 13, 2021, regarding the Appointment of the Deputy Chairman of the Audit Committee and Determination of the Membership Composition of the Audit Committee of PT Petrokimia Gresik until October 18, 2023.

Lahir di Medan, 18 Maret 1965. Menempuh pendidikan S1 Teknik Elektro di Institut Teknologi Bandung (1984–1989) dan S2 Administrasi Publik di Universitas Indonesia (2011–2013). Mengawali karier di PT Bukaka Kujang Prima (1992–1998) dan pernah menjadi Staf Khusus Menteri Kelautan dan Perikanan RI (2004–2009) dan Staf Khusus Menteri Perhubungan RI (2009–2012).

Born in Medan on March 18, 1965. He completed S1 in Electrical Engineering at the Bandung Institute of Technology (1984–1989) and S2 in Public Administration at the University of Indonesia (2011–2013). He began his career at PT Bukaka Kujang Prima (1992–1998) and later served as Special Staff to the Minister of Maritime Affairs and Fisheries of the Republic of Indonesia (2004–2009) and the Minister of Transportation of the Republic of Indonesia (2009–2012).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI:

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CERTIFICATION:

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SUTAN RAMBUN PAMENAN

Sekretaris merangkap Anggota Komite Audit
Secretary and concurrently Member of the Audit Committee

Usia | Age
62 tahun pada akhir tahun buku 2023
62 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Sekretaris merangkap Anggota Komite Audit berdasarkan SK Dewan Komisaris No. 10/SK/06/99/DK/2021 tanggal 11 Juni 2021 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit PT Petrokimia Gresik.
Appointed as Secretary and concurrently Member of the Audit Committee based on the Decree of the Board of Commissioners No. 10/SK/06/99/DK/2021 dated June 11, 2021 concerning Dismissal and Appointment of Members of the Audit Committee of PT Petrokimia Gresik.

Lahir di Jakarta, 19 Juni 1961. Menempuh pendidikan D3 di Sekolah Tinggi Akuntansi Negara (STAN) (1982) dan Universitas Udayana (1999). Mengawali karier di Kantor Akuntan Negara Denpasar (1982), dan Badan Pengawasan Keuangan dan Pembangunan (BPKP) (1983–2021).

Born in Jakarta on June 19, 1961. He studied D3 at the State College of Accountancy (STAN) (1982) and Udayana University (1999). He started his career at the Denpasar State Accounting Firm (1982), and Financial and Development Supervisory Agency (BPKP) (1983–2021).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

CERTIFICATION

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection



BAMBANG SETIOBROTO

Anggota Komite Audit
Member of the Audit Committee

Usia | Age
67 tahun pada akhir tahun buku 2023
67 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi anggota Komite Audit berdasarkan SK Dewan Komisaris No. 06/SK/10/99/DK/2020 tanggal 2 Oktober 2020 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit PT Petrokimia Gresik.
Appointed as a member of the Audit Committee based on the Decree of the Board of Commissioners No. 06/SK/10/99/DK/2020 dated October 2, 2020 regarding the Dismissal and Appointment of Members of the Audit Committee of PT Petrokimia Gresik.

Menempuh pendidikan S1 Teknik Fisika di Institut Teknologi Sepuluh Nopember Surabaya (1980) dan S1 Ilmu Hukum Universitas Gresik (1998), serta Magister Hukum Bisnis Universitas Airlangga Surabaya (2002). Lama berkarier di PT Petrokimia Gresik (1980–2010) dan jabatan terakhir sebagai Direktur SDM & Umum, menjadi Komisaris Utama PT Petrokimia Kayaku (2010–2011) dan Direktur PT Petro Hidro Optima (2014–2017).

Born in Surabaya on August 4, 1956. He studied Engineering Physics at the Sepuluh Nopember Institute of Technology Surabaya (1980), Bachelor of Law from Gresik University (1998), and Masters in Business Law at Airlangga University Surabaya (graduated in 2002). Long career at PT Petrokimia Gresik (1980–2010) and last position as Director of Human Resources and General, becoming President Commissioner of PT Petrokimia Kayaku (2010–2011) and Director of PT Petro Hidro Optima (2014–2017).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

CERTIFICATION

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

PROFIL KOMITE NOMINASI DAN REMUNERASI, GCG, DAN PEMANTAU RISIKO

Profile of the Nomination and Remuneration, GCG, and Risk Monitoring Committee



INDIRA CHUNDA THITA SYAHRUL

Ketua Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko
Chairman of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age
44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Ketua Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 03/SK/02/99/DK/2021 tanggal 9 Februari 2021 tentang Pengangkatan Ketua Komite Good Corporate Governance, Sumber Daya Manusia, Pemantau Manajemen Risiko dan Investasi Dewan Komisaris PT Petrokimia Gresik. Selanjutnya pada tanggal 10 Agustus 2021, terdapat perubahan nomenklatur Komite Dewan Komisaris menjadi Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 14/SK/08/99/DK/2021 tanggal 10 Agustus 2021 tentang Perubahan Nomenklatur Komite Dewan Komisaris PT Petrokimia Gresik dan Pengangkatan Keanggotaan Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko PT Petrokimia Gresik. Berakhir tanggal 6 Oktober 2023.

Appointed as Chairman of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee based on the Decree of the Board of Commissioners No. 03/SK/02/99/DK/2021 dated February 9, 2021 concerning Appointment of the Chairman of the Good Corporate Governance Committee, Human Resources, Risk Management Monitoring and Investment to the Board of Commissioners of PT Petrokimia Gresik. Furthermore, on August 10, 2021, there was a change in the nomenclature of the Committee for the Board of Commissioners to become the Nomination and Remuneration, GCG, and Risk Monitoring Committee based on the Decree of the Board of Commissioners No. 14/SK/08/99/DK/2021 dated August 10, 2021 concerning Changes in the Nomenclature of the Committees of the Board of Commissioners of PT Petrokimia Gresik and Appointment of Membership of the Nomination and Remuneration, GCG, which ended on October 6, 2023.

Lahir di Jakarta, 17 April 1979. Meraih gelar Sarjana S1 dari Fakultas Ekonomi Universitas Hasanuddin Makassar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S2) dari Universitas Hasanuddin Makassar (2007).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

SERTIFIKASI

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Born in Jakarta on April 17, 1979. She obtained a Bachelor's degree from the Faculty of Economics at Hasanuddin University Makassar in 2003. She completed her postgraduate education (S2) from Hasanuddin University Makassar (2007).

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

CERTIFICATION

-



NOER FAJRIEANSYAH

Wakil Ketua merangkap Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko

Deputy Chairperson concurrently Member of the Nomination and Remuneration, GCG, and Risk Monitoring

Usia | Age

40 tahun pada akhir tahun buku 2023
40 years as per end of fiscal 2023

Warga Negara | Citizenship

Indonesia

Diangkat menjadi Wakil Ketua merangkap Anggota Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 13/SK/07/99/DK/2021 tanggal 13 Juli 2021 tentang Pemberhentian dan Pengangkatan Keanggotaan Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi PT Petrokimia Gresik. Selanjutnya pada tanggal 10 Agustus 2021, terdapat perubahan nomenklatur Komite Dewan Komisaris menjadi Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 14/SK/08/99/DK/2021 tanggal 10 Agustus 2021 tentang Perubahan Nomenklatur Komite Dewan Komisaris PT Petrokimia Gresik dan Pengangkatan Keanggotaan Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko PT Petrokimia.

Appointed as Deputy Chairperson concurrently Member of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee based on Decree of the Board of Commissioners No. 13/SK/07/99/DK/2021 dated July 13, 2021 concerning Dismissal and Appointment of Membership of the Good Corporate Governance, Human Resources, Risk Management, and Investment Monitoring Committee of PT Petrokimia Gresik. Furthermore, on August 10, 2021, there was a change in the nomenclature of the Committee for the Board of Commissioners to become the Nomination and Remuneration, GCG, and Risk Monitoring Committee based on the Decree of the Board of Commissioners No. 14/SK/08/99/DK/2021 dated August 10, 2021 concerning Changes in the Nomenclature of Committees for the Board of Commissioners of PT Petrokimia Gresik and Appointment of Membership of the Nomination and Remuneration, GCG, and Risk Monitoring Committees of PT Petrokimia Gresik.

Lahir di Jakarta, 4 Februari 1983. Menyelesaikan pendidikan sarjana S1 Hukum di Universitas Indonesia (UI) dan pendidikan S2 Ilmu Administrasi di Universitas Prof. Dr. Moestopo. Saat ini sedang menyelesaikan pendidikan S3 Ilmu Administrasi di Universitas Brawijaya.

RANGKAP JABATAN

Ketua Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik

SERTIFIKASI

Qualified Risk Governance Professional (QRGP)

Born in Jakarta on February 4, 1983. He completed his bachelor's degree in law at the University of Indonesia (UI) and his master's degree in administration at Prof. Dr. Moestopo. He is currently completing his doctoral degree in Administrative Science at Brawijaya University.

CONCURRENT POSITION

Chairman of the Nomination and Remuneration, GCG, and Risk Monitoring Committee of PT Petrokimia Gresik

CERTIFICATION

Qualified Risk Governance Professional (QRGP)



IDA FARIDA NOER

Sekretaris merangkap Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko

Secretary and Member of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age
47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat sebagai Sekretaris merangkap Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 01/SK/01/99/DK/2022 tanggal 29 Januari 2022 sampai sekarang.

Appointed Secretary and Member of the Nomination and Remuneration, GCG, and Risk Oversight Committees by Decree of the Board of Commissioners No. 01/SK/01/99/DK/2022, dated January 29, 2022, until now.

Lahir di Palopo, 27 Januari 1970. Menempuh pendidikan English Literature di Universitas Hasanuddin Makassar dan S2 Manajemen di Universitas Hasanuddin Makassar. Mengawali karier di Schlumberger Wireline & Testing sebagai Staf Rekrutmen. Saat ini menjabat sebagai Ketua Asosiasi Pengusaha Perancang Mode Indonesia Provinsi Sulawesi Selatan.

Born on January 27, 1970, in Palopo. She studied English Literature at Hasanuddin Makassar University and Master of Management at Hasanuddin University Makassar. She began her career as a Recruitment Staff at Schlumberger Wireline & Testing. She currently chairs the Indonesian Fashion Designer Entrepreneurs Association of South Sulawesi Province.

RANGKAP JABATAN

-

CONCURRENT POSITION

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SERTIFIKASI

Qualified Risk Management Professional (QRMP)

CERTIFICATION

Qualified Risk Management Professional (QRMP)



YANA NURAHMAD HAERUDIN

Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko

Member of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age
47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat sebagai Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 03/SK/03/99/DK/2022 tanggal 1 Maret 2022 sampai sekarang.

Appointed as a Member of the Nomination and Remuneration, GCG, and Risk Oversight Committee based on the Decree of the Board of Commissioners No. 03/SK/03/99/DK/2022 dated March 1, 2022 until now.

Lahir di Karawang, 3 Juni 1976. Menyelesaikan Pendidikan S1 Kedokteran di Universitas Yarsi Jakarta dan S2 Manajemen di UNSIKA Karawang. Saat ini menjabat sebagai SVP Umum PT Pupuk Indonesia (Persero).

Born in Karawang on June 3, 1976. He completed his Bachelor of Medicine at Yarsi University, Jakarta, and his Master of Management at UNSIKA Karawang. Currently, he serves as General SVP of PT Pupuk Indonesia (Persero).

RANGKAP JABATAN

SVP Umum PT Pupuk Indonesia (Persero)

CONCURRENT POSITION

General SVP of PT Pupuk Indonesia (Persero)

SERTIFIKASI

Certified GRC Oversight Professional

CERTIFICATION

Certified GRC Oversight Professional



PROFIL SVP SATUAN PENGAWASAN INTERN

Profile of the SVP of Internal Audit



I GUSTI PUTU RAKA ARTHAMA

SVP Satuan Pengawasan Intern
SVP of the Internal Control Unit

Usia | Age
56 tahun pada akhir tahun buku 2023
56 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat sebagai SVP Satuan Pengawasan Intern berdasarkan SK Direksi PT Petrokimia Gresik No. 0260/B/NK.02.05/03/SK/2021 tanggal 29 September 2021 dan berakhir masa jabatannya tanggal 1 Juni 2023.

He was appointed as SVP of the Internal Control Unit based on the Decree of the Board of Directors of PT Petrokimia Gresik No. 0260/B/NK.02.05/03/SK/2021 dated September 29, 2021, and his term of office ends on June 1, 2023.

Lahir di Tabanan, 2 Mei 1967. Meraih gelar Sarjana Teknik Elektro dari Institut Teknologi Sepuluh Nopember (1991) dan Magister Manajemen Teknologi dari Institut Teknologi Sepuluh Nopember (2007). Memperoleh Sertifikasi Enterprise Risk Management Associate Professional (ERMAP) (2019), dan Sertifikat Profesional Internal Auditor (PIA) (2020).

Born in Tabanan on May 2, 1967. He obtained a Bachelor's degree in Electrical Engineering from the Sepuluh Nopember Institute of Technology in 1991 and a Masters in Technology Management from the Sepuluh Nopember Institute of Technology (2007). Obtained Enterprise Risk Management Associate Professional (ERMAP) Certification (2019), and Internal Auditor Professional Certification (PIA) (2020).

Mengawali karier di PT Petrokimia Gresik sejak tanggal 1 Januari 1992 sampai dengan 2015 di Departemen Pemeliharaan II, lalu sebagai Staf Utama Muda Komputer Teknologi (2015–2016), dan sebagai VP Audit Operasi & Produksi (2016–2021).

He started his career at PT Petrokimia Gresik from January 1, 1992, to 2015, at the Maintenance Department II, as officer staff at Komp Teknologi (2015–2016), and as VP Operation & Production Audit (2016–2021).



ALIF RODHIYAN

SVP Satuan Pengawasan Intern
SVP of the Internal Control Unit

Usia | Age
41 tahun pada akhir tahun buku 2023
41 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi SVP Satuan Pengawasan Intern (SPI) berdasarkan SK Direksi PT Petrokimia Gresik No. 0098/B/NK.02.05/03/SK/2023 tanggal 1 Oktober 2023.

Appointed as SVP Internal Audit Unit (SPI) under Decree Directors of PT Petrokimia Gresik No. 0098/B/NK.02.05/03/SK/2023, dated October 1, 2023.

Lahir di Surabaya, 7 Februari 1982. Meraih gelar Sarjana Akuntansi dari Universitas Airlangga (2004) dan Magister Manajemen dari Universitas UPN Veteran (2012) serta Magister Akuntansi dari Universitas Airlangga (2021).

Born in Surabaya on February 7, 1982. He obtained a Bachelor's degree in Accounting from Airlangga University in 2004, a Masters in Management from UPN Veteran University (2012), and a Masters in Accounting from Airlangga University (2021).

Mengawali karier di PT Petrokimia Gresik pada 8 Agustus 2005, pernah menjabat sebagai VP Akuntansi (2015–2016), VP Anggaran (2016–2021), dan SVP Perencanaan dan Pengendalian Usaha (2021–2023).

He began his career at PT Petrokimia Gresik on August 8, 2005, and served as VP Accounting (2015–2016), VP Budget (2016–2021), and SVP Business Planning and Control (2021–2023).

PROFIL SVP SEKRETARIS PERUSAHAAN

Profile of the SVP of Corporate Secretary



YUSUF WIBISONO

SVP Sekretaris Perusahaan
SVP of the Corporate Secretary

Usia | Age
53 tahun pada akhir tahun buku 2023
53 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Menjabat sebagai Sekretaris Perusahaan sejak tanggal 1 November 2017 berdasarkan SK Direksi No. 0408/NK.00.02.03/SK/2017 tanggal 24 Oktober 2017 dan berakhir pada tanggal 3 Juli 2023.

Served as Corporate Secretary beginning November 1, 2017 under Directors Decree No. 0408/NK.00.02.03/SK/2017 dated October 24, 2017, and ending July 3, 2023.

Lahir di Kediri, 10 Juni 1970. Memperoleh gelar Sarjana Teknik dari Universitas Brawijaya Malang (1994). Mengawali karier di PT Petrokimia Gresik pada tahun 1994. Pernah menjabat sebagai Manager Audit Operasional (2013–2014), Manager Hubungan Masyarakat (2014–2017) dan Manager Corporate Social Responsibility (Mei–Oktober 2017), Komisaris RS Graha Medika (RSPG) (2017–2018), Komisaris Utama PT Kawasan Industri Gresik (2018–2021), dan Komisaris Utama PT Gresik Cipta Sejahtera (2018–2021).

Born in Kediri on June 10, 1970. He graduated from Brawijaya University in Malang with a Bachelor of Engineering degree (1994). He began his career with PT Petrokimia Gresik in 1994. He previously worked as the Operational Audit Manager (2013–2014), Public Relations Manager (2014–2017), and Corporate Social Responsibility Manager (May–October 2017). Served as the Commissioner of Gresik Graha Medika Hospital (RSPG) (2017–2018), President Commissioner of PT Kawasan Industri Gresik (2018–2021), and President Commissioner of PT Gresik Cipta Sejahtera (2018–2021).



ADITYO WIBOWO

SVP Sekretaris Perusahaan
SVP of the Corporate Secretary

Usia | Age
44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Senior Vice President Sekretaris Perusahaan berdasarkan SK Direksi No. 0104/B/NK.02.05/03/SK/2023 tanggal 15 Oktober 2023.
Appointed as Senior Vice President Corporate Secretary under Directors' Decree No.0104/B/NK.02.05/03/SK/2023, dated October 15, 2023.

Lahir di Jakarta, 23 Januari 1979. Memperoleh gelar sarjana Ekonomi Perusahaan dari Universitas Trisakti Jakarta (2002). Mengawali karier di PT Petrokimia Gresik pada tahun 2009. Pernah menjabat sebagai Direktur Keuangan PT Aneka Jasa Grhadika (2016–2019), Bendahara Pengurus Koperasi Karyawan Keluarga Besar Petrokimia Gresik (2019–2021), dan Direktur Keuangan pada PT Petrokopindo Cipta Selaras (2021–2023).

Born in Jakarta, January 23, 1979. He received his bachelor's degree in Corporate Economics from Trisakti University in Jakarta (2002). He began his career with PT Petrokimia Gresik in 2009. He worked as Finance Director of PT Aneka Jasa Grhadika (2016–2019), Treasurer of the Petrokimia Gresik Large Family Employee Cooperative Management (2019–2021), and Finance Director of PT Petrokopindo Cipta Selaras (2021–2023).

STATISTIK KARYAWAN

Employee Statistics

Jumlah karyawan Petrokimia Gresik per 31 Desember 2023 berkurang 106 orang dan bertambah 1 orang dari posisi per 31 Desember 2022 dengan rincian:

The total number of employees of Petrokimia Gresik as of December 31, 2023 decreased by 106 people and increased by 1 person from the position as of December 31, 2022, with the following details:

Keterangan Description	Jabatan Position	Jumlah Total
Pengurangan Subtraction		
Pemberhentian Dismissal	Pelaksana Officer	3
Undur Diri Resignation	Grade 3	1
	Grade 5	1
	Pelaksana Officer	1
Pensiun Pension	Grade 1	8
	Grade 2	3
	Grade 3	25
	Grade 4	56
	Grade 5	4
Mutasi ke PT Pupuk Indonesia (Persero) Transfer to PT Pupuk Indonesia (Persero)	Grade 3	2
	Grade 4	2
Jumlah Pengurangan Total Subtraction		106
Penambahan Addition	Grade 4	1
	Pelaksana Officer	107
Jumlah Penambahan Total Addition		108

Jumlah Karyawan berdasarkan Jenis Kelamin

Total Employees by Gender

Jenis Kelamin Gender	2023	2022	2021	Perubahan Changes 2022-2023
Perempuan Female	93	96	98	-3
Laki-laki Male	1.913	1.842	1.945	71
Jumlah Total	2.006	1.938	2.043	68



Jumlah Karyawan berdasarkan Jenjang Usia dan Grade Total Employees by Age and Grade

Jabatan Position	Kelompok Usia (tahun) Age (years old)							
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	>55
Grade 1	-	-	-	1	11	2	6	2
Grade 2	-	-	5	60	7	1	17	2
Grade 3	-	2	118	107	5	1	8	6
Grade 4	-	11	289	111	1	1	12	6
Grade 5	-	172	261	16	-	-	-	-
Pelaksana Officer	64	652	48	-	1	-	-	-
Jumlah Total	64	837	721	295	25	5	43	16

Jumlah Karyawan berdasarkan Jenjang Pendidikan Total Employees by Educational Background

Jenjang Pendidikan Educational Background	2023	2022
Pasca Sarjana (S2) Master Degree	103	94
Sarjana (S1) Bachelor Degree	409	407
Sarjana Muda (D3) Diploma	150	153
SMA Senior High School	1.344	1.279
SMP Junior High School	-	5
Jumlah Total	2.006	1.938

Jumlah Karyawan berdasarkan Level Jabatan Total Employees by Position Level

Level Jabatan Position Level	2023	2022
Grade 1	22	22
Grade 2	90	91
Grade 3	246	237
Grade 4	428	355
Grade 5	445	469
Pelaksana Officer	775	764
Jumlah Total	2.006	1.938

Jumlah Karyawan berdasarkan Direktorat Total Employees by Directorate

Direktorat Directorate	2023	2022
Direktorat Utama Main Directorate	82	69
Direktorat Keuangan dan Umum Directorate of Finance and General	244	257
Direktorat Operasi dan Produksi Directorate of Operations and Production	1.653	1.582
DPB Anak Perusahaan DPB Subsidiaries	27	30
Jumlah Total	2.006	1.938

Jumlah Karyawan berdasarkan Jenjang Usia

Total Employees by Age

Usia Age	2023	2022
Usia 20-24 Tahun Years Old	64	44
Usia 25-29 Tahun Years Old	837	948
Usia 30-34 Tahun Years Old	721	658
Usia 35-39 Tahun Years Old	295	168
Usia 40-44 Tahun Years Old	25	20
Usia 45-49 Tahun Years Old	5	8
Usia 50-54 Tahun Years Old	43	55
Usia >55 Tahun Years Old	16	37
Jumlah Total	2.006	1.938

Jumlah Karyawan berdasarkan Status Kepegawaian

Total Employees by Employment Status

Status Kepegawaian Employment Status	2023	2022
Karyawan Tetap Permanent Employees		
Grade 1	22	22
Grade 2	90	91
Grade 3	246	237
Grade 4	428	355
Grade 5	445	469
Pelaksana Officer	775	764
Jumlah Total	2.006	1.938

Jabatan Direksi per Unit Kerja

Position of the Board of Directors by Work Unit

DEP/RO/BID	Direktur Director	Total
Direktorat Utama Main Directorate	1	1
Direktorat Operasi dan Produksi Directorate of Operations and Production	1	1
Direktorat Keuangan dan Umum Directorate of Finance and General	1	1
Jumlah Total	3	3



Jabatan Karyawan per Unit Kerja Position of Employees per Work Unit

No.	DEP/RO/BID	DIR	Grade					Pelaksana Officer	BP	Jumlah Total
			1	2	3	4	5			
	Direksi The Board of Directors	3	-	-	-	-	-	-	-	3
Direktorat Utama Main Directorate										
1	Staf Utama Main Staff	-	5	-	-	-	-	-	-	5
2	Kompartemen Satuan Pengawas Intern Internal Audit Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Audit Operasi & Produksi Operation & Production Audit Department	-	-	1	2	-	1	1	-	5
	b. Departemen Audit Keuangan & Umum Finance & General Audit Department	-	-	1	2	1	1	-	-	5
3	Sekretaris Perusahaan Corporate Secretary	-	1	-	-	-	-	-	-	1
	a. Departemen Komunikasi Korporat Department of Corporate Communication	-	-	1	3	3	3	5	-	15
	b. Departemen Tata Kelola Perusahaan dan Manajemen Risiko Department of Corporate Governance and Risk Management	-	-	1	3	3	1	-	-	8
	c. Departemen Hukum Department of Legal	-	-	1	4	-	-	-	-	5
	d. Departemen Administrasi Bisnis Department of Business Administration	-	-	1	4	3	4	1	-	13
4	Transformasi Bisnis Business Transformation	-	1	-	-	-	-	-	-	1
	a. Project Manager Agrisolution	-	-	-	2	1	1	1	-	5
	b. Project Manager Retail Management	-	-	1	2	3	-	2	-	8
Sub Jumlah Sub Total		3	8	8	24	18	13	10	-	81
Direktorat Keuangan dan Umum Directorate of Finance and General										
1	Kompartemen Administrasi Keuangan Financial Administration Compartment	-	1	2	-	-	-	-	-	3
	a. Departemen Keuangan Department of Finance	-	-	-	4	10	7	2	-	23
	b. Departemen Pelaporan Keuangan & Manajemen Department of Management & Financial Reporting	-	-	1	3	5	4	-	-	13
	c. Departemen Akuntansi Biaya Department of Accounting Department	-	-	1	2	2	1	-	-	6
2	Kompartemen RENTAL Usaha Business Planning & Control	-	-	1	-	-	-	-	-	1
	a. Departemen Anggaran Department of Budgeting	-	-	1	3	4	3	-	-	11
	b. Departemen Portofolio Bisnis Department of Business Portfolio	-	-	1	3	1	-	-	-	5

No.	DEP/RO/BID	DIR	Grade					Pelaksana Officer	BP	Jumlah Total
			1	2	3	4	5			
3	Kompartemen Umum General Affairs Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Corporate Social Resonsibility Department of Corporate Social Resonsibility	-	-	1	4	7	1	2	-	15
	b. Departemen Pelayanan Umum Department of General	-	-	1	4	7	11	3	-	26
	c. Departemen Keamanan Department of Security	-	-	1	2	8	8	3	-	22
4	Kompartemen SDM Human Resources Compartment	-	-	1	-	-	-	-	-	1
	a. Departemen Inovasi & Sistem Manajemen Department of Innovation & System Management	-	-	1	3	4	-	1	-	9
	b. Departemen Pengembangan SDM & Organisasi Department of HR & Organization Development	-	-	1	4	4	-	-	-	9
	c. Departemen Remunerasi & Hubungan Industrial Department of Remuneration & Industrial Relations	-	-	1	4	4	3	-	-	12
5	Kompartemen Teknik Engineering Compartment	-	1	1	-	-	-	-	-	2
	a. Departemen Perencanaan & Penerimaan Barang/Jasa Department of Planning & Receipt of Goods/ Services	-	-	1	6	12	7	15	-	41
	b. Departemen Pengadaan Barang Department of Procurement of Goods	-	-	1	4	5	5	9	-	24
	c. Departemen Pengadaan Jasa Department of Procurement of Services	-	-	1	6	7	8	3	-	25
	Sub Jumlah Sub Total	-	3	18	52	80	58	38	-	249
Direktorat Operasi & Produksi Directorate of Operation & Production										
1	SEVP Operasi Operations Senior Executive Vice President	-	-	12	6	2	-	-	-	20
2	Kompartemen Pabrik I Plant I Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Produksi I A Department of Production I A	-	-	1	7	21	16	103	-	148
	b. Departemen Produksi I B Department of Production I B	-	-	1	5	10	12	61	-	89
3	Kompartemen Pabrik II Plant II Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Produksi II A Department of Production II A	-	-	1	6	22	32	41	-	102
	b. Departemen Produksi II B Department of Production II B	-	-	1	6	20	40	66	-	133
4	Kompartemen Pabrik III Plant III Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Produksi III A Department of Production III A	-	-	1	6	20	13	69	-	109
	b. Departemen Produksi III B Department of Production III B	-	-	1	8	21	15	97	-	142



No.	DEP/RO/BID	DIR	Grade						Pelaksana Officer	BP	Jumlah Total
			1	2	3	4	5				
5	Kompartemen Mitra Bisnis Business Partner Compartment	-	1	3	1	3	2	-	-	10	
	a. Departemen Administrasi Pemasaran Department of Marketing Administration	-	-	1	20	19	15	29	-	84	
	b. Departemen Pengelolaan Mitra Produksi Production Partner Management	-	-	1	2	3	7	1	-	14	
	c. Departemen Administrasi & Penjualan Department of Administration & Sales	-	-	1	11	4	9	4	-	29	
6	Kompartemen Perencanaan & Pengelolaan Pemeliharaan Planning & Maintenance Control Compartment	-	1	-	2	-	-	-	-	3	
	a. Departemen Inspeksi Teknik Rotating Department of Rotating Engineering Inspection	-	-	1	3	5	-	1	-	10	
	b. Departemen Inspeksi Teknik Statik Department of Static Engineering Inspection	-	-	1	7	9	2	1	-	20	
	c. Departemen Perencanaan & Pengendalian TA Department of Planning & TA Control	-	-	1	2	9	4	5	-	21	
	d. Departemen Reliability Department of Reliability	-	-	1	4	8	3	7	-	23	
	e. Departemen Perencanaan Strategi Pemeliharaan Department of Maintenance Strategy Planning	-	-	1	6	28	15	13	-	63	
7	Kompartemen Jasa Pelayanan Pabrik Compartment Of Plant Service	-	1	1	-	-	-	-	-	2	
	a. Departemen Bengkel & Fabrikasi Department of Workshop & Fabrication	-	-	1	5	20	27	14	-	67	
	b. Departemen Pemeliharaan I Department of Maintenance I	-	-	1	5	14	21	19	-	60	
	c. Departemen Pemeliharaan II Department of Maintenance II	-	-	1	4	22	40	10	-	77	
	d. Departemen Pemeliharaan III Department of Maintenance III	-	-	1	4	12	19	38	-	74	
	e. Departemen Teknik & Bisnis Department of Engineering & Business	-	-	1	3	5	7	7	-	23	
8	Kompartemen Teknologi Technology Compartment	-	-	-	-	-	-	-	-	-	
	a. Departemen Perencanaan Produksi & Pengelolaan Energi Department of Production Planning & Energy Management	-	-	1	7	10	3	6	-	27	
	b. Departemen Proses & Pengendalian Kualitas Department of Process & Quality Control	-	-	1	6	5	7	58	-	77	
	c. Departemen Keselamatan & Kesehatan Kerja Department of Safety & Occupational Health	-	-	1	5	7	7	19	-	39	

No.	DEP/RO/BID	DIR	Grade					Pelaksana Officer	BP	Jumlah Total
			1	2	3	4	5			
	d. Departemen Lingkungan Department of Environment	-	-	1	2	2	3	-	-	8
9	Kompartemen Pengembangan Development Compartment	-	-	2	2	3	-	3	-	10
	a. Departemen Pengembangan Korporat Department of Corporate Development	-	-	1	2	2	1	-	-	6
	b. Departemen Riset Department of Research	-	-	1	5	6	1	3	-	16
	c. Departemen Rancang Bangun Department of Design & Engineering	-	-	1	8	4	4	1	-	18
10	Kompartemen Pengelolaan Pergudangan & Pelabuhan Warehouse & Port Management Compartment	-	1	-	-	-	-	-	-	1
	a. Departemen Pengelolaan Pelabuhan Department of Port Management	-	-	-	4	6	24	30	-	64
	b. Departemen Pergudangan Department of Warehouse	-	-	1	5	10	29	11	-	56
	Sub Jumlah Sub Total	-	7	45	169	332	378	622	-	1.648
	Jumlah pada Struktur Total on Structure	3	18	70	245	430	449	765	-	1.978
Di Luar Struktur/DPB Outside the Structure/DPB										
1	Proyek Project	-	-	-	-	-	-	-	-	-
2	Anak Perusahaan Subsidiary	-	4	21	2	1	-	-	-	28
3	BUMN Lain Other SOE	-	-	-	-	-	-	-	-	-
	Sub Jumlah Sub Total	-	4	21	2	1	-	-	-	28
	Jumlah pada Struktur Total on Structure	3	22	92	247	431	449	765	-	2.006



PENGEMBANGAN KOMPETENSI KARYAWAN

Employee Competence Development

BIAYA PENGEMBANGAN KOMPETENSI

PT Petrokimia Gresik dalam RKAP tahun 2023 telah mengalokasikan biaya sebesar Rp59 miliar untuk pelatihan dan pengembangan kompetensi karyawan. Realisasi biaya pelatihan dan pengembangan kompetensi karyawan tahun 2023 sebesar Rp57,27 miliar, atau 97,7% dari anggaran RKAP tahun 2023.

COMPETENCY DEVELOPMENT COSTS

In 2023, PT Petrokimia Gresik has budgeted Rp59 billion for employee competency training and development. Employee competency training and development costs were realized in 2022 at Rp57.27 billion, or 97.7% of the RKAP budget for 2023.

No.	Kegiatan Activity	RKAP	Desember December			Sampai dengan Desember Until December			% RKAP
			Rencana Plan	Realisasi Realization	%	Rencana Plan	Realisasi Realization	%	
I	Pendidikan dan Pelatihan Education and Training	55.075.500	7.710.570,0	15.101.063,6	195,8	55.075.500,0	54.486.829,4	98,9	98,9
	1. Diklat Induksi Induction Training	6.500.000	400.000,0	558.946,6	139,7	5.500.000,0	5.411.976,1	98,4	83,3
	2. Diklat Leadership & Managerial	10.000.000	300.000,0	416.400,0	0,0	2.526.425,0	1.069.346,5	0,0	10,7
	3. Diklat Kompetensi Competency Training	29.655.000	5.960.570,0	12.701.086,0	213,1	39.549.075,0	42.794.214,5	108,2	144,3
	4. Diklat Tugas Belajar Study Duty Training	2.000.000	100.000,0	44.374,6	0,0	1.050.000,0	55.973,6	0,0	2,8
	5. Diklat Purna Tugas Retirement Training	1.000.000	200.000,0	522.960,6	0,0	700.000,0	939.357,2	0,0	93,9
	6. Sosialisasi & Awareness Socialization & Awareness	500.000	0,0	0,0	0,0	0,0	0,0	0,0	0,0
	7. Sertifikasi Kompetensi Competency Certification	3.520.000	400.000,0	633.214,5	0,0	2.800.000,0	2.736.043,7	0,0	77,7
	8. Diklat Manajemen/Organ GCG GCG/Management Organ Training	1.150.000	50.000,0	6.000,0	0,0	1.650.000,0	730.186,6	0,0	63,5
	9. Diklat Tenaga Outsourcing Outsourcing Personnel Training	750.000	300.000,0	218.081,3	0,0	1.300.000,0	749.731,3	0,0	100,0
II	Kepedulian Lingkungan Environmental Awareness	762.200	61.531,0	163.904,5	266,4	762.200,0	739.459,5	97,0	97,0
III	Perpustakaan Library	1.454.429	0,0	474.661,9	0,0	1.545.429,2	1.305.787,3	89,8	89,8
IV	Jasa Borongan Labour Service	1.728.928	0,0	134.032,8	0,0	1.296.696,6	734.963,4	56,7	42,5
	Total Biaya Total Cost	59.021.057,24	7.772.101,77	15.873.662,83	204,2	58.588.825,86	57.267.039,66	97,7	97,0

Jenis Pengembangan Karyawan Types of Employee Development

Jenis Pelatihan Types of Training	Tujuan Pelatihan	Training Objectives
Manufacturing	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan berorientasi kepada teknikal operasional pabrik.	This type of training aims to facilitate employee development with an orientation towards plant technical operations.
Marketing Trading	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan bidang pemasaran dan penjualan serta operasionalnya untuk dapat memenangkan pangsa pasar internasional maupun nasional.	This type of training is designed to help employees develop skills in marketing and sales, as well as operations, in order to gain international and national market share.
Distribution	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan dalam alur distribusi yang mendukung teknikal pabrik maupun bidang pemasaran.	This type of training aims to facilitate the development of employees in the distribution channels that support technical manufacturing and marketing.
Support	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan diluar dari proses utama bisnis perusahaan misalnya keuangan, SDM, dan sebagainya.	This type of training is designed to help employees develop outside of the company's main business processes, such as finance, human resources, etc.

Resume Pencapaian Target Departemen Pengembangan dan Organisasi

Resume of Target Achievement of Development and Organization Department

No.	Kegiatan Activity	RKAP	Desember December			Sampai dengan Desember Until December			% RKAP
			Rencana Plan	Realisasi Realization	%	Rencana Plan	Realisasi Realization	%	
I	Pendidikan dan Pelatihan Education and Training								
1.	Mandays Pelatihan Karyawan Mandays Employee Training	9.520	557	6.829	1.226,0	9.170	19.835	216,3	208,4
2.	Penetrasi Peserta Diklat Training Participation Penetration	1.665	309	432	139,8	1.899	1.938	102,1	116,4
3.	Tugas Belajar Study Duty	10	1	1	0,0	14	14	0,0	140,0
4.	Program Magang Mahasiswa Bersertifikat: Certified Student Internship Program:								
a.	Reguler Kementerian BUMN Regular Ministry of SOEs	100	50	50	0,0	100	101	101,0	101,0
b.	Magang MBKM Kemendikbud Ristek MNKM Internship Ministry of Research and Technology	95	50	50	0,0	100	95	95,0	100,0
c.	Sekolah Makmur Makmur School	40	-	-	0,0	80	78	97,5	195,0
d.	Tenaga Penjual Lapang Sales Persons Field	15	15	15	1,0	15	15	100,0	100,0

Realisasi Mandays

Mandays Realization

Perusahaan Company	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec	Total		
	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target Realisasi	Target	Realisasi	%
PG	500 902	500 1.056	720 1.242	150 187	750 2.776	750 1.192	800 1.169	1.000 305	1.000 566	1.000 2.171	1.000 1.440	1.000 1.829	9.170	14.835	162
Total	500 902	500 1.056	720 1.242	150 187	750 2.776	750 1.192	800 1.169	1.000 305	1.000 566	1.000 2.171	1.000 1.440	1.000 1.829	9.170	14.835	162



PARTISIPASI PESERTA PELATIHAN PER DIREKTORAT

Penetrasi pelatihan merupakan perbandingan antara jumlah karyawan yang sudah mengikuti pelatihan dan jumlah karyawan total

PARTICIPATION OF TRAINING PARTICIPANTS BY DIRECTORATE

Training penetration is the ratio between the number of employees who have attended the training and the total number of employees.

Kompartemen/Jabatan Compartment/Position	Target	Jumlah Karyawan Total Employees	Jumlah Penetrasi Total Penetration	Penetrasi/ Target Penetration/ Target (%)
Dewan Komisaris Board of Commissioners	5	-	2	40
PG	-	-	2	
Direksi Board of Directors	7	-	3	43
PG	-	-	3	
Direktorat Utama Main Directorate	76	-	82	100
PG	-	-	82	
Direktorat Produksi & Operasi Directorate of Production and Operations	1.374	-	1.546	100
PG	-	-	1.546	
Direktorat Keuangan & Umum Directorate of Finance and General Affair	253	-	244	96
PG	-	-	244	
Jumlah Total	1.715	-	1.877	100

Realisasi Tugas Belajar Realization of Learning Assignments

No.	Nama Name	Program Studi Study Program	Kampus Campus	Jenjang Level
Dalam Negeri Domestic				
1	Wardiman W Katili	Magister Manajemen Master of Management	Universitas Airlangga Surabaya Airlangga University Surabaya	S2
2	Akhmad Ali Affandi	Magister Manajemen Master of Management	Universitas Airlangga Surabaya Airlangga University Surabaya	S2
3	Andi Kurniawan	Magister Manajemen Master of Management	Universitas Airlangga Surabaya Airlangga University Surabaya	S2
4	Harisul Baihaqi	Magister Manajemen Teknik Master of Engineering Management	Institut Teknologi Sepuluh Nopember Institute of Technology Sepuluh Nopember	S2
Luar Negeri Overseas				
1	Reka Indrawan	Master Civil Engineering and Management Master of Civil Engineering and Management	University of Birmingham	S2

Realisasi Sertifikasi Certification Realization

Jenis Sertifikasi Certification Type	Topik Sertifikasi Certification Topics	Jumlah yang Disertifikasi Certified Amount		
		2021	2022	2023
Core Competence	Pelatihan dan Sertifikasi AK3 Umum General AK3 Training and Certification	30	18	42
	Pelatihan dan Sertifikasi Penanggung Jawab Pengendalian Pencemaran Udara Training and Certification of Persons Responsible for Air Pollution Control	62	3	0
	Sertifikasi Petugas Penanganan Limbah B3 Certification of B3 Waste Handling Officers	4	0	0
	Sertifikasi Petugas Pengambil Contoh (Komoditi Pupuk) Sampling Officer Certification (Fertilizer Commodity)	18	0	35
	Resertifikasi Operator <i>Ship Loader</i> Ship Loader Operator Recertification	18	0	0
	Sertifikasi Operator <i>Forklift</i> Forklift Operator Certification	21	0	23
	Pelatihan dan Sertifikasi AK3 Kimia AK3 Chemistry Training and Certification	8	0	0
	Sertifikasi Lisensi K3 Operator <i>Continuous Ship Unloader</i> Continuous Ship Unloader K3 Operator License Certification	8	0	0
	Sertifikasi Lisensi K3 Operator <i>Ship Loader</i> Ship Loader Operator K3 License Certification	17	0	0
	Sertifikasi Lisensi K3 Operator <i>Grab Ship Unloader</i> K3 License Certification for Grab Ship Unloader Operators	8	0	0
	Sertifikasi Lisensi K3 Operator <i>Kangaroo Crane</i> Kangaroo Crane Operator K3 License Certification	7	0	0
	Pelatihan NDT PT MT UT Level 1 PT MT UT Level 1 NDT Training	8	0	9
	Pelatihan dan Sertifikasi Teknologi Las Welding Technology Training and Certification	29	0	0
	Sertifikasi Lisensi K3 Portal <i>Scraper Reclaimer</i> K3 Portal Scraper Reclaimer License Certification	13	0	0
	Pembinaan dan Sertifikasi K3 Supervisi Perancah Scaffold Supervision for K3 Development and Certification	8	0	3
	Cathodic Protection Tester (Level 1)	9	0	0
	Sertifikasi Teknisi Bidang Pesawat Angkat dan Angkut Aircraft Lift and Transport Technician Certification	6	0	1
	Sertifikasi Petugas Peran Kebakaran Kelas D Class D Fire Officer Role Certification	48	0	0
	Sertifikasi <i>Service Operation & Handling Customer</i> Service Operation & Customer Handling Certification	58	0	0
	Pelatihan dan Sertifikasi Tenaga Kerja Bangunan Tinggi (TKBT) Tall Building Workforce Training and Certification (TKBT)	10	0	0
Sertifikasi Operator <i>Boiler</i> Kelas 1 Class 1 Boiler Operator Certification	18	0	11	
Perpanjangan Sertifikasi Kompetensi Tenaga Teknik (SKTT) Extension of Technician Competency Certification (SKTT)	17	0	0	
Pelatihan Pembinaan dan Sertifikasi Petugas K3 Utama Ruang Terbatas Training for Development and Certification of Main K3 Officers in Confined Spaces	3	0	0	
Pelatihan & Sertifikasi <i>Coating Inspector</i> Muda Young Coating Inspector Training & Certification	10	0	0	



Jenis Sertifikasi Certification Type	Topik Sertifikasi Certification Topics	Jumlah yang Disertifikasi Certified Amount		
		2021	2022	2023
	Sertifikasi P3K Kemenaker RI First Aid Certification, Ministry of Manpower of the Republic of Indonesia	57	0	0
	Sertifikasi <i>Risk Based Inspection</i> (RBI) Risk-Based Inspection (RBI) Certification	3	0	0
	<i>Inhouse Training</i> Sertifikasi Penggerak Mula Kelas 1 Class 1 Initial Mover Certification In-house Training	0	26	0
	Pelatihan & Sertifikasi <i>Welder</i> GTAW Kelas 1 Class 1 GTAW Welder Training & Certification	0	13	0
	Pelatihan dan Sertifikasi Operator <i>Overhead Crane</i> Overhead Crane Operator Training and Certification	0	68	103
	Pembinaan dan Sertifikasi Teknis K3 Listrik K3 Electricity Technical Guidance and Certification	0	1	1
	Sertifikasi Kompetensi Tenaga Teknik Kelistrikan (SKTTK) Electrical Engineering Competency Certification (SKTTK)	0	9	0
	Sertifikasi <i>Rigger</i> Rigger Certification	0	36	10
	Sertifikasi <i>Safety Inspector</i> Safety Inspector Certification	0	1	0
Supporting Competence	Certified Professional in Logistics Management	5	14	0
	Certified Supply Chain Analyst	23	16	0
	Pelatihan dan Sertifikasi Internal Risk Officer Internal Risk Officer Training and Certification	49	0	0
	Pelatihan & Sertifikasi <i>Qualified Risk Management Profesional</i> (QRMP) Qualified Risk Management Professional (QRMP) Training & Certification	1	0	0
	Pelatihan & Sertifikasi <i>Qualified Risk Management Analyst</i> (QRMA) Qualified Risk Management Analyst (QRMA) Training & Certification	8	0	1
	Sertifikasi <i>Qualified Government Internal Auditor</i> (QGIA) Qualified Government Internal Auditor (QGIA) Certification	1	0	0
	Certified Governance Professional (CGP)	7	0	0
	Perpanjangan Sertifikasi <i>Certified Management Accountant</i> (CMA) Certified Management Accountant (CMA) Certification Extension	3	0	1
	Guide to CPP Certification & CPP Examination	3	0	0
	CFE Exam Preparation Course	9	0	0
	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Dasar Basic Level QIA Certification Education and Training Program	4	0	0
	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Lanjutan Advanced QIA Certification Education and Training Program	1	0	2
	PEN-200 course + 30 days lab access + OSCP exam certification fee	1	0	0
	Perpanjangan Sertifikasi <i>Enterprise Risk Management Academy</i> (ERMA) Enterprise Risk Management Academy (ERMA) Certification Extension	1	0	1
	Corporate Learning Technologist Program	2	0	2
	<i>Training</i> & Sertifikasi MSDM Level Manager HRM Level Manager Training & Certification	1	0	0

Jenis Sertifikasi Certification Type	Topik Sertifikasi Certification Topics	Jumlah yang Disertifikasi Certified Amount		
		2021	2022	2023
	Sertifikasi IMO <i>Course Level 1</i> IMO Course Level 1 Certification	15	0	0
	Sertifikasi Auditor Energi Industri Industrial Energy Auditor Certification	11	0	0
	Industrial Relations Certification Program 2021 Training	3	0	0
	Uji Sertifikasi Kompetensi Analisis Kimia Industri Industrial Chemical Analysis Competency Certification Test	36	0	0
	Sertifikasi Uji Kompetensi Dep. Proses & Pengendalian Kualitas Dep. Competency Test Certification Process & Quality Control	35	0	0
	Certified Contract Management Specialist (CCMS)	0	2	2
	Certified Internal Audit Executive (CIAE) Batch IV	0	1	0
	Pelatihan & Sertifikasi <i>International Maritime Dangerous Goods</i> International Maritime Dangerous Goods Training & Certification	0	2	0
	Pelatihan & Sertifikasi Pengadaan Barang/Jasa Pemerintah Government Procurement of Goods/Services Training & Certification	0	51	0
	Pelatihan dan Sertifikasi <i>Life Cycle Assessment (LCA)</i> Life Cycle Assessment (LCA) Training and Certification	0	6	0
	Pelatihan dan Sertifikasi Operasi Serah Terima Bahan Bakar Cair Dermaga (<i>Loading Master</i>) Jetty Liquid Fuel Handover Operation Training and Certification (Loading Master)	0	6	0
	Sertifikasi CFA CFA Certification	0	6	0
	SKK (Ahli Muda Bidang Keahlian Teknik Mekanikal) SKK (Young Expert in Mechanical Engineering)	0	1	0
	SKK (Ahli Muda Geoteknik) SKK (Young Geotechnical Expert)	0	1	0
	SKK (Ahli Muda Pesawat Lift dan Eskalator) SKK (Young Expert in Elevator and Escalator Aircraft)	0	1	0
	SKK (Kepala Pengelola Lingkungan Bangunan Gedung) SKK (Head of Building Environment Management)	0	1	0
	SKK (Manajer Pelaksanaan Bangunan Gedung) SKK (Building Implementation Manager)	0	1	0
	SKK (Manajer Pelaksanaan Pekerjaan Jalan/Jembatan) SKK (Manager of Road/Bridge Works Implementation)	0	1	0
	SKK Konstruksi SKK Construction	0	2	0
	Training & Sertifikasi Manager Energi Energy Manager Training & Certification	0	2	0
	Training and Certified ISO 27001	0	2	11
	<i>Workshop Migas CIVD & Sertifikasi Migas Alat berat</i> CIVD Oil and Gas Workshop & Heavy Equipment Oil and Gas Certification	0	23	0



Jenis Sertifikasi Certification Type	Topik Sertifikasi Certification Topics	Jumlah yang Disertifikasi Certified Amount	
		2022	2023
Core Competence	Perpanjangan Sertifikasi Kompetensi Tenaga Teknik (SKTT) Extension of Technician Competency Certification (SKTT)	0	0
	Pelatihan Pembinaan dan Sertifikasi Petugas K3 Utama Ruang Terbatas Training for the Development and Certification of the Main K3 Officers in restricted areas	0	0
	Pelatihan & Sertifikasi Coating Inspector Muda Young Coating Inspector Training & Certification	0	2
	Sertifikasi P3K Kemenaker RI First Aid Certification, Ministry of Manpower of the Republic of Indonesia	0	0
	Sertifikasi Risk Based Inspection (RBI) Risk-Based Inspection (RBI) Certification	0	0
	Inhouse Training Sertifikat Penggerak Mula Kelas 1 Class 1 Initial Mover Certification In-house Training	26	0
	Pelatihan dan Sertifikasi Welder GTAW Kelas 1 Class 1 GTAW Welder Training & Certification	13	0
	Pelatihan dan Sertifikasi Operator Overhead Crane Overhead Crane Operator Training and Certification	68	33
	Pembinaan dan Sertifikasi Teknis K3 Listrik K3 Electricity Technical Guidance and Certification	1	14
	Sertifikasi Kompetensi Tenaga Teknik Kelistrikan (SKTTK) Electrical Engineering Competency Certification (SKTTK)	9	0
	Sertifikasi Rigger Rigger Certification	36	0
	Sertifikasi Safety Inspector Safety Inspector Certification	1	0
Supporting Competence	Certified Professional in Logistic Management	14	0
	Certified Supply Chain Analyst	16	4
	Pelatihan dan Sertifikasi Internal Risk Officer Internal Risk Officer Training and Certification	0	0
	Pelatihan & Sertifikasi Qualified Risk Management Profesional (QRMP) Qualified Risk Management Professional (QRMP) Training a& Certification	0	1
	Pelatihan & Sertifikasi Qualified Risk Management Analyst (QRMA) Qualified Risk Management Analyst (QRMA) Training & Certification	0	15
	Sertifikasi Qualified Government Internal Auditor (QGIA) Qualified Government Internal Auditor (QGIA) Certification	0	0
	Certified Governance Professional (CGP)	0	0
	Perpanjangan Sertifikasi Certified Management Accountant (CMA) Certified Management Accountant (CMA) Certification Extension	0	4
	Pelatihan & Sertifikasi Pengadaan Barang/jasa Procurement of Goods/Services Training & Certification	51	7
	Pelatihan dan Sertifikasi Life Cycle Assesment (LCA) Life Cycle Assessment (LCA) Training and Certification	6	0
	Sertifikasi CFA CFA Certification	6	2
	SKK (Ahli Muda Bidang Keahlian Teknik Mekanikal) SKK (Young Expert in Mechanical Engineering)	1	0
	SKK (Ahli Muda Geoteknik) SKK (Young Geotechnical Expert)	1	0
	SKK (Ahli Muda Pesawat Lift dan Eskalator) SKK (Young Expert in Elevator and Escalator Aircraft)	1	0

Jenis Sertifikasi Certification Type	Topik Sertifikasi Certification Topics	Jumlah yang Disertifikasi Certified Amount	
		2022	2023
	SKK (Kepala Pengelola Lingkungan Bangunan gedung) SKK (Head of Building Environment Management)	1	0
	SKK (Manajer Pelaksanaan Bangunan Gedung) SKK (Building Implementation Manager)	1	0
	SKK (Manajer Pelaksanaan Pekerjaan Jalan/Jembatan) SKK (Manager of Road/Bridge Works Implementation)	1	0
	SKK Konstruksi SKK Construction	2	0
	Trainign & Sertifikasi Manager Energi Energy Manager Training & Certification	2	0
	Training and Certified ISO 27001	2	11
	Workshop Migas CIVD & Sertifikasi Migas Alat Berat CIVD Oil and Gas Workshop & Heavy Equipment Oil and Gas Certification	23	0
	Guide to CPP Certification & CPP Examination	0	0
	CFE Exam Preparation Course	0	0
	Program Pendidikan dan Pleatihan Sertifikasi QIA Tingkat Dasar Basic Level QIA Certification Education and Training Program	0	3
	Program Pendidikan dan Pleatihan Sertifikasi QIA Tingkat Lanjutan Advanced QIA Certification Education and Training Program	0	2
	PEN-200 course + 30 days of lab access + OSCP exam certification fee	0	0
	Perpanjangan Sertifikasi Enterprise Risk Management Academy (ERMA) Enterprise Risk Management Academy (ERMA) Certification Extension	0	1
	Corporate Learning Technologist Program	0	2
	Training & sertifikasi MSDM Level Manager HRM Level Manager Training & Certification	0	0
	Sertifikasi IMO Cpurse Level 1 MO Course Level 1 Certification	0	0
	Sertifikasi Auditor Energi Industri Industrial Energy Auditor Certification	0	2
	Training Industrial Relations Certification Program 2021	0	0
	Uji Sertifikasi Kompetensi Analisis Kimia Industri Industrial Chemical Analysis Competency Certification Test	1	0
	Sertifikasi Uji Komptensi Dep. Proses & Pengendalian Kualitas Dep. Competency Test Certification Process & Quality Control	0	0
	Certified Contract management Specialist (CCMS) Batch IV	2	0
	Pelatihan & Sertifikasi International Maritime Dangerous Goods International Maritime Dangerous Goods Training & Certification	2	2



Pengembangan Kompetensi Dewan Komisaris Competency Development for the Board of Commissioners

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Penyelenggara Organizer	Tanggal Date
1	T. Nugroho Purwanto (Komisaris Utama President Commissioner)	IFA Annual Conference 2023	IFA	22-24 Mei 2023 May 22-24, 2023
		Certified Risk Executive Leader (CREL)	BPKP	18-27 September 2023 September 18-27, 2023
2	Indira Chunda Thita (Komisaris Commissioner)	HR Tech Festival Asia	HR Tech	10-11 Mei 2023 May 10-11, 2023
3	Ammarsjah (Komisaris Commissioner)	IFA Annual Conference 2023	IFA	22-24 Mei 2023 May 22-24, 2023
4	Bin Nahadi (Komisaris Commissioner)	Certified Risk Executive Leader (CREL)	BPKP	13-21 November 2023 November 13-21, 2023
5	Cecep Herawan (Komisaris Commissioner)	Qualified Risk Governance Professional (QRGP)	CRMS	22-24 November 2023 November 22-24, 2023
6	Noer Fajriensyah (Komisaris Commissioner)	Qualified Risk Governance Professional (QRGP)	CRMS	22-24 November 2023 November 22-24, 2023

Pengembangan Kompetensi Direksi Competency Development for the Board of Directors

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Penyelenggara Organizer	Tanggal Date
1	Dwi Satriyo Annurogo (Direktur Utama President Director)	IFA Annual Conference 2023	IFA	22-24 Mei 2023 May 22-24, 2023
		Certified Risk Executive Leader (CREL)	BPKP	18-27 September 2023 September 18-27, 2023
		Sharing Knowledge Peningkatan Awareness Pencegahan Fraud dan FGD assesment Kapabilitas SPI dengan metode Internal Audit Capability Model (IACM) Sharing knowledge increased awareness of fraud prevention, and FGD assesment of SPI capability using the Internal Audit Capability Model (IACM) method.	BPKP	8 September 2023 September 8, 2023
2	I Ketut Rusnaya (SEVP Operasi SEVP Operations)	Center for Hydrogen Safety Europe Conference 2023	AIChE	9-10 Mei 2023 May 9-10, 2023
		Sharing Knowledge Peningkatan Awareness Pencegahan Fraud dan FGD assesment Kapabilitas SPI dengan metode Internal Audit Capability Model (IACM) Sharing knowledge increased awareness of fraud prevention, and FGD assesment of SPI capability using the Internal Audit Capability Model (IACM) method.	BPKP	8 September 2023 September 8, 2023

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Penyelenggara Organizer	Tanggal Date
3	Digna Jatningsih (Direktur Operasi & Produksi Director of Operation and Production)	IFA Annual Conference 2023	IFA	22-24 Mei 2023 May 22-24, 2023
		Sharing Knowledge Peningkatan Awareness Pencegahan Fraud dan FGD assesment Kapabilitas SPI dengan metode Internal Audit Capability Model (IACM) Sharing knowledge increased awareness of fraud prevention, and FGD assesment of SPI capability using the Internal Audit Capability Model (IACM) method.	BPKP	8 September 2023 September 8, 2023
		IFA Crosroads Asia Pasific	IFA	10-12 Oktober 2023 October 10-12, 2023
		Certified Risk Executive Leader (CREL)	BPKP	13-21 November 2023 November 13-21, 2023
4	Robby Setiabudi Madjid (Direktur Keuangan dan Umum Director of Finance and General)	Certified Risk Executive Leader (CREL)	BPKP	13-21 November 2023 November 13-21, 2023
		Sertifikasi Teknisi Ahli Akuntansi Accounting Expert Technician Certification	IAI	20-27 Desember 2023 December 20-27, 2023

Pengembangan Kompetensi Komite Nominasi dan Remunerasi GCG dan Pemantau Risiko Competency Development for the Nomination and Remuneration, GCG, and Risk Monitoring Committee

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Ida Farida Noer	Pelatihan dan Sertifikasi SNI ISO 31000 Qualified Risk Management Professional (QRMP) SNI ISO 31000 Qualified Risk Management Professional (QRMP) Training and Certification	6-10 Maret 2023 March 6-10, 2023	PT Pupuk Indonesia
2	Noer Fajriensyah	Qualified Risk Governance Professional (QRGP)	22-24 November 2023 November 22-24, 2023	CRMS

Pengembangan Kompetensi Komite Audit Competency Development for the Audit Committee

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Sutan Rambun Pamenan	Certification in Audit Committee Practices (CACP)	28 November-4 Desember 2023 November 28-December 4, 2023	IKAI
		Fraudelant Financial Statement Detection	17 Juni 2023 June 17, 2023	ACFE
2	Bambang Setiobroto	Certification in Audit Committee Practices (CACP)	28 November-4 Desember 2023 November 28-December 4, 2023	IKAI



Pengembangan Kompetensi Kompartemen SVP Sekretaris Perusahaan Competency Development for the SVP Corporate Secretary Compartment

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Yusuf Wibisono, S.T.	Focus Group Discussion Key Behaviour Kamus Kompetensi BUMN Untuk Pejabat Grade I Focus Group Discussion Key Behavior SOEs Competency Dictionary for Grade I Officials	5 Januari 2023 January 5, 2023	DDI
2	Adityo Wibowo	Workshop BUMN Spokeperson Materclass "Becoming Bold"	18 Oktober 2023 October 18, 2023	Kementerian BUMN
		Pelatihan dan Sertifikasi GRC Professional (CGRCP) GRC Professional (CGRCP) Training and Certification	30 Oktober 2023 October 30, 2023	CRMS
		Workshop Enhancing Strategic Management Capabilities	7 Desember 2023 December 7, 2023	PT Petrokimia Gresik

Pengembangan Kompetensi Kompartemen Satuan Pengawasan Intern Competency Development for the Internal Audit Unit Compartment

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	I Gusti Putu Raka Arthama , IR., M.MT Purna SVP Satuan Pengawas Intern/ Former SVP, Internal Supervisory Unit	Focus Group Discussion Key Behaviour Kamus Kompetensi BUMN Untuk Pejabat Grade I Focus Group Discussion Key Behavior SOEs Competency Dictionary for Grade I Officials	5 Januari 2023 January 5, 2023	DDI
2	Alif Rodhiyan, S.E., M.M. Senior Vice President	Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	20 Oktober 2023 October 20, 2023	CRMS
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	1 November 2023 November 1, 2023	CRMS
		Roadshow Enhance The Organizational Capabilities Pupuk Indonesia Roadshow Enhance The Organizational Capabilities Pupuk Indonesia	31 Oktober 2023 October 31, 2023	PT Pupuk Indonesia
		Pelatihan Building Business Acumen Through Business Simulation Batch 1 Building Business Acumen Training Through Business Simulation, Batch 1	23 November 2023 November 23, 2023	NuPMK

Pengembangan Kompetensi Departemen Audit Operasi & Produksi Competency Development for the Operations & Production Audit Department

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Irwanudin	Pelatihan Sistem Manajemen Keamanan Pangan FSSC 22000 5.1 Tahun 2023 FSSC 22000 5.1 Food Safety Management System Training 2023	18–20 Januari 2023 January 18–20, 2023	LRQA
		Audit Pencegahan, Pendeteksian dan Investigasi Atas Kecurangan Audit Prevention, Detection, and Investigation of Fraud	23–24 Agustus 2023 August 23–24, 2023	Pusat Institut Manajemen Nasional National Institute of Management Center

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Pelatihan IT Security Framework/ISO 27001 IT Security Framework/ISO 27001 Training	6 Oktober 2023 October 6, 2023	
		Workshop Aspek Dampak Lingkungan Berdasarkan ISO 140001:2015 Batch 2 Workshop on Environmental Impact Aspects Based on ISO 140001:2015, Batch 2	20 Oktober 2023 October 20, 2023	
		Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16–20 Oktober 2023 October 16–20, 2023	PPM Manajemen PPM Management
		Pelatihan Awareness Environmental, Social and Governance Environmental, Social, and Governance Awareness Training	5 Oktober 2023 October 5, 2023	
2	Achmad Rizal Farabi	Pelatihan Sistem Manajemen Keamanan Pangan FSSC 22000 5.1 Tahun 2023 FSSC 22000 5.1 Food Safety Management System Training 2023	18–20 Januari 2023 January 18–20, 2023	LRQA
		Seminar Nasional Audit Berbasis Risiko dan Audit Kinerja Pencegahan Tipikor dalam Pengadaan Barang dan Jasa National Seminar on Risk-Based Audit and Performance Audit for Corruption Prevention in the Procurement of Goods and Services	15–16 Juni 2023 June 15–16, 2023	Komite Anti Korupsi Indonesia Indonesian Anti-Corruption Committee
		Klinik Kearsipan Tahap II Batch I Archives Clinic Phase II Batch I	21 September 2023 September 21, 2023	Dep. Administrasi & Bisnis Administration & Business Department
		Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16–20 Oktober 2023 October 16–20, 2023	PPM Manajemen PPM Management
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober–1 November 2023 October 30–November 1, 2023	CRMS
3	Achmad Soebairi, S.T.	Developing Leader with Confident and Competence Program	27 Maret 2023 March 27, 2023	PT Mitra Strategik Konsultindo
		Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11–12 Juli 2023 July 11–12, 2023	Premysis
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30–31 Oktober 2023 October 30–31, 2023	PT Pupuk Indonesia
		Sharing Knowledge Peningkatan Awareness Pencegahan Fraud dan FGD asesment Kapabilitas SPI dengan metode Internal Audit Capability Model (IACM) Knowledge Sharing Increased Awareness of Fraud Prevention and FGD Assessment of SPI Capability Using the Internal Audit Method Capability Model (IACM)	8 September 2023 September 8, 2023	BPKP
		Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	17–20 Oktober 2023 October 17–20, 2023	CRMS



No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober–1 November 2023 October 30–November 1, 2023	CRMS
		Pelatihan Building Business Acumen Through Business Simulation Batch 1 Building Business Acumen Training Through Business Simulation, Batch 1	22–23 November 2023 November 22–23, 2023	NuPMK
4	Humaira Hoseki Devi	Analytical Thinking Training	27 Maret 2023 March 27, 2023	Dep. RHI
		Pelatihan SR 2023 SR Training 2023	8–25 Mei 2023 May 8–25, 2023	Sinergi Solusindo
		Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11–12 Juli 2023 July 11–12, 2023	Premysis
		Pelatihan e Learning dan Sertifikasi Internal Manajemen Risiko berbasis ISO 31000: 2018 e-Learning Training and Internal Risk Management Certification based on ISO 31000:2018	10–26 Oktober 2023 October 10–26, 2023	Manrisk Petrokimia Gresik
5	Dwiyana Prawisnugraha, S.T.	Penyegaran dan Workshop Tim Auditor Internal SMAP Refreshment and Workshop for the SMAP Internal Auditor Team	20–21 Juni 2023 June 20–21, 2023	PT Mitra Prakarsa Cemerlang
		Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11–12 Juli 2023 July 11–12, 2023	Premysis
		Seminar FKSPI Wilayah Jawa Timur 2023 "Anticipation of Tuna in Order to Maintain the Company Sustainability Base on ESG FKSPI East Java Region Seminar 2023: "Anticipation of Tuna in Order to Maintain Company Sustainability Based on ESG	30–31 Agustus 2023 August 30–31, 2023	FKSPI
		Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	17–20 Oktober 2023 October 17–20, 2023	CRMS
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober–1 November 2023 October 30–November 1, 2023	CRMS
		Sertiifikasi TKDN Batch 1 TKDN Batch 1 Certification	4–6 Oktober 2023 October 4–6, 2023	PT Pupuk Indonesia
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30–31 Oktober 2023 October 30–31, 2023	PT Pupuk Indonesia
6	Dendy Kusumo Prasetio, S.A.	Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11–12 Juli 2023 July 11–12, 2023	Premysis
		Training Awareness ISO 50001 2023	26 Juli 2023 July 26, 2023	EnerCoSS
		Building Resilient Future Through GRC and ESG	24–25 Agustus 2023 August 24–25, 2023	GRC Summit
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30–31 Oktober 2023 October 30–31, 2023	PT Pupuk Indonesia

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16–20 Oktober 2023 October 16–20, 2023	PPM Manajemen PPM Management
		Pelatihan Awareness Environmental, Social and Governance Environmental, Social, and Governance Awareness Training	5 Oktober 2023 October 5, 2023	CRMS
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober–1 November 2023 October 30–November 1, 2023	CRMS
		Sertifikasi TKDN Batch 2 TKDN Batch 2 Certification	11–16 Oktober 2023 October 11–16, 2023	PT Pupuk Indonesia

Pengembangan Kompetensi Departemen Audit Keuangan & Umum Competency Development for the Financial & General Audit Department

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Mochamad Raga Hasbi Farobi (Pelaksana Administrator)	QIA tingkat Lanjutan QIA Advanced Level	6–18 Maret 2023 March 6–18, 2023	YPIA
		Pelatihan SR 2023 SR Training 2023	8–25 Mei 2023 May 8–25, 2023	Sinergi Solusindo
		Training Analytical Thinking	27 Maret 2023 March 27, 2023	Dep RHI
		Klinik Kearsipan Tahap II Batch I Record Management Clinic Phase II Batch I	21 September 2023 September 21, 2023	Dep. Administrasi & Bisnis Administration & Business Department
		Pelatihan IT Security Framework/ISO 27001 IT Security Framework/ISO 27001 training	6 Oktober 2023 October 6, 2023	IT PG
		Qualified Risk Management Analyst (QRMA)	13–16 November 2023 November 13–16, 2023	CRMS
2	Ahadin Mintarum, S.E.	Personal Excellence for Strategic Development	13 Maret 2023 March 13, 2023	PT Mitra Strategik Konsultindo
		Workshop Standar Audit Internal dan Kode Etik Workshop on Internal Audit Standards and Code of Ethics	10–11 April 2023 April 10–11, 2023	YPIA
		Building Resilient Future Through GRC and ESG	24–25 Agustus 2023 August 24–25, 2023	GRC Summit
		QIA Pre- Manajerial	21–26 Agustus 2023 August 21–26, 2023	YPIA
		Sharing Knowledge Keahlian Program on the Job Training Kerja Sama Kementerian BUMN Sharing Knowledge, Expertise, and on-the-Job Training Program Collaboration with the Ministry of SOE.	8 September 2023 September 8, 2023	BPKP
		Sertifikasi QIA Manajerial KSPI KSPI Managerial QIA Certification	23 Oktober 2023–1 November 2023 October 23–November 1, 2023	YPIA
		Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	17–20 Oktober 2023 October 17–20, 2023	CRMS



No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30-31 Oktober 2023 October 30-31, 2023	PT Pupuk Indonesia
3	Andy Yazid Alyzzuddin, S.E. (Staf Muda I Officer I)	Seminar Nasional Asosiasi Auditor Internal Business Transformation in Responding TUNA National Seminar of the Association of Internal Auditors Business Transformation in Responding TUNA	6-7 Juli 2023 July 6-7, 2023	Asosiasi Auditor Internal Association of Internal Auditors
		Business Transformation in Responding Tuna (Turbulency, Uncertainty, Novelty, and Ambiguity) Condition and GRC (Governance Risk and Compliance) Problems In Business Transformation Business Transformation in Responding Tuna (Turbulency, Uncertainty, Novelty, and Ambiguity) Condition and GRC (Governance Risk and Compliance) Problems in Business Transformation	6-7 Juli 2023 July 6-7, 2023	Asosiasi Auditor Internal Association of Internal Auditors
		Building Resilient Future Through GRC and ESG	24-25 Agustus 2023 August 24-25, 2023	GRC Summit
		Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	17-20 Oktober 2023 October 17-20, 2023	CRMS
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober-1 November 2023 October 30-November 1, 2023	CRMS
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30-31 Oktober 2023 October 30-31, 2023	PT Pupuk Indonesia
4	Sari Indrawati, S.M. (Staf Muda II Officer II)	Seminar Nasional Asosiasi Auditor Internal Business Transformation in Responding TUNA National Seminar of the Association of Internal Auditors Business Transformation in Responding TUNA	6-7 Juli 2023 July 6-7, 2023	Asosiasi Auditor Internal Association of Internal Auditors
		Business Transformation in Responding Tuna (Turbulency, Uncertainty, Novelty, and Ambiguity) Condition and GRC (Governance Risk and Compliance) Problems In Business Transformation Business Transformation in Responding Tuna (Turbulency, Uncertainty, Novelty, and Ambiguity) Condition and GRC (Governance Risk and Compliance) Problems in Business Transformation	6-7 Juli 2023 July 6-7, 2023	Asosiasi Auditor Internal Association of Internal Auditors
		Pelatihan e Learning dan Sertifikasi Internal Manajemen Risiko berbasis ISO 31000: 2018 e-Learning Training and Internal Risk Management Certification based on ISO 31000:2018	10-26 Oktober 2023 October 10-26, 2023	Manrisk Petrokimia Gresik
		Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16-20 Oktober 2023 October 16-20, 2023	PPM Manajemen PPM Management
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober-1 November 2023 October 30-November 1, 2023	CRMS

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
5	Endri Saputro (Staf Pratama III Junior Officer III)	Workshop Aspek Dampak Lingkungan Berdasarkan ISO 140001:2015 Batch 2 Workshop on Environmental Impact Aspects Based on ISO 140001:2015, Batch 2	20 Oktober 2023 October 20, 2023	Elizabeth Ichi Consulting
		Workshop Finance for Non Finance Finance for Non-Finance Workshop	9–10 Oktober 2023 October 9–10, 2023	PT Fokus Jasa Mitra
		Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16–20 Oktober 2023 October 16–20, 2023	PPM Manajemen PPM Management
		Pelatihan Awareness Evironmental, Social and Governance Environmental, Social, and Governance Awareness Training	5 Oktober 2023 October 5, 2023	CRMS
6	Erfan Suchahyo Lukito, S.E. (Staf Muda I Officer I)	Pelatihan dan Sertifikasi QRMP QRMP Training and Certification	16–20 Oktober 2023 October 16–20, 2023	PPM Manajemen PPM Management
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober–1 November 2023 October 30–November 1, 2023	CRMS
		Roadshow Enchance the Organizational Capabilities Pupuk Indonesia	30–31 Oktober 2023 October 30–31, 2023	PT Pupuk Indonesia

Pengembangan Kompetensi Departemen Tata Kelola Perusahaan dan Manajemen Risiko Competency Development for the Corporate Governance and Risk Management Department

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
1	Nugroho Iman Prakosa, S.E., M. Acc. (Vice President)	Capacity Building Batch 2	28 Februari–3 Maret 2023 February 28–March 3, 2023	John Robert Power
		Developing Leader With Confident and Competence Program	27 Maret 2023 March 27, 2023	PT Mitra Strategik Konsultindo
		Sertifikasi Certified GRC Professional (CGRCP) Certified GRC Professional (CGRCP) Certification	5 Juni 2023 Jun 5, 2023	CRMS & Pupuk Indonesia
		Pelatihan Certified Management Accountant Certified Management Accountant training	14–15 Juli 2023 July 14–15, 2023	Institute of Certified Management Accountant
		GRC Summit 2023 “Building a resilient future through ESG and GRC”	25 Agustus 2023 August 25, 2023	CRMS Indonesia
		Roadshow Enchance the Organizational Capabilities Pupuk Indonesia	30–31 Oktober 2023 October 30–31, 2023	PT Pupuk Indonesia
2	Kristian Escha Putranto, S.A. (Staf Muda I Officer I)	Konsinyering ERP 2023 ERP Consignment 2023	29–30 Maret 2023 March 29–30, 2023	Departemen K3 K3 Department
		Sharing Knowledge Keahlian Program on the Job Training Kerja Sama Kementerian BUMN Sharing Knowledge, Expertise, and on-the-Job Training Program Collaboration with the Ministry of SOE.	15 Februari–31 Agustus 2023 February 15–August 31, 2023	Pengembangan SDM & Organisasi HR & Organizational Development
		OLDP Batch 1	10–14 Juli 2023 July 10–14, 2023	PT Pupuk Indonesia



No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11-12 Juli 2023 July 11-12, 2023	Premysis
		Training Phase 2 & Bootcamp OLDP BOD-3 PI Group	25-27 September 2023 September 25-27, 2023	PT Pupuk Indonesia
		Pelatihan dan Sertifikasi QRMA QRMA Training and Certification	17-20 Oktober 2023 October 17-20, 2023	CRMS
		Pelatihan Awareness Evironmental, Social and Governance Environmental, Social, and Governance Awareness Training	5 Oktober 2023 October 5, 2023	CRMS
		Fraud Control and Effective Whistleblower System	21-22 November 2023 November 21-22, 2023	IAI
		Workshop ISO 37002:2021 Whistleblowing Management System (WMS)	28-29 November 2023 November 28-29, 2023	CRMS
		Analyzing and Visualizing Data Using Microsoft Power BI	28-29 November 2023 November 28-29, 2023	Online
		Roadshow Enhance the Organizational Capabilities Pupuk Indonesia	30-31 Oktober 2023 October 30-31, 2023	PT Pupuk Indonesia
3	Rizkiyah Ristiany, S.T. (Staf Pratama I Pratama Staff I)	Strategic Workforce Planning Workshop	27-28 Maret 2023 March 27-28, 2023	Korn Ferry
		Pelatihan SR 2023 SR Training 2023	8-25 Mei 2023 May 8-25, 2023	Sinergi Solusindo
		Klinik Kearsipan Tahap II Batch I Record Management Clinic Phase II Batch I	21 September 2023 September 21, 2023	Dep. Administrasi & Bisnis Administration & Business Department
		Penyegaran dan Workshop Tim Auditor Internal SMAP Refreshment and Workshop for the SMAP Internal Auditor Team	20-21 Juni 2023 June 20-21, 2023	PT Mitra Prakarsa Cemerlang
		Workshop Finance for Non Finance	9-10 Oktober 2023 October 9-10, 2023	PT Fokus Jasa Mitra
		Baldrige Excellence Framework (BEF)	5 Oktober 2023 October 5, 2023	Indonesian Quality Award
4	Agung Puji Astono, S.Psi. (Staf Pratama I Junior Officer I)	Strategic Workforce Planning Workshop	27-28 Maret 2023 March 27-28, 2023	Korn Ferry
		QRMA Training & Certification	9-12 Mei 2023 May 9-12, 2023	CRMS
		Penerapan Manajemen Risiko Risk Manajement & Risk Awarenents di Era Digital 4.0 Dikaitkan (ISO 31000) dalam Menjalankan/Melindungi Organisasi Perusahaan dari Risiko Kerugian Perusahaan Implementation of Risk Management & Risk Awareness in the Digital Era 4.0 (ISO 31000) in Relation to Running/ Protecting Company Organization from the Risk of Company Loss	27-28 Juli 2023 July 27-28, 2023	Pusdiklatnas
		Pelatihan IT Security Framework/ISO 27001 IT Security Framework/ISO 27001 training	6 Oktober 2023 October 6, 2023	IT PG

No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Workshop Aspek Dampak Lingkungan Berdasarkan ISO 140001:2015 Batch 2 Workshop on Environmental Impact Aspects Based on ISO 140001:2015, Batch 2	20 Oktober 2023 October 20, 2023	Elizabeth Ichi Consulting
		Pelatihan e Learning dan Sertifikasi Internal Manajemen Risiko berbasis ISO 31000: 2018 e-Learning Training and Internal Risk Management Certification based on ISO 31000:2018	10-26 Oktober 2023 October 10-26, 2023	Manrisk Petrokimia Gresik
		Workshop Finance for Non Finance	9-10 Oktober 2023 October 9-10, 2023	PT Fokus Jasa Mitra
		Pelatihan CGRCP Batch 2 CGRCP Batch 2 Training	30 Oktober-1 November 2023 October 30-November 1, 2023	CRMS
5	Joko Nugroho, S.T. (Staf Muda I Officer I)	Sharing Knowledge Keahlian Program on the Job Training Kerja Sama Kementerian BUMN Sharing Knowledge, Expertise, and on-the-Job Training Program Collaboration with the Ministry of SOE.	15 Februari-31 Agustus 2023 February 15-August 31, 2023	Pengembangan SDM & Organisasi HR & Organizational Development
		Sertifikasi Certified GRC Professional (CGRCP) Certified GRC Professional (CGRCP) Certification	5 Juni 2023 Jun 5, 2023	CRMS & Pupuk Indonesia
		Penyegaran dan Workshop Tim Auditor Internal SMAP Refreshment and Workshop for the SMAP Internal Auditor Team	20-21 Juni 2023 June 20-21, 2023	PT Mitra Prakarsa Cemerlang
		OLDP Batch 2	24-28 Juli 2023 July 24-28, 2023	PT Pupuk Indonesia
		Workshop Auditor Internal Sistem Manajemen Terintegrasi Integrated Management System Internal Auditor Workshop	11-12 Juli 2023 July 11-12, 2023	Premysis
		Training Phase 2 & Bootcamp OLDP BOD-3 PI Group	25-27 September 2023 September 25-27, 2023	PT Pupuk Indonesia
		Re Sertifikasi ERMA Re ERMA Certification	19 Oktober 2023 October 19, 2023	ERMA
		Sistem Manajemen Kepatuhan (SMK) Compliance Management System (SMK)	6-10 November 2023 November 6-10, 2023	CRMS
		Roadshow Enchance the Organizational Capabilities Pupuk Indonesia	30-31 Oktober 2023 October 30-31, 2023	PT Pupuk Indonesia
6	Ardhy Akhmad Al Ghiffary, S.H. (Staf Muda I)	Sertifikasi Certified GRC Professional (CGRCP) Certified GRC Professional (CGRCP) Certification	5 Juni 2023 Jun 5, 2023	CRMS & Pupuk Indonesia
		Penyegaran dan Workshop Tim Auditor Internal SMAP Refreshment and Workshop for the SMAP Internal Auditor Team	20-21 Juni 2023 June 20-21, 2023	PT Mitra Prakarsa Cemerlang
		Pelatihan Governance Fundamentals (with CGP Certifications) Governance Fundamentals Training (with CGP Certifications)	10-13 Oktober 2023 October 10-13, 2023	CRMS
		Workshop Finance for Non Finance	9-10 Oktober 2023 October 9-10, 2023	PT Fokus Jasa Mitra



No.	Nama Peserta Name of Participant	Nama Pelatihan Name of Training	Tanggal Date	Penyelenggara Organizer
		Roadshow Enchance the Organizational Capabilities Pupuk Indonesia	30-31 Oktober 2023 October 30-31, 2023	PT Pupuk Indonesia
7	Anindia Resbiana Puri (Staf Pratama III)	Penyegaran dan Workshop Tim Auditor Internal SMAP Refreshment and Workshop for the SMAP Internal Auditor Team	20-21 Juni 2023 June 20-21, 2023	PT Mitra Prakarsa Cemerlang
		Workshop Business Analytics and Intelligence	25-26 Oktober 2023 October 25-26, 2023	PT Fokus Jasa Mitra
8	Paramyta Hapsari Astoeti, S.Psi. (Staf Pratama II)	Pelatihan Corporate Governance Leadership Program and ASEAN Corporate Governance Scorecard Corporate Governance Leadership Program and ASEAN Corporate Governance Scorecard Training	20-21 November 2023 November 20-21, 2023	PT Cita Negeri Amanah

RENCANA PENGEMBANGAN KOMPETENSI TAHUN 2024

Pada tahun 2024, perusahaan merencanakan program pengembangan kompetensi karyawan baik yang dilaksanakan secara inhouse maupun publik. Target pencapaian mandays pada tahun 2024 sebesar 10.570 mandays dengan partisipasi karyawan mengikuti pelatihan sebesar 90%. Target tersebut dicapai dengan memetakan kebutuhan pengembangan karyawan di perusahaan melalui Training Needs Analysis (TNA). Dari hasil TNA yang disusun di akhir tahun 2024, akan dilaksanakan 72 judul pelatihan dan sertifikasi secara *inhouse*, sedangkan sisanya akan dilakukan secara publik.

COMPETENCY DEVELOPMENT PLAN FOR 2024

In 2024, the company plans to implement an employee competency development program, both internally and externally. The target for mandays in 2024 is 10,570, with 90% employee participation in training. This goal is achieved by mapping the company's employees' development needs using Training Needs Analysis (TNA). The TNA results prepared at the end of 2024 will include 72 in-house trainings and certifications, with the rest of them being conducted externally.

KEANGGOTAAN PADA ASOSIASI MEMBERSHIP IN AN ASSOCIATION

No.	Asosiasi Association
1	International Fertilizer Association (IFA)
2	Asosiasi Produsen Pupuk Indonesia (APPI) Jakarta Indonesian Fertilizer Producers Association (APPI) Jakarta
3	Asosiasi Bio Agro Input Indonesia (ABI) Bio-agro Input Association of Indonesia (ABI)
4	Asosiasi Pengusaha Indonesia (APINDO) Jawa Timur & Gresik Indonesian Employers' Association (APINDO) East Java & Gresik
5	Asosiasi Kimia Dasar Anorganik Indonesia (AKIDA) Inorganic Basic Chemicals Association of Indonesia
6	Kamar Dagang Industri (KADIN) Kabupaten Gresik Indonesian Chamber of Commerce and Industry (KADIN) Gresik Regency
7	Responsible Care Indonesia (RCI)
8	Asosiasi Perbenihan Indonesia (ASBENINDO) Indonesia Seed Association (ASBENINDO)
9	Forum Komunikasi Pengawasan Intern (FKSPI) Jawa Timur Communication Forum for Internal Supervisory Units (FKSPI) East Java
10	Asosiasi Obat Hewan Indonesia (ASOHI) Indonesian Veterinary Medicine Association (ASOHI)
11	Forum Human Capital Indonesia (FHCI) Indonesian Human Capital Forum (FHCI)

KRONOLOGI PENCATATAN SAHAM

CHRONOLOGY OF STOCK LISTING

Hingga 31 Desember 2023, Perseroan belum mencatatkan saham di bursa efek manapun, karena bukan merupakan perusahaan publik, sehingga informasi mengenai kronologi pencatatan saham, jenis tindakan korporasi yang menyebabkan perubahan jumlah saham dari awal pencatatan hingga akhir tahun buku, dan nama bursa tempat saham dicatatkan tidak relevan untuk diungkapkan dalam Laporan Tahunan ini.

As of December 31, 2023, the Company has not listed its shares on any stock exchange because it is not a public company, therefore, information about the chronology of share listings, types of corporate actions that cause changes in the number of shares from the beginning of the listing to the end of the fiscal year, and the name of the exchange where the shares are listed is not relevant for disclosure in this Annual Report.

KRONOLOGI PENCATATAN EFEK LAINNYA

CHRONOLOGY OF OTHER SECURITY LISTING

Hingga 31 Desember 2022, Perseroan belum menerbitkan obligasi, sukuk, dan/atau efek lainnya di bursa efek manapun, sehingga informasi mengenai kronologi pencatatan efek lainnya, jenis tindakan korporasi yang menyebabkan perubahan jumlah efek dari awal penerbitan hingga akhir tahun buku, dan nama bursa tempat efek diterbitkan tidak relevan untuk diungkapkan dalam Laporan Tahunan ini.

As of December 31, 2023, the Company had not issued bonds, sukuk, and/or other securities on any stock exchange, so information about the chronology of other securities listings, types of corporate actions that cause changes in the number of securities from the beginning of issuance to the end of the fiscal year, and the name of the stock exchange Issued securities are irrelevant to this Annual Report.



NAMA DAN ALAMAT LEMBAGA PROFESI PENUNJANG PERUSAHAAN

NAME AND ADDRESS OF THE COMPANY SUPPORTING PROFESSIONAL INSTITUTIONS

Profesi Profession	Nama Lembaga Institution	Alamat Address	Jasa yang Diberikan Services Provided
Kantor Akuntan Publik Public Accounting Firm	Tanudiredja, Wibisana, Rintis & Rekan*	PricewaterhouseCoopers WTC 3 Jl. Jend. Sudirman Kav. 29-31, Jakarta 12190, Indonesia Telp. (+6221) 5099 2901; 3119 2901 Fax. (+6221) 5290 555; 5290 5050 Website: www.pwc.com/id	Melakukan audit Laporan Keuangan Petrokimia Gresik Tahun Buku 2023 Conduct an audit of the Petrokimia Gresik Financial Report for the 2023 Financial Year
Konsultan Hukum Legal Consultant	Gresik Lawyer Association	Jl. Kahayan No. 44 Gresik	Konsultan hukum yg bertugas memberikan legal advice/ pendapat hukum kepada PG yang dihadapi sesuai permintaan, khususnya bidang ketenagakerjaan serta review atas peraturan perundang-undangan A legal consultant who provide legal advice/legal opinions to PG who have issues, as requested, particularly in the area of employment, and to review statutory regulations.
	Assegaf, Hamzah & Partners	Pakuwon Center, Superblok Tunjungan City Lantai 11, Unit 08 Jalan Embong Malang No. 1, 3, 5, Surabaya	Konsultan hukum yg bertugas memberikan legal advice/ pendapat hukum kepada PG yang dihadapi sesuai permintaan, khususnya bidang korporasi, penyaluran pupuk bersubsidi, serta membantu dalam pelaksanaan pendampingan A legal consultant who provide legal advice/legal opinions to PG who have issues, as requested, especially in the corporate sector, distribution of subsidized fertilizer, and assisting in the implementation of mentoring.
	Nasution & Nasution Law Firm	Alamanda Tower, 28th Floor Jl. TB Simatupang No. 22-26, Cilandak, Jakarta Selatan 12430	Konsultan hukum yg bertugas memberikan legal advice/ pendapat hukum kepada PG yang dihadapi sesuai permintaan, khususnya bidang Persaingan Usaha. A legal consultant who provide legal advice/legal opinions to PG who have issues, as requested, especially in the area of business competition.
	PwC Legal Indonesia	WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta Selatan 12920	Konsultan hukum yg bertugas memberikan legal advice dan bantuan review dokumen kepada PG sesuai permintaan atas dokumen kontraktual pembelian gas. A legal consultant who provide legal advice and document review assistance to PG, as requested, regarding gas purchase contractual documents.

Profesi Profession	Nama Lembaga Institution	Alamat Address	Jasa yang Diberikan Services Provided
Jasa Appraisal Appraisal Services	KJPP Wahyudi Utomo dan Rekan	Magersari Permai No. T-07, Kab. Sidoarjo, Jawa Timur 61212	Melakukan penilaian atas seluruh tanah bangunan milik PG yang akan disewakan Carry out an assessment of all PG building land that will be rented out
Notaris Notary	Lumassia, S.H.	Jl. Danau Poso E-II No. 84 Jakarta 10210, Indonesia	Pembuat Akta Risalah Rapat Umum Pemegang Saham dan Keputusan Pemegang Saham dan Pengurusan Pemberitahuannya kepada Kementerian Hukum dan HAM Republik Indonesia. Drafting the Deed of Minutes of the General Meeting of Shareholders and Shareholder Decisions and processing the notification to the Ministry of Law and Human Rights of the Republic of Indonesia.

* Per bulan Mei 2024 berubah menjadi KAP Rintis, Jumadi, Rianto & Rekan (RJRR)
As of May 2024 changed to KAP Rintis, Jumadi, Rianto & Partners (RJRR)

AKUNTAN PUBLIK

Public Accountant

Sesuai Surat Perintah Mulai Kerja (SPMK) No. 237/A/PA/A12/SP/2023 tanggal 7 September 2023 dan Perjanjian No. 281/A/HK/A12/SP/2023 tanggal 2 Oktober 2023 tentang Jasa Akuntan Publik PT Pupuk Indonesia (Persero) Group Tahun Buku 2023 dan amendemennya No. 00196/A/PA/A12/SP/2024 tanggal 26 Maret 2024, Kantor Akuntan Publik (KAP) yang ditunjuk untuk melaksanakan pekerjaan Audit atas Laporan Keuangan, Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (UMK), dan Laporan Lainnya PT Pupuk Indonesia (Persero), Anak Perusahaan dan cucu perusahaan PT Pupuk Indonesia (Persero) untuk Tahun Buku 2023 adalah KAP Tanudiredja, Wibisana Rintis dan Rekan (KAP PwC). KAP PwC berkedudukan dan berkantor di WTC 3, Jalan Jendral Sudirman Kav 29-31 Jakarta Indonesia.

Mengacu pada SPMK dan Perjanjian tersebut, KAP PwC melaksanakan Audit atas Laporan Keuangan, Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (PUMK), dan Laporan Lainnya Tahun Buku 2023 pada PT Petrokimia Gresik yang terdiri dari:

1. Laporan Keuangan Konsolidasian untuk tahun yang berakhir tanggal 31 Desember 2023;
2. Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (UMK) untuk tahun yang berakhir tanggal 31 Desember 2023;

In accordance with the Commencement of Work Order (SPMK) No. 237/A/PA/A12/SP/2023 dated September 7, 2023 and Agreement No. 281/A/HK/A12/SP/2023 dated October 2, 2023 concerning PT Pupuk Indonesia (Persero) Group Public Accountant Services Fiscal Year 2023 and amendment No. 00196/A/PA/A12/SP/2024 dated March 26, 2024, Public Accounting Firm (KAP) appointed to carry out Audit work on Financial Statements, Financial Reports on Implementation of Micro and Small Business Funding Programs (UMK), and other reports of PT Pupuk Indonesia (Persero), subsidiaries and Sub-Subsidiaries of PT Pupuk Indonesia (Persero) for the 2023 financial year are KAP Tanudiredja, Wibisana Rintis and Partners (KAP PwC). KAP PwC is domiciled and has an office at WTC 3, Jalan Jendral Sudirman Kav 29, 31 Jakarta, Indonesia.

Referring to the SPMK and the Agreement, KAP PwC conducted an audit of the Financial Statements, Financial Report on the Implementation of the Micro and Small Enterprise Funding Program (PUMK), and other reports for the 2023 fiscal year at PT Petrokimia Gresik, which includes:

1. Consolidated financial statements for the year ended December 31, 2023;
2. Financial report on Micro and Small Enterprises Funding Program (UMK) implementation for the year ended December 31, 2023.



- | | |
|--|--|
| <ul style="list-style-type: none"> 3. Laporan Kepatuhan terhadap Peraturan Perundang undangan dan Pengendalian Internal untuk tahun yang berakhir tanggal 31 Desember 2023; 4. Laporan Penilaian Tingkat Pencapaian Key Performance Indicator (KPI) untuk tahun yang berakhir tanggal 31 Desember 2023; 5. Laporan Management Letter atas Pengendalian Internal untuk tahun yang berakhir tanggal 31 Desember 2023. | <ul style="list-style-type: none"> 3. Report on Compliance with Laws and Regulations, as well as Internal Controls, for the fiscal year ended December 31, 2023. 4. Key Performance Indicator (KPI) Assessment Report for the year ended December 31, 2023. 5. Management Letter Report on Internal Control for the year ended December 31, 2023. |
|--|--|

Tahun Year	Nama KAP Public Accountant Firm	Akuntan Accountant	Opini Opinion	Biaya (Exclude PPN) Fees (Exclude VAT)
2023	Tanudiredja, Wibisana, Rintis & Rekan (PwC)*	Heryanto	Wajar dalam semua hal yang material Fair in all material respects	Rp2.773.000.000
2022	Tanudiredja, Wibisana, Rintis & Rekan (PwC)*	Heryanto	Wajar dalam semua hal yang material Fair in all material respects	Rp2.567.000.000
2021	Tanudiredja, Wibisana, Rintis & Rekan (PwC)*	Lukmanul Arsyad	Wajar dalam semua hal yang material Fair in all material respects	Rp2.533.000.000
2020	Tanudiredja, Wibisana, Rintis & Rekan (PwC)*	Yusron Fauzan	Wajar dalam semua hal yang material Fair in all material respects	Rp2.436.400.000
2019	Amir Abadi Jusuf, Aryanto, Mawar & Rekan (RSM)	Endang Pramuwati	Wajar dalam semua hal yang material Fair in all material respects	Rp850.864.300

* Per bulan Mei 2024 berubah menjadi KAP Rintis, Jumadi, Rianto & Rekan (RJRR)
As of May 2024 changed to KAP Rintis, Jumadi, Rianto & Partners (RJRR)

JASA LAIN YANG DIBERIKAN

KAP PwC melaksanakan audit umum secara independent sesuai dengan standar yang dipersyaratkan. Selain melakukan audit umum, pada tahun 2023 KAP PwC juga melakukan jasa Audit Upon Procedure (AUP) Kegiatan Penerapan Prinsip Kehati-hatian (KPPK) untuk tahun buku 2022 kepada PT Petrokimia Gresik dengan biaya sebesar Rp 88.500.000.

OTHER SERVICES PROVIDED

independently and in accordance with the required standards. In addition to a general audit, in 2023, KAP PwC also conducted an Audit Upon Procedure (AUP) for the Implementation of Precautionary Principles (KPPK) for the 2022 financial year of PT Petrokimia Gresik with amounted fee Rp 88,500,000.

INFORMASI PADA *WEBSITE* PERSEROAN

Information on the Company Website

PUSAT LAYANAN PELANGGAN

DEPARTEMEN ADMINISTRASI PEMASARAN

Kantor Pusat PT Petrokimia Gresik, Lantai 5
Jl. Jend. Ahmad Yani, Gresik 61119, Jawa Timur
Tel. : (031) 397 7001-3; 397 9975
Fax. : (031) 397 9976
Telepon bebas pulsa: 0800-1-008001
SMS/WA: 0811 344 774; 0811 9918 001
E-mail : konsumen@pupuk-indonesia.com

INFORMASI PUPUK EKSPOR & NON SUBSIDI

DEPARTEMEN ADMINISTRASI & PENJUALAN

Kantor Pusat PT Petrokimia Gresik, Lantai 7
Jl. Jend. Ahmad Yani Gresik 61119, Jawa Timur
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Ekstensi: 2253; 2622; 2913
Fax. : (031) 398 8863
E-mail : korporasi@petrokimia-gresik.com;
eksporpupuk@petrokimia-gresik.com

INFORMASI PUPUK BERSUBSIDI

DEPARTEMEN ADMINISTRASI PEMASARAN

Kantor Pusat PT Petrokimia Gresik, Lantai 7
Jl. Jend. Ahmad Yani, Gresik 61119, Jawa Timur
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Ekstensi: 2190; 2191
Fax. : (031) 398 8860
E-mail : penjualan1@gmail.com

INFORMASI PRODUK NON-PUPUK

DEPARTEMEN ADMINISTRASI & PENJUALAN

Kantor Pusat PT Petrokimia Gresik, Lantai 5
Jl. Jend. Ahmad Yani, Gresik 61119, Jawa Timur
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Ekstensi: 2195; 2205; 2194
E-mail : juprodnopuk@petrokimia-gresik.com;
eksporpupuk@petrokimia-gresik.com

CUSTOMER SERVICE CENTER

MARKETING ADMINISTRATION DEPARTMENT

Head Office PT Petrokimia Gresik, 5th Floor
Jl. Jend. Ahmad Yani, Gresik 61119, East Java
Tel. : (031) 397 7001-3; 397 9975
Fax. : (031) 397 9976
Call toll free: 0800-1-008001
SMS/WA: 0811 344 774/0811 9918 001
E-mail : konsumen@pupuk-indonesia.com

EXPORT AND NON-SUBSIDIZED FERTILIZER INFORMATION

ADMINISTRATION & SALES DEPARTMENT

Head Office PT Petrokimia Gresik, 7th Floor
Jl. Jend. Ahmad Yani Gresik 61119, East Java
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Extension: 2253, 2622, 2913
Fax. : (031) 398 8863
E-mail : korporasi@petrokimia-gresik.com;
eksporpupuk@petrokimia-gresik.com

SUBSIDIZED FERTILIZER INFORMATION

MARKETING ADMINISTRATION DEPARTMENT

Head Office PT Petrokimia Gresik, 7th Floor
Jl. Jend. Ahmad Yani, Gresik 61119, East Java
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Extension: 2190; 2191
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NON-FERTILIZER PRODUCT INFORMATION

ADMINISTRATION & SALES DEPARTMENT

Head Office PT Petrokimia Gresik, 5th Floor
Jl. Jend. Ahmad Yani, Gresik 61119, East Java
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Extension: 2195; 2205; 2194
E-mail : juprodnopuk@petrokimia-gresik.com;
eksporpupuk@petrokimia-gresik.com



PELAYANAN KERJA SAMA PRODUKSI PUPUK ORGANIK & NPK

DEPARTEMEN PENGELOLAAN MITRA PRODUKSI

Management Gedung Proyek Pengembangan
Jl. Tridharma No. 8, Gresik 61119, Jawa Timur
Tel. : (031) 398 1811-14; 398 2100; 398 2200
Ekstensi: 2899; 2451
E-mail : lolamitra@petrokimia-gresik.com

DEPARTEMEN ADMINISTRASI & PENJUALAN

Kantor Pusat PT Petrokimia Gresik, Lantai 5
Jl. Jend. Ahmad Yani Gresik 61119, Jawa Timur
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Ekstensi: 2387, 2564
E-mail : jasateknik@petrokimia-gresik.com

INFORMASI PUPUK NON-SUBSIDI RETAIL

PROJECT RETAIL MANAGEMENT

Kantor Pusat PT Petrokimia Gresik, Lantai 7
Jl. Jend. Ahmad Yani Gresik 61119, Jawa Timur
Tel. : (031) 398 1811-14; 398 2100; 398 2200
Ekstensi: 2931
E-mail : ccm@petrokimia-gresik.com

INFORMASI PROGRAM MAKMUR

Kontak Pemasaran

PROJECT AGROSOLUTION

Kantor Pusat PT Petrokimia Gresik, Lantai 7
Jl. Jend. Ahmad Yani Gresik 61119, Jawa Timur
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Ekstensi: 2835
E-mail : agrosolution@petrokimia-gresik.com

ORGANIC FERTILIZER & NPK PRODUCTION COOPERATION SERVICES

PRODUCTION PARTNER MANAGEMENT DEPARTMENT

Development Project Building
Jl. Tridharma No. 8, Gresik 61119, East Java
Tel. : (031) 398 1811-14; 398 2100; 398 2200
Extension: 2899; 2451
E-mail : lolamitra@petrokimia-gresik.com

ADMINISTRATION & SALES DEPARTMENT

Head Office PT Petrokimia Gresik, 5th Floor
Jl. Jend. Ahmad Yani Gresik 61119, East Java
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Extension: 2387; 2564
E-mail : jasateknik@petrokimia-gresik.com

RETAIL NON-SUBSIDY FERTILIZER INFORMATION

PROJECT RETAIL MANAGEMENT

Head Office PT Petrokimia Gresik, 7th Floor
Jl. Jend. Ahmad Yani Gresik 61119, East Java
Tel. : (031) 398 1811-14; 398 2100; 398 2200
Extension: 2931
E-mail : ccm@petrokimia-gresik.com

INFORMATION OF PROGRAM MAKMUR

Marketing Contact

PROJECT AGROSOLUTION

Head Office PT Petrokimia Gresik, 7th Floor
Jl. Jend. Ahmad Yani Gresik 61119, East Java
Tel. : (031) 398 2100; 398 2200; 398 1811-14
Extension: 2835
E-mail : agrosolution@petrokimia-gresik.com



**PETROKIMIA
GRESIK**
Solusi Agroindustri



04

ANALISIS DAN PEMBAHASAN MANAJEMEN

Management Discussion and Analysis

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TINJAUAN OPERASI PER SEGMENT USAHA

Operational Overview per Business Segments



Kendati dalam kondisi penuh tantangan, PT Petrokimia Gresik cepat beradaptasi, mengambil langkah strategis, sehingga kinerjanya tetap positif dan terus meningkat.

Despite the challenging conditions, PT Petrokimia Gresik is quick to adapt and takes strategic steps to ensure that its performance remains positive and continues to improve.



PT Petrokimia Gresik (PG) merupakan produsen pupuk terlengkap di Indonesia yang memproduksi berbagai macam pupuk dan bahan kimia untuk solusi agroindustri. Perusahaan berkomitmen untuk terus tumbuh dan berkembang bersama masyarakat, demi mendukung terwujudnya Ketahanan Pangan Nasional dan kemajuan dunia pertanian.

Perusahaan membagi kegiatan operasional yang dijalankan menjadi 2 (dua) segmen, yaitu: Segmen Pupuk dan Segmen Non Pupuk. Berikut adalah uraian mengenai deskripsi usaha, produktivitas, penjualan dan profitabilitas dari kedua segmen tersebut di tahun 2023.

SEGMENT PUPUK FERTILIZER SEGMENT

DESKRIPSI USAHA

Segmentasi produk pupuk PT Petrokimia Gresik dibagi menjadi dua, yaitu pupuk subsidi dan pupuk non-subsidi. Penjualan dan penyaluran pupuk bersubsidi menjadi prioritas utama Perseroan, berdasarkan mandat dari pemerintah untuk mengawal program subsidi pupuk.

Penyaluran dilaksanakan sesuai ketentuan dan alokasi yang ditetapkan dalam Keputusan Menteri Pertanian No. 734/KPTS/SR.320/M/09/20222 meliputi 2 (dua) jenis produk, yaitu Urea dan NPK. Selain pupuk subsidi, PT Petrokimia Gresik juga menyediakan produk pupuk non-subsidi yaitu Urea, ZA, SP-36, NPK, dan ZK. PT Petrokimia Gresik juga melakukan penambahan beberapa varian produk untuk menunjang kebutuhan petani dan Perusahaan di seluruh Indonesia dengan meluncurkan pupuk ZA Plus, Phosgreen, Petroganik Premium, Phonska Oca Komersil, dan SP-26.

PT Petrokimia Gresik (PG) is the most complete fertilizer producer in Indonesia, producing various kinds of fertilizers and chemicals for agro-industrial solutions. The company is committed to continuing to grow and develop together with the community in order to support the realization of National Food Security and progress in the world of agriculture.

The company divides operational activities into 2 (two) segments: the Fertilizer Segment and the Non-Fertilizer Segment. The following is a description of the business description, productivity, sales, and profitability of the two segments in 2023.

BUSINESS DESCRIPTION

The segmentation of PT Petrokimia Gresik's fertilizer products is divided into two categories: subsidized fertilizer and non-subsidized fertilizer. The sale and distribution of subsidized fertilizers is the Company's top priority, based on a mandate from the government to oversee the fertilizer subsidy program.

The distribution is carried out in accordance with the provisions and allocations stipulated in the Minister of Agriculture Decree No. 734/KPTS/SR.320/M/09/20222, which covers 2 (two) types of products: urea and NPK. In addition to subsidized fertilizers, PT Petrokimia Gresik provides non-subsidized fertilizer products such as Urea, ZA, SP-36, NPK, and ZK. PT Petrokimia Gresik added several product variants to meet the needs of farmers and businesses across Indonesia, including ZA Plus, Phosgreen, Petroganik Premium, Phonska Oca Komersil, and SP-26 fertilizers.

dalam ton in tonnes					
No.	Produk Pupuk Fertilizer Products	2023	2022	Nominal	%
1	Urea	1.118.217	1.070.125	48.092	4
2	ZA	699.530	718.270	-18.740	-3
3	SP36	107.880	172.878	-64.998	-38
4	NPK	2.427.691	2.618.169	-190.478	-7
5	ZK (Kalium Sulfat)	7.794	13.192	-5.398	-41
Jumlah Total		4.361.112	4.592.634	-231.522	-5

DASAR PEMILIHAN KEBIJAKAN STRUKTUR MODAL

Beberapa dasar yang dijadikan sebagai pertimbangan pemilihan kebijakan tersebut adalah kondisi bisnis, tingkat pengembalian investasi, dan dividen yang dibagikan. Selain itu, ekuitas untuk memastikan struktur modal yang optimal.

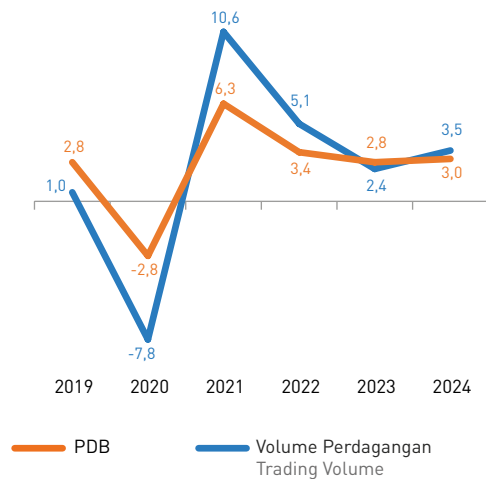
PROSPEK PEREKONOMIAN GLOBAL

Kondisi perekonomian global dalam satu dekade terakhir telah melalui berbagai tantangan eksternal. Rata-rata pertumbuhan ekonomi global tahun 2013–2022 yaitu 3,1%, sedangkan dekade sebelumnya (2003-2012) mencapai 4,2%. Hal tersebut salah satunya dipengaruhi oleh pandemi *Corona Virus Disease 2019* (COVID-19) yang menyebabkan kontraksi ekonomi global sebesar 2,8% pada tahun 2020. Selanjutnya dipicu adanya konflik antara Rusia dan Ukraina sehingga berdampak pada gangguan rantai pasok, terutama pangan dan energi. Harga-harga komoditas global melonjak tajam sehingga menyebabkan semakin tingginya inflasi di banyak negara. Pengetatan kebijakan moneter menjadi semakin agresif, khususnya di Amerika Serikat, yang menyebabkan semakin ketatnya likuiditas global, meningkatnya biaya utang serta gejolak pasar keuangan di banyak negara berkembang. Sebagai akibatnya, pertumbuhan ekonomi global tahun 2023 cenderung lemah. Berdasarkan IMF pada WEO April 2023 memperkirakan ekonomi global tahun 2023 melambat signifikan ke level 2,8% dari sebelumnya 3,4% di tahun 2022. Laju inflasi global diperkirakan belum akan kembali ke periode prapandemi sehingga suku bunga acuan global cenderung akan bertahan pada level yang tinggi dalam jangka waktu yang lama. Laju inflasi global tahun 2023 diperkirakan mencapai 7,0%.

Pertumbuhan Ekonomi dan Volume Perdagangan

Economic Growth and Trading Volume

dalam % | in %



Sumber | Source: IMF

BASIS FOR DETERMINING CAPITAL STRUCTURE POLICY

Some of the factors considered when determining the policy are business conditions, level of return on investment, and dividends distributed. Additionally, equity is used to ensure an optimal capital structure.

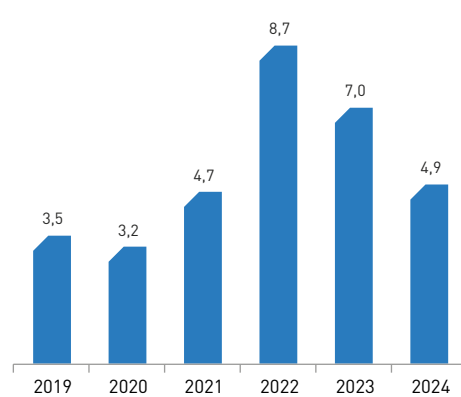
GLOBAL ECONOMIC PROSPECTS

Over the last decade, the global economy has experienced a number of external challenges. Between 2013–2022, global economic growth averaged 3.1%, compared to 4.2% in the previous decade (2003–2012). This was influenced partly by the COVID-19 pandemic, which resulted in a 2.8% global economic contraction in 2020. The conflict between Russia and Ukraine triggered the situation, affecting supply chains, particularly in the food and energy sectors. Global commodity prices increased significantly, leading to higher inflation in many countries. Monetary policy tightening has become more aggressive, particularly in the United States, resulting in tighter global liquidity, increased debt costs, and financial market volatility in many developing countries. As a result, global economic growth in 2023 was tended to be low. According to the IMF's April 2023 WEO, the global economy was expected to slow significantly in 2023, dropping to 2.8% from 3.4% in 2022. Global inflation was not expected to return to pre-pandemic levels, so global benchmark interest rates would likely remain unchanged and high for an extended period of time. In 2023, global inflation was expected to reach 7.0%.

Inflasi Global

Global Inflation

dalam % | in %



Sumber | Source: IMF



Pertumbuhan ekonomi global pada tahun 2024 diprediksi mengalami akselerasi menjadi 3,0% dan inflasi global turun menjadi 4,9%. Tekanan inflasi di banyak negara diperkirakan sudah melewati puncaknya sejak tahun 2023 dan terus termoderasi hingga tahun 2024. Meskipun demikian, untuk beberapa negara maju inflasi diperkirakan masih di atas target jangka menengah. Beberapa faktor pendukung moderasi inflasi global yakni disrupsi suplai yang telah pulih pascapandemi dan krisis geopolitik serta harga komoditas yang mengalami normalisasi. Tren pengetatan moneter juga terus berkurang dan bahkan diperkirakan terjadi pelonggaran di banyak negara utama. Namun demikian, tingkat suku bunga diprediksi relatif masih tinggi walaupun sudah terjadi pembalikan arah kebijakan moneter menjadi lebih longgar.

Perekonomian Asia relatif lebih resilien dibanding wilayah lain membuatnya tetap menjadi *bright spots* di tengah lesunya perekonomian global. Berakhirnya kebijakan Zero-COVID-19 di Tiongkok akan memberi daya ungkit pada pertumbuhan global. The International Monetary Fund (IMF) memperkirakan *reopening* dan peningkatan mobilitas Tiongkok akan mendorong akselerasi pertumbuhan ke tingkat 5,2% di tahun 2023 dan diperkirakan turun menjadi 4,5% pada tahun 2024. Sedangkan pertumbuhan ekonomi India diproyeksikan tahun 2023 dan 2024 masing-masing pada tingkat 5,9% dan 6,3%. Pertumbuhan ekonomi India akan menjadi yang paling tinggi di antara negara G20, sekaligus menggeser dominasi Tiongkok. India didukung oleh jumlah penduduk yang besar dan bonus demografi yang diperkirakan bertahan hingga periode 2050–2060. Strategi kebijakan dan reformasi yang diarahkan pada penguatan infrastruktur, investasi, manufaktur dan teknologi menjadi salah satu daya dukung pertumbuhan negara tersebut.

In 2024, global economic growth is expected to accelerate to 3.0%, while global inflation falls to 4.9%. Inflation in many countries is anticipated to reach its highest level in 2023 before gradually improving through 2024. However, inflation in several developed countries is expected to remain higher than the medium-term target. Several factors contribute to global inflation moderation, including recovered supply disruption from the pandemic and geopolitical crisis as well as normalized commodity prices. Monetary tightening is also decreasing, with many major economies expected to ease. However, despite a looser monetary policy, interest rates are expected to remain relatively high.

Asia’s economy is relatively more resilient than other regions, making it a bright spot in the midst of a sluggish global economy. The end of China’s Zero-COVID-19 policy will benefit global growth. The International Monetary Fund (IMF) predicted that China’s reopening and increased mobility would accelerate growth to 5.2% in 2023, then slow to 4.5% in 2024. Meanwhile, India’s economy is expected to grow at a 5.9% and 6.3% rate in 2023 and 2024, respectively. India’s economic growth will be the strongest among the G20 countries, challenging China’s dominance. India is supported by a large population and a demographic dividend, which is expected to last until 2050–2060. Policy and reform strategies aimed at strengthening infrastructure, investment, manufacturing, and technology are among the key drivers of the country’s growth.

Proyeksi Pertumbuhan Ekonomi Global dan Negara-negara Utama Global Economic Growth Projections and Major Countries

dalam % | in %

Negara Country	2019	2020	2021	2022	2023F	2024F
Global	2,2	-3,1	6,2	3,4	2,8	3,0
Eropa Europe	1,6	-6,1	5,3	3,5	0,8	1,4
Amerika Serikat United of State	2,3	-2,8	5,9	2,1	1,6	1,0
Tiongkok China	6,0	2,2	8,5	3,0	5,2	4,5
India	3,9	-5,8	9,1	6,8	5,9	6,3
ASEAN-5	4,3	-4,4	3,8	5,5	4,5	4,6
Indonesia	5,0	-2,1	3,7	5,3	5,0-5,3	5,3-5,7
Malaysia	4,4	-5,5	3,1	8,7	4,5	4,5
Filipina Phillipine	6,1	-9,5	5,7	7,6	6,0	5,8
Thailand	2,1	-6,2	1,6	2,6	3,4	3,6
Singapura Singapore	1,3	-3,9	8,9	3,7	1,5	2,1

Berdasarkan tabel di atas, perekonomian Eropa diperkirakan mulai pulih di tahun 2024. Menurut IMF, pertumbuhan ekonomi Zona Eropa di tahun 2023 berada di tingkat 0,8% dan 1,4% di tahun 2024. Pemulihan tersebut didorong oleh lebih terkendalinya inflasi seiring efektifnya kebijakan pengetatan moneter yang dijalankan European Central Bank (ECB). Sementara ASEAN-5 terus menjadi salah satu kawasan dengan prospek pertumbuhan paling menjanjikan. Proyeksi pertumbuhan ekonomi ASEAN-5 pada tahun 2023 dan 2024 masing-masing pada tingkat 4,5% dan 4,6% atau di atas tingkat pertumbuhan global. Selain terimbas dari peningkatan permintaan negara Asia lain seperti Tiongkok dan India, perekonomian ASEAN-5 masih ditopang oleh konsumsi domestik yang kuat.

Perekonomian nasional menunjukkan ketahanan ekonomi dan pemulihan yang terus menguat di tengah perlambatan ekonomi global. Tren pertumbuhan ekonomi terus meningkat hingga triwulan II tahun 2023 mencapai 5,17% (y-on-y) berdasarkan data Badan Pusat Statistik yang tertuang dalam Berita Resmi Statistik tanggal 7 Agustus 2023. Pertumbuhan ekonomi nasional tahun 2024 diproyeksikan pada tingkat 5,3% hingga 5,7%. Pemulihan ekonomi telah kembali ke level prapandemi, termasuk sektor yang terdampak pandemi seperti transportasi, akomodasi dan restoran. Permintaan dalam negeri yang sangat kuat menopang kinerja sektor-sektor utama seperti sektor manufaktur dan perdagangan. Relaksasi mobilitas masyarakat serta penyebaran virus yang terkendali juga menopang pemulihan sektor pariwisata. Namun demikian, pemerintah tetap mengantisipasi risiko dampak perlambatan perekonomian dunia dan kebijakan moneter yang agresif.

Berdasarkan Kerangka Ekonomi Makro dan Pokok-Pokok Kebijakan Fiskal tahun 2024, laju inflasi nasional tahun 2023 diperkirakan kembali berada pada rentang sasaran inflasi yang ditetapkan ($3,0 \pm 1,0\%$) sedangkan pada tahun 2024 diperkirakan laju inflasi sebesar 1,5% hingga 3,5%. Laju inflasi yang terkendali menjadi fondasi yang kuat bagi pertumbuhan ekonomi yang berkelanjutan. Tim Pengendali Inflasi Nasional (TPIN) yang merupakan pemerintah, Pemda dan Bank Indonesia akan terus memonitor dan mempersiapkan langkah mitigasi untuk mengatasi dampak perekonomian global dan cuaca ekstrem. Kebijakan pengendalian inflasi tahun 2024 yaitu menciptakan keterjangkauan harga, menjamin ketersediaan pasokan, menjaga kelancaran distribusi dan melakukan komunikasi efektif.

According to the table above, the European economy is expected to start recovering in 2024. According to the IMF, the European Zone's economic growth will be 0.8% in 2023 and 1.4% in 2024. This recovery was driven by more controlled inflation, indicating the effectiveness of the monetary tightening policy implemented by the European Central Bank's (ECB). Meanwhile, ASEAN-5 remains one of the regions with the best growth prospects. ASEAN-5 economic growth projections for 2023 and 2024 were 4.5% and 4.6%, respectively, exceeding the global growth rate. Along with increased demand from other Asian countries, such as China and India, the ASEAN-5 economy remains supported by strong domestic consumption.

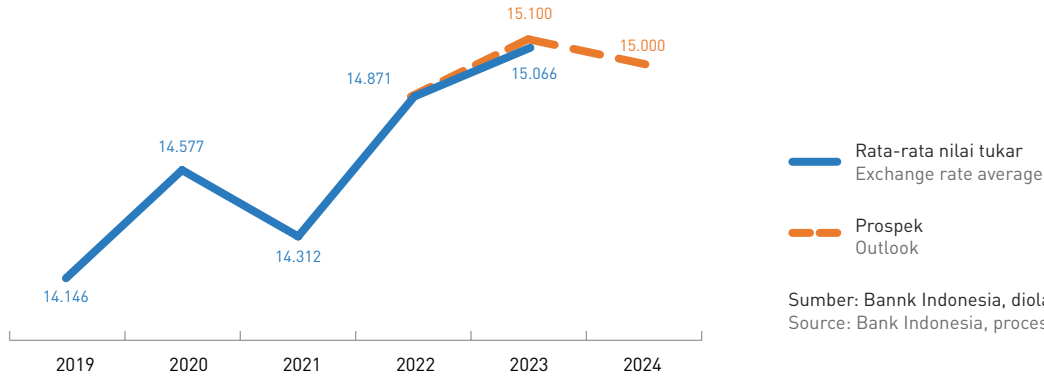
Despite the global economic slowdown, the national economy remains resilient with a strong recovery. According to data from the Central Bureau of Statistics (CBS) published in the Official Statistics News on August 7, 2023, economic growth would continue to increase until the second quarter of 2023, when it would reach 5.17% (year on year). The national economic growth rate for 2024 is expected to be between 5.3% and 5.7%. Economic recovery has returned to pre-pandemic levels, including in pandemic-affected industries such as transportation, lodging, and restaurants. Domestic demand is very strong, allowing key sectors such as manufacturing and trade to perform well. The relaxation of community mobility, as well as the controlled spread of the virus, contribute to the tourism industry's recovery. However, the government continues to anticipate the risk of a global economic slowdown and aggressive monetary policy.

The Macroeconomic Framework and Principles of Fiscal Policy in 2024 predicted that the national inflation rate would return to the target range ($3.0 \pm 1.0\%$) in 2023 and range from 1.5 to 3.5% in 2024. A stable inflation rate provides a solid foundation for long-term economic growth. The National Inflation Control Team (TPIN), which consists of the government, regional governments, and Bank Indonesia, will continue to monitor and plan mitigation measures to mitigate the effects of the global economy and extreme weather. The policy for controlling inflation in 2024 is to create affordable prices, ensure supply availability, maintain smooth distribution, and communicate effectively.



Perkembangan Rata-rata Nilai Tukar 2019–2024 Exchange Rate Average Development 2019–2024

dalam Rp/US\$ | in IDR/US\$



Stabilitas nilai tukar rupiah didukung oleh perbaikan kondisi ekonomi domestik tahun 2024. Kinerja dan kondisi pasar keuangan dan modal yang lebih baik mampu terus mendukung kepercayaan asing dan arus modal masuk ke Indonesia. Pada saat yang sama, perbaikan dan pengembangan kinerja sektor riil dan industri terus membuka peluang masuknya *direct investment* dan juga peluang bagi kinerja ekspor Indonesia. Di sisi lain, masih terdapat risiko pelanggaran kebijakan moneter global yang lebih lambat dari perkiraan. Pelonggaran moneter tersebut dapat kembali mendorong gejala arus modal di dalam negeri. Berdasarkan peluang dan risiko yang ada, nilai tukar rupiah tahun 2024 secara rata-rata ditargetkan sebesar Rp15.000 per US\$. Harga minyak mentah global diperkirakan masih terus mengalami dinamika, terutama disebabkan faktor nonfundamental. Situasi geopolitik masih menjadi faktor krusial yang memengaruhi level harga. Sementara dari sisi fundamental, permintaan masih dipengaruhi oleh kekhawatiran melemahnya ekonomi global terutama AS dan Tiongkok sebagai importir terbesar. Kebijakan pemotongan produksi yang akan dilanjutkan hingga tahun 2024 diperkirakan memengaruhi kenaikan harga karena stok global yang diperkirakan menurun. Berdasarkan beberapa faktor tersebut, harga minyak mentah Indonesia juga mengalami pergerakan yang sama. Mengacu pada pergerakan harga Brent sebagai acuan utama dalam formula ICP, harga minyak mentah Indonesia diperkirakan mencapai US\$80 per barel.

The stability of the rupiah exchange rate is supported by improvements in domestic economic conditions in 2024. Better financial and capital market performance and conditions may continue to encourage foreign confidence and capital inflows into Indonesia. At the same time, improving and developing the real and industrial sectors continues to open up opportunities for direct investment and improve Indonesia's export performance. On the other hand, there is still a chance of slower-than-expected global monetary policy easing. This monetary easing may increase volatility in capital flows in the country. Based on current opportunities and risks, the Rupiah exchange rate in 2024 is expected to be around Rp15,000 per US\$. Global crude oil prices are expected to continue to fluctuate, mainly due to non-fundamental factors. The geopolitical situation continues to have a significant impact on price levels. Meanwhile, from a fundamental perspective, concerns about the global economy's weakening continue to influence demand, particularly in the United States and China, the largest importers. The production cut policy, which will continue until 2024, is expected to influence price increases as global stocks are predicted to decline. The price of Indonesian crude oil has fluctuated similarly due to a variety of factors. Using Brent price movements as the primary reference in the ICP formula, Indonesian crude oil is expected to reach US\$80 per barrel.

Asumsi Dasar Ekonomi Makro 2023-2027 Macroeconomic Basic Assumptions 2023-2027

Indikator Indicator	Satuan Unit	2023 Outlook	2024	2025	2026	2027
Pertumbuhan Ekonomi Economic Growth	%	5,0-5,3	5,3-5,7	5,5-6,0	5,6-6,3	5,7-5,4
Inflasi Inflation	%	2,0-4,0	1,5-3,5	1,5-3,5	1,5-3,5	1,5-3,5
Nilai Tukar Exchange Rate	Rp/USD	14.900-15.400	14.700-15.300	14.900-15.300	14.900-15.300	14.900-15.300
Suku Bunga SUN 10 Tahun 10 SUN Interest Rate	%	6,73-7,05	6,49-6,91	6,3-7,5	6,3-7,5	6,3-7,5
Harga Minyak Mentah/ICP Crude Oil Price/ICP	USD/Barel	80-85	75-85	70-90	70-90	70-90
Lifting Minyak Mentah Lifting Crude Oil	Ribu BPH Thousand BPH	610-640	597-652	606.684	625-732	618-756
Lifting Gas Bumi Lifting Natural Gas	Ribu BOEPD Thousand BOEPD	950-1.100	999-1.054	1.061-1.151	1.188-1.318	1.160-1.349

Sumber: Kementerian Keuangan
Source: Ministry of Finance

PROSPEK USAHA

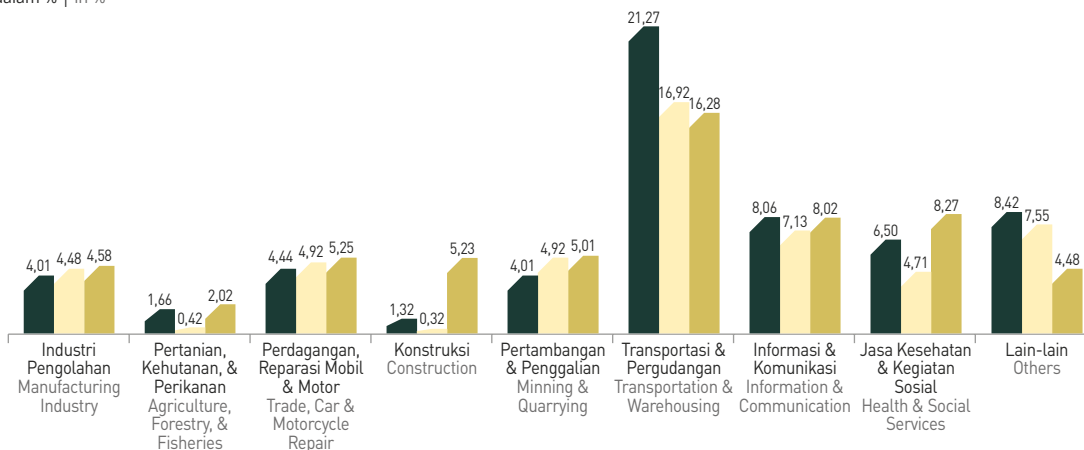
Sektor pertanian diproyeksikan tumbuh menguat di tahun 2024. Peningkatan tersebut didorong oleh upaya pemerintah untuk meningkatkan ketahanan pangan melalui *food estate*, subsidi pupuk, peningkatan produksi bahan pangan hewani untuk pencegahan *stunting*, serta program lainnya. Menurut Data Badan Pusat Statistik melalui Berita Resmi Statistik No. 55/08/Th. XXVI, 7 Agustus 2023, laju pertumbuhan menurut lapangan usaha pertanian, kehutanan dan perikanan tumbuh 2,02% pada triwulan II 2023 (yoy). Di samping itu, tetap perlu kewaspadaan terhadap *downside risk*, terutama yang berasal dari faktor cuaca dan penurunan harga komoditas khususnya sawit.

BUSINESS PROSPECT

The agricultural sector is expected to strengthen in 2024. This increase is being driven by the government's efforts to improve food security through food estates, fertilizer subsidies, increased animal food production to prevent *stunting*, and other programs. According to data from the Central Bureau of Statistics via Official Statistics News No. 55/08/Th. XXVI, dated August 7, 2023, the growth rate in the agricultural, forestry, and fisheries business fields increased 2.02% in the second quarter of 2023 (yoy). Furthermore, we must remain vigilant against potential downside risks, particularly those posed by weather conditions and falling commodity prices, particularly palm oil.

Pertumbuhan PDB Beberapa Lapangan Usaha (y-on-y) GDP Growth of Several Business Fields (y-on-y)

dalam % | in %



Sumber | Source: Data Badan Pusat Statistik



Pada tahun anggaran 2024, Rancangan Anggaran Pendapatan dan Belanja Negara (RAPBN) untuk anggaran belanja subsidi direncanakan sebesar Rp282.743,9 miliar, terdiri atas subsidi energi sebesar Rp185.876,2 miliar dan subsidi non energi sebesar Rp96.867,7 miliar. Jumlah alokasi tersebut lebih tinggi 4,2% apabila dibandingkan dengan *outlook* tahun 2023 sebesar Rp271.399,0 miliar. Kenaikan tersebut dikarenakan peningkatan alokasi anggaran subsidi energi dan subsidi non energi pada subsidi bunga KUR.

Realisasi subsidi non energi mengalami perkembangan yang fluktuatif dipengaruhi oleh kebijakan Pemerintah dalam rangka Pemulihan Ekonomi Nasional (PEN) dan adanya perubahan parameter yang digunakan dalam perhitungan subsidi. Pada tahun 2023, *outlook* subsidi non energi diperkirakan mencapai Rp86.042,2 miliar dan komponen terbesar dari subsidi bunga KUR dan subsidi pupuk. Dalam periode 2019-2022 realisasi subsidi pupuk berfluktuasi dari semula sebesar Rp34.308,3 miliar pada tahun 2019 menjadi Rp29.769,0 miliar pada tahun 2022. Sedangkan *outlook* tahun 2023, subsidi pupuk diperkirakan mencapai Rp25.276,6 miliar sehingga lebih rendah dibandingkan dengan tahun 2022. Sedangkan pada tahun anggaran 2024, anggaran subsidi pupuk direncanakan sebesar Rp26.686,9 miliar sehingga lebih tinggi dibandingkan dengan tahun 2023. Subsidi pupuk diberikan untuk mendorong petani kecil dan mengurangi biaya usaha tani serta untuk mendukung ketahanan pangan. Pemberian subsidi pupuk pada tahun 2024 dibatasi untuk jenis pupuk tertentu pada komoditas prioritas. Pada tahun sebelumnya, alokasi pupuk bersubsidi difokuskan pada 2 (dua) jenis pupuk yakni pupuk Urea dan pupuk NPK.

The Draft State Revenue and Expenditure Budget (RAPBN) for the 2024 subsidy budget is set at Rp282,743.9 billion, with Rp185,876.2 billion for energy subsidies and Rp96,867.7 billion for non-energy subsidies. The total allocation for 2023 is 4.2% higher than the forecast of Rp271,399.0 billion. The growth was due to an increase in the budget allocation for KUR interest subsidies, which included both energy and non-energy subsidies.

The realization of non-energy subsidies has fluctuated due to government policies in the context of the National Economic Recovery (PEN) and changes in the parameters used in subsidy calculation. Non-energy subsidies are estimated to reach Rp86,042.2 billion by 2023, with the KUR interest subsidy and fertilizer subsidy being the largest components. Fertilizer subsidies were realized at varying rates between 2019 and 2022, ranging from Rp34,308.3 billion in 2019 to Rp29,769.0 billion in 2022. Meanwhile, fertilizer subsidies were expected to reach Rp25,276.6 billion in 2023, which was lower than in 2022. Meanwhile, the fertilizer subsidy budget for the 2024 fiscal year has been set at Rp26,686.9 billion, which is higher than in 2023. Fertilizer subsidies are provided to encourage small farmers, reduce agricultural costs, and improve food security. In 2024, fertilizer subsidies will be limited to specific types of fertilizer used for priority commodities. In the previous year, the subsidized fertilizer allocation focused on 2 (two) types of fertilizer: urea and NPK.

Subsidi Non Energi 2023-2024 Non-Energy Subsidy 2023-2024

dalam triliun rupiah | in trillion rupiah

No.	Uraian Description	Outlook 2023	RAPBN 2024
1	Pupuk Fertilizer	25,3	26,7
2	PSO	5,9	8,1
	- PT KAI	3,3	4,7
	- PT Peln	2,4	3,2
	- LKBN Antara	0,2	0,2
3	Bunga Kredit Program Program Credit Interest	47	53,8
4	Pajak DTP DTP Tax	7,9	8,3
	Jumlah Total	86,0	96,9

Sumber : Kementerian Keuangan
Source : Ministry of Finance

Pemerintah terus melakukan penyempurnaan digitalisasi sistem dari hulu sampai ke hilir pada satu platform dengan menggunakan data spasial agar lebih tepat sasaran dan lebih mudah dipantau. Selain itu, juga dilakukan perbaikan data petani penerima subsidi pupuk secara berkala 1-2 kali

The Government is working to digitalizes the system from upstream to downstream on a single platform, utilizing spatial data to make it more targeted and easier to monitor. In addition, data on farmers receiving the fertilizer subsidy is updated once or twice per year. A direct fertilizer assistance

setahun. Pada tahun 2024 juga akan dilakukan penerapan skema bantuan langsung pupuk ke petani secara bertahap. Hal tersebut menjadi tantangan tersendiri bagi Perseroan untuk dapat beradaptasi terhadap perubahan kebijakan.

Perseroan perlu menyusun program kerja dan kajian untuk mengantisipasi dampak penerapan skema bantuan langsung petani yang berhubungan dengan Pemberdayaan Ekonomi dan Produktivitas Pertanian. Selain itu, perlu adanya persiapan infrastruktur, sistem informasi, dan prosedur terkait perubahan skema subsidi. Perseroan juga fokus untuk menekan biaya HPP pada produk subsidi dan komersial sehingga mampu berkompetisi melalui *tight money policy* dan efisiensi biaya non produksi, mencari alternatif bahan baku dengan kualitas dan harga yang lebih baik, dan melakukan efisiensi *fixed cost* melalui peningkatan utilitas atau keandalan pabrik. Selain itu untuk meningkatkan penjualan, Perseroan akan melakukan penawaran intensif kepada *trader* dan mencari peluang pasar baru di luar pasar *existing*, perencanaan dan pelaksanaan program loyalitas penjualan dan penjualan berhadiah, program promosi insentif dan penebusan dengan kuantum tertentu dalam bentuk *reward* atau *special price* serta optimalisasi tenaga lapangan (internal dan *dedicated*) dalam mendukung pelaksanaan program peningkatan penjualan di segmen retail.

Seiring munculnya tren *Green Subsidy Race* di negara-negara maju dalam rangka merespons isu perubahan iklim, berpotensi menjadi beban ekonomi dan fiskal mengingat masih adanya kebutuhan yang cukup besar atas investasi swasta, baik asing maupun domestik dalam pengembangan energi terbarukan di Indonesia. Terkait isu tersebut, Perseroan turut serta mendukung melalui program dekarbonisasi dengan penggunaan *solar cell* dan uji coba *cofiring amoniak*, pemanfaatan limbah pengecualian untuk limbah bahan berbahaya dan beracun (B3), melakukan penelitian dan pengembangan teknologi *micro hydro* sebagai pembangkit listrik tenaga air, serta pemenuhan regulasi *monitoring online* air limbah dengan beroperasinya unit flokulasi-koagulasi.

scheme for farmers will be gradually implemented, beginning in 2024. The Company face challenges when adapting to policy changes.

The Company must create work plans and studies to anticipate the impact of direct farmer assistance schemes on economic empowerment and agricultural productivity. Furthermore, infrastructure, information systems, and procedures must be prepared to accommodate changes in subsidy schemes. The Company also focuses on lowering HPP costs on subsidized and commercial products in order to compete through strict financial policies and non-production cost efficiency, looking for alternative raw materials with higher quality and lower prices, and implementing fixed cost efficiency by increasing utility or factory reliability. Furthermore, to increase sales, the Company will make intensive offers to traders, seek out new market opportunities outside of the existing market, plan and implement sales loyalty programs and prize sales, incentive promotion programs, and redemptions with specific quantum in the form of rewards or special prices, as well as optimize field staff (internal and dedicated) to support the implementation of sales increase programs in the retail segment.

As the Green Subsidy Race trend emerges in developed countries to address climate change, it has the potential to become an economic and fiscal burden, considering that there is still a large need for private investment, both foreign and domestic, in developing renewable energy in Indonesia. In this regard, the Company contributes to the decarbonization program by using solar cells and ammonia cofiring trials, utilizing waste exceptions for hazardous and toxic waste (B3), conducting research and development of microhydro technology as a hydroelectric power plant, and complying with regulations for online monitoring of waste water by operating the flocculation-coagulation unit.

ASPEK PEMASARAN MARKETING ASPECTS

KEBIJAKAN PEMASARAN

Kebijakan pemasaran PT Petrokimia Gresik pada tahun 2023 adalah sebagai berikut:

1. Mendukung Sentralisasi bidang pemasaran di PT Pupuk Indonesia (Persero) sejak tahun 2021 meliputi fungsi penjualan *Public Service Obligation* (PSO), penjualan komersial, logistik, dan strategi pemasaran.
2. Prioritas pemenuhan kebutuhan produk PT Petrokimia Gresik:

MARKETING POLICY

The marketing policy of PT Petrokimia Gresik in 2023 is as follows:

1. Support the centralization of PT Pupuk Indonesia (Persero) marketing sector since 2021, including the functions of Public Service Obligation (PSO) sales, commercial sales, logistics, and marketing strategy.
2. Prioritizing the fulfillment of PT Petrokimia Gresik's product needs:



- a. Mendukung PSO sebagai pemenuhan penugasan dari Kementerian Pertanian.
 - b. Ritel untuk memenuhi kebutuhan petani yang tidak diakomodir di sektor PSO.
 - c. Korporasi/industri dalam negeri.
 - d. Ekspor.
3. Sinergi di antara BUMN dan anak-anak perusahaan

STRATEGI PEMASARAN

Strategi pemasaran yang diterapkan pada tahun 2023 difokuskan pada upaya mendukung dalam mencapai target penjualan dan meningkatkan efektivitas dan efisiensi pemasaran melalui strategi pemasaran, yang direalisasikan melalui:

1. *Agrosolution* sebagai program untuk meningkatkan produktivitas panen dan kesejahteraan petani melalui pendampingan intensif dari hulu sampai hilir, yang meliputi akses permodalan, asuransi pertanian, kawalan budi daya, pengembangan organisasi petani, dan *off taker* hasil panen.
2. *Retail Management* sebagai program penguatan dan pengembangan pasar retail untuk persiapan perubahan kebijakan PSO.
3. Reposisi Gudang untuk meningkatkan efektivitas dan efisiensi pengelolaan gudang anak perusahaan.
4. *Single Responsibility* fungsi logistik untuk meningkatkan efektivitas dan efisiensi proses distribusi produk.
5. Fungsi *marketing support* untuk kegiatan promosi serta meningkatkan efektivitas dan efisiensi fungsi pemasaran.
6. Optimalisasi media sosial dilakukan mengingat kondisi pembatasan sosial karena dampak dari pandemi COVID-19 sehingga membuat Perseroan harus beradaptasi untuk mengubah pendekatan kepada konsumen melalui edukasi dengan *account* "Sahabat Petani" di YouTube, Instagram, dan Facebook (komkor). Strategi tersebut dilaksanakan berdasarkan hasil survei pasar, di mana konsumsi internet di level petani sebagai konsumen terbesar relatif meningkat dibandingkan tahun sebelumnya.
7. Meningkatkan kepuasan dan loyalitas pelanggan. Dalam rangka meningkatkan kepuasan dan loyalitas pelanggan, Perseroan menyediakan layanan uji tanah yang bertujuan untuk membuat rekomendasi pemupukan spesifik lokasi. Saat ini PT Petrokimia Gresik mengelola 15 mobil uji tanah yang tersebar di seluruh Indonesia.
8. Monitoring pelaksanaan reposisi gudang bersama PT Pupuk Indonesia (Persero) untuk meningkatkan efektivitas dan efisiensi pengelolaan gudang Perseroan.
9. Monitoring pelaksanaan jasa distribusi oleh PT Pupuk Indonesia (Persero) sesuai dengan dokumen perjanjian yang berlaku.

- a. Supporting PSO as a fulfillment of assignments from the Ministry of Agriculture.
 - b. Retail sector to fulfill the needs of farmers who are not accommodated in the PSO sector.
 - c. Domestic corporations/industries.
 - d. Export.
3. Synergy among SOEs and subsidiaries

MARKETING STRATEGY

The marketing strategy implemented in 2023 is focused on supporting efforts in achieving sales targets and increasing marketing effectiveness and efficiency through marketing strategies, which are realized through:

1. *Agrosolution* as a program to increase crop productivity and farmers' welfare through intensive assistance from upstream to downstream, which includes access to capital, agricultural insurance, cultivation control, development of farmer organizations, and *off takers* of crops.
2. *Retail Management* as a program to strengthen and develop retail markets in preparation for PSO policy changes.
3. *Warehouse Repositioning* to improve the effectiveness and efficiency of subsidiary warehouse management.
4. *Single Responsibility* logistics function to improve the effectiveness and efficiency of product distribution process.
5. *Marketing support* function for promotional activities and improving the effectiveness and efficiency of the marketing function.
6. *Social media optimization* is carried out considering the condition of social restrictions due to the impact of the COVID-19 pandemic so that the Company must adapt to change the approach to consumers through education with the "Sahabat Petani" account on YouTube, Instagram, and Facebook (komkor). The strategy was implemented based on the results of a market survey, where internet consumption at the farmer level as the largest consumer has relatively increased compared to the previous year.
7. *Improving customer satisfaction and loyalty*. In order to increase customer satisfaction and loyalty, the Company provides soil test services aimed at making site-specific fertilization recommendations. Currently PT Petrokimia Gresik manages 15 soil test cars spread throughout Indonesia.
8. *Monitoring the implementation of Warehouse Repositioning* with PT Pupuk Indonesia (Persero) to improve the effectiveness and efficiency of the Company's warehouse management.
9. *Monitoring the implementation of distribution services* by PT Pupuk Indonesia (Persero) in accordance with the applicable agreement documents.

REALISASI KEGIATAN PEMASARAN

Sepanjang tahun 2023, kegiatan pemasaran yang telah direalisasikan, antara lain:

1. Luas lahan petani Agrosolution tahun 2023 mencapai 130.497 hektare proyek Agrosolution dengan total penjualan non subsidi mencapai 137.975 ton.
2. Penggunaan gudang bersama oleh anak perusahaan di wilayah penyaluran PSO dan penjualan retail yang beririsan.
3. Penyesuaian/penghentian kontrak gudang berdasarkan hasil evaluasi utilisasi gudang.
4. Melakukan *launching* Urea dan NK dengan merek NPK Phonska Cair dan NPK Petro Cane.
5. Meningkatkan *awareness* produk PT Petrokimia Gresik, yakni dengan melakukan 705 demplot, 4.148 sosialisasi, 6.829 analisis tanah, 132 publikasi, 48 pameran, dan 85 *sponsorship*.
6. Monitoring suara pelanggan, tingkat kepuasan dan loyalitas pelanggan terhadap produk Perseroan. Hingga akhir bulan Desember 2023, terdapat 2.474 suara pelanggan yang masuk.
7. Kerja sama angkutan laut dengan PT Pupuk Indonesia Logistik
8. Penggunaan gudang bersama dengan PT Pupuk Iskandar Muda, PT Pupuk Sriwidjaja Palembang, PT Pupuk Kujang, dan PT Pupuk Kalimantan Timur di wilayah penyaluran PSO dan penjualan retail non PSO yang beririsan.

PANGSA PASAR

1. Urea
Pangsa pasar dalam negeri untuk pupuk Urea pada tahun 2023 adalah sebesar 14% dari total pasar nasional.
2. NPK
Pangsa pasar dalam negeri untuk pupuk NPK pada tahun 2023 adalah sebesar 31% dari total pasar nasional.
3. Fosfat
Pangsa pasar dalam negeri untuk pupuk Fosfat pada tahun 2023 adalah sebesar 12% dari total pasar nasional.
4. ZA
Pangsa pasar dalam negeri untuk pupuk ZA pada tahun 2023 adalah sebesar 30% dari total pasar nasional.

REALISASI PRODUKSI

Realisasi produksi pupuk tahun 2023 tercatat sebesar 4,36 juta ton, turun 231,52 ribu ton atau 5% dibandingkan tahun 2022 sebesar 4,58 juta ton. Hal tersebut terutama disebabkan menyesuaikan permintaan di sektor subsidi dan komersial.

- **Produksi Pupuk Urea**
Realisasi produksi pupuk Urea tahun 2022 mencapai 1,12 juta ton, naik 48,09 ribu ton.
- **Produksi Pupuk ZA**
Realisasi produksi pupuk ZA tahun 2023 mencapai 699,53 ribu ton, turun 18,74 ribu ton atau 3% dibandingkan tahun 2022 sebesar 718,27 ribu ton. Penurunan tersebut

REALIZATION OF MARKETING ACTIVITIES

Throughout 2023, marketing activities that have been realized include:

1. Agrosolution Farmers' land area in 2023 reached 130,497 hectares of Agrosolution Projects with total non-subsidized sales of 137,975 tons.
2. Use of shared warehouses by subsidiaries in PSO distribution areas and retail sales that overlap.
3. Warehouse contract adjustment/termination based on warehouse utilization evaluation results.
4. Launching urea and NK with NPK Phonska Liquid and NPK Petro Cane brands.
5. Increasing awareness of PT Petrokimia Gresik products, namely by conducting 705 demonstration plots, 4,148 socializations, 6,829 soil analyses, 132 publications, 48 exhibitions, and 85 sponsorships.
6. Monitoring customer voice, level of satisfaction and customer loyalty to the Company's products. Until the end of December 2023, there were 2,474 customer voices entered.
7. Sea transportation cooperation with PT Pupuk Indonesia Logistik.
8. Joint warehouse usage with PT Pupuk Iskandar Muda, PT Pupuk Sriwidjaja Palembang, PT Pupuk Kujang, and PT Pupuk Kalimantan Timur in PSO distribution areas and overlapping non-PSO retail sales.

MARKET SHARE

1. Urea
Domestic market share for Urea fertilizer in 2023 is 14% of the total national market.
2. NPK
The domestic market share for NPK fertilizer in 2023 is 31% of the total national market.
3. Phosphate
The domestic market share for Phosphate fertilizer in 2023 is 12% of the total National market.
4. ZA
The domestic market share for ZA fertilizer in 2023 is 30% of the total National market.

PRODUCT REALIZATION

Fertilizer production in 2023 was 4.36 million tons, a decrease of 231.52 thousand tons, or 5%, from 4.58 million tons in 2022. This was primarily due to changing demand in the subsidized and commercial sectors.

- **Urea Fertilizer Production**
Urea fertilizer production in 2022 reached 1.12 million tons, an increase of 48.09 thousand tons.
- **ZA Fertilizer Production**
ZA fertilizer production in 2023 reached 699.53 thousand tons, a decrease of 18.74 thousand tons, or 3%, from 718.27 thousand tons in 2022. The decrease was due



disebabkan menyesuaikan dengan permintaan di sektor subsidi sejalan dengan kebijakan alokasi pupuk bersubsidi sesuai dengan Kepmentan No. 734 tahun 2022.

- **Produksi Pupuk SP-36**

Realisasi produksi pupuk SP-36 tahun 2023 mencapai 107,88 ribu ton, turun 65,00 ribu ton atau 38% dibandingkan tahun 2022 sebesar 172,88 ribu ton. Penurunan tersebut menyesuaikan kebijakan alokasi pupuk bersubsidi sesuai dengan Kepmentan No. 734 tahun 2022 serta menyesuaikan permintaan di sektor komersial.

- **Produksi Pupuk NPK**

Realisasi produksi pupuk NPK tahun 2023 mencapai 2,43 juta ton, turun 190,48 ribu ton atau 7% dibandingkan tahun 2022 sebesar 2,62 juta ton. Penurunan tersebut terutama disebabkan oleh penurunan alokasi pupuk NPK subsidi sesuai dengan Kepmentan No. 734 tahun 2022.

- **Produksi Pupuk ZK**

Realisasi produksi pupuk ZK tahun 2023 mencapai 7,79 ribu ton, turun 5,40 ribu ton atau 41% dibandingkan tahun 2022 sebesar 13,19 ribu ton. Penurunan tersebut disebabkan *cut rate* menyesuaikan ketersediaan stok optimal dan penjualan pupuk ZK.

PENGEMBANGAN PRODUKSI PUPUK TAHUN 2023

Pengembangan produksi merupakan wujud nyata Perseroan untuk mendukung program pemerintah dalam rangka meningkatkan kualitas hidup masyarakat Indonesia. Untuk tahun 2022, Perseroan mencapai produksi sebesar 4,36 juta ton, turun 231,52 ribu ton atau 5% dibandingkan tahun 2022 sebesar 4,58 juta ton. Penurunan tersebut terutama disebabkan menyesuaikan dengan permintaan di sektor subsidi dan komersial.

Guna mencapai peningkatan produksi pupuk di tahun 2023, Perseroan telah menyiapkan langkah-langkah strategis, antara lain:

- Melakukan efisiensi biaya bahan baku dengan menurunkan *losses* atas bahan baku dan produk dengan memperketat validitas pengukuran.
- Melakukan pembelian bahan baku, barang dagangan, bahan penolong, dan alat secara langsung ke manufaktur secara *multi sources* dengan kontrak jangka panjang dan pengiriman disesuaikan jadwal kebutuhan produksi dan pemasaran.
- Preventive and Predictive Maintenance* (PPM) sesuai konsep *Reliability Centered Maintenance* (RCM), dan *Risk Based Inspection* (RBI).
- Melaksanakan program peningkatan kapasitas produksi (*debottlenecking*).
- Peningkatan budaya K3 melalui inspeksi dan pemeliharaan sarana dan prasarana.

to changes in demand in the subsidized sector in accordance with the subsidized fertilizer allocation policy in accordance with Minister of Agriculture Decree No. 734 of 2022.

- **SP-36 Fertilizer Production**

SP-36 fertilizer production in 2023 reached 107.88 thousand tons, a decrease of 65.00 thousand tons, or 38%, from 172.88 thousand tons in 2022. The reduction adjusted the subsidized fertilizer allocation policy to comply with Minister of Agriculture Decree No. 734 of 2022 as well as to meet commercial demand.

- **NPK Fertilizer Production**

In 2023, realized NPK fertilizer production was 2.43 million tons, a decrease of 190.48 thousand tons, or 7%, from 2.62 million tons in 2022. This decrease was primarily due to a decrease in the allocation of subsidized NPK fertilizer under Minister of Agriculture Decree No. 734 of 2022.

- **ZK Fertilizer Production**

ZK fertilizer production in 2023 reached 7.79 thousand tons, a decrease of 5.40 thousand tons, or 41%, from 13.19 thousand tons in 2022. The decrease was caused by the cut rate being adjusted to match optimal stock availability and ZK fertilizer sales.

DEVELOPMENT OF FERTILIZER PRODUCTION IN 2023

Production development is the Company's concrete manifestation of its support for government programs aimed at improving the quality of life for Indonesians. For 2023, the Company produced 4.36 million tons, a decrease of 231.52 thousand tons, or 5% from the 4.58 million tons realized in 2022. The decrease was primarily the result of demand adjustments in the subsidized and commercial sectors.

To increase fertilizer production in 2023, the Company implemented strategic steps, including:

- Improve raw material cost efficiency by reducing losses on raw materials and products while tightening measurement validity.
- Purchasing raw materials, commodities, supporting materials, and tools directly from manufacturers through multi-source agreements with long-term contracts and deliveries based on production and marketing needs schedules.
- Preventive and Predictive Maintenance (PPM) based on Reliability-Centered Maintenance (RCM) and Risk-Based Inspection (RBI).
- Implement a production capacity-building program (*debottlenecking*).
- Strengthen K3 culture by inspecting and maintaining facilities and infrastructure.

PENJUALAN

Pada tahun 2023, realisasi penjualan pupuk tercatat sebesar 3,79 juta ton, turun 724,14 ribu ton atau 16% dibandingkan tahun 2022 sebesar 4,51 juta ton. Penurunan tersebut utamanya menyesuaikan kebijakan Permentan No. 10 tahun 2022 atas pembatasan pupuk bersubsidi yang semula untuk 70 komoditas menjadi 9 komoditas serta jenis pupuk hanya Urea dan NPK.

SALES

Fertilizer sales reached 3.79 million tons in 2023, a decrease of 724.14 thousand tons, or 16%, from 4.51 million tons in 2022. The reduction primarily adjusted the Minister of Agriculture policy No. 10 Year 2022 regarding restrictions on subsidized fertilizers from 70 to 9 commodities, with only Urea and NPK fertilizer types.

Penjualan Pupuk Tahun 2023–2022 Fertilizer Sales in 2023–2022

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Penjualan Pupuk Subsidi Subsidized Fertilizer Sales	2.636.594	3.702.656	-1.066.062	-29
2	Penjualan Pupuk Non Subsidi Non-Subsidized Fertilizer Sales	1.150.584	808.660	341.924	42
Jumlah Total		3.787.178	4.511.316	-724.138	-16

Volume Penjualan Pupuk Subsidi Tahun 2023–2022 Sales Volume of Subsidized Fertilizer in 2023–2022

dalam satuan ton | in ton

No.	Uraian Description	2023	2022	Nominal	%
1	Urea	664.214	711.291	-47.077	-7
2	NPK	1.972.381	2.393.004	-420.623	-18
3	ZA*	-	220.489		
4	SP36*	-	164.428		
5	Petroganik*	-	213.376		
6	Phonska Oca*	-	68		
Jumlah Total		2.636.594	3.702.656	-1.066.062	-29

* Keterangan | Description:

Sesuai Permentan No. 10 Tahun 2022 tanggal 8 Juli 2022 tentang Peraturan Menteri Pertanian No. 10 tahun 2022 tentang Tata Cara Penetapan Alokasi dan Harga Eceran Tertinggi Pupuk Bersubsidi Sektor Pertanian, pupuk yang disubsidi hanya pupuk Urea dan NPK.

In accordance with the Minister of Agriculture Regulation No. 10 of 2022, dated July 8, 2022, concerning Procedures for Determining the Allocation and Highest Retail Prices for Subsidized Fertilizers in the Agricultural Sector, the only fertilizers that are subsidized are Urea and NPK fertilizers.

Total Penjualan Pupuk Subsidi Tahun 2023–2022 Total Sales of Subsidized Fertilizer in 2023–2022

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Urea	3.095.629	3.281.633	(186.004)	-5,67
2	NPK	19.240.927	23.333.910	(4.092.983)	-17,54
3	ZA*	-	1.073.302		
4	SP36*	-	1.344.750		
5	Petroganik*	-	336.434		
6	Phonska Oca*	-	4.040		
Jumlah Total		22.336.556	29.374.069	(7.037.513)	-23,96

* Keterangan | Description:

Sesuai Permentan No. 10 Tahun 2022 tanggal 8 Juli 2022 tentang Peraturan Menteri Pertanian No. 10 tahun 2022 tentang Tata Cara Penetapan Alokasi dan Harga Eceran Tertinggi Pupuk Bersubsidi Sektor Pertanian, pupuk yang disubsidi hanya pupuk Urea dan NPK.

In accordance with the Minister of Agriculture Regulation No. 10 of 2022, dated July 8, 2022, concerning Procedures for Determining the Allocation and Highest Retail Prices for Subsidized Fertilizers in the Agricultural Sector, the only fertilizers that are subsidized are Urea and NPK fertilizers.



Penjualan Pupuk Subsidi

- **Penjualan Pupuk Subsidi Urea**

Di tahun 2023, Perseroan membukukan penjualan pupuk subsidi Urea sebanyak 664,21 ribu ton, turun 47,07 ribu ton atau 7% dibandingkan dengan tahun 2022 sebanyak 711,09 ribu ton. Hal tersebut terutama disebabkan menyesuaikan kebijakan Kepmentan No. 734 tahun 2022 atas pengurangan alokasi pupuk subsidi Urea. Penjualan pupuk subsidi Urea di tahun 2023 yang tercatat sebesar Rp3,10 triliun, turun Rp186,00 miliar atau 6% dibandingkan dengan tahun 2022 sebesar Rp3,28 triliun. Penurunan nilai penjualan selaras dengan peningkatan kuantum penjualan.

- **Penjualan Pupuk Subsidi ZA**

Di tahun 2023 tidak terdapat penjualan pupuk subsidi ZA. Hal tersebut disebabkan menyesuaikan kebijakan Permentan No. 10 tahun 2022 atas pencabutan pupuk subsidi ZA.

- **Penjualan Pupuk Subsidi SP-36**

Di tahun 2023 tidak terdapat penjualan pupuk subsidi SP-36. Hal tersebut disebabkan menyesuaikan kebijakan Permentan No. 10 tahun 2022 atas pencabutan pupuk subsidi SP-36.

- **Penjualan Pupuk Subsidi NPK**

Di tahun 2023, Perseroan membukukan penjualan pupuk subsidi NPK sebanyak 1,97 juta ton, turun 420,62 ribu ton atau 18% dibandingkan dengan tahun 2022 sebanyak 2,39 juta ton. Hal tersebut terutama disebabkan menyesuaikan kebijakan Kepmentan No. 734 tahun 2022 atas pengurangan alokasi pupuk subsidi NPK.

Penjualan pupuk subsidi NPK di tahun 2022 yang tercatat sebesar Rp19,24 triliun, turun Rp4,09 triliun atau 18% dibandingkan dengan tahun 2022 sebesar Rp23,33 triliun.

- **Penjualan Pupuk Subsidi Petroganik**

Di tahun 2023 tidak terdapat penjualan pupuk subsidi Petroganik. Hal tersebut disebabkan menyesuaikan kebijakan Permentan No. 10 tahun 2022 atas pencabutan pupuk subsidi Petroganik.

- **Penjualan Pupuk Subsidi Phonska Oca**

Di tahun 2023 tidak terdapat penjualan pupuk subsidi Phonska Oca. Hal tersebut disebabkan menyesuaikan kebijakan Permentan No. 10 tahun 2022 atas pencabutan pupuk subsidi Phonska Oca.

Subsidized Fertilizer Sales

- **Sales of Subsidized Urea Fertilizer**

In 2023, the Company recorded sales of 664.21 thousand tons of subsidized urea fertilizer, a decrease of 47.07 thousand tons, or 7%, from 711.09 thousand tons in 2022. This was mainly due to an adjustment to Minister of Agriculture Regulation No. 734 of 2022, which reduced the allocation of subsidized Urea fertilizer. Subsidized Urea fertilizer sales in 2023 were Rp3.10 trillion, a decrease of Rp186.00 billion, or 6%, from Rp3.28 trillion in 2022. The decrease in sales value is consistent with the increase in sales quantity.

- **Sales of Subsidized ZA Fertilizer**

In 2023, there were no sales of subsidized ZA fertilizer. This was due to the Minister of Agriculture's policy No. 10 of 2022, which eliminated ZA-subsidized fertilizer.

- **Sales of Subsidized SP-36 Fertilizer**

In 2023, there were no sales of subsidized SP-36 fertilizer. This was due to the Minister of Agriculture's policy No. 10 of 2022, which eliminated SP-36 subsidized fertilizer.

- **Sales of Subsidized NPK Fertilizer**

In 2023, the Company recorded sales of 1.97 million tons of subsidized NPK fertilizer, a decrease of 420.62 thousand tons, or 18%, from 2.39 million tons in 2022. This was mainly due to adjusting the policy of Minister of Agriculture Decree No. 734 of 2022, which reduced the allocation of NPK-subsidized fertilizer.

Subsidized NPK fertilizer sales in 2022 were Rp19.24 trillion, a decrease of Rp4.09 trillion, or 18%, from Rp23.33 trillion in 2022.

- **Sales of Subsidized Petroganik Fertilizer**

In 2023, there were no sales of subsidized Petroganik fertilizer. This was due to the Minister of Agriculture's policy No. 10 of 2022, which eliminated Petroganik-subsidized fertilizer.

- **Sales of Subsidized Phonska Oca Fertilizer**

In 2023, there were no sales of subsidized Phonska Oca fertilizer. This was due to the Minister of Agriculture's policy No. 10 of 2022, which eliminated Phonska Oca-subsidized fertilizer.

Volume Penjualan Pupuk Non Subsidi Tahun 2022–2023

Sales Volume of Non-Subsidized Fertilizer in 2022–2023

dalam satuan ton | in ton

No.	Uraian Description	2023	2022	Nominal	%
1	Urea	324.589	301.502	23.087	8
2	ZA	230.411	89.476	140.935	158
3	Fosfat	39.696	94.049	-54.353	-58
4	NPK	347.972	100.207	247.765	247
5	Kalium Sulfat (ZK)	3.693	9.988	-6.295	-63
6	DAP	27.502	19.132	8.370	44
7	Petrocas	51.085	66.546	-	-23
8	Kapur Pertanian Agricultural Lime	125.120	127.760	-2.640	-2
Jumlah Total		1.150.068	808.660	341.408	42

Total Penjualan Pupuk Non Subsidi Tahun 2022–2023

Total Sales of Non-Subsidized Fertilizer in 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Urea	1.838.897	2.762.530	-923.633	- 33,43
2	ZA	804.546	437.025	367.521	84,10
3	Fosfat	202.764	692.189	-489.425	- 70,71
4	NPK	2.213.627	835.501	1.378.126	164,95
5	Kalium Sulfat (ZK)	39.511	114.317	-74.806	- 65,44
6	DAP	225.274	252.797	-27.523	- 10,89
7	Petrocas	13.492	16.417	-2.925	- 17,82
8	Kapur Pertanian Agricultural Lime	33.946	32.267	1.679	5,20
Jumlah Total		5.372.057	5.143.046	229.011	4,45
Anak Perusahaan Subsidiary		172.793	273.012	(100.219)	- 36,71
Total Penjualan Non Subsidi Total Sales Non Subsidized		5.544.850	5.416.058	128.792	2,38

- **Penjualan Pupuk Non Subsidi Urea**

Di tahun 2023, Perseroan membukukan penjualan pupuk non subsidi Urea sebanyak 324,59 ribu ton, naik 23,09 ribu ton atau 8% dibandingkan dengan tahun 2022 sebanyak 301,50 ribu ton. Peningkatan penjualan terutama disebabkan meningkatnya permintaan Urea di sektor retail, kebun, dan Industri.

Penjualan pupuk non subsidi Urea di tahun 2023 yang tercatat sebesar Rp1,84 triliun, turun Rp923,63 miliar atau 33% dibandingkan dengan Rp2,76 triliun pada tahun 2022.

- **Penjualan Pupuk Non Subsidi ZA**

Di tahun 2023, Perseroan membukukan penjualan pupuk non subsidi ZA sebanyak 230,41 ribu ton, naik 140,94 ribu ton atau 158% dibandingkan dengan tahun 2022 sebanyak 89,48 ribu ton. Hal tersebut disebabkan mulai beralihnya konsumen sektor subsidi ke pupuk non subsidi.

- **Sales of Non-Subsidized Urea Fertilizer**

In 2023, the Company's non-subsidized Urea fertilizer sales reached 324.59 thousand tons, an increase of 23.09 thousand tons, or 8%, from 301.50 thousand tons in 2022. The increase in sales was mainly due to increased demand for urea in the retail, garden, and industrial sectors.

Sales of non-subsidized Urea fertilizer in 2023 were recorded at Rp1.84 trillion, a decrease of Rp923.63 billion, or 33%, from Rp2.76 trillion in 2022..

- **Sales of Non-Subsidized ZA Fertilizer**

In 2023, the Company recorded sales of ZA Non-Subsidized Fertilizer of 230.41 thousand tons, an increase of 140.94 tons, or 158%, from 89.48 thousand tons in 2022. This was due to the transition of subsidized sector consumers to non-subsidized fertilizer.



Penjualan pupuk non subsidi ZA di tahun 2023 yang tercatat sebesar Rp804,55 miliar, naik Rp867,52 miliar atau 84% dibandingkan dengan Rp437,03 miliar pada tahun 2022.

• **Penjualan Pupuk Non Subsidi Fosfat**

Di tahun 2023, Perseroan membukukan penjualan pupuk non subsidi Fosfat sebanyak 39,70 ribu ton, turun 54,35 ribu ton atau 68% dibandingkan dengan tahun 2022 sebanyak 94,05 ribu ton disebabkan menurunnya permintaan di sektor kebun dan industri.

Penjualan pupuk non-subsidi Fosfat di tahun 2023 yang tercatat sebesar Rp202,76 miliar, turun Rp489,42 miliar atau 71% dibandingkan dengan Rp692,19 miliar pada tahun 2022.

• **Penjualan Pupuk Non Subsidi NPK**

Di tahun 2023, Perseroan membukukan penjualan pupuk non subsidi NPK sebanyak 347.97 ribu ton, naik 247.77 ribu ton atau 247% dibandingkan dengan tahun 2022 sebanyak 100,21 ribu ton. Peningkatan penjualan terutama disebabkan meningkatnya permintaan NPK di pasar dalam negeri dan ekspor.

Penjualan pupuk non-subsidi NPK di tahun 2022 yang tercatat sebesar Rp2,21 triliun, naik sebesar Rp1,37 triliun atau 165% dibandingkan dengan Rp835,50 miliar pada tahun 2022.

• **Penjualan Pupuk Non-Subsidi Kalium Sulfat (ZK)**

Di tahun 2023, Perseroan membukukan penjualan pupuk non subsidi Kalium Sulfat (ZK) sebanyak 3,69 ribu ton, turun 6,30 ribu ton atau 63% dibandingkan dengan tahun 2022 sebanyak 9,99 ribu ton. Hal tersebut disebabkan harga jual PKG yang kurang kompetitif dibandingkan harga pasar. Penjualan pupuk non subsidi ZK di tahun 2022 yang tercatat sebesar Rp39,51 miliar, turun Rp74,81 miliar atau 65% dibandingkan dengan Rp114,32 miliar pada tahun 2022.

Sales of ZA non-subsidized fertilizers in 2023 reached Rp804.55 billion, an increase of Rp867.52 billion, or 84%, from Rp437.03 billion in 2022.

• **Sales of Non-Subsidized Phosphate Fertilizer**

In 2023, the Company recorded non-subsidized Phosphate fertilizer sales of 39.70 thousand tons, a decrease of 54.35 thousand tons, or 68%, from 94.05 thousand tons in 2022, due to a decrease in demand from the plantation and industrial sectors.

Non-subsidized Phosphate fertilizer sales in 2023 were Rp202.76 billion, a decrease of Rp489.42 billion, or 71%, from Rp692.19 billion in 2022.

• **Sales of Non-Subsidized NPK Fertilizer**

In 2023, the Company recorded sales of non-subsidized NPK fertilizer of 347.97 thousand tons, an increase of 247.77 thousand tons, or 247%, compared to 100.21 thousand tons in 2022. The increase in sales was mainly due to increasing demand for NPK in the domestic and export markets.

Sales of NPK non-subsidized fertilizer in 2022 were recorded at Rp2.21 trillion, an increase of Rp1.37 trillion, or 165%, compared to Rp835.50 billion in 2022.

• **Sales of Non-Subsidized Potassium Sulfate (ZK) Fertilizer**

In 2023, the Company recorded sales of 3.69 thousand tons of non-subsidized Potassium Sulfate (ZK) fertilizer, a decrease of 6.30 thousand tons, or 63%, from 9.99 thousand tons in 2022. This was due to PKG's less competitive selling prices versus market prices. Sales of non-subsidized ZK Fertilizer in 2022 were recorded at Rp39.51 billion, a decrease of Rp74.81 billion, or 65%, from Rp114.32 billion in 2022.

PROFITABILITAS

Profitabilitas Segmen Pupuk Tahun 2022–2023
Profitability of Fertilizer Segment in 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pupuk Subsidi Subsidized Fertilizer	178.991	1.630.838	-1.451.847	-89
2	Pupuk Non Subsidi Non-Subsidized Fertilizer	1.172.782	2.935.510	-1.762.728	-60
Jumlah Total		1.351.774	4.566.348	-3.214.574	-70

PROFITABILITY

Profitabilitas segmen pupuk di tahun 2023 tercatat sebesar Rp1,35 triliun, turun Rp3,21 triliun atau 70% dibanding dengan Rp4,57 triliun pada tahun 2022. Perubahan terutama disebabkan koreksi BPK AKN VII dan IV Tahun 2023.

Tingginya volatilitas iklim bisnis industri pupuk di dunia pada tahun 2023 akan semakin kompetitif, sehingga setiap perusahaan diharapkan untuk mengedepankan efisiensi dan daya saingnya melalui berbagai program salah satunya *cost reduction* program untuk memenangkan persaingan. Di samping itu, pengembangan industri pupuk harus didukung dengan pengembangan berkelanjutan untuk mendukung tercapainya solusi agroindustri.

The profitability of the fertilizer segment in 2023 was recorded at Rp1.35 trillion, a decrease of Rp3.21 trillion, or 70%, from Rp4.57 trillion in 2022. The change was mainly due to BPK corrections for AKN VII and IV in 2023.

The high volatility of the fertilizer industry business climate in the world in 2023 would make it increasingly competitive, so every company is expected to prioritize efficiency and competitiveness through various programs, one of which is the cost reduction program, in order to compete. In addition, the fertilizer industry's development must be supported by sustainable development in order to achieve agro-industrial solutions.

SEGMENT NON PUPUK NON-FERTILIZER SEGMENT

DESKRIPSI USAHA

Rencana penjualan produk non pupuk dan jasa disusun berdasarkan optimalisasi kapasitas produksi dan kebutuhan bahan baku pupuk.

Produk yang dijual untuk produk non pupuk adalah Amonia, Asam Sulfat, Asam Fosfat, CO₂ Liquid, Dry Ice, Purified Gypsum, Neutralized Crude Gypsum (NCG), Aluminium Fluorida, dan Asam Klorida. Produk non pupuk (kimia) ini sebagian besar dijual ke industri dalam negeri dan ekspor.

BUSINESS DESCRIPTION

Sales plans for non-fertilizer products and services are set up by optimizing production capacity and the demand for fertilizer raw materials.

Non-fertilizer products sold include Ammonia, Sulfuric Acid, Phosphoric Acid, CO₂ Liquid, Dry Ice, Purified Gypsum, Neutralized Crude Gypsum (NCG), Aluminum Fluoride, and Hydrochloric Acid. The majority of these non-fertilizer (chemical) products are sold to domestic and export industries.

Realisasi Produksi Non Pupuk Tahun 2022–2023 Realization of Non-Fertilizer Production in 2022–2023

dalam satuan ton | in ton

No.	Produk Pupuk Fertilizer Products	2023	2022	Nominal	%
1	Amoniak Ammonia	1.015.467	942.875	72.592	8
2	Asam Sulfat Sulfuric Acid	925.912	886.688	39.224	4
3	Asam Fosfat Phosphoric Acid	253.923	222.388	31.535	14
4	Gypsum	1.552.561	979.192	573.369	59
5	Aluminium Fluorida Aluminum Fluoride	9.570	9.323	247	3
6	CO ₂ Liquid	10.198	7.977	2.221	28
7	Dry Ice	488	583	-95	-16
8	Asam Klorida Hydrochloric Acid	8.934	15.462	-6.528	-42
Jumlah Total		3.777.053	3.064.488	712.565	23

- **Produksi Amonia**

Realisasi produksi Amonia tahun 2023 mencapai 1,01 juta ton, naik 75,59 ribu ton atau 8% dibandingkan tahun 2022 sebesar 942,88 ribu ton. Kenaikan tersebut untuk memenuhi kebutuhan produksi NPK seiring dengan meningkatnya permintaan penjualan NPK non Subsidi.

- **Ammonia Production**

The realization of ammonia production in 2023 reached 1.01 million tons, an increase of 75.59 thousand tons, or 8%, from 942.88 thousand tons in 2022. This increase was to meet NPK production needs in line with increasing demand for non-subsidized NPK sales.



- **Produksi Asam Sulfat**
 Realisasi produksi Asam Sulfat tahun 2023 mencapai 925.91 ribu ton, naik 39,22 ribu ton atau 4% dibandingkan tahun 2022 sebesar 886,69 ribu ton. Kenaikan tersebut seiring dengan meningkatnya permintaan penjualan Asam Sulfat.
- **Produksi Asam Fosfat**
 Realisasi produksi Asam Fosfat tahun 2023 mencapai 253,92 ribu ton, naik 31,53 ribu ton atau 14% dibandingkan tahun 2022 sebesar 222,39 ribu ton. Kenaikan tersebut seiring dengan meningkatnya permintaan penjualan Asam Fosfat.
- **Produksi Gypsum**
 Realisasi produksi *Gypsum* tahun 2023 mencapai 1,55 juta ton, naik 573,37 ribu ton atau 59% dibandingkan tahun 2022 sebesar 979,19 ribu ton. Kenaikan tersebut seiring dengan meningkatnya permintaan penjualan *Gypsum*.
- **Produksi Aluminium Fluorida**
 Realisasi produksi Aluminium Fluorida tahun 2023 mencapai 9,32 ribu ton, naik 247 ton atau 3% dibandingkan tahun 2022 sebesar 7,27 ribu ton. Kenaikan tersebut seiring dengan permintaan penjualan di sektor dalam negeri maupun ekspor.
- **Produksi CO₂ Liquid**
 Realisasi produksi CO₂ *Liquid* tahun 2023 mencapai 10,20 ribu ton, naik 2,22 ribu ton atau 28% dibandingkan tahun 2022 sebesar 7,98 ribu ton. Kenaikan tersebut seiring dengan meningkatnya permintaan penjualan CO₂ *Liquid*.
- **Produksi Dry Ice**
 Realisasi produksi *Dry Ice* tahun 2023 mencapai 488 ton, turun 95 ton atau 16% dibandingkan tahun 2022 sebesar 583 ton. Penurunan tersebut terutama disebabkan pabrik *shutdown* untuk perbaikan peralatan.
- **Produksi Asam Klorida**
 Realisasi produksi Asam Klorida tahun 2023 mencapai 8,93 ribu ton, turun 6,53 ribu ton atau 42% dibandingkan tahun 2022 sebesar 15,46 ribu ton. Penurunan tersebut seiring dengan menurunnya permintaan penjualan Asam Klorida.
- **Sulfuric Acid Production**
 The realization of Sulfuric Acid production in 2023 reached 925.91 thousand tons, an increase of 39.22 thousand tons, or 4%, from 886.69 thousand tons in 2022. This increase was in line with the increase in sales demand for Sulfuric Acid.
- **Phosphoric Acid Production**
 The realization of Phosphoric Acid production in 2023 reached 253.92 thousand tons, an increase of 31.53 thousand tons, or 14%, from 222.39 thousand tons in 2022. The increase was in line with the increase in sales demand for Phosphoric Acid.
- **Gypsum Production**
 The realization of Gypsum production in 2023 reached 1.55 million tons, an increase of 573.37 thousand tons, or 59%, from 979.19 thousand tons in 2022. This increase was in line with the increase in sales demand for Gypsum sales.
- **Aluminum Fluoride Production**
 The realization of Aluminum Fluoride production in 2023 reached 9.32 thousand tons, an increase of 247 tons, or 3%, from 7.27 thousand tons in 2022. This increase was in line with the increase in sales demand in the domestic and export sectors.
- **Liquid CO₂ Production**
 The realization of CO₂ Liquid production in 2023 reached 10.20 thousand tons, an increase of 2.22 thousand tons, or 28%, from 7.98 thousand tons in 2022. This increase was in line with the increase in sales demand for CO₂ Liquid.
- **Dry Ice Production**
 The realization of Dry Ice production in 2023 reached 488 tons, a decrease of 95 tons, or 16%, from 583 tons in 2022. The decrease was mainly due to factory shutdowns for equipment repairs.
- **Hydrochloric Acid Production**
 The realization of hydrochloric acid production in 2023 reached 8.93 thousand tons, a decrease of 6.53 thousand tons, or 42%, from 15.46 thousand tons in 2022. The decrease was in line with the decrease in sales demand for hydrochloric acid.

Penjualan Tahun 2022-2023

Sales in 2022-2023

dalam satuan ton | in ton

No.	Produk Pupuk Fertilizer Products	2023	2022	Nominal	%
1	Amoniak Ammonia	67.254	105.165	-37.911	-36
2	Asam Sulfat Sulfuric Acid	259.581	339.581	-80.000	-24
3	Asam Fosfat Phosphoric Acid	77.454	24.660	52.794	214
4	Gypsum	1.941.167	1.342.825	598.342	45
5	Aluminium Fluorida Aluminum Fluoride	10.375	8.335	2.040	24
6	CO ₂ Liquid	9.105	7.480	1.625	22
7	Dry Ice	488	583	-95	-16
8	Asam Klorida Hydrochloric Acid	8.813	14.496	-5.683	-39
Jumlah Total		2.306.209	1.843.125	463.084	25

Penjualan Non Subsidi-Non Pupuk Tahun 2022-2023

Non-Subsidized Non-Fertilizer Sales in 2022-2023

dalam jutaan rupiah | in million rupiah

No.	Produk Pupuk Fertilizer Products	2023	2022	Nominal	%
1	Amoniak Ammonia	565.088	1.308.248	-743.160	-56,81
2	Asam Sulfat Sulfuric Acid	236.456	531.443	-294.987	-55,51
3	Asam Fosfat Phosphoric Acid	136.301	353.454	-217.153	-61,44
4	Gypsum	201.269	161.780	39.489	24,41
5	Aluminium Fluorida Aluminum Fluoride	196.214	149.430	46.784	31,31
6	CO ₂ Liquid	17.138	13.625	3.513	25,78
7	Dry Ice	2.344	2.797	-453	-16,20
8	Asam Klorida Hydrochloric Acid	6.115	18.103	-11.988	-66,22
9	Pestisida Pesticide	1.686.344	1.830.289	-143.945	-7,86
10	Jasa dan Utilitas Services and Utilities	337.657	206.038	131.619	63,88
11	Lain-lain Others	612.644	256.160	356.484	139,16
Jumlah Total		3.997.570	4.831.367	-833.797	-17,26

- **Penjualan Amonia**

Di tahun 2023, Perseroan membukukan penjualan Amonia sebanyak 67,25 ribu ton, turun 37,91 ribu ton atau 36% dibandingkan tahun 2022 sebanyak 105,17 ribu ton. Penurunan tersebut disebabkan menurunnya permintaan dari konsumen.

Penjualan Amonia di tahun 2023 yang tercatat sebesar Rp565,09 miliar, turun Rp743,16 miliar atau 57% dibandingkan dengan Rp1,31 triliun pada tahun 2022.

- **Penjualan Asam Sulfat**

Di tahun 2023, Perseroan membukukan penjualan Asam Sulfat sebanyak 259,58 ribu ton, turun 80,00 ribu ton atau 24% dibandingkan tahun 2022 sebanyak 339,58 ribu ton. Penurunan tersebut disebabkan menurunnya permintaan dari konsumen.

- **Sales of Ammonia**

In 2023, the Company sold 67.25 thousand tons of ammonia, a decrease of 36% from 105.17 thousand tons in 2022. The decrease was caused by a reduction in consumer demand.

Ammonia sales in 2023 were recorded at Rp565.09 billion, a decrease of Rp743.16 billion, or 57%, from Rp1.31 trillion in 2022.

- **Sales of Sulfuric Acid**

In 2023, the Company recorded Sulfuric Acid sales of 259.58 thousand tons, a decrease of 80.00 thousand tons, or 24%, from 339.58 thousand tons in 2022. The decrease was caused by reduced consumer demand.



Penjualan Asam Sulfat di tahun 2023 yang tercatat sebesar Rp236,46 miliar, turun Rp294,99 miliar atau 56% dibandingkan dengan Rp531,44 miliar pada tahun 2022.

- **Penjualan Asam Fosfat**

Di tahun 2023, Perseroan membukukan penjualan Asam Fosfat sebanyak 77,45 ribu ton, naik 52,79 ribu ton atau 214% dibandingkan tahun 2022 sebanyak 24,67 ribu ton. Kenaikan tersebut disebabkan terdapat peningkatan permintaan penjualan di sektor ekspor.

Penjualan Non Pupuk Asam Fosfat di tahun 2023 yang tercatat sebesar Rp136,30 miliar, turun Rp217,15 miliar atau 61% dibandingkan dengan Rp353,45 miliar pada tahun 2022.

- **Penjualan Gypsum**

Di tahun 2023, Perseroan membukukan penjualan *Gypsum* sebanyak 1,94 juta ton, naik 598,34 ribu ton atau 45% dibandingkan dengan tahun 2022 sebanyak 1,34 juta ton. Peningkatan tersebut terutama disebabkan terdapat peningkatan permintaan penjualan.

Penjualan non pupuk *Gypsum* di tahun 2023 yang tercatat sebesar Rp201,27 miliar, naik Rp39,49 miliar atau 24% dibandingkan dengan Rp161,78 miliar pada tahun 2022.

- **Penjualan Aluminium Florida (AIF3)**

Di tahun 2023, Perseroan membukukan penjualan AIF3 sebanyak 10,38 ribu ton, naik 2,04 ribu ton atau 24% dibandingkan dengan tahun 2022 sebanyak 8,34 ribu ton. Peningkatan tersebut terutama disebabkan terdapat peningkatan permintaan penjualan di pasar dalam negeri maupun ekspor.

Penjualan Aluminium Fluorida di tahun 2023 yang tercatat sebesar Rp196,21 miliar, naik Rp46,78 miliar atau 31% dibandingkan dengan Rp149,43 miliar pada tahun 2022.

- **Penjualan CO₂ Liquid**

Di tahun 2023, Perseroan membukukan Penjualan CO₂ *Liquid* sebanyak 9,11 ribu ton, naik 1,63 ribu ton atau 22% dibandingkan dengan tahun 2022 sebanyak 7,48 ribu ton. Peningkatan tersebut terutama disebabkan terdapat peningkatan permintaan penjualan.

Penjualan non pupuk CO₂ *Liquid* di tahun 2023 yang tercatat sebesar Rp17,14 miliar, naik Rp3,51 miliar atau 26% dibandingkan dengan Rp13,63 miliar pada tahun 2022.

- **Penjualan Dry Ice**

Di tahun 2023, Perseroan membukukan penjualan *Dry Ice* sebanyak 488 ton, turun 95 ton atau 16% dibandingkan

In 2023, sales of sulfuric acid reached Rp236.46 billion, a decrease of Rp294.99 billion, or 56%, from Rp531.44 billion in 2022.

- **Sales of Phosphoric Acid**

In 2023, the Company recorded Phosphoric Acid sales of 77.45 thousand tons, an increase of 52.79 thousand tons, or 214%, from 24.67 thousand tons in 2022. The increase was due to a growth in export sales demand.

Sales of non-phosphoric acid fertilizer in 2023 were Rp136.30 billion, a decrease of Rp217.15 billion, or 61%, from Rp353.45 billion in 2022.

- **Sales of Gypsum**

In 2023, the Company sold 1.94 million tons of gypsum, an increase of 598.34 thousand tons, or 45%, from 1.34 million tons in 2022. The increase was mainly due to a growth in sales volume.

Non-Gypsum fertilizer sales in 2023 reached Rp201.27 billion, an increase of Rp39.49 billion, or 24%, from Rp161.78 billion in 2022.

- **Sales of Florida Aluminum (AIF3)**

In 2023, the Company posted AIF3 sales of 10.38 thousand tons, an increase of 2.04 thousand tons, or 24%, from 8.34 thousand tons in 2022. The increase was mainly due to an increase in sales demand in the domestic and export markets.

Sales of Aluminum Fluoride in 2023 were recorded at Rp196.21 billion, an increase of Rp46.78 billion, or 31%, from Rp149.43 billion in 2022.

- **Sales of CO₂ Liquid**

In 2023, the Company recorded CO₂ Liquid sales of 9.11 thousand tons, an increase of 1.63 thousand tons, or 22%, from 7.48 thousand tons in 2022. The increase was mainly due to a growth in sales demand.

Sales of non-CO₂ Liquid fertilizer in 2023 were recorded at Rp17.14 billion, an increase of Rp3.51 billion, or 26%, from Rp13.63 billion in 2022.

- **Dry Ice Sales**

In 2023, the Company recorded Dry Ice Sales of 488 tons, a decrease of 95 tons, or 16%, from 583 tons in 2022.

dengan tahun 2022 sebanyak 583 ton. Penurunan tersebut disebabkan keterbatasan stok akibat pabrik *shutdown*.

Penjualan non pupuk *Dry Ice* di tahun 2023 yang tercatat sebesar Rp2,34 miliar, turun Rp453 miliar atau 16% dibandingkan dengan Rp2,80 miliar pada tahun 2022.

- **Penjualan Asam Klorida**

Di tahun 2023, Perseroan membukukan penjualan Asam Klorida sebanyak 8,81 ribu ton, turun 5,68 ribu ton atau 39% dibandingkan dengan tahun 2022 sebanyak 14,50 ribu ton. Penurunan tersebut terutama disebabkan penurunan permintaan penjualan.

Penjualan non pupuk Asam Klorida di tahun 2023 yang tercatat sebesar Rp6,12 miliar, turun Rp11,99 miliar atau 66% dibandingkan dengan Rp18,10 miliar pada tahun 2022.

The decrease was due to stock limitations due to factory shutdowns.

Non-fertilizer *Dry Ice* sales in 2023 were recorded at Rp2.34 billion, a decrease of Rp453 billion, or 16%, from Rp2.80 billion in 2022.

- **Hydrochloric Acid Sales**

In 2023, the Company recorded sales of Hydrochloric Acid of 8.81 thousand tons, a decrease of 5.68 thousand tons, or 39%, from 14.50 thousand tons in 2022. The decrease was mainly due to a decline in sales demand.

Sales of non-hydrochloric acid fertilizer in 2023 were recorded at Rp6.12 billion, a decrease of Rp11.99 billion, or 66%, from Rp18.10 billion in 2022.

PROFITABILITAS

PROFITABILITY

Profitabilitas Segmen Non Pupuk Tahun 2022–2023

Non-Fertilizer Segment Profitability in 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Non Pupuk Non-fertilizer	1.062.095	2.791.721	-1.729.626	-62
2	Jasa dan Lainnya Service and Others	110.687	143.789	-33.102	-23
Jumlah Total		1.172.782	2.935.510	-1.762.728	-60

Profitabilitas segmen non pupuk, jasa dan lainnya di tahun 2023 tercatat sebesar Rp1,17 triliun, turun Rp1,76 triliun atau 60% dibanding dengan Rp2,94 triliun pada tahun 2022. Hal tersebut disebabkan dampak penurunan harga jual seiring telah normalnya harga bahan baku internasional.

Non-fertilizer, services, and other segment profitability was Rp1.17 trillion in 2023, a decrease of Rp1.76 trillion, or 60%, from Rp2.94 trillion in 2022. This was due to a decrease in selling prices, which was in line with global raw material prices returning to normal levels.

DAMPAK PERUBAHAN HARGA

Sepanjang tahun 2023, harga bahan baku, terutama Sulfur, *Phosphate Rock*, *Phosphoric Acid*, Amonia, dan DAP mengalami penurunan dibandingkan tahun 2022 sedangkan rata-rata harga persediaan PKG masih terdampak atas pembelian bahan baku melalui kontrak jangka panjang dan/atau menengah dengan harga tinggi. Harga Sulfur mengalami penurunan 63%, *Phosphate Rock* 43%, *Phosphoric Acid* 34%, Amonia 54%, dan DAP 54%.

IMPACT OF PRICE CHANGES

Throughout 2023, the prices of raw materials, especially Sulfur, *Phosphate Rock*, *Phosphoric Acid*, Ammonia, and DAP, decreased compared to 2022, while the average price of PKG supplies was still affected by the purchase of raw materials through long and/or medium-term contracts at high prices. The price of sulfur decreased by 63%, phosphate rock by 43%, phosphoric acid by 34%, ammonia by 54%, and DAP by 54%.



PASAR SUBSIDI

Salah satu fokus Pemerintah tahun 2023 adalah berupaya menjaga ketahanan pangan nasional melalui penyediaan pupuk dengan harga yang terjangkau bagi petani meskipun terdapat kenaikan harga pupuk secara global. Salah satunya melalui subsidi pupuk pada komoditas bahan pangan pokok dan berdampak langsung pada laju inflasi. Untuk mendukung upaya tersebut pemerintah memperketat penyaluran pupuk subsidi dengan menerbitkan Permentan No. 10 tahun 2022 yang mengatur pupuk subsidi hanya untuk pupuk Urea dan NPK. Selain itu, Pemerintah juga mengatur penetapan Harga Eceran Tertinggi (HET) dengan harapan mampu mengatasi ketidakmampuan petani kecil dalam memperoleh pupuk.

Pada tahun 2023, tidak terdapat perubahan HET jika dibandingkan pada tahun 2022, sesuai dengan Peraturan Menteri Pertanian No. 10 tahun 2022, di antaranya:

SUBSIDY MARKET

One of the Government's focuses in 2023 is to try to maintain national food security through the provision of fertilizer at affordable prices for farmers, even though there is an increase in fertilizer prices globally. One of the ways is through fertilizer subsidies for staple food commodities, which has a direct impact on the inflation rate. To support these efforts, the government is tightening the distribution of subsidized fertilizers by issuing Minister of Agriculture No. 10 of 2022, which regulates subsidized fertilizers only for Urea and NPK fertilizers. In addition, the government also regulates the determination of the Highest Retail Price (HET) in the hope of overcoming the inability of small farmers to obtain fertilizer.

In 2023, there was no change in the HET when compared to 2022, in accordance with Minister of Agriculture Regulation No. 10 of 2022, including:

Produk Pupuk Fertilizer Products	Satuan Unit	2023	2022
Urea	Rp/Kg	2.250	2.250
ZA	Rp/Kg		1.700
SP-36	Rp/Kg		2.400
NPK	Rp/Kg	2.300	2.300
NPK Formula Khusus NPK Special Formula	Rp/Kg	3.300	3.300
Organik Organic	Rp/Kg		800
Organik Cair Liquid Organic	Rp/Liter		20.000

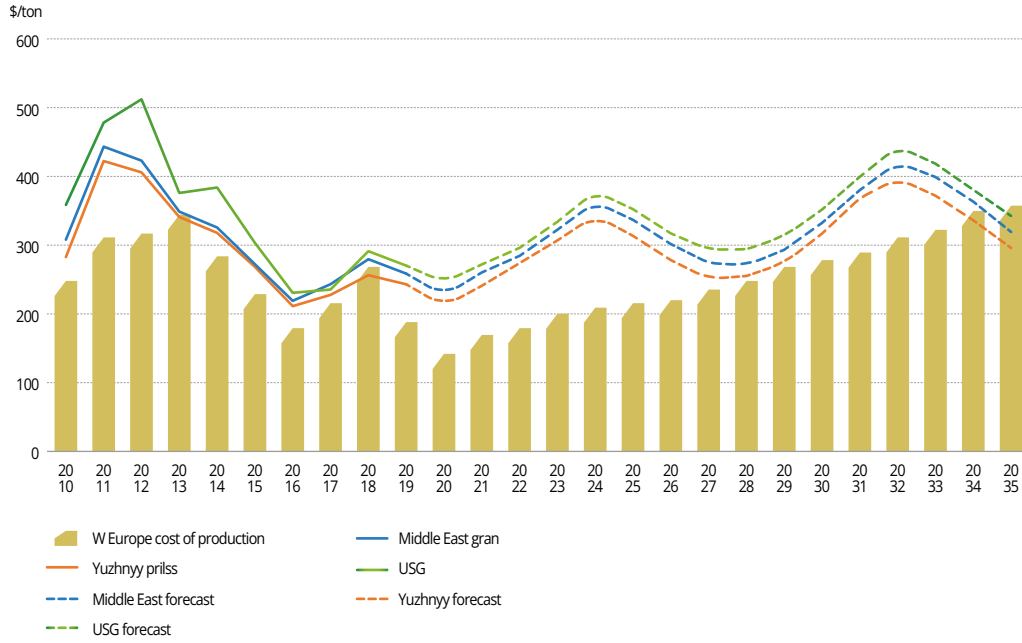
PASAR KOMERSIL

Produsen pupuk di Indonesia tidak hanya didominasi Pupuk Indonesia Group, melainkan perusahaan swasta. Menurut data APPI, perusahaan swasta memiliki kapasitas produksi pupuk dari Wilmar Group ±2.000.000 ton, Saraswanti Anugerah Utama ±500.000 ton, Saprotan Utama ±100.000 ton, Hanampi ±300.000 ton, Polowijo ±120.000 ton, NPG ±174.000 ton, Randhoetatah Cemerlang ±200.000 ton, dan Jadi Mas ±200.000 ton. Namun demikian, Pupuk Indonesia, melalui PG, tetap berkomitmen menyediakan alternatif pupuk bagi konsumen. Hal tersebut didukung dengan penyediaan produk baru di antaranya ZA Plus, SP-26, dan Phonska Alam. Ketiga produk tersebut diharapkan dapat memenuhi kebutuhan pasar akan permintaan pupuk berbasis Fosfat dan NPK. Selain itu, PG juga berupaya menyediakan pupuk dengan harga yang kompetitif meskipun harga bahan baku cenderung tinggi.

COMMERCIAL MARKET

Fertilizer producers in Indonesia are not only dominated by the Pupuk Indonesia Group but also by private companies. According to APPI data, private companies have fertilizer production capacity from Wilmar Group of ±2,000,000 tons, Saraswanti Anugerah Utama of ±500,000 tons, Saprotan Utama of ±100,000 tons, Hanampi of ±300,000 tons, Polowijo of ±120,000 tons, NPG of ±174,000 tons, Randhoetatah Cemerlang of ±200,000 tons, and Jadi Mas of ±200,000 tons. However, Pupuk Indonesia, through PG, remains committed to providing alternative fertilizers for consumers. This is supported by the provision of new products, including ZA Plus, SP-26, and Phonska Alam. These three products are expected to meet market demand for Phosphate and NPK based fertilizers. In addition, PG also seeks to provide fertilizer at competitive prices, even though raw material prices tend to be high.

Grafik Perkembangan Harga Urea Jangka Panjang Graph of Long-term Prices of Urea





TINJAUAN KINERJA KEUANGAN

Financial Performance Overview

Uraian mengenai kinerja keuangan ini disusun berdasarkan Laporan Keuangan Konsolidasian PT Petrokimia Gresik yang disajikan sesuai dengan Pernyataan Standar Akuntansi Keuangan (PSAK) yang berlaku umum di Indonesia untuk tahun yang berakhir pada tanggal 31 Desember 2023. Laporan keuangan tersebut telah diaudit oleh Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan (a member of the PWC Network) dengan opini wajar dalam semua hal yang material, posisi keuangan konsolidasian PT Petrokimia Gresik dan Entitas Anak tanggal 31 Desember 2023, serta kinerja keuangan dan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Bahasan kinerja keuangan Perseroan, disampaikan dengan memperhatikan penjelasan pada catatan Laporan Keuangan Konsolidasi dari pihak auditor eksternal sebagai bagian yang tidak terpisahkan dari Laporan Tahunan ini.

This description of financial performance has been prepared based on the Consolidated Financial Statements of PT Petrokimia Gresik, which are presented in accordance with the Statement of Financial Accounting Standards (SFAS) generally accepted in Indonesia for the year ended December 31, 2023. The financial statements have been audited by the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan (a member of the PWC Network) with a fair opinion in all material respects, the consolidated financial position of PT Petrokimia Gresik and Subsidiaries as of December 31, 2023, and the consolidated financial performance and cash flows for the year ended on that date, in accordance with Financial Accounting Standards in Indonesia.

The discussion on the Company's financial performance is presented with due regard to the explanation in the notes to the Consolidated Financial Statements from the external auditor as an integral part of this Annual Report.

Laporan Keuangan Konsolidasian Consolidated Statements of Financial Position

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Aset Assets	42.003.902	54.586.025	-12.582.123	-23
2	Aset Lancar Current Assets	15.595.525	28.742.736	-13.147.211	-46
3	Aset Tidak Lancar Non-Current Assets	26.408.377	25.843.289	565.088	2
4	Liabilitas Liabilities	19.340.777	32.382.022	-13.041.245	-40
5	Liabilitas Jangka Pendek Current Liabilities	5.526.714	16.241.685	-10.714.971	-66
6	Liabilitas Jangka Panjang Non-Current Liabilities	13.814.063	16.140.337	-2.326.274	-14
7	Ekuitas Equity	22.663.125	22.204.003	459.122	2

Sampai dengan akhir tahun 2023, Perseroan mencatatkan jumlah aset sebesar Rp42,00 triliun, turun Rp12,58 triliun atau 23% dibandingkan dengan akhir tahun 2022 sebesar Rp54,59 triliun. Penurunan tersebut utamanya disebabkan oleh penurunan aset lancar sebesar 46%.

Jumlah liabilitas mengalami penurunan sebesar Rp13,04 triliun atau 40% menjadi Rp19,34 triliun di akhir tahun 2023. Penurunan tersebut terutama disebabkan oleh liabilitas jangka pendek yang turun sebesar 66%. Sementara, jumlah ekuitas tercatat meningkat sebesar 2% menjadi Rp22,66 triliun sampai dengan akhir tahun 2023 bila dibandingkan dengan akhir tahun 2022 sebesar Rp22,20 triliun.

Until the end of 2023, the Company's total assets were Rp42.00 trillion, a decrease of Rp12.58 trillion, or 23%, from Rp54.59 trillion in 2022. The decrease was mainly due to a 46% reduction in current assets.

Total liabilities declined by Rp13.04 trillion, or 40%, to Rp19.34 trillion at the end of 2023. Short-term liabilities declined by 66%, which caused the majority of the decrease. Meanwhile, equity increased by 2%, reaching Rp22.66 trillion by the end of 2023, an increase of Rp22.20 trillion at the end of 2022.

ASET ASSETS

Pada akhir tahun 2023, jumlah aset Perseroan tercatat sebesar Rp42,00 triliun yang terdiri dari 37% aset lancar dan 63% aset tidak lancar. Nilai jumlah aset ini mengalami penurunan Rp12,58 triliun atau 23% dibandingkan tahun 2022 sebesar Rp54,59 triliun. Penurunan aset tersebut terutama disebabkan dari turunnya aset lancar sebesar 46%.

At the end of 2023, the Company's total assets were recorded at Rp42.00 trillion, consisting of 37% current assets and 63% non-current assets. The total value of these assets decreased by Rp12.58 trillion, or 23%, from Rp54.59 trillion in 2022. The decrease in assets was mainly due to a decline in current assets of 46%.

ASET LANCAR

CURRENT ASSETS

Aset Lancar per 31 Desember 2022-2023 Current Assets as of December 31, 2022-2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Kas dan Setara Kas Cash and Cash Equivalents	1.626.825	3.278.414	-1.651.589	-50
2	Piutang Usaha Accounts Receivable	1.434.314	1.378.855	55.459	4
3	Piutang Subsidi Subsidy Receivable	5.521.786	12.463.332	-6.941.546	-56
4	Piutang Subsidi yang Belum Ditagih Unbilled Subsidy Receivable	669.373	413.602	255.771	62
5	Aset Keuangan Lancar Lainnya Other Current Financial Assets	34.806	220.720	-185.914	-84
6	Persediaan Inventories	5.847.691	10.324.862	-4.477.171	-43
7	Uang Muka dan Beban Dibayar Dimuka Advances and Prepaid Expenses	127.964	173.439	-45.475	-26
8	Pajak Dibayar Dimuka Prepaid Taxes	332.766	489.512	-156.746	-32
Jumlah Total		15.595.525	28.742.736	-13.147.211	-46

Sampai dengan 31 Desember 2023, Perseroan mencatatkan jumlah aset lancar sebesar Rp15,60 triliun turun Rp13,15 triliun atau 46% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp28,74 triliun. Persentase penurunan tersebut terutama disebabkan oleh penurunan kas dan setara kas turun sebesar Rp1,65 triliun atau 50%, piutang subsidi turun sebesar Rp6,94 triliun atau 56%, penurunan aset keuangan lancar lainnya sebesar Rp185,91 miliar atau 84%, persediaan turun sebesar Rp4,48 triliun atau 43%, penurunan uang muka dan beban dibayar dimuka sebesar Rp45,48 miliar atau 26%, dan penurunan pajak dibayar dimuka sebesar Rp156,74 miliar atau 32%. Selain itu terdapat kenaikan piutang subsidi yang belum ditagih sebesar Rp255,77 miliar atau 62% dan kenaikan piutang usaha sebesar Rp55,46 miliar atau 4%.

As of December 31, 2023, the Company's total current assets were Rp15.60 trillion, a decrease of Rp13.15 trillion, or 46%, from Rp28.74 trillion as of December 31, 2022. The percentage reduction was primarily caused by a decrease in cash and cash equivalents by Rp1.65 trillion, or 50%, subsidized receivables by Rp6.94 trillion, or 56%, other current financial assets by Rp185.91 billion, or 84%, inventories by Rp4.48 trillion, or 43%, advances and prepaid expenses by Rp45.48 billion, or 26%, and prepaid taxes by Rp156.74 billion, or 32%. In addition, there was an increase in unbilled subsidized receivables of Rp255.77 billion or 62%, and an increase in trade receivables of Rp55.46 billion, or 4%.



KAS DAN SETARA KAS

CASH AND CASH EQUIVALENTS

Kas dan Setara Kas per 31 Desember 2022–2023 Cash and Cash Equivalents as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Kas Cash on Hand	1.649	1.612	37	2
2	Kas di Bank Cash in Banks	1.585.949	2.775.075	-1.189.126	-43
3	Deposito Deposits	39.227	501.576	-462.349	-92
Jumlah Total		1.626.825	3.278.414	-1.651.589	-50

Posisi kas dan setara kas sampai dengan 31 Desember 2023 tercatat sebesar Rp1,63 triliun, turun Rp1,65 triliun atau 50% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp3,28 triliun. Penurunan tersebut terutama disebabkan oleh penurunan kas di bank sebesar Rp1,19 triliun atau 43% dan deposito sebesar Rp462,35 miliar atau 92%.

The position of cash and cash equivalents as of December 31, 2023 was recorded at Rp1.63 trillion, a decrease of Rp1.65 trillion, or 50%, compared to the value as of December 31, 2022 of Rp3.28 trillion. The decrease was mainly caused by a decline in cash at the bank of Rp1.19 trillion, or 43%, and deposits of Rp462.35 billion, or 92%.

PIUTANG USAHA

TRADE RECEIVABLES

Piutang Usaha per 31 Desember 2022–2023 Trade Receivables as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pihak Berelasi Related Parties	412.626	620.910	-208.284	-34
2	Pihak Ketiga Third Parties	1.021.688	757.945	263.743	35
Jumlah Total		1.434.314	1.378.855	55.459	4

Posisi piutang usaha sampai dengan 31 Desember 2023 tercatat sebesar Rp1,43 triliun naik Rp55,46 miliar atau 4% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp1,38 triliun. Peningkatan tersebut berasal dari peningkatan piutang usaha dari pihak ketiga sebesar Rp263,74 miliar atau 35% dan penurunan piutang usaha pihak berelasi sebesar Rp208,28 miliar atau 34%.

The position of trade receivables as of December 31, 2023 was recorded at Rp1.43 trillion, an increase of Rp55.46 billion, or 4%, from the value as of December 31, 2022 of Rp1.38 trillion. The growth was driven by a 35% increase in Trade receivables from third parties and a 34% decrease in trade receivables from related parties.

Piutang Subsidi

Piutang subsidi sampai dengan 31 Desember 2023 tercatat sebesar Rp5,52 triliun, turun Rp6,94 triliun atau 56% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp12,46 triliun. Saldo piutang subsidi merupakan saldo piutang subsidi kepada Pemerintah Republik Indonesia atas penyaluran pupuk Urea, NPK, dan pupuk ex-subsidi (ZA, SP-36, dan Petroganik) oleh Perseroan.

Subsidy Receivables

Subsidized receivables as of December 31, 2023 were recorded at Rp5.52 trillion, a decrease of Rp6.94 trillion, or 56%, compared to the value as of December 31, 2022 of Rp12.46 trillion. The balance of subsidized receivables is the balance of subsidized receivables to the Government of the Republic of Indonesia for the distribution of subsidized Urea, NPK, and ex-subsidized fertilizers (ZA, SP-36, and Petroganik) by the Company.

Piutang Subsidi yang Belum Ditagih

Piutang subsidi yang belum ditagih sampai dengan 31 Desember 2023 tercatat sebesar Rp669,37 miliar naik

Unbilled Subsidy Receivable

Unbilled subsidies receivables as of December 31, 2023 were recorded at Rp669.37 billion, an increase of Rp255.77

Rp255,77 miliar atau 62% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp413,60 miliar. Peningkatan tersebut disebabkan oleh penjualan pupuk bersubsidi ke distributor, tetapi belum tersalurkan ke petani pada akhir tahun 2023. Piutang ini akan diakui sebagai pendapatan pupuk bersubsidi pada periode di mana pupuk bersubsidi tersalurkan ke petani.

Aset Keuangan Lancar Lainnya

Posisi aset keuangan lancar lainnya sampai dengan 31 Desember 2023 tercatat sebesar Rp34,81 miliar turun Rp185,91 miliar atau 84% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp220,72 miliar. Penurunan tersebut terutama disebabkan oleh penurunan piutang lain-lain pihak berelasi.

PERSEDIAAN

Persediaan per 31 Desember 2022–2023 Inventories as of December 31, 2022–2023

dalam jutaan rupiah in million rupiah					
No.	Uraian Description	2023	2022	Nominal	%
1	Barang Jadi Finished Goods	3.579.857	4.719.982	-1.140.125	-24
2	Bahan Baku Raw Materials	1.147.672	2.601.811	-1.454.139	-56
3	Suku Cadang Spareparts	274.734	215.689	59.045	27
4	Persediaan dalam Perjalanan Inventory in Transit	200.322	1.646.605	-1.446.283	-88
5	Bahan Pembantu dan Penolong Indirect and Supporting Materials	245.860	284.900	-39.040	-14
6	Barang dalam Proses Work-in-Process	516.270	964.366	-448.096	-46
7	Sub Jumlah Sub Total	5.964.715	10.433.353	-4.468.638	-43
8	Penurunan Nilai Impairment	(117.024)	(108.491)	-8.533	8
Jumlah Total		5.847.691	10.324.862	-4.477.171	-43

Posisi persediaan sampai dengan 31 Desember 2023 tercatat sebesar Rp5,85 triliun turun Rp4,48 triliun atau 43% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp10,32 triliun. Penurunan tersebut terutama disebabkan oleh penurunan pada barang jadi Rp1,14 triliun atau 24%, bahan baku sebesar Rp1,45 triliun atau 56%, persediaan dalam perjalanan Rp1,45 triliun atau 88%, bahan pembantu dan penolong Rp39,04 miliar atau 14%, dan barang dalam proses Rp448,10 miliar atau 46%.

UANG MUKA DAN BEBAN DIBAYAR DIMUKA

Posisi uang muka sampai dengan 31 Desember 2023 tercatat sebesar Rp127,96 miliar turun Rp45,48 miliar atau 26% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp173,44 miliar. Penurunan tersebut terutama disebabkan oleh penurunan uang muka kontraktor dan sub kontraktor.

billion, or 62%, compared to the value as of December 31, 2022 of Rp413.60 billion. This increase was caused by sales of subsidized fertilizer to distributors, but it had not been distributed to farmers at the end of 2023. This receivable will be recognized as subsidized fertilizer income in the period in which the subsidized fertilizer is distributed to farmers.

Other Current Financial Assets

The position of other current financial assets as of December 31, 2023 was recorded at Rp34.81 billion, a decrease of Rp185.91 billion, or 84%, compared to the value as of December 31, 2022 of Rp220.72 billion. This decrease was mainly due to a decline in other receivables from related parties.

INVENTORIES

The inventory position as of December 31, 2023 was recorded at Rp5.85 trillion, a decrease of Rp4.48 trillion, or 43%, compared to the value as of December 31, 2022 of Rp10.32 trillion. The decrease was mainly caused by a decrease in finished goods of Rp1.14 trillion, or 24%, raw materials of Rp1.45 trillion, or 56%, in-transit supplies of Rp1.45 trillion, or 88%, auxiliary and auxiliary materials Rp39.04 billion, or 14%; and Goods in Process of Rp448.10 billion, or 46%.

ADVANCES AND PREPAID EXPENSES

As of December 31, 2023, the down payment position was recorded at Rp127.96 billion, a decrease of Rp45.48 billion, or 26%, compared to the value as of December 31, 2022 of Rp173.44 billion. The decrease was mainly due to a decrease in advances from contractors and subcontractors.



PAJAK DIBAYAR DIMUKA

Posisi pajak dibayar dimuka sampai dengan 31 Desember 2023 tercatat sebesar Rp332,77 miliar turun Rp156,75 miliar atau 32% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp489,51 miliar. Penurunan tersebut terutama disebabkan oleh PPN masukan.

ASET TIDAK LANCAR

Aset Tidak Lancar per 31 Desember 2022–2023

Non-Current Assets as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Piutang Non Usaha Jangka Panjang Long-Term Non-Trade Receivables	289.605	300.781	-11.176	4
2	Piutang Lain-lain Other Receivable		-		
3	Piutang Subsidi Jangka Panjang Long Term Subsidized Receivables	417.711	-		
4	Investasi pada Entitas Asosiasi dan Ventura Bersama Investments in Associated Entities and Joint Ventures	480.058	333.380	146.678	44
5	Aset keuangan tersedia untuk Dijual Available-for-Sales Financial Assets	9.553	10.718	-1.165	-11
6	Aset Pajak Tangguhan Deferred Tax Assets	74.228	77.192	-2.964	-4
7	Aset Tetap Fixed Assets	24.131.302	24.603.803	-472.501	-2
8	Pajak Dibayar Dimuka Prepaid Taxes	439.100	82.311	356.789	433
9	Properti Investasi Investment Properties	86.916	9.099	77.817	855
10	Aset Imbalan Pascakerja Post-Employment Benefits Assets	100.037	376.479	-276.442	-73
11	Aset Tidak Lancar Lainnya Other Non-Current Assets	379.867	49.526	330.341	667
	Jumlah Total	26.408.377	25.843.289	565.088	2

Per 31 Desember 2023, Perseroan mencatatkan jumlah aset tidak lancar sebesar Rp26,41 triliun. Naik Rp565,09 miliar atau 2% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp25,84 triliun. Kenaikan tersebut terutama disebabkan oleh kenaikan properti investasi sebesar Rp77,82 miliar atau 855% dan kenaikan aset tidak lancar lainnya sebesar Rp330,43 miliar atau 667%.

- Piutang Non Usaha Jangka Panjang dan Piutang Lain-lain
Posisi piutang non usaha jangka panjang sampai dengan 31 Desember 2023 tercatat sebesar Rp289,61 miliar, turun Rp11,18 miliar atau 4% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp300,78 miliar.
- Piutang Subsidi Jangka Panjang
Piutang subsidi jangka panjang sampai dengan 31 Desember 2023 tercatat sebesar Rp417,71 miliar.
- Investasi pada Entitas Asosiasi dan Ventura Bersama
Posisi investasi pada entitas asosiasi dan ventura bersama sampai dengan 31 Desember 2023 tercatat

PREPAID TAXES

The position of prepaid taxes as of December 31, 2023 was recorded at Rp332.77 billion, a decrease of Rp156.75 billion, or 32%, compared to the value as of December 31, 2022 of Rp489.51 billion. The decrease was mainly caused by input VAT.

NON-CURRENT ASSETS

As of December 31, 2023. The Company recorded a total of Rp26.41 trillion in Non-Current Assets, an increase of Rp565.09 billion, or 2%, compared to the value as of December 31, 2022 of Rp25.84 trillion. The growth was mainly due to an increase in investment property of Rp77.82 billion, or 855%, and an increase in other non-current assets of Rp330.43 billion, or 667%.

- Long-Term Accounts Receivable and Other Receivables
The position of long-term non-trade receivables as of December 31, 2023 was recorded at Rp289.61 billion, a decrease of Rp11.18 billion, or 4%, compared to the value as of December 31, 2022 of Rp300.78 billion.
- Long-Term Subsidy Receivable
Long-term subsidy receivables as of December 31, 2023, were recorded at Rp417.71 billion.
- Investment in Associated Entities and Joint Ventures
As of December 31, 2023, the investment position in associated entities and joint ventures was recorded at

sebesar Rp480,06 miliar, naik Rp146,68 miliar atau 44% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp333,38 miliar. Kenaikan tersebut terutama disebabkan oleh kenaikan bagian atas laba tahun berjalan dari entitas asosiasi Perusahaan, yaitu PT Kawasan Industri Gresik. PT Pupuk Indonesia Energi dan dari entitas dengan kepemilikan tidak langsung melalui entitas anak yaitu PT Petrokopindo Citra Selaras.

- **Aset Keuangan Tersedia untuk Dijual dan Aset Pajak Tangguhan**

Posisi aset keuangan tersedia untuk dijual sampai dengan 31 Desember 2023 tercatat sebesar Rp9,55 miliar, turun Rp1,17 miliar atau 11% bila dibandingkan nilai per 31 Desember 2021 sebesar Rp10,72 miliar.

Posisi aset pajak tangguhan sampai dengan 31 Desember 2023 tercatat sebesar Rp74,23 miliar, turun Rp2,96 miliar atau 4% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp77,19 miliar.

- **Aset Tetap**
Posisi aset tetap sampai dengan 31 Desember 2023 tercatat sebesar Rp24,13 triliun, turun Rp472,50 miliar atau 2% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp24,60 triliun. Penurunan tersebut terutama disebabkan oleh penurunan aset hak guna.
- **Properti Investasi**
Posisi properti investasi sampai dengan 31 Desember 2023 tercatat sebesar Rp86,91 miliar, naik Rp77,82 miliar atau 855% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp9,01 miliar. Peningkatan tersebut terutama disebabkan oleh adanya kenaikan tanah dan bangunan yang disewakan oleh PKG.

ASET IMBALAN PASCAKERJA

Posisi aset imbalan pascakerja sampai dengan 31 Desember 2023 tercatat sebesar Rp100,04 miliar, turun Rp276,44 miliar atau 73% bila dibandingkan nilai per 31 Desember 2022 tercatat sebesar Rp376,48 miliar. Penurunan posisi aset imbalan pascakerja disebabkan adanya pengembalian aset imbalan kerja kepada Perseroan melalui aset keuangan lancar lainnya.

Aset Tidak Lancar Lainnya

Posisi aset tidak lancar lainnya sampai dengan 31 Desember 2023 tercatat sebesar Rp379,88 miliar, naik Rp330,34 miliar atau 667% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp49,53 miliar.

LIABILITAS

Pada akhir tahun 2023, jumlah liabilitas Perseroan tercatat sebesar Rp19,34 triliun yang terdiri dari 29% liabilitas jangka pendek dan 71% liabilitas jangka panjang. Nilai jumlah liabilitas ini mengalami penurunan Rp13,04 triliun atau 40% dibandingkan tahun 2022 sebesar Rp32,38 triliun.

Rp480.06 billion, an increase of Rp146.68 billion, or 44%, from the value of Rp333.38 billion on December 31, 2022. The growth was primarily due to an increase in the Company's associated entities' share of profit for the year, PT Kawasan Industri Gresik, PT Pupuk Indonesia Energi, and entities with indirect ownership through a subsidiary, PT Petrokopindo Citra Selaras.

- **Available-for-sale Financial Assets and Deferred Tax Assets**

The position of available-for-sale financial assets as of December 31, 2023 was recorded at Rp9.55 billion, a decrease of Rp1.17 billion, or 11%, compared to the value as of December 31, 2021 of Rp10.72 billion.

The position of deferred tax assets as of December 31, 2023 was recorded at Rp74.23 billion, a decrease of Rp2.96 billion, or 4%, compared to the value as of December 31, 2022 of Rp77.19 billion.

- **Fixed Assets**
The position of fixed assets as of December 31, 2023 was recorded at Rp24.13 trillion, a decrease of Rp472.50 billion, or 2%, compared to the value as of December 31, 2022 of Rp24.60 trillion. The decrease was mainly caused by a decrease in right-of-use assets.
- **Investment Properties**
The investment property position as of December 31, 2023 was recorded at Rp86.91 billion, an increase of Rp77.82 billion, or 855%, compared to the value as of December 31, 2022 of Rp9.01 billion. The increase was mainly due to an increase in land and buildings leased by PKG.

POST-EMPLOYMENT BENEFITS

As of December 31, 2023, the position of post-employment benefit assets was recorded at Rp100.04 billion, a decrease of Rp276.44 billion, or 73%, compared to the value as of December 31, 2022, which was recorded at Rp376.48 billion. The decrease in the position of post-employment benefit assets was due to the return of Employee Benefit Assets to the Company through other current financial assets.

Other Non-Current Assets

As of December 31, 2023, the position of other non-current assets was recorded at Rp379.88 billion, an increase of Rp330.34 billion, or 667%, compared to the value as of December 31, 2022 of Rp49.53 billion.

LIABILITIES

At the end of 2023, the Company's total liabilities were recorded at Rp19.34 trillion, consisting of 29% short-term liabilities and 71% long-term liabilities. The value of these total liabilities decreased by Rp13.04 trillion, or 40%, compared to Rp32.38 trillion in 2022.



LIABILITAS JANGKA PENDEK

CURRENT LIABILITIES

Liabilitas Jangka Pendek per 31 Desember 2022–2023 Current Liabilities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pinjaman Bank Jangka Pendek Short-Term Bank Loans	359.945	1.004.435	-644.490	-64
2	Utang Usaha Trade Payables	772.175	7.123.236	-6.351.061	-89
3	Utang Pajak Taxes Payable	257.435	544.504	-287.069	-53
4	Beban Akrua Accrued Payable	1.723.701	3.579.783	-1.856.082	-52
5	Liabilitas Imbalan Kerja Jangka Pendek Short-term Employee Benefits Liabilities	497.450	624.130	-126.680	-20
6	Utang Lain-lain Other Liabilities	86.672	92.797	-6.125	-7
7	Liabilitas Kontrak Contract Liabilities	123.709	117.453	6.256	5
8	Utang Salam Salam Debt	-	1.186.705		0
9	Bagian Lancar atas Utang Sewa Pembiayaan Current Portion of Finance Lease Payables	121.627	144.642	-23.015	-16
10	Bagian Lancar atas Pinjaman dari Jangka Panjang Pemegang Saham Current Portion of Long-Term Loans from Shareholders	1.410.000	550.000	860.000	156
11	Bagian Lancar atas Pinjaman Jangka Panjang dari Bank Current Portion of Long-term Loans from Banks	174.000	1.274.000	-1.100.000	-86

Per 31 Desember 2023, Perseroan mencatatkan jumlah liabilitas jangka pendek sebesar Rp5,53 triliun, turun Rp10,71 triliun atau 66% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp16,24 triliun. Penurunan tersebut terutama disebabkan oleh turunnya utang usaha sebesar Rp6,35 triliun atau 89%.

As of December 31, 2023, the Company recorded total short-term liabilities of Rp5.53 trillion, a decrease of Rp10.71 trillion, or 66%, compared to the value as of December 31, 2022 of Rp16.24 trillion. The decrease was mainly due to a reduction in accounts payable of Rp6.35 trillion, or 89%.

PINJAMAN BANK JANGKA PENDEK

SHORT-TERM BANK LOANS

Pinjaman Bank Jangka Pendek per 31 Desember 2022–2023 Short-term Bank Loans as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Kredit Modal Kerja Working Capital Loan	296.878	150.478	146.400	97
2	Fasilitas <i>Letter of Credit</i> Letter of Credit Facilities	63.067	853.957	-790.890	-93
Jumlah Total		359.945	1.004.435	-644.490	-64

Pinjaman bank jangka pendek sampai dengan 31 Desember 2023 tercatat sebesar Rp359,95 miliar, turun Rp644,49 miliar atau 64% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp1.00 triliun. Penurunan tersebut terutama disebabkan oleh adanya pelunasan fasilitas LC Perseroan.

Short-Term Bank Loans up to December 31, 2023 were recorded at Rp359.95 billion, a decrease of Rp644.49 billion, or 64%, compared to the value as of December 31, 2022 of Rp1.00 trillion. The decrease was mainly due to the repayment of the Company's LC facilities.

UTANG USAHA

TRADE PAYABLES

Utang Usaha per 31 Desember 2022–2023 Trade Payables as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pihak Berelasi Related Parties	247.067	1.449.229	-1.202.162	-83
2	Pihak Ketiga Third Parties	525.108	5.674.007	-5.148.899	-91
Jumlah Total		772.175	7.123.236	-6.351.061	-89

Posisi utang usaha sampai dengan 31 Desember 2023 tercatat sebesar Rp772,18 miliar, turun Rp6,35 triliun atau 89% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp7,12 triliun. Penurunan tersebut terutama disebabkan oleh turunnya utang usaha dari pihak ketiga sebesar Rp5,15 triliun atau 91% dan utang usaha pihak berelasi sebesar Rp1,2 triliun atau 83%.

The position of trade payable as of December 31, 2023 was recorded at Rp772.18 billion, a decrease of Rp6.35 trillion, or 89%, compared to the value as of December 31, 2022 of Rp7.12 trillion. The decrease was mainly due to a reduction in trade payables from third parties amounting to Rp5.15 trillion, or 91%, and trade payables from related parties amounting to Rp1.2 trillion, or 83%.

UTANG PAJAK

Posisi utang pajak sampai dengan 31 Desember 2023 tercatat sebesar Rp257,44 miliar, turun Rp287,07 miliar atau 53% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp544,50 miliar. Penurunan tersebut terutama disebabkan oleh dibayarkannya PPh Badan Pasal 29 pada tahun 2023.

TAXES PAYABLE

The position of taxes payable as of December 31, 2023 was recorded at Rp257.44 billion, a decrease of Rp287.07 billion, or 53%, compared to the value as of December 31, 2022 of Rp544.50 billion. The decrease was mainly due to the payment of Corporate Income Tax Article 29 in 2023.

BEBAN AKRUAL

ACCRUED EXPENSES

Beban AkruaI per 31 Desember 2022–2023 Accrued Expenses as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pembelian Material Purchase of Material	411.062	2.338.247	-1.927.185	-82
2	Ongkos Angkut Pembelian Freight in	281.073	241.420	39.653	16
3	Gas Bumi Natural Gas	451.378	436.338	15.040	3
4	Pembangunan Aset Asset Construction	261.177	274.452	-13.275	-5
5	Biaya Bersama Sharing Cost	80.638	8.537	72.101	845
6	Bunga Pinjaman Interest from Loan	22.618	28.905	-6.287	-22
7	Insentif Distributor Distributor Incentives	17.948	20.755	-2.807	-14
8	Sewa Rent	25.321	22.287	3.034	14
9	Lain-lain Others	172.486	208.842	-36.356	-17
Jumlah Total		1.723.701	3.579.783	-1.856.082	-52

Posisi beban akrual sampai dengan 31 Desember 2023 tercatat sebesar Rp1,72 triliun, turun Rp1,86 triliun atau 52% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp3,58 triliun. Penurunan tersebut terutama disebabkan oleh pembelian material sebesar Rp1,93 triliun atau 82%, dan bunga pinjaman Rp6,29 miliar atau 22%.

As of December 31, 2023, the position of accrued expenses was recorded at Rp1.72 trillion, a decrease of Rp1.86 trillion, or 52%, compared to the value as of December 31, 2022 of Rp3.58 trillion. The decrease was mainly caused by material purchases amounting to Rp1.93 trillion, or 82%, and interest from loan distributor incentives rent of Rp6.29 billion, or 22%.



LIABILITAS IMBALAN KERJA JANGKA PENDEK

SHORT-TERM EMPLOYEE BENEFITS LIABILITIES

Liabilitas Imbalan Kerja Jangka Pendek per 31 Desember 2022–2023

Short-term Employee Benefits Liabilities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Bonus Karyawan Employee Bonuses	300.000	447.058	-147.058	-33
2	Insentif/Gaji dan Upah Incentives/Salaries and Wages	60.305	78.095	-17.790	-23
3	Tantiem	38.500	40.655	-2.155	-5
4	Bagian Lancar atas Liabilitas Imbalan Kerja Jangka Panjang Current Portion of Long-Term Employee Benefits Liabilities	98.645	58.322	40.323	69
Jumlah Total		497.450	624.130	-126.680	-20

Posisi liabilitas imbalan kerja jangka pendek sampai dengan 31 Desember 2023 tercatat sebesar Rp497,45 miliar, turun Rp126,68 miliar atau 20% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp624,13 miliar. Penurunan tersebut disebabkan oleh penurunan bonus karyawan sebesar Rp147,06 miliar atau 33% dan insentif/gaji dan upah karyawan sebesar Rp17,79 miliar atau 23%.

Utang Lain-lain

Utang lain-lain sampai dengan 31 Desember 2023 tercatat sebesar Rp86,67 miliar, turun Rp6,13 miliar atau 7% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp92,80 miliar.

Liabilitas Kontrak

Liabilitas kontrak sampai dengan 31 Desember 2023 tercatat sebesar Rp123,70 miliar, naik Rp6,26 miliar atau 5% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp117,45 miliar. Peningkatan tersebut terutama disebabkan oleh meningkatnya uang muka dari pelanggan.

Utang Salam

Utang salam per 31 Desember 2022 tercatat sebesar Rp1.18 triliun merupakan fasilitas pinjaman baru yang diperoleh PT Petrokimia Gresik dari Bank CIMB Syariah. Utang salam diperoleh sebagai alternatif pembiayaan kegiatan operasional perusahaan. Utang salam telah terbayarkan penuh pada tahun 2023.

Bagian Lancar atas Pinjaman Bank Jangka Panjang dari Pemegang Saham

Bagian lancar atas pinjaman jangka panjang dari pemegang saham sampai dengan 31 Desember 2023 tercatat sebesar Rp1,41 triliun, naik Rp860,00 miliar atau 156% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp550 miliar. Peningkatan tersebut terutama disebabkan oleh peningkatan utang jangka panjang perusahaan yang jatuh tempo dalam waktu satu tahun atau kurang.

As of December 31, 2023, the position of short-term employee benefit liabilities was recorded at Rp497.45 billion, a decrease of Rp126.68 billion, or 20%, compared to the value as of December 31, 2022 of Rp624.13 billion. The decrease was due to a reduction in employee bonuses of Rp147.06 billion, or 33%, and employee incentives/salaries, and wages of Rp17.79 billion, or 23%.

Other Liabilities

Other Payables as of December 31, 2023 were recorded at Rp86.67 billion, a decrease of Rp6.13 billion, or 7%, compared to the value as of December 31, 2022 of Rp92.80 billion.

Contract Liabilities

Up to December 31, 2023, contract liabilities was recorded at Rp123.70 billion, an increase of Rp6.26 billion, or 5%, compared to the value as of December 31, 2022 of Rp117.45 billion. The increase was mainly due to increased advances from customers.

Salam Debt

Salam debt as of December 31, 2022, was recorded at Rp1.18 trillion, a new loan facility obtained by PT Petrokimia Gresik from Bank CIMB Syariah. Salam debt is obtained as an alternative to financing the Company's operational activities. Salam debt fully paid off in 2023.

Current Portion of Long-Term Loans from Shareholders

Current portion of long-term loans from shareholders as of 1 December 31, 2023 was recorded at Rp1.41 trillion, an increase of Rp860.00 billion or 156% when compared to the value as of December 31, 2022 of Rp550 billion. The increase was mainly due to an increase in the company's long-term debt with maturities of one year or less.

Bagian Lancar atas Pinjaman Jangka Panjang dari Bank

Bagian lancar atas pinjaman bank jangka panjang sampai dengan 31 Desember 2023 tercatat sebesar Rp174 miliar, turun Rp1,1 triliun atau 86% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp1,27 triliun. Penurunan tersebut disebabkan oleh telah dilakukan pelunasan utang bank tersebut.

Current Portion of Long-Term Bank Loans

Current Portion of Long-Term Bank Loans as of December 31, 2023 was recorded at Rp174 billion, a decrease of Rp1.1 trillion or 86% compared to the value as of December 31, 2022 of Rp1.27 trillion. The decrease was due to the repayment of the bank loan.

LIABILITAS JANGKA PANJANG

LONG-TERM LIABILITIES

Liabilitas Jangka Panjang per 31 Desember 2022-2023 Long-term Liabilities as of December 31, 2022-2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pinjaman Bank Jangka Panjang Long Term Bank Loans	8.837.831	10.587.925	-1.750.094	-17
2	Pinjaman Jangka Panjang dari Pemegang Saham Long-Term Loan from Shareholders	2.461.510	2.771.510	-310.000	-11
3	Utang Sewa Pembiayaan Finance Lease Liability	1.114.182	1.677.233	-563.051	-34
4	Liabilitas Pajak Tangguhan Jangka Panjang Long-Term Deferred Tax Liabilities	180.162	237.848	-57.686	-24
5	Liabilitas Imbalan Kerja Employee Benefits Liability	1.220.378	865.821	354.557	41
Jumlah Total		13.814.063	16.140.337	-2.326.274	-14

Per 31 Desember 2023, Perseroan mencatatkan jumlah liabilitas jangka panjang sebesar Rp13,81 triliun, turun Rp2,33 triliun atau 14% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp16,14 triliun. Penurunan tersebut terutama disebabkan oleh penurunan pinjaman bank jangka panjang sebesar Rp1,75 triliun atau setara dengan 17%.

As of December 31, 2023, the Company's long-term liabilities was recorded at Rp13.81 trillion, a decrease of Rp2.33 trillion, or 14%, from Rp16.14 trillion on December 31, 2022. The decrease was primarily due to a reduction in long-term bank loans of Rp1.75 trillion, or 17%.

Pinjaman Bank Jangka Panjang Setelah Dikurangi Bagian Lancar

Pinjaman bank jangka panjang setelah dikurangi bagian lancar sampai dengan 31 Desember 2023 tercatat sebesar Rp8,84 triliun, turun Rp1,75 triliun atau 17% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp10,59 triliun. Penurunan tersebut terutama disebabkan oleh naiknya utang Kredit Modal Kerja (KMK) jangka panjang Perseroan.

Long-Term Bank Loans Net of the Current Portion

As of December 31, 2023, Long-Term Bank Loans After deducting the current portion, it was recorded at Rp8.84 trillion, a decrease of Rp1.75 trillion, or 17%, from Rp10.59 trillion on December 31, 2022. The decrease was primarily due to an increase in the Company's long-term Working Capital Credit (KMK) debt.

Pinjaman Jangka Panjang dari Pemegang Saham

Pinjaman jangka panjang dari pemegang saham sampai dengan 31 Desember 2023 tercatat Rp2,46 triliun, turun Rp310 miliar atau 11% dari posisi per 31 Desember 2022 sebesar Rp2,77 triliun. Penurunan tersebut utamanya disebabkan pinjaman yang berasal dari pemegang saham induk perusahaan, PT Pupuk Indonesia (Persero) sebesar Rp550.00 miliar.

Long Term Loans from Shareholders

As of December 31, 2023, Long-Term Loans from Shareholders were recorded at Rp2.46 trillion, a decrease of Rp310 billion, or 11%, from the position as of December 31, 2022 of Rp2.77 trillion. The decrease was mainly due to loans originating from shareholders of the parent company, PT Pupuk Indonesia (Persero), with a nominal value of Rp550.00 billion.



Liabilitas Sewa Pembiayaan dan Liabilitas Pajak Tanggihan

Posisi liabilitas sewa pembiayaan pada 31 Desember 2023 sebesar Rp1,11 triliun, turun Rp563,05 miliar atau 34% dari posisi per 31 Desember 2022 sebesar Rp1.68 triliun.

Posisi liabilitas pajak tanggihan pada 31 Desember 2023 sebesar Rp180,16 miliar, turun Rp57,69 miliar atau 24% dari posisi per 31 Desember 2022 sebesar Rp237,84 miliar.

Finance Lease Liability and Deferred Tax Liability

The position of finance lease liabilities on December 31, 2023 was Rp1.11 trillion, a decrease of Rp563.05 billion, or 34%, from the position as of December 31, 2022 of Rp1.68 trillion.

The position of deferred tax liabilities as of December 31, 2023 was Rp180.16 billion, a decrease of Rp57.69 billion, or 24%, from the position as of December 31, 2022 of Rp237.84 billion.

LIABILITAS IMBALAN KERJA

EMPLOYEE BENEFITS LIABILITIES

Liabilitas Imbalan Kerja per 31 Desember 2022–2023 Employee Benefits Liabilities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Imbalan Pascakerja Post-employment Benefits	1.269.173	871.852	397.321	46
2	Imbalan Jangka Panjang Lainnya Other Long-term Benefits	49.850	52.291	-2.441	-5
Jumlah Total		1.319.023	924.143	394.880	43

Liabilitas imbalan kerja sampai dengan 31 Desember 2023 tercatat sebesar Rp1,32 triliun, naik Rp394,88 miliar atau 43% bila dibandingkan nilai 31 Desember 2022 tercatat sebesar Rp924,14 miliar. Peningkatan tersebut terutama disebabkan oleh peningkatan imbalan pascakerja sebesar Rp397,32 miliar atau 46% sementara terdapat penurunan imbalan jangka panjang sebesar Rp2,4 miliar atau 5% sampai dengan akhir tahun 2023.

Employee benefits liabilities as of December 31, 2023 were recorded at Rp1.32 trillion, an increase of Rp394.88 billion, or 43%, from the value on December 31, 2022, which was Rp924.14 billion. The growth was mainly due to an increase in post-employment benefits of Rp397.32 billion, or 46%, while long-term benefits decreased by Rp2.4 billion, or 5%, until the end of 2023.

EKUITAS

EQUITY

Ekuitas per 31 Desember 2022–2023 Equity as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Modal Saham Share Capital	6.600.000	6.600.000	-	-
2	Imbalan Jangka Panjang Lainnya Other Long-term Benefits	8.663.758	7.918.991	744.767	9
3	Saldo Laba Retained Earnings	7.161.134	7.462.266	-301.132	-4
4	Jumlah Ekuitas yang Dapat Diatribusikan kepada Pemilik Entitas Induk Total Equity Attributable to Owners of the Parent Entity	22.424.892	21.981.257	443.635	2
5	Kepentingan Non-Pengendali Non-Controlling Interests	238.233	222.746	15.487	7
Jumlah Total		22.663.125	22.204.003	459.122	2

Posisi ekuitas sampai dengan 31 Desember 2023 tercatat sebesar Rp22,66 triliun, naik Rp459,12 miliar atau 2% bila dibandingkan nilai per 31 Desember 2022 sebesar Rp22,20 triliun. Peningkatan tersebut terutama disebabkan oleh kenaikan pada saldo laba yang dicadangkan sebesar Rp744,77 triliun atau 9% sampai dengan akhir tahun 2023. Di samping itu, sampai dengan akhir tahun 2023 juga terdapat kenaikan ekuitas bagi kepentingan non pengendali sebesar Rp15,49 miliar atau 7%.

As of December 31, 2023, the equity position was recorded at Rp22.66 trillion, an increase of Rp459.12 billion, or 2%, compared to the value as of December 31, 2022 of Rp22.20 trillion. The growth was mainly due to an increase in reserved retained earnings of Rp744.77 trillion, or 9%, until the end of 2023. In addition, until the end of 2023, there was also an increase in equity for non-controlling interests of Rp15.49 billion, or 7%.

LAPORAN LABA/RUGI KOMPREHENSIF KONSOLIDASIAN

CONSOLIDATED COMPREHENSIVE STATEMENT OF PROFIT/(LOSS)

Laporan Laba/Rugi Komprehensif Konsolidasian per 31 Desember 2022–2023 Consolidated Comprehensive Statement of Profit/(Loss) as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Penjualan Sales	31.739.815	39.412.846	-7.673.031	-19
2	Beban Pokok Penjualan Cost of Sales	(26.804.656)	(32.073.418)	5.268.762	-16
3	Laba Kotor Other Comprehensive Income Gross Profit Other Comprehensive Income	4.935.159	7.339.428	-2.404.269	-33
4	Beban Penjualan Selling Expenses	(1.138.713)	(1.032.989)	-105.724	10
5	Beban Umum dan Administrasi General and Administrative Expenses	(826.939)	(720.267)	-106.672	15
6	Bagian Laba/(Rugi) dari Entitas Asosiasi dan Ventura Bersama Portion of Net Income/(Loss) of Associated Entities and Joint Ventures	182.844	23.305	159.539	685
7	Beban Keuangan Financial Charges	(1.622.041)	(1.022.988)	-599.053	59
8	Pendapatan Keuangan Financial Income	4.308	3.164	1.144	36
9	Pendapatan/Beban Lain-lain – Bersih Income/ Other Expenses – Net	106.686	(420.599)	527.285	-125
10	Laba sebelum Pajak Penghasilan Profit before Income Tax	1.641.304	4.169.054	-2.527.750	-61
11	Beban Pajak Penghasilan Income Tax Expenses	(386.539)	(939.419)	552.880	-59
12	Laba Tahun Berjalan Profit for the Year	1.254.765	3.229.635	-1.974.870	-61
13	Penghasilan Komprehensif Lain Other Comprehensive Income	(301.957)	64.686	-366.643	-567
Jumlah Laba Komprehensif Tahun Berjalan Total Comprehensive Income for the Year		952.808	3.294.321	-2.341.513	-71

Perseroan berhasil membukukan laba tahun berjalan sebesar Rp1,25 triliun di tahun 2023, turun Rp1,97 triliun atau 61% dibandingkan tahun 2022 sebesar Rp3,23 triliun. Penurunan tersebut terutama didorong oleh penurunan penjualan sebesar Rp7,67 triliun atau 19%.

The Company managed to record a profit of Rp1.25 trillion in 2023, a decrease of Rp1.97 trillion, or 61%, compared to Rp3.23 trillion in 2022. This decline was mainly driven by a decrease in sales of Rp7.67 trillion, or 19%.



PENDAPATAN

REVENUE

Pendapatan per 31 Desember 2022–2023 Revenue as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pendapatan Pupuk Bersubsidi Income from Subsidized Fertilizer	22.257.490	29.235.302	-6.977.812	-24
2	Penjualan Pupuk Non-Subsidi Income from Non-Subsidized Fertilizer	5.544.850	5.416.058	128.792	2
3	Penjualan Non-Pupuk Other Comprehensive Income	3.997.570	4.831.367	-833.797	-17
4	Jumlah Pendapatan Bruto Total Gross Income	31.799.910	39.482.727	-7.682.817	-19
5	Potongan Penjualan Sales Discounts	(60.095)	(69.881)	9.786	-14
Jumlah Total		31.739.815	39.412.846	-7.673.031	-19

Perseroan mencatatkan penjualan sebesar Rp31,74 triliun di tahun 2023, turun Rp7,63 triliun atau 19% dibandingkan tahun 2022 sebesar Rp39,41 triliun. Penurunan tersebut terutama disebabkan oleh penurunan pendapatan pupuk bersubsidi yang tercatat sebesar Rp22,26 triliun, turun Rp6,98 triliun atau 24% dibandingkan tahun 2022 sebesar Rp29,24 triliun. Penjualan pupuk non subsidi di tahun 2023 yang naik sebesar Rp128,79 miliar atau 2% menjadi Rp5,54 triliun dibandingkan tahun sebelumnya serta penurunan penjualan non pupuk di tahun 2023 yang turun sebesar Rp833,80 miliar atau 19% menjadi Rp3,99 triliun dibandingkan tahun sebelumnya.

In 2023, the Company recorded sales of Rp31.74 trillion, a decrease of Rp7.63 trillion, or 19%, from Rp39.41 trillion in 2022. The decline was mainly due to a decrease in Subsidized fertilizer revenue, which was recorded at Rp22.26 trillion, a reduction of Rp6.98 trillion, or 24%, from Rp29.24 trillion in 2022. Non-subsidized fertilizer sales in 2023 increased by Rp128.79 billion, or 2%, to Rp5.54 trillion from the previous year, while non-fertilizer sales decreased by Rp833.80 billion, or 19%, to Rp3.99 trillion from the previous year.

BEBAN POKOK PENJUALAN

COST OF GOODS SOLD

Beban Pokok Penjualan per 31 Desember 2022–2023 Cost of Goods Sold as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Beban Pokok Penjualan Cost of Goods Sold	26.804.656	32.073.418	-5.268.762	-16

Beban pokok penjualan di tahun 2023 tercatat sebesar Rp26,80 triliun turun Rp5,27 triliun atau 16% dibandingkan tahun 2022 sebesar Rp32,07 triliun. Penurunan tersebut terutama disebabkan oleh telah stabilnya harga biaya bahan baku dan pupuk impor.

The cost of goods sold in 2023 was recorded at Rp26.80 trillion, a decrease of Rp5.27 trillion, or 16%, from Rp32.07 trillion in 2022. The decrease was mainly due to the stable price of imported raw materials and fertilizer costs.

LABA KOTOR

Laba kotor di tahun 2023 tercatat sebesar Rp4,94 triliun, turun Rp2,40 triliun atau 33% dibandingkan tahun 2022 sebesar Rp7,34 triliun. Penurunan tersebut utamanya disebabkan koreksi AKN IV 2023.

GROSS PROFIT

Gross profit in 2023 was recorded at Rp4.94 trillion, a decrease of Rp2.40 trillion, or 33%, from Rp7.34 trillion in 2022. The decrease was mainly due to the 2023 AKN IV correction.

BEBAN PENJUALAN

SELLING EXPENSES

Beban Penjualan per 31 Desember 2022–2023 Selling Expenses as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Beban Penjualan Selling Expenses	1.138.713	1.032.989	105.724	10

Beban penjualan di tahun 2023 tercatat sebesar Rp1,14 triliun, naik Rp105,72 miliar atau 10% dibandingkan tahun 2022 sebesar Rp1,03 miliar selaras dengan penjualan.

Sales expenses in 2023 was at Rp1.14 trillion, an increase of Rp105.72 billion, or 10%, from Rp1.03 billion in 2022, in line with sales.

BEBAN UMUM DAN ADMINISTRASI

GENERAL AND ADMINISTRATIVE EXPENSES

Beban Umum dan Administrasi per 31 Desember 2022–2023 General and Administrative Expenses as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Beban Umum dan Administrasi General and Administrative Expenses	826.939	720.267	106.672	15

Beban umum dan administrasi di tahun 2023 tercatat sebesar Rp826,94 miliar atau lebih tinggi Rp106,67 miliar atau 15% dibandingkan tahun 2022 sebesar Rp720,27 miliar. Peningkatan tersebut terutama adanya denda atas sengketa dengan bea cukai terkait pengadaan impor asam sulfat tahun 2020.

General and administrative expenses in 2023 reached Rp826.94 billion, an increase of Rp106.67 billion, or 15%, from Rp720.27 billion in 2022. The increase was mainly due to fines imposed as a result of customs disputes over the procurement of sulfuric acid imports in 2020.

BAGIAN ATAS LABA DARI ENTITAS ASOSIASI DAN VENTURA BERSAMA

Bagian atas laba dari entitas asosiasi dan ventura bersama di tahun 2023 tercatat Rp182,84 miliar lebih tinggi Rp159,54 miliar atau 685% dibandingkan tahun 2022 sebesar Rp23,30 miliar. Nilai di atas diperoleh dari laba PT Kawasan Industri Gresik Rp25,09 miliar, PT Petronika Rp2,44 miliar, PT Pupuk Indonesia Utilitas Rp13,40 miliar, PT Petrokopindo Cipta Selaras Rp4,15 miliar, dan rugi PT Pupuk Indonesia Pangan Rp1,80 miliar.

SHARE OF PROFITS FROM ASSOCIATED ENTITIES AND JOINT VENTURES

In 2023, the share of profits from associated entities and joint ventures was Rp182.84 billion, an increase of Rp159.54 billion, or 685%, from Rp23.30 billion in 2022. The above figure was derived from PT Kawasan Industri Gresik's profit of Rp25.09 billion, PT Petronika's profit of Rp2.44 billion, PT Pupuk Indonesia Utilitas' profit of Rp13.40 billion, PT Petrokopindo Cipta Selaras' profit of Rp4.15 billion, and a loss from PT Pupuk Indonesia Pangan of Rp1.8 billion.

BEBAN KEUANGAN

FINANCIAL EXPENSES

Beban Keuangan per 31 Desember 2022–2023 Financial Expenses as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Beban Bunga Interest Expenses	1.565.363	976.581	588.782	60
2	Beban Bagi Hasil Utang Salam Profit-sharing Expenses from Salam Debt	28.158	13.374	14.784	111
3	Beban Keuangan Lainnya Other Financial Expenses	28.520	33.033	-4.513	-14
Jumlah Total		1.622.041	1.022.988	599.053	59



Beban keuangan di tahun 2023 tercatat sebesar Rp1,62 triliun, naik Rp599,05 miliar atau 59% dibandingkan tahun 2022 sebesar Rp1,02 triliun. Kenaikan tersebut disebabkan oleh beban bunga yang naik sebesar Rp588,78 miliar atau 60%, tambahan beban bagi hasil atas utang salam sebesar Rp14,78 miliar di tahun 2023 dan penurunan beban keuangan lainnya sebesar Rp4,51 miliar atau 14% dari tahun 2022.

Financial expenses in 2023 were recorded at Rp1.62 trillion, an increase of Rp599.05 billion, or 59%, from Rp1.02 trillion in 2022. The rise was due to the increase in interest expenses of Rp588.78 billion, or 60%, additional profit-sharing expenses on salam debt of Rp14.78 billion in 2023, and a decrease in other financial expenses to Rp4.51 billion, or 14%, from 2022.

PENDAPATAN/(BEBAN) LAIN-LAIN-BERSIH

Pada tahun 2023, pendapatan/(beban) lain-lain-bersih tercatat sebesar Rp106,69 miliar, naik Rp527,29 miliar atau 125% dibandingkan tahun 2022 rugi sebesar Rp420,60 miliar.

OTHER INCOME/(EXPENSES)-NET

In 2023, other income/(expenses)-net was recorded at Rp106.69 billion, an increase of Rp527.29 billion, or 125%, from a loss of Rp420.60 billion in 2022.

Pendapatan/(Beban) Lain-lain-Bersih per 31 Desember 2022-2023 Other Income/(Expenses)-Net as of December 31, 2022-2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Kerugian Selisih Kurs-Bersih Foreign Exchange Losses-Net	59.463	(496.603)	556.066	-112
2	Pendapatan Denda Penalty Income	42.097	44.965	-2.868	-6
3	Pendapatan Lain-lain-Bersih (di bawah Rp10 miliar) Other Income-Net (below Rp10 billion)	5.126	31.039	-25.913	51
Jumlah Total		106,686	(420.599)	420.599	-100

LABA TAHUN BERJALAN

Labanya tahun berjalan di tahun 2023 tercatat sebesar Rp1,25 triliun, turun Rp1,97 triliun atau 61% dibandingkan tahun 2022 sebesar Rp3,23 triliun. Penurunan tersebut terutama disebabkan penurunan pendapatan sebesar Rp7,67 triliun atau 19%.

PROFIT FOR THE YEAR

Profit for the year 2023 was recorded at Rp1.25 trillion, a decrease of Rp1.97 trillion, or 61%, from Rp3.23 trillion in 2022. The decrease was mainly due to a reduction in revenue of Rp7.67 trillion, or 19%.

LABA KOMPREHENSIF LAIN

OTHER COMPREHENSIVE INCOME

Labanya Komprehensif Lain per 31 Desember 2022-2023 Other Comprehensive Income as of December 31, 2022-2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pengukuran Kembali Imbalan Pascakerja Remeasurement of Post-Employment Benefits	(392.065)	(136.691)	-255.374	187
2	Bagian atas Penghasilan Komprehensif Lain Entitas Asosiasi Portion of Other Comprehensive Income of Associates	(14.046)	-	-14.046	-
3	Cadangan Revaluasi Aset Asset Revaluation Reserve	-	171.305	-171.305	-100
4	Pajak Penghasilan Terkait (di bawah Rp10 miliar) Related Income Tax (below Rp10 billion)	113.428	30.072	83.356	277
5	Selisih Translasi Penjabaran Laporan Keuangan Translation Differences in the Translation of Financial Statements	(9.274)	-	-9.724	-
Jumlah Total		(301.957)	64.686	-366.643	-567

Laba komprehensif lain di tahun 2023 tercatat sebagai beban sebesar Rp301,96 miliar, turun Rp366,64 miliar atau -567% dibandingkan tahun 2022 tercatat laba sebesar Rp64,69 miliar. Penurunan tersebut terutama disebabkan perhitungan aktuaris.

Other comprehensive income in 2023 was recorded as an expense of Rp301.96 billion, a decrease of Rp366.64 billion, or -567%, from 2022, which recorded a profit of Rp64.69 billion. The decrease was mainly due to actuarial calculations.

JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN

Jumlah laba komprehensif tahun berjalan di tahun 2022 tercatat sebesar Rp952,81 miliar, turun Rp2,34 triliun atau 71% dibandingkan tahun 2022 sebesar Rp3,29 triliun. Penurunan tersebut utamanya sejalan dengan capaian laba tahun berjalan Perseroan.

TOTAL COMPREHENSIVE INCOME FOR THE YEAR

Total comprehensive income for the year 2022 was Rp952.81 billion, a decrease of Rp2.34 trillion, or 71%, from Rp3.29 trillion in 2022. The decrease is mostly consistent with the Company's profit results for the year.

LAPORAN ARUS KAS KONSOLIDASIAN

CONSOLIDATED STATEMENTS OF CASH FLOWS

Laporan Arus Kas Konsolidasian per 31 Desember 2022–2023 Consolidated Statements of Cash Flows as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Operasi Net Cash Flows provided by (used in) Operating Activities	4.265.930	1.297.790	2.968.140	229
2	Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Investasi Net Cash Flows provided by (used in) Investing Activities	(1.718.280)	(1.100.064)	-618.216	56
3	Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Pendanaan Net Cash Flows Provided by (used in) Financing Activities	(4.195.940)	785.230	-4.981.170	-634
4	Kenaikan (penurunan) Bersih Kas dan Setara Kas Increase (decrease) in Net Cash and Cash Equivalents	(1.648.290)	982.956	-2.631.246	-268
5	Kas dan Setara Kas pada Awal Tahun Cash and Cash Equivalents at the Beginning of the Year	3.278.414	2.288.481	989.933	43
6	Pengaruh Perubahan Kurs Mata Uang Asing Effect of Foreign Exchange Rate Changes	(3.299)	6.977	-10.276	-147
7	Kas dan Setara Kas pada Akhir Tahun Cash and Cash Equivalents at the end of the Year	1.626.825	3.278.414	-1.651.589	-50

Nilai kas dan setara kas sampai dengan 31 Desember 2023 tercatat sebesar Rp1,63 triliun, turun Rp1,65 triliun atau 50% dibandingkan nilai 31 Desember 2022 sebesar Rp3,28 triliun. Penurunan tersebut terutama disebabkan oleh penurunan pada arus kas dari aktivitas pendanaan sebesar Rp4,98 triliun atau 634%.

The value of cash and cash equivalents as of December 31, 2023 was recorded at Rp1.63 trillion, a decrease of Rp1.65 trillion, or 50%, from Rp3.28 trillion on December 31, 2022. The decline was mainly due to a decrease in cash flow from financing activities of Rp4.98 trillion, or 634%.



ARUS KAS BERSIH DIPEROLEH DARI (DIGUNAKAN UNTUK) AKTIVITAS OPERASI

NET CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES

Arus Kas Bersih Diperoleh dari (Digunakan Untuk) Aktivitas Operasi per 31 Desember 2022–2023 Net Cash Flows Provided by (Used in) Operating Activities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Penerimaan Kas dari Pelanggan Cash Receipts from Customers	14.192.276	16.276.939	-2.084.663	-13
2	Penerimaan Subsidi dari Pemerintah Subsidy Receipts from Government	23.630.760	14.694.303	8.936.457	61
3	Pembayaran kepada Pemasok Cash Paid to Suppliers	(30.474.586)	(28.713.177)	-1.761.409	6
4	Pembayaran kepada Karyawan Cash Paid to Employers	(1.494.686)	(1.631.372)	136.686	-8
5	Pembayaran Pajak Penghasilan Income Tax Paid	(801.938)	(621.574)	-180.364	29
6	Penerimaan Tagihan atas Restitusi Pajak Receipt of Claim for Tax Refund	764.563	2.310.563	-1.546.000	-67
7	Pembayaran Bunga Interest Paid	(1.550.459)	(1.017.892)	-532.567	52
8	Arus Kas Bersih yang Diperoleh dari (Digunakan untuk) Aktivitas Operasi Net Cash flows Provided by (used in) Operating Activities	4.265.930	1.297.790	2.968.140	229

Arus kas diperoleh dari aktivitas operasi tahun 2022 tercatat sebesar Rp4,27 triliun, lebih tinggi bila dibandingkan dengan arus kas yang diperoleh/digunakan untuk aktivitas operasi tahun 2022 sebesar Rp1,30 triliun. Hal tersebut utamanya disebabkan penerimaan subsidi dari Pemerintah yang mencapai Rp23,63 triliun karena terdapat pembayaran piutang atas kurang bayar tahun 2022 dan periode berjalan tahun 2023.

The cash flow provided by operating activities in 2022 was recorded at Rp4.27 trillion, which is higher than the cash flow obtained/used for operating activities in 2022 of Rp1.30 trillion. This was mainly due to the receipt of Government subsidies, which reached Rp23.63 trillion due to payments for receivables for underpayments in 2022 and the current period of 2023.

ARUS KAS BERSIH DIPEROLEH DARI (DIGUNAKAN UNTUK) AKTIVITAS INVESTASI

NET CASH FLOWS PROVIDED BY (USED IN) INVESTING ACTIVITIES

Arus Kas Bersih Diperoleh dari (Digunakan untuk) Aktivitas Investasi per 31 Desember 2022–2023 Net Cash Flows Provided by (Used in) Investing Activities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Pembelian Aset Tetap Termasuk Kapitalisasi Biaya Pinjaman Purchase of Fixed Assets Including Capitalization of Borrowing Cost	(1.459.094)	(1.162.252)	-296.842	26
2	Penurunan/(Kenaikan) Piutang Lain-lain Decrease/(Increase) Other Receivables	40.000	40.000	0	-
3	Penempatan Deposito Berjangka yang Dibatasi Penggunaannya Restricted Placement of Time Deposits	(315.310)		-	
4	Hasil Penjualan Aset Tetap Proceeds from Sales of Fixed Assets	117	6.341	-6.224	-98
5	Penerimaan Pendapatan Keuangan Receipt of Financial Income	4.308	3.165	-1.143	-36
6	Pelepasan Investasi Asosiasi Disposal of associate investments	281		-	

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
7	Penerimaan dari Pelepasan Aset Keuangan pada Nilai Wajar Penghasilan Komprehensif Lain Receipts from Disposal of Financial Assets at Fair Value of Other Comprehensive Income	1.165		-	
8	Penerimaan Dividen Dividend Receipt	10.253	12.682	-2.429	-19
9	Arus Kas Bersih yang Diperoleh dari (Digunakan untuk) Aktivitas Investasi Net Cash Flows Provided by (Used in) Investing Activities	(1.718.280)	(1.100.064)	-618.216	56

Arus kas digunakan untuk aktivitas investasi tahun 2023 tercatat sebesar Rp1,72 triliun, naik Rp618,22 miliar atau 56% bila dibandingkan dengan tahun 2022 sebesar Rp1,10 triliun. Hal tersebut terutama disebabkan oleh meningkatnya nilai pembelian aset termasuk kapitalisasi biaya pinjaman menjadi sebesar Rp1,50 triliun di tahun 2023 atau naik 26% bila dibandingkan dengan tahun 2022 sebesar Rp1,16 triliun.

Cash flow used for investing activities in 2023 was recorded at Rp1.72 trillion, an increase of Rp618.22 billion or 56% compared to 2022 of Rp1.10 trillion. This was mainly due to the increase in the value of asset purchases including capitalization of loan costs to Rp1.50 trillion in 2023 or an increase of 26% compared to 2022 of Rp1.16 trillion.

ARUS KAS BERSIH DIPEROLEH DARI (DIGUNAKAN UNTUK) AKTIVITAS PENDANAAN

NET CASH FLOWS PROVIDED BY (USED IN) FINANCING ACTIVITIES

Arus Kas Bersih Diperoleh dari (Digunakan untuk) Aktivitas Pendanaan per 31 Desember 2022–2023 Net Cash Flows provided by (used in) Financing Activities as of December 31, 2022–2023

dalam jutaan rupiah | in million rupiah

No.	Uraian Description	2023	2022	Nominal	%
1	Penerimaan Pinjaman Jangka Pendek Proceeds from Short-Term Loans	163.131	775.196	-612.065	-79
2	Pembayaran Pinjaman Jangka Pendek Repayments of Short-Term Loans	(45.804)	(3.937.716)	-3.891.912	-99
3	Penerimaan Utang Salam Proceeds from Salam Debt	2.083.506	2.659.119	-575.613	-22
4	Pembayaran Utang Salam Repayments of Salam Debt	(3.270.211)	(1.472.414)	-1.797.797	-122
5	Penerimaan Pinjaman Jangka Panjang Proceeds from Long-Term Loans	237.000	4.078.397	-3.841.397	-94
6	Pembayaran Pinjaman Jangka Panjang Repayments of Long-Term Loans	(3.086.465)	(513.202)	-2.573.263	-501
7	Penerimaan Pinjaman Jangka Panjang Pemegang Saham Proceeds from Shareholders' Long-Term Loans	1.100.000	-	-	
8	Pembayaran Pinjaman Jangka Panjang Pemegang Saham Repayments of Shareholders' Long-Term Loans	(550.000)	-	-	
9	Pembagian Dividen kepada Pemegang Saham Perseroan Dividend Distribution to the Company's Shareholders	(475.000)	(571.867)	-96.867	-17
10	Pembayaran Liabilitas Sewa Payment of Lease Liability	(333.411)	(215.051)	-118.360	-55
11	Pembagian Dividen kepada Kepentingan Non-Pengendali Dividend Distribution to Non-Controlling Interests	(18.686)	(17.232)	-1.454	-8
12	Arus kas bersih yang diperoleh dari (Digunakan untuk) Aktivitas Pendanaan Net Cash Flows Provided by (Used in) Financing Activities	(4.195.940)	785.230	-4.981.170	-634



Arus kas diperoleh dari aktivitas pendanaan tahun 2022 tercatat negatif sebesar Rp4,20 triliun, turun Rp4,98 miliar atau 634% bila dibandingkan dengan arus kas yang digunakan untuk aktivitas pendanaan di tahun 2022 sebesar Rp785,23 miliar. Hal tersebut terutama disebabkan oleh pembayaran utang salam sebesar Rp3,27 triliun dan pembayaran pinjaman jangka panjang Rp3,09 triliun.

Cash flow obtained from funding activities in 2022 was recorded as negative at Rp4.20 trillion, a decrease of Rp4.98 billion, or 634%, when compared to cash flow used for funding activities in 2022 of Rp785.23 billion. This was mainly due to the payment of salam debt amounting to Rp3.27 trillion and the payment of long-term loans of Rp3.09 trillion.

ANALISIS KEMAMPUAN MEMBAYAR UTANG, KOLEKTIBILITAS PIUTANG, DAN RASIO KEUANGAN

ANALYSIS TO PAY DEBTS, RECEIVABLES COLLECTIBILITY, AND FINANCIAL RATIOS

Rasio Keuangan Tahun 2022-2023 Financial Ratios 2022-2023

dalam %, kecuali disebutkan lain | in %, unless otherwise stated

No.	Uraian Description	2023	2022	Nominal	%
1	Rasio Likuiditas Liquidity Ratio				
	Current Ratio	282,18	176,97	105	59,5
	Cash Ratio	29,44	20,19	9	45,81
	Quick Ratio	176,38	113,40	63	55,54
2	Rasio Solvabilitas Solvency Ratio				
	Debt to Equity Ratio (DER)	85,34	145,84	-61	-41,48
	Debt to Asset Ratio (DAR)	46,05	59,32	13,27	-28,82
3	Rasio Profitabilitas Profitability Ratio				
	Gross Profit Margin (GPM)	15,55	18,62	-3	-16,49
	Net Profit Margin (NPM)	3,95	8,36	-4	-52,75
	Return on Asset (ROA)	2,99	6,04	-3	-50,50
	Return on Equity (ROE)	6,00	17,78	-12	-66,25
4	Rasio Aktivitas Activity Ratio				
	Collection Period (days)	124	128	-4%	-3,13

ANALISIS KEMAMPUAN MEMBAYAR UTANG

Analysis of Ability to Pay Debts

RASIO LIKUIDITAS LIQUIDITY RATIO

Rasio likuiditas mencerminkan kemampuan Perseroan untuk memenuhi kewajibannya, terutama kewajiban dalam jangka pendek. Pengukuran rasio likuiditas dapat dilakukan dengan membandingkan pada beberapa periode sehingga terlihat perkembangan likuiditas Perseroan dari waktu ke waktu. Tingkat likuiditas Perseroan dapat dilihat dari *cash ratio*, *current ratio*, dan *quick ratio*.

- Current Ratio**
 PG mencatatkan *current ratio* sebesar 282,18% di tahun 2023 lebih tinggi dibandingkan tahun 2022 sebesar 176,97%. Hal tersebut menunjukkan bahwa kemampuan Perseroan dalam membayar kewajiban jangka pendeknya dengan menggunakan aset lancar yang dimiliki pada tahun 2022 meningkat.
- Cash Ratio**
 PG mencatatkan *cash ratio* sebesar 29,44% di tahun 2023 lebih tinggi dibandingkan tahun 2022 sebesar 20,19%. Hal tersebut menunjukkan bahwa kemampuan kas dan setara kas Perseroan untuk menutupi semua utang lancar atau liabilitas jangka pendeknya mengalami peningkatan di tahun 2023. Hal tersebut terutama didukung oleh penurunan liabilitas jangka pendek yang signifikan.
- Quick Ratio**
 PG mencatatkan *quick ratio* sebesar 176,38% di tahun 2023 lebih tinggi dibandingkan tahun 2022 sebesar 113,40%. Hal tersebut menunjukkan bahwa kemampuan Perseroan dalam menggunakan aset lancar di luar persediaan untuk menutupi utang lancarnya mengalami peningkatan di tahun 2023. Hal tersebut terutama disebabkan penurunan pinjaman jangka pendek di tahun 2023 sejalan dengan telah diterima pembayaran piutang subsidi dari Pemerintah.

The liquidity ratio measures the Company's ability to meet its obligations, particularly those in the short term. The liquidity ratio can be measured by comparing multiple periods to see how the Company's liquidity changes over time. The company's liquidity level can be seen from the cash ratio, current ratio, and quick ratio.

- Current Ratio**
 PG's current ratio was 282.18% in 2023, an increase from 176.97% in 2022. This showed that the Company's ability to meet its short-term obligations with current assets in 2022 has increased.
- Cash Ratio**
 In 2023, PG's cash ratio was 29.44%, an increase from 20.19% in 2022. This showed that the Company's cash and cash equivalents have increased its ability to cover all current debt or short-term liabilities in 2023. This was primarily supported by a significant reduction in short-term liabilities.
- Quick Ratio**
 PG recorded a quick ratio of 176.38% in 2023, an increase from 113.40% in 2022. This showed that the Company's ability to use current assets other than inventory to pay its current debts increased in 2023. This was primarily due to a decrease in short-term loans in 2023, which aligned with the payment of subsidy receivables by the Government.

RASIO SOLVABILITAS SOLVENCY RATIO

Rasio solvabilitas merupakan ukuran untuk menilai kemampuan perusahaan untuk melunasi seluruh utang yang dimilikinya menggunakan seluruh aset atau modal perusahaan. Perusahaan yang memiliki rasio solvabilitas

Solvency ratio is a measure to assess company's ability to pay off all company debts using all of company's assets or capital. Companies that have a high solvency ratio have a greater risk of loss than companies with a low solvency ratio. Solvency



tinggi memiliki risiko kerugian yang lebih besar daripada perusahaan dengan rasio solvabilitas yang rendah. Pengukuran solvabilitas menggunakan *Debt to Equity Ratio* (DER) dan *Debt to Assets Ratio* (DAR).

- **Debt to Equity Ratio (DER)**

Di tahun 2022, Perseroan memiliki DER sebesar 85,34%, menurun bila dibandingkan tahun 2022 sebesar 145,84%. Penurunan tersebut menunjukkan bahwa kemampuan Perseroan untuk melunasi seluruh utang dengan menggunakan modal Perseroan mengalami peningkatan di tahun 2023.

- **Debt to Assets Ratio (DAR)**

Di tahun 2022, Perseroan mencatatkan DAR sebesar 46,05%, menurun bila dibandingkan tahun 2022 sebesar 59,32%. Penurunan tersebut menunjukkan bahwa kemampuan Perseroan dalam melunasi total utang dengan menggunakan total aset telah meningkat di tahun 2022.

measurement uses Debt to Equity Ratio (DER) and Debt to Assets Ratio (DAR).

- **Debt to Equity Ratio (DER)**

The company's DER in 2022 was 85.34%, a decrease from 145.84% in 2022. This decrease indicated that the Company's ability to repay all debts with company capital improved in 2023.

- **Debt-to-Asset Ratio (DAR)**

In 2022, the Company recorded a DAR of 46.05%, a 59.32% decrease from 2022. This decrease indicated that the Company's ability to repay total debt with total assets has improved in 2022.

RASIO PROFITABILITAS PROFITABILITY RATIO

Rasio profitabilitas adalah rasio atau perbandingan untuk mengetahui kemampuan perusahaan untuk mendapatkan laba (profit) dari pendapatan (*earning*) terkait penjualan, aset, dan ekuitas berdasarkan dasar pengukuran tertentu. Kemampuan perusahaan dalam menghasilkan laba dapat diukur dengan menggunakan rasio profitabilitasnya, yaitu melalui *Gross Profit Margin* (GPM), *Net Profit Margin* (NPM), *Return on Assets* (ROA), dan *Return on Equity* (ROE).

Profitability Ratio is a ratio or comparison to determine a company's ability to earn profits from sales-related earnings, assets, and equity based on a certain measurement basis. The company's ability to generate profits can be measured using its profitability ratio, namely through *Gross Profit Margin* (GPM), *Net Profit Margin* (NPM), *Return on Assets* (ROA), and *Return on Equity* (ROE).

- **Gross Profit Margin (GPM)**

GPM di tahun 2023 tercatat sebesar 15,5% menurun dibandingkan tahun 2022 sebesar 18,62%. Perubahan tersebut menunjukkan bahwa kemampuan Perseroan dalam mengendalikan beban pokok pendapatan untuk menghasilkan pendapatan mengalami penurunan di tahun 2022.

- **Net Profit Margin (NPM)**

Di tahun 2023, Perseroan mencatatkan NPM sebesar 3,95% menurun dibandingkan tahun 2022 sebesar 8,36%. Penurunan tersebut menunjukkan bahwa kemampuan Perseroan untuk menghasilkan keuntungan bersih dari hasil pendapatan mengalami penurunan di tahun 2022.

- **Return on Assets (ROA)**

ROA mengukur kemampuan perusahaan dalam menggunakan seluruh aset yang tersedia untuk operasi perusahaan dalam menghasilkan keuntungan. Di tahun 2023, ROA Perseroan tercatat sebesar 2,99%, turun bila dibandingkan dengan tahun 2022 sebesar 6,04%. Peningkatan tersebut menunjukkan bahwa kemampuan Perseroan dalam menggunakan seluruh aset yang tersedia untuk menghasilkan keuntungan mengalami penurunan di tahun 2023.

- **Gross Profit Margin (GPM)**

GPM in 2023 was recorded at 15.5%, a decrease from 18.62% in 2022. These changes indicated that the Company's ability to control revenue costs and generate income decreased in 2022.

- **Net Profit Margin (NPM)**

In 2023, the Company's NPM was 3.95%, a decrease from 8.36% in 2022. This decrease indicated that the Company's ability to generate net profits from revenue declined in 2022.

- **Return on Assets (ROA)**

ROA measures a company's ability to use all available assets for company operations to generate profits. In 2023, the Company's ROA was recorded at 2.99%, a decrease of from 6.04% in 2022. This increase showed that the Company's ability to use all available assets to generate profits decreased in 2023.

- **Return on Equity (ROE)**

ROE merupakan besar penghasilan atau *income* yang tersedia bagi pemilik perusahaan atas modal yang diinvestasikan di dalam perusahaan. ROE Perseroan di tahun 2023 tercatat sebesar 6,00%, naik bila dibandingkan tahun 2022 sebesar 17,78%. Peningkatan tersebut menunjukkan bahwa tingkat efektivitas Perseroan dalam menghasilkan keuntungan dengan menggunakan modal yang tersedia mengalami penurunan.

- **Return on Equity (ROE)**

ROE refers to the amount of revenue or income available to company owners in return for the capital invested in the Company. The company's ROE in 2023 was 6.00%, an increase from 17.78% in 2022. This increase showed that the Company's effectiveness in generating profits from available capital decreased.

RASIO AKTIVITAS ACTIVITY RATIO

TINGKAT KOLEKTIBILITAS PIUTANG

Tingkat kolektibilitas piutang merupakan rasio yang menunjukkan rata-rata hari yang diperlukan untuk mengubah piutang menjadi kas. Realisasi tingkat kolektibilitas piutang PG pada tahun 2023 sebesar 124 hari atau lebih rendah 4% dari tahun 2022 sebesar 128 hari. Rendahnya rasio pada tahun 2023 disebabkan optimalnya pencairan piutang non subsidi pada tahun 2023 sehingga dapat merata-rata rasio total tingkat kolektibilitas piutang.

COLLECTION PERIOD

The collection period is a ratio that shows the average number of days needed to convert receivables into cash. The realization of PG's collection period in 2023 is 124 days, or 4% lower than in 2022, which was 128 days. The low ratio in 2023 was due to optimal disbursement of non-subsidized receivables in 2023 so that the total collection period ratio could be averaged.

STRUKTUR MODAL

Capital Structure

Dalam mengelola permodalannya, PG senantiasa mempertahankan kelangsungan usaha serta memaksimalkan manfaat bagi pemegang saham dan pemangku kepentingan lainnya.

In managing capital, PG always maintains business continuity and maximizes benefits for shareholders and other stakeholders.

Pengelolaan modal PG diterapkan dengan memperhatikan prinsip kehati-hatian dan memastikan struktur modal berjalan dengan optimal. Perseroan secara aktif dan rutin menelaah dan mengelola permodalan untuk memastikan struktur modal dapat memberikan pengembalian yang optimal bagi pemegang saham serta mempertimbangkan kebutuhan modal di masa yang akan datang. Selain itu, dalam penerapan kebijakan wajib memperhatikan kondisi bisnis, tingkat pengembalian investasi, dividen yang dibagikan, serta keseimbangan antara tingkat pinjaman dan posisi ekuitas.

PG capital management is implemented by adhering to the principle of prudence and ensuring that the capital structure runs optimally. The Company actively and regularly reviews and manages capital to ensure that the capital structure provides the best possible returns to shareholders while also taking into account future capital requirements. Furthermore, when implementing the policy, it is required to consider business conditions, the rate of return on investment, dividends distributed, and the loan rate-to-equity ratio.

PG juga berusaha mempertahankan keseimbangan antara tingkat pinjaman, berupa liabilitas jangka pendek dan jangka panjang, dan posisi ekuitas untuk memastikan struktur modal dan pengembalian yang optimal dengan batas maksimal sebesar 40% untuk rasio pinjaman terhadap ekuitas.

PG also strives to maintain a balance between borrowing rates, in the form of short-term and long-term liabilities, and equity positions to ensure optimal capital structure and returns, with a loan-to-equity ratio of no more than 40%.



Struktur Modal Tahun 2022–2023 Capital Structure in 2022–2023

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	Komposisi 2023 2023 Composition (%)	2022	Komposisi 2022 2022 Composition (%)
Liabilitas Jangka Pendek Short-term Liabilities	5.526.714	13,15	16.241.685	29,75
Liabilitas Jangka Panjang Long-term Liabilities	13.814.063	32,88	16.140.337	29,75
Jumlah Liabilitas Total Liabilities	19.340.777	46,04	32.382.022	59,32
Ekuitas Equity	22.663.125	53,95	22.204.003	40,68
Jumlah Aset Total Assets	42.003.902	100,00	54.586.025	100,00
Rasio Liabilitas terhadap Ekuitas Liabilities to Equity Ratio		85,34		145,84

Pada tahun 2023, struktur modal Perseroan terdiri dari 53,95% ekuitas dan 46,04% dari liabilitas. Pada struktur modal 2023, komposisi penggunaan liabilitas jangka pendek lebih optimal dibandingkan tahun 2022. Hal tersebut disebabkan oleh telah dilakukan pelunasan atas liabilitas jangka pendek Perseroan.

Berdasarkan analisis manajemen, rasio pinjaman terhadap ekuitas tahun 2023 sebesar 85,34% telah sesuai dengan batas maksimum yang telah ditetapkan dalam kebijakan manajemen akan struktur modal sebesar 123,73%.

KEBIJAKAN MANAJEMEN ATAS STRUKTUR MODAL

Dalam mengelola permodalannya, PG senantiasa mempertahankan kelangsungan usaha serta memaksimalkan manfaat bagi pemegang saham dan pemangku kepentingan lainnya. Pengelolaan modal PG diterapkan dengan memperhatikan prinsip kehati-hatian, memastikan struktur modal berjalan dengan optimal, serta mempertimbangkan kebutuhan modal di masa yang akan datang. Selain itu, dalam penerapan kebijakan, wajib memperhatikan kondisi bisnis, tingkat pengembalian investasi, dividen yang dibagikan, serta keseimbangan antara tingkat pinjaman dan posisi ekuitas.

PG secara berkala melakukan tinjauan struktur permodalan untuk meminimalkan biaya modal sehingga dapat memaksimalkan nilai perseroan. Sebagai bagian dari tinjauan ini, manajemen mempertimbangkan biaya permodalan dan risiko yang berhubungan. Oleh karena itu, kebijakan perseroan dalam mencari pendanaan akan selalu memperhitungkan risiko keuangan yang mungkin timbul di masa depan.

DASAR PEMILIHAN KEBIJAKAN STRUKTUR MODAL

Pada tahun 2023, rasio pinjaman terhadap ekuitas Perusahaan sebesar 85,34% dinilai sehat dan sudah sesuai dengan batas maksimum yang telah ditetapkan sebesar

In 2023, the Company's capital structure consists of 53.95% equity and 46.04% liabilities. In the 2023 capital structure, the composition of the use of short-term liabilities is more optimal than in 2022. This is because the Company's short-term liabilities have been paid.

Based on management analysis, the Loan-to-Equity Ratio of 85.34% in 2023 was within the maximum limit set by management policy for capital structure of 123.73%.

MANAGEMENT POLICY ON CAPITAL STRUCTURE

In managing its capital, PG always maintains business continuity and maximizes benefits for shareholders and other stakeholders. PG's capital management is implemented by taking into account the precautionary principle, ensuring that the capital structure runs optimally, and considering future capital needs. In addition, the implementation of the policy must take into account business conditions, the rate of return on investment, dividends distributed, and the balance between the level of borrowing and equity position.

PG periodically reviews its capital structure to minimize the cost of capital so as to maximize the value of the Company. As part of this review, Management considers the cost of capital and the associated risks. Therefore, the Company's policy in seeking funding will always take into account the financial risks that may arise in the future.

THE BASIS FOR CHOOSING A CAPITAL STRUCTURE POLICY

In 2023, the Company's loan-to-equity ratio of 85.34% is considered healthy and is in line with the predetermined maximum limit of 123.73%. To maintain this optimal ratio,

123,73%. Untuk mempertahankan rasio yang optimal ini, manajemen telah mempersiapkan langkah-langkah strategis, antara lain:

1. Mendorong penggunaan *Distributor Financing* dan LC/SKBDN pada transaksi penjualan pupuk kepada distributor.
2. Mengupayakan piutang subsidi dapat terbayar tepat waktu.
3. Memanfaatkan fasilitas kredit Pupuk Indonesia Group.
4. Efisiensi *cost of fund* melalui program *hedging*.
5. Optimalisasi profit segmen komersial.

TARGET, REALISASI DAN PROYEKSI STRUKTUR MODAL

Realisasi struktur modal tahun 2023 adalah sebesar Rp42,00 triliun dengan pencapaian 80,56% dari target RKAP 2023. Ketidaktercapaian ini utamanya disebabkan rendahnya piutang subsidi dan liabilitas keuangan jangka pendek.

the management has prepared strategic measures, among others:

1. Encouraging the use of *Distributor Financing* and LC/SKBDN in fertilizer sales transactions to distributors.
2. Strive for subsidy receivables to be paid on time.
3. Utilize Pupuk Indonesia Group credit facilities.
4. Efficiency of *cost of funds* through *hedging* program.
5. Optimization of commercial segment profit.

TARGET, REALIZATION AND PROJECTION OF CAPITAL STRUCTURE

The realization of the capital structure in 2023 was Rp42.00 trillion with an achievement of 80.56% of the 2023 RKAP target. This non-achievement was mainly due to low subsidy receivables and short-term financial liabilities.

Perbandingan Target dengan Realisasi Struktur Modal Tahun 2023 serta Proyeksi Tahun 2024 Comparison of Targets with Realized Capital Structure in 2023 and Projections in 2024

dalam jutaan rupiah | in million rupiah

Uraian Description	Target RKAP 2023 2023 RKAP Target		Realisasi 2023 2023 Realization		Pencapaian Achievement	Proyeksi 2024 2024 Projection	
	Nominal	Komposisi Composition	Nominal	Komposisi Composition		Nominal	Komposisi Composition
Liabilitas Liabilities	28.835.537	55,30	19.340.777	46,05	67,07	23.663.354	48,94
Ekuitas Equity	23.304.968	44,70	22.663.125	53,95	97,25	24.686.440	51,06
Aset Assets	52.140.505	100,00	42.003.902	100,00	80,56	48.349.794	100,00

INFORMASI IKATAN MATERIAL UNTUK INVESTASI BARANG MODAL

Selama tahun 2023, PT Petrokimia Gresik tidak memiliki ikatan yang material atas investasi barang modal.

INFORMATION ON MATERIAL COMMITMENT TO CAPITAL GOODS INVESTMENT

Throughout 2023, PT Petrokimia Gresik did not make any material transactions for capital investment.

INFORMASI REALISASI INVESTASI BARANG MODAL

Investasi barang modal (*capital expenditure*) secara berkala dilakukan untuk mendukung kelancaran kegiatan operasional Perseroan. Di tahun 2023, realisasi investasi barang modal tercatat sebesar Rp517,53 miliar berupa proyek Gudang Urea Curah, Soda Ash, dan Phonska V. Berikut ini merupakan penjelasan mengenai jenis, nilai, dan tujuan investasi barang modal yang direalisasikan pada tahun 2023.

INFORMATION ON THE REALIZATION OF INVESTMENT IN CAPITAL GOODS

Investments in capital goods (*capital expenditures*) are made on a regular basis to support the Company's operations run smoothly. In 2023, the realization of capital goods investment was recorded at Rp517.53 billion in the form of the Bulk Urea Warehouse project, Soda Ash, and Phonska V. The following is an explanation of the types, value, and purpose of capital goods investments realized in 2023.



Jenis, Nilai, dan Tujuan Investasi Barang Modal Tahun 2023 Type, Value, and Purpose of Capital Goods Investment in 2023

dalam jutaan rupiah | in million rupiah

Uraian Description	Realisasi 2023 2023 Realization	Posisi hingga 2023 Position until 2023	Nilai Investasi Investment Value	Tujuan Investasi Objective of Investment
Gudang Urea Curah Urea Bulk Warehouse	81.793	127.807	137.819	Mendukung kegiatan distribusi pupuk yang lebih baik dan efisien serta mampu menampung pupuk dengan kapasitas besar Supporting better and more efficient fertilizer distribution activities as well as being able to accommodate large-capacity fertilizers
Soda Ash	8.026	112.757	4.251.480	Memenuhi kebutuhan Soda Ash Nasional (diversifikasi usaha) Meet the needs of National Soda Ash (business diversification)
Phonska V	371.523	439.771	648.828	Memenuhi kebutuhan NPK Lokal dan optimalisasi pabrik SP-36 Meet the needs of Local NPK and optimize the SP-36 factory
Jumlah Total	461.343	680.335	5.038.127	

ANALISIS PENCAPAIAN TARGET 2023 DAN PROYEKSI 2024

Analysis of the 2023 Target Achievement and 2024 Projection

Manajemen secara berkala menganalisis realisasi pencapaian target yang telah ditentukan pada awal tahun dengan realisasi kinerja pada tahun tersebut. Pencapaian yang telah direalisasikan pada tahun 2023 menjadi acuan untuk penetapan target finansial pada tahun 2024. Perseroan telah merumuskan target kinerja finansial yang diharapkan akan tercapai pada tahun 2024 yang menyesuaikan dengan asumsi yang telah ditetapkan oleh PT Pupuk Indonesia (Persero). Berikut asumsi yang digunakan dalam penentuan target kinerja tahun 2024 :

- Tingkat inflasi sebesar 2,80%.
- Asumsi perubahan nilai tukar IDR/USD sebesar Rp15.000/USD
- Harga gas bumi dapat dikendalikan sebesar 6,57%.
- Bunga pinjaman yang dapat dikendalikan maksimal 9,00%.

Asumsi tersebut menjadi dasar bagi PG untuk menetapkan target guna mewujudkan visi, misi, dan tujuan Perseroan jangka panjang. Berikut target utama Perseroan yang ingin dicapai pada tahun 2024:

- Laba tahun berjalan konsolidasian sebesar Rp1,33 triliun.
- Tonase penjualan pupuk sebesar 3.782.833 ton.
- Tonase produksi sebesar 6.481.710 ton.
- Biaya operasional sebesar Rp24,49 triliun.
- Investasi sebesar Rp1,02 triliun.

Management periodically analyzes the realization of achieving targets that have been determined at the beginning of the year with the actual performance in that year. The achievements that have been realized in 2023 will serve as a reference for setting financial targets in 2024. The Company has formulated financial performance targets that are expected to be achieved in 2024, which adjust to the assumptions set by PT Pupuk Indonesia (Persero). The following assumptions are used in determining the 2024 performance target:

- The inflation rate is 2.80%.
- Assumption of IDR/USD exchange rate change of Rp15,000/USD
- The price of natural gas can be controlled by 6.57%.
- Loan interest can be controlled to a maximum of 9.00%.

These assumptions are the basis for PG to set targets to realize the Company's long-term vision, mission, and goals. The following are the Company's main targets to be achieved in 2024:

- Consolidated profit for the year of Rp1.33 trillion.
- The sales tonnage of fertilizer is 3,782,833 tons.
- The production tonnage is 6,481,710 tons.
- Operational costs of Rp24.49 trillion.
- The investment of Rp1.02 trillion.

Berikut adalah uraian mengenai analisis pencapaian target tahun 2023 dan proyeksi tahun 2024 untuk kinerja finansial Perseroan.

The following is a description of the analysis of achieving the 2023 target and the 2024 projection for the Company's financial performance.

Laba Komprehensif Tahun Berjalan Comprehensive Income for the Year

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023			RKAP 2024
	RKAP	Realisasi Realization	Pencapaian Achievement (%)	
Penjualan Sales	35.468.401	31.739.815	89	28.092.819
Laba Bruto Gross Profit	6.109.530	4.935.159	81	4.957.404
Laba sebelum Pajak Profit before Tax	2.475.729	1.641.304	66	1.711.508
Laba Tahun Berjalan Profit for the Year	1.930.361	1.254.765	65	1.331.229
Penghasilan Komprehensif Comprehensive Income	-	(301.957)	-	-
Laba Komprehensif Tahun Berjalan Comprehensive Income for the Year	1.930.361	952.808	49	1.331.229

- Penjualan yang dicapai Perseroan pada tahun 2023 mencapai Rp31,74 triliun atau 89% jika dibandingkan RKAP 2023 sebesar Rp35,47 triliun. Pencapaian yang lebih rendah tersebut disebabkan adanya fenomena El Nino di beberapa wilayah Indonesia sejak Agustus hingga November 2023. Perseroan menargetkan penjualan tahun 2024 sebesar Rp28,09 triliun.
- Laba bruto yang dicapai Perseroan pada tahun 2023 mencapai Rp4,94 triliun atau 81% jika dibandingkan RKAP 2023 sebesar Rp6,11 triliun. Pencapaian yang lebih rendah tersebut sejalan dengan capaian pendapatan. Perseroan menargetkan laba bruto tahun 2024 mencapai Rp4,96 triliun.
- Laba sebelum pajak yang dicapai Perseroan pada tahun 2023 mencapai Rp1,64 triliun atau 66% jika dibandingkan RKAP 2023 sebesar Rp2,48 triliun. Pencapaian yang lebih rendah tersebut sejalan dengan capaian pendapatan. Perseroan menargetkan laba sebelum pajak mencapai Rp1,71 triliun pada tahun 2024.
- Laba tahun berjalan yang dicapai Perseroan pada tahun 2023 mencapai Rp1,25 triliun atau 65% jika dibandingkan RKAP 2023 sebesar Rp1,93 triliun. Pencapaian yang lebih rendah tersebut sejalan dengan capaian pendapatan. Perseroan menargetkan laba tahun berjalan mencapai Rp1,33 triliun pada tahun 2024.
- Laba komprehensif tahun berjalan yang dicapai Perseroan pada tahun 2023 mencapai Rp952,81 miliar atau 49% jika dibandingkan RKAP 2023 sebesar Rp1,93 triliun.
- The Company achieved Rp31.74 trillion in sales in 2023, representing an 89% increase from the 2023 RKAP of Rp35.47 trillion. The El Nino phenomenon in Indonesia from August to November 2023 contributed to lower achievement levels. The Company's sales target for 2024 is Rp28.09 trillion.
- In 2023, the Company's gross profit was Rp4.94 trillion, representing an 81% increase over the 2023 RKAP of Rp6.11 trillion. This lower achievement is consistent with income achievement. The Company expects its gross profit to reach Rp4.96 trillion by 2024.
- In 2023, the Company's profit before tax was Rp1.64 trillion, or 66% higher than the 2023 RKAP of Rp2.48 trillion. This lower achievement is consistent with income achievement. The Company's profit before tax is expected to reach Rp1.71 trillion in 2024.
- The Company's 2023 profit for the year was Rp1.25 trillion, or 65% higher than the 2023 RKAP, which was Rp1.93 trillion. This lower achievement is consistent with its income achievement. The Company expects its profit for the year to reach Rp1.33 trillion in 2024.
- In 2023, the Company achieved a comprehensive profit for the year of Rp952.81 billion, or 49% higher than the 2023 RKAP, which was Rp1.93 trillion.



dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023			RKAP 2024
	RKAP	Realisasi Realization	Pencapaian Achievement (%)	
Aset Assets	52.140.505	42.003.902	81	48.349.794
Aset Lancar Current Assets	17.898.210	15.595.525	87	22.978.857
Aset Tidak Lancar Non-Current Assets	34.242.295	26.408.377	77	25.370.937
Liabilitas Liabilities	28.835.537	19.340.777	67	23.663.354
Liabilitas Jangka Pendek Short-term Liabilities	13.952.842	5.526.714	37	15.115.995
Liabilitas Jangka Panjang Long-term Liabilities	13.952.842	13.814.063	99	8.547.360
Ekuitas Equity	22.663.125	22.204.003	97	24.686.440

- Jumlah aset yang dicapai Perseroan pada tahun 2023 mencapai Rp42,00 triliun atau 81% jika dibandingkan RKAP 2023 sebesar Rp52,14 triliun. Pencapaian yang lebih optimal tersebut terutama disebabkan oleh penurunan piutang subsidi kepada Pemerintah. Untuk tahun 2024, Perseroan menargetkan jumlah aset mencapai Rp48,35 triliun.
 - Jumlah liabilitas yang dicapai Perseroan pada tahun 2023 mencapai Rp19,34 triliun atau 67% jika dibandingkan RKAP 2023 sebesar Rp28,84 triliun. Pencapaian yang lebih rendah tersebut disebabkan oleh penurunan utang usaha atas pembayaran tagihan yang telah jatuh tempo. Pada tahun 2024, Perseroan menargetkan jumlah liabilitas mencapai Rp23,66 triliun.
 - Jumlah ekuitas yang dicapai Perseroan pada tahun 2023 mencapai Rp22,20 triliun atau 97% jika dibandingkan RKAP 2023 sebesar Rp22,66 triliun. Pencapaian yang lebih rendah tersebut disebabkan menyesuaikan perolehan laba perusahaan tahun 2023. Perseroan menargetkan jumlah ekuitas tahun 2024 mencapai Rp24,69 triliun.
- In 2023, the Company's total assets reached Rp42.00 trillion, representing 81% of the 2023 RKAP of Rp52.14 trillion. This improved performance was primarily due to a decrease in the Government's subsidy receivables. The Company's total assets are expected to reach Rp48.35 trillion by 2024.
 - In 2023, the Company's total liabilities reached Rp19.34 trillion, a 67% increase from the 2023 RKAP of Rp28.84 trillion. This lower achievement was caused by a decrease in trade payables due to the payment of overdue bills. In 2024, the Company expects total liabilities to reach Rp23.66 trillion.
 - The Company's total equity in 2023 was expected to be Rp22.20 trillion, or 97% higher than the 2023 RKAP of Rp22.66 trillion. This lower achievement resulted from adjusting the Company's profit in 2023. The Company's total equity target for 2024 is Rp24.69 trillion.

Perbandingan Target dan Realisasi Laporan Arus Kas Tahun 2023 Serta Proyeksi Tahun 2024 Comparison of Targets and Realization of Cash Flow Reports for 2023, and Projections for 2024

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023			RKAP 2024
	RKAP	Realisasi Realization	Pencapaian Achievement (%)	
Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Operasi Net Cash Flow provided by (used in) Operating Activities	228.551	4.265.930	1,867%	7.169.166
Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Investasi Net Cash Flow provided by (used in) Investing Activities	(1.397.866)	(1.718.280)	123%	(995.794)
Arus Kas Bersih diperoleh dari (digunakan untuk) Aktivitas Pendanaan Net Cash Flow provided by (used in) Financing Activities	2.917.974	(4.195.940)	-144%	(513.175)
Kenaikan (Penurunan) Bersih Kas dan Setara Kas Increase (Decrease) in Net Cash and Cash Equivalents	1.748.659	(1.648.290)	-94%	5.660.198
Efek Perubahan Nilai Kurs pada Kas dan Setara Kas Effects of Changes in Exchange Rate on Cash and Cash Equivalents		(3.299)	-	

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023			RKAP 2024
	RKAP	Realisasi Realization	Pencapaian Achievement (%)	
Kas dan Setara Kas pada Awal Tahun Cash and Cash Equivalents at the Beginning of the Year	1.764.653	3.278.414	186%	1.635.869
Kas dan Setara Kas pada Akhir Tahun Cash and Cash Equivalents at the end of the Year	3.513.311	1.626.825	46%	7.296.067

AKTIVITAS OPERASI

Posisi per 31 Desember 2023, pada arus kas dari aktivitas operasi diperoleh kas sebesar Rp4,27 triliun atau 1.867% dari RKAP 2023 sebesar Rp228,55 miliar. Tercapainya target RKAP 2023 untuk arus kas dari aktivitas operasi disebabkan pada tahun 2023 telah diterimanya pembayaran piutang subsidi atas tagihan kurang bayar tahun 2022 sebesar Rp12 triliun.

AKTIVITAS INVESTASI

Posisi per 31 Desember 2023, digunakan kas sebesar Rp1.72 triliun atau 123% dari RKAP Rp1,40 triliun. Lebih tingginya realisasi disebabkan tingginya pembelian aset tetap sebesar Rp1,22 triliun atau 103% dari RKAP.

AKTIVITAS PENDANAAN

Posisi per 31 Desember 2023 digunakan kas sebesar Rp4,20 miliar atau (144%) dari RKAP Rp2,92 miliar. Rendahnya capaian atas realisasi tersebut disebabkan pembayaran utang yang dilakukan oleh Perseroan.

OPERATING ACTIVITIES

As of December 31, 2023, cash flow from operating activities had generated cash of Rp4.27 trillion, or 1,867% of the 2023 RKAP of Rp228.55 billion. The 2023 RKAP target for cash flow from operating activities was met due to receiving Rp12 trillion in 2023 as payment of subsidy receivables for unpaid bills from 2022.

INVESTING ACTIVITIES

As of December 31, 2023, cash was used in the amount of Rp1.72 trillion, accounting for 123% of the RKAP of Rp1.40 trillion. The higher realization was due to the significant purchase of fixed assets in the amount of Rp1.22 trillion, or 103% of the RKAP.

FINANCING ACTIVITIES

As of December 31, 2023, cash was used in the amount of Rp4.20 billion, or (144%) of the RKAP, which was Rp2.92 billion. The Company's debt payments contributed to the low realization rate.

INFORMASI DAN FAKTA MATERIAL YANG TERJADI **SETELAH TANGGAL** **LAPORAN AKUNTAN**

Material Information and Facts Subsequent to Audit Report

Pada tahun 2023, Perseroan dan Jordan Phosphate Mines Company Plc. (JPMC) memiliki rencana untuk melakukan transaksi konversi pinjaman menjadi penyertaan modal (*Debt to Equity Swap/DES*) dalam PJA dengan nilai masing-masing sebesar USD35.531.683 (nilai penuh) (setara dengan Rp547,76 miliar).

Pada tanggal 14 November 2023, Perseroan dan PJA menandatangani perjanjian rencana transaksi DES.

In 2023, the Company and Jordan Phosphate Mines Company Plc (JPMC) intend to conduct a loan conversion transaction into equity participation (*Debt to Equity Swap/DES*) in PJA valued at USD35,531,683 each (full amount), equivalent to Rp547.76 billion.

On November 14, 2023, the Company and PJA entered into a DES transaction plan agreement.



Pada tanggal 9 Januari 2024, Perseroan telah mendapatkan persetujuan transaksi DES dari PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik sebagai pemegang saham Perseroan. Pada tanggal 19 Maret 2024, PJA telah memperoleh persetujuan atas transaksi DES dari pemegang saham.

Berdasarkan Akta Notaris Laily Asmazatin, S.H.,M.Kn. No. 4 tanggal 25 Maret 2024, pemegang saham PJA menyetujui penerbitan saham baru PJA dan telah dilakukan Penerimaan Pemberitahuan Perubahan Anggaran Dasar oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia melalui surat No. AHU-AH.01.03-0072326 tanggal 26 Maret 2024.

On January 9, 2024, the Company received approval for the DES transaction from PT Pupuk Indonesia (Persero) and the Petrokimia Gresik Foundation, the Company's shareholders. On March 19, 2024, PJA obtained shareholder approval for the DES transaction.

Based on the Deed of Notary Laily Asmazatin, S.H., M.Kn. No. 4 dated March 25, 2024, PJA shareholders approved the issuance of new PJA shares, and the Ministry of Law and Human Rights of the Republic of Indonesia received the Notification of Amendments to the Articles of Association through letter No. AHU-AH.01.03-0072326 dated March 26, 2024.

KONTRIBUSI KEPADA NEGARA

Contribution to the State

Dalam rangka menjaga tingkat kepatuhan perpajakan PG dan membantu negara dalam melakukan pemotongan dan pemungutan pajak dari wajib pajak yang bekerja sama dengan Perseroan. PG memastikan bahwa seluruh proses pemotongan dan pemungutan pajak disetorkan ke negara.

To maintain PG's level of tax compliance and support the state in withholding and collecting taxes from taxpayers in collaboration with the Company, PG makes certain that the entire process of withholding and collecting taxes is deposited with the state.

dalam rupiah | in rupiah

Kewajiban Obligation	Realisasi 2023 2023 Realization	Realisasi 2022 2022 Realization
Bea Masuk Import Duty	3.049.598.000	9.460.542.000
PPh Pasal 21 Income Tax Article 21	285.792.510.647	225.479.753.865
PPh Pasal 22 Income Tax Article 22	106.424.897.128	124.097.784.965
PPh Pasal 23 Income Tax Article 23	78.590.737.741	86.782.942.190
PPh Pasal 25 Income Tax Article 25	318.949.621.206	141.320.650.596
PPh Pasal 26 Income Tax Article 26	514.604.463	689.369.853
PPh Pasal 29 Income Tax Article 29	0	251.077.803.303
PBB Land and Building Tax	12.933.714.647	9.996.679.636
PPN VAT	924.751.481.825	1.134.583.871.575
Dividen Dividend	475.000.000.000	571.866.900.000
Jumlah Total	2.206.007.165.657	2.304.421.244.131

Selama tahun 2023 PG tidak pernah melakukan keterlambatan penyampaian dokumen kewajiban perpajakan (SPT tahunan maupun bulanan), baik PPh karyawan, PPh badan, PPN masa, dan PBB. Serta tidak terdapat keterlambatan penyampaian dokumen kewajiban pada lembaga regulator.

In 2023, PG has never delayed submitting tax liability documents (Annual and Monthly Income Tax Returns), including employee income tax, corporate income tax, monthly VAT, and Land and Building Tax. Furthermore, there are no delays in submitting obligation documents to regulatory agencies.

KEBIJAKAN DIVIDEN

Dividend Policy

PG memiliki kebijakan untuk membayar dividen dengan rata-rata rasio $\pm 30\%$ dari laba tahun berjalan konsolidasi Perseroan, dengan tidak mengabaikan tingkat kesehatan Perseroan dan tanpa mengurangi hak dari rapat umum pemegang saham (RUPS) perseroan untuk menentukan lain dengan anggaran dasar PG.

Faktor-faktor yang menentukan pembagian dividen PG bergantung kepada laba bersih, ketersediaan dana cadangan, persyaratan belanja modal, hasil usaha, dan kas (faktor yang berada di luar kendali Perseroan). Pembayaran dividen kepada pemegang saham dilakukan berdasarkan keputusan RUPS Tahunan PG.

- Tahun buku 2021
Pada Rapat Umum Pemegang Saham PG yang diadakan pada tanggal 30 Juni 2022, para pemegang saham telah menyetujui pembayaran dividen tunai atas kinerja tahun 2023 sejumlah Rp571.867 juta. Dividen tunai tersebut dibayarkan bertahap pada tanggal 25 Juli 2022, 25 Agustus 2022, dan 23 September 2022.
- Tahun buku 2022
Pada Rapat Umum Pemegang Saham PG yang diadakan pada tanggal 8 Juni 2023, para pemegang saham telah menyetujui pembayaran dividen tunai atas kinerja tahun 2023 sejumlah Rp475.000 juta. Dividen tunai tersebut dibayarkan bertahap pada tanggal 3 Juli 2023, 2 Agustus 2023, dan 1 September 2023.

PG has a policy to pay dividends with an average ratio of $\pm 30\%$ of the Company's consolidated current year profit, without neglecting the soundness of the Company and without prejudice to the rights of the Company's general meeting of shareholders (GMS) to determine otherwise with PG's articles of association.

The factors that determine the distribution of PG dividends depend on net profit, availability of reserve funds, capital expenditure requirements, results of operations, and cash (factors that are beyond the control of the Company). Dividend payments to shareholders are made based on the decisions of the PG Annual General Meeting of Shareholders.

- 2021 Financial Year
At the PG General Meeting of Shareholders held on June 30, 2022, shareholders approved the payment of cash dividends for 2023 performance in the amount of Rp571,867 million. The cash dividends were paid in stages on July 25, 2022, August 25, 2022, and September 23, 2022.
- 2022 Financial Year
At the PG General Meeting of Shareholders held on June 8 2023, shareholders approved the payment of cash dividends for 2023 performance in the amount of Rp475,000 million. The cash dividends were paid in stages on July 3, 2023, August 2, 2023, and September 1, 2023.

Uraian Description	Realisasi 2023 2023 Realization	Realisasi 2022 2022 Realization
Jumlah Dividen Dividend Amount (Rp)	475.000	571.867
Dividen per Lembar Saham Dividend per Share Sheet (Rp)	71.970	86.647
Dividen <i>Payout Ratio</i> Dividend Payout Ratio (%)	37,86	17,71
Tanggal Pengumuman Announcement Date	8 Juni 2023 June 8, 2023	30 Juni 2022 June 30, 2022
Tanggal Pembayaran Payment Date		
Tahap I Stage I	3 Juli 2023 July 3, 2023	25 Juli 2022 July 25, 2022
Tahap II Stage II	2 Agustus 2023 August 2, 2023	25 Agustus 2022 August 25, 2022
Tahap III Stage III	1 September 2023 September 1, 2023	23 September 2022 September 23, 2022



PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN DAN/ATAU MANAJEMEN (ESOP/MSOP)

Employee and/or Management Share Ownership Programs (ESOP/MSOP)

Sampai dengan 31 Desember 2023, PG tidak memiliki program kepemilikan saham oleh karyawan dan/atau manajemen yang dilaksanakan perseroan (ESOP/MSOP). Oleh karena itu, PG tidak memiliki informasi mengenai jumlah saham ESOP/MSOP dan realisasinya, jangka waktu, persyaratan karyawan dan/atau manajemen yang berhak dan harga *exercise*.

As of December 31, 2023, PG does not have an employee and/or management share ownership program implemented by the Company (ESOP/MSOP). Therefore, PG does not have information regarding the number of ESOP/MSOP shares and their realization, time period, requirements of eligible employees and/or management, and exercise prices.

REALISASI DANA HASIL PENAWARAN UMUM

Realization of Proceeds from Public Offering

Sampai dengan 31 Desember 2023, PG belum melakukan penawaran umum saham di bursa efek dalam negeri maupun luar negeri sehingga tidak ada informasi mengenai total perolehan dana, rencana penggunaan dana, rincian penggunaan dana, saldo dana, dan tanggal persetujuan RUPS atas perubahan penggunaan dana.

As of December 31, 2023, PG has not made a public offering of shares on domestic or foreign stock exchanges, so there is no information regarding the total acquisition of proceeds, planned use of proceeds, details of the use of proceeds, balance of proceeds, and date of GMS approval for changes in the use of proceeds.

TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN

Material Transactions Involving Conflict of Interest

Sampai dengan 31 Desember 2023, tidak terdapat transaksi yang mengandung benturan kepentingan.

As of December 31, 2023, there were no transactions involving conflicts of interest.

INFORMASI TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN **DAN/ATAU DENGAN** **PIHAK AFILIASI/BERELASI**

Information on Material Transactions Involving Conflicts of Interest and/or with Affiliated/Related Parties

Sepanjang tahun 2023, PG telah melakukan transaksi dengan pihak-pihak berelasi sebagaimana didefinisikan dalam PSAK No. 7 mengenai "Pengungkapan Pihak-Pihak Berelasi." Pihak berelasi adalah orang atau entitas yang terkait dengan entitas pelapor:

1. Orang atau anggota keluarga terdekatnya dikatakan memiliki relasi dengan PG jika orang tersebut:
 - i. Memiliki pengendalian ataupun pengendalian bersama terhadap Perseroan,
 - ii. Memiliki pengaruh signifikan terhadap Perseroan, atau
 - iii. Merupakan personel manajemen kunci dari Perseroan ataupun entitas induk.
2. Sedangkan suatu entitas dikatakan memiliki relasi dengan PG jika memenuhi salah satu dari hal berikut ini:
 - i. Entitas tersebut dan Perseroan adalah anggota dari kelompok usaha yang sama, merupakan entitas asosiasi atau ventura bersama dari Perseroan (atau entitas asosiasi atau ventura bersama tersebut merupakan anggota suatu kelompok usaha di mana Perseroan adalah anggota dari kelompok usaha tersebut).
 - ii. Entitas tersebut dan Perseroan adalah ventura bersama dari pihak ketiga yang sama.
 - iii. Satu entitas yang merupakan ventura bersama dari Perseroan dan entitas lain yang merupakan entitas asosiasi dari Perseroan.
 - iv. Merupakan suatu program imbalan pascakerja untuk imbalan kerja dari Perseroan atau entitas yang terkait dengan Perseroan. Jika Perseroan adalah penyelenggara program tersebut maka entitas sponsor juga berelasi dengan Perseroan.
 - v. Entitas yang dikendalikan atau dikendalikan bersama oleh orang yang diidentifikasi dalam angka (i) di atas.
 - vi. Orang yang diidentifikasi dalam angka (i) memiliki pengaruh signifikan terhadap entitas atau personel manajemen kunci dari entitas tersebut (atau entitas induk dari entitas).
 - vii. Entitas atau anggota dari kelompok yang mana entitas merupakan bagian dari kelompok tersebut, menyediakan jasa personel manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor

Throughout 2023, PG has conducted transactions with related parties as defined in PSAK No. 7 regarding "Related Party Disclosures." Related parties are people or entities related to the reporting entity:

1. The person or closest family member is said to have a relationship with PG if that person:
 - i. Have control or joint control of the Company,
 - ii. Have significant influence on the Company, or
 - iii. Is a key management personnel from the Company or the parent entity.
2. Whereas an entity is said to have a relationship with PG if it fulfills one of the following:
 - i. The entity and the Company are members of the same business group, are associates or joint ventures of the Company (or the associate or joint venture is a member of a business group in which the Company is a member.
 - ii. The entity and the Company are joint ventures of the same third party.
 - iii. One entity is a joint venture of the Company and another entity is an associate of the Company.
 - iv. A post-employment benefit program for employee benefits from the Company or an entity related to the Company. If the Company is the organizer of the program, the sponsoring entity is also related to the Company.
 - v. Entities controlled or jointly controlled by the person identified in (i) above.
 - vi. The person identified in the number (i) has a significant influence on the entity or key management personnel of the entity (or the parent entity of the entity).
 - vii. An entity, or member of a group where the entity is part of the group, provides services to key management personnel for the reporting entity or the parent entity of the reporting entity.



Sifat Hubungan, Nama Pihak, dan Jenis Transaksi dengan Pihak Berelasi Tahun 2023

Nature of Relationship, Name of Parties, and Types of Transactions with Related Parties in 2023

Pihak-pihak yang Berelasi Related Parties	Sifat Hubungan dengan Pihak Berelasi Nature of Relationship with Related Parties	Transaksi Transaction
Pemerintah Republik Indonesia The Government of the Republic of Indonesia	Pemegang saham utama Majority shareholders	Penggantian biaya subsidi Reimbursement of subsidy
<ul style="list-style-type: none"> • PT Bank Mandiri (Persero) Tbk • PT Bank Negara Indonesia (Persero) Tbk • PT Bank Rakyat Indonesia (Persero) Tbk • PT Bank Syariah Indonesia Tbk 	Entitas di bawah kendali Pemerintah Entities controlled by the Government	<ol style="list-style-type: none"> 1. penempatan giro 2. penempatan deposito berjangka yang tidak dibatasi 3. fasilitas <i>non-cash loan</i> 4. fasilitas <i>bill purchasing line</i> 5. fasilitas kredit modal kerja 6. fasilitas <i>supply chain financing</i> 7. fasilitas <i>treasury line</i> <ol style="list-style-type: none"> 1. placement of current accounts, 2. placement of unrestricted time deposits, 3. non cash loan facility, 4. bill purchasing line facility, 5. working capital loans facility, 6. supply chain financing facility, 7. treasury line facility
<ul style="list-style-type: none"> • PT Asuransi Jasa Indonesia • PT Bhanda Ghara Reksa (Persero) • PT Indonesia Asahan Aluminium (Persero) • PT Iglas (Persero) • PT Semen Indonesia (Persero) Tbk • PT Semen Tonasa • PT Semen Padang • PT Pertamina Gas • PT Jasa Prima Logistik • PT Perkebunan Nusantara (Persero) dan entitas anak and subsidiaries • PT Perusahaan Perdagangan Indonesia (Persero) • PT Barata Indonesia (Persero) • PT Perum Perhutani (Persero) • PT Perusahaan Gas Negara Tbk • PT Pertamina Hulu Energi West Madura Offshore • PT Pertamina Patra Niaga • PT Nindya Karya (Persero) • PT Telkom Indonesia (Persero) Tbk • PT Perusahaan Listrik Negara (Persero) • PT Asuransi Jiwa IFG • PT BNI Life Insurance • PT Sang Hyang Seri • PT Rajawali Nusindo 	Entitas di bawah kendali Pemerintah Entities controlled by the Government	<ol style="list-style-type: none"> 1. penjualan pupuk subsidi 2. penjualan pupuk non-subsidi 3. penjualan jasa 4. penjualan produk non-pupuk 5. pembelian bahan baku 6. sewa 7. pemakaian listrik 8. jasa pengangkutan gas dan penempatan aset program <ol style="list-style-type: none"> 1. sales of subsidized fertilizers 2. sales of non-subsidized fertilizers 3. sales of services 4. sales of non-fertilizer products 5. purchase of raw materials 6. rents 7. electricity usage 8. gas transportation and placement of program assets
<ul style="list-style-type: none"> • PT Pupuk Indonesia (Persero) • Yayasan Petrokimia Gresik 	Pemegang saham Shareholders	Dividen, penjualan, dan penempatan aset program Dividend, sales, and placement of program assets
<ul style="list-style-type: none"> • PT Pupuk Kalimantan Timur • PT Pupuk Kujang Cikampek pembelian • PT Pupuk Iskandar Muda • PT Pupuk Sriwidjaja Palembang • PT Pupuk Indonesia Utilitas • PT Pupuk Indonesia Pangan • PT Pupuk Indonesia Niaga • PT Rekayasa Industri • PT Sigma Utama 	Entitas sepengendalian Entities under common control	<ol style="list-style-type: none"> 1. penjualan pupuk non subsidi 2. penjualan non pupuk 3. sewa 4. biaya bersama dan non bahan baku 5. jasa konstruksi <ol style="list-style-type: none"> 1. sales of non-subsidized fertilizer 2. sales of non-fertilizer 3. rents 4. sharing costs and purchase of non-raw materials 5. construction service

Pihak-pihak yang Berelasi Related Parties	Sifat Hubungan dengan Pihak Berelasi Nature of Relationship with Related Parties	Transaksi Transaction
<ul style="list-style-type: none"> • PT Aneka Jasa Grhadika • PT Petrocentral • PT Gresik Cipta Sejahtera • PT Petronika • PT Petrokopindo Cipta Selaras • PT Kawasan Industri Gresik • PT Graha Sarana Gresik • PT Petro Graha Medika • PT Petro Karya Mandiri • PT Fokus Jasa Mitra • PT Yasida Makmur Abadi • Koperasi Karyawan Keluarga Besar Petrokimia Gresik (K3PG) 	Entitas afiliasi Affiliated entities	<ol style="list-style-type: none"> 1. penjualan pupuk non subsidi 2. penjualan non pupuk 3. sewa dan pembelian non bahan baku <ol style="list-style-type: none"> 1. sales of non-subsidized fertilizer 2. sales of non-fertilizer 3. rents and purchase of non-raw materials
PJA	Ventura bersama Joint ventures	Penjualan non pupuk dan pembelian bahan baku Sales of non-fertilizer and purchase of raw materials
Dewan Komisaris dan Direksi Board of Commissioners and Board of Directors	Personel manajemen kunci Key management personnel	Kompensasi dan remunerasi Compensation and remuneration

PENJELASAN MENGENAI KEWAJARAN DAN ALASAN DILAKUKANNYA TRANSAKSI DENGAN PIHAK BERELASI

Seluruh transaksi dengan pihak berelasi di tahun 2023 dan 2022 merupakan transaksi yang wajar yang tercerminkan dari persentase aset, liabilitas, penjualan, dan beban pokok penjualan terkait transaksi dengan pihak berelasi bila dibandingkan dengan jumlah keseluruhannya tidak memberikan dampak yang signifikan.

Manajemen menganalisis bahwa seluruh transaksi dengan pihak berelasi diperlukan guna mendukung kelancaran kegiatan operasional PG yang dapat mendorong kinerja finansial pada tahun buku 2023 dan 2022.

Selain berdasarkan persentase dari jumlah aset, liabilitas, penjualan, dan beban pokok penjualan, Perseroan memiliki kebijakan terkait mekanisme *review* atas transaksi dengan pihak berelasi, sebagai berikut:

DESCRIPTION OF THE FAIRNESS AND REASONS FOR TRANSACTIONS WITH RELATED PARTIES

All transactions with related parties in 2023 and 2022 are fair transactions, as reflected in the percentage of assets, liabilities, sales, and cost of goods sold related to transactions with related parties when compared to the total amount, they do not have a significant impact.

Management believes that all transactions with related parties are required to ensure the smooth operation of PG's operational activities, which can drive financial performance in the financial years 2023 and 2022.

Apart from being based on a percentage of the total assets, liabilities, sales and cost of goods sold, the Company has policies regarding the review mechanism for transactions with related parties, which are as follows:



Informasi dan Fakta Material yang Terjadi Setelah Tanggal Laporan Akuntan Material Information and Facts Subsequent to the Date of Accountant Report

Proses Tindak Lanjut terhadap Pihak Berelasi (Mitra/Pemasok) yang Memiliki Kinerja Buruk Follow-up Process for Related Parties (Partners/Suppliers) with Poor Performance

INPUT - PROSES - OUTPUT | INPUT - PROCESS - OUTPUT

INPUT:

1. Hasil dari Penilaian Kinerja Rekanan
2. Tindakan dari rekanan yang wanprestasi
3. Prosedur Penilaian Kinerja Rekanan (PR.02.0102)

INPUT:

1. Results of the Partnership Performance Assessment
2. Actions from an under performing partner
3. Partnership Performance Assessment Procedure (PR.02.0102)

PROSES UTAMA

Proses perhitungan akumulasi poin dari tiap rekanan pada akhir semester

MAIN PROCESS

The calculation process of point accumulation for each partner at the end of every semester.

OUTPUT:

Surat teguran terhadap rekanan yang wanprestasi. Rekanan dihukum sesuai dengan kriteria wanprestasi yang dilakukan (tidak diberi undangan, *postpone*, *blacklist*).

OUTPUT:

Warning letter to an underperforming partner. The partner is punished based on the low performance criteria committed (exclusion from invitation, postponement, blacklisting).

PROSES UTAMA:

Melakukan penilaian kinerja rekanan untuk tiap tindakan Rekanan yang dilakukan pada proses bisnis di Departemen Pengadaan, penilaian dilakukan pada *form* yang sesuai dengan Prosedur Penilaian Kinerja Rekanan (PR.02.0102)

MAIN PROCESS:

Performing partnership performance assessments for every act of the partner in the business processes at the Procurement Department. Assessment is carried out using the form pursuant to the Partnership Performance Assessment Procedure (PR.02.0102)

PROSES UTAMA:

- Mengirimkan surat peringatan/teguran. Di mana rekanan melanggar yang sesuai tertera pada Prosedur Penilaian Kinerja Rekanan. (PR.02.0102)
- Mengirimkan surat teguran hukuman sesuai dengan akumulasi nilai yang diperoleh tiap rekanan pada akhir semester.

MAIN PROCESS:

- Delivering a warning letter in the case of a violation by the partner pursuant to the Partnership Performance Assessment Procedure. (PR-02-0102).
- Delivering a punishment warning letter according to the score accumulation achieved by each partner at the end of every semester.

PROSES UTAMA:

Jika rekanan melanggar dengan berat, maka rekanan dapat di-*blacklist* atau tidak diundang selama 6 (enam) bulan sesuai dengan pelanggaran yang dilakukan oleh rekanan.

MAIN PROCESS:

If the partner violates seriously, the partner could be blacklisted or not invited for 6 (six) months based on the violation made by the partner.

UKURAN | MEASUREMENT

UKURAN INPUT:

Poin-poin yang diperoleh oleh rekanan

INPUT MEASUREMENT:

Points earned by the Partner

UKURAN PROSES:

Software penilaian kinerja rekanan

MEASUREMENT PROCESS:

Partnership performance assessment software

UKURAN OUTPUT

1. Surat teguran diberi pengurangan nilai sesuai dengan wanprestasi.
2. Surat teguran diberi kartu kuning.

OUTPUT MEASUREMENT:

1. Warning letter. Given a score reduction based on the low performance.
2. Warning letter. Given a yellow card.

Proses Tindak Lanjut terhadap Pihak Berelasi (Mitra/Pemasok) yang Memiliki Kinerja Buruk
Follow-up Process for Related Parties (Partners/Suppliers) with Poor Performance

BUKTI | EVIDENT

EVIDENT APPROACH:

Prosedur Penilaian Kinerja Rekanan (PR.02.0102)

EVIDENT APPROACH:

Partnership Performance Assessment Procedure (PR.02.0102)

EVIDENT LEARNING:

Rekanan tidak diberi hukuman

EVIDENCE LEARNING:

Partner is not punished

EVIDENT INTEGRATION:

Rekanan akan mendapatkan umpan balik dari hukuman tersebut

Evident INTEGRATION:

The Partner will get feedback from the punishment

REALISASI TRANSAKSI PADA PERIODE TAHUN BUKU 2022-2023

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut:

TRANSACTION REALIZATION IN THE 2022-2023 FISCAL YEAR PERIOD

Significant transactions with related parties are as follows:

Piutang Usaha (Catatan 5)
Trade Receivables (Note 5)

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
Petro Jordan Abadi (PJA)	559.725	511.088
PT Gresik Cipta Sejahtera	78.990	77.734
PT Yasida Makmur Abadi	45.278	27.673
PT Pupuk Sriwidjaja Palembang	45.264	3.176
PT Semen Tonasa	16.674	13.305
PT Pupuk Indonesia Utilitas	15.496	1.046
PT Rajawali Nusindo	15.206	525
PT Petrocentral	14.375	20.471
PT Indonesia Asahan Alumunium (Persero)	12.323	25.744
PT Pupuk Indonesia Niaga	7.911	750
PT Petrokopindo Cipta Selaras	7.029	49
PT Semen Indonesia (Persero) Tbk	5.746	6.826
PT Pertamina Gas	5.636	
PT Sang Hyang Seri	5.258	6.391
PT Pupuk Iskandar Muda	1.137	322.258
Lain-lain (masing-masing di bawah Rp5.000) Others (each below Rp5,000)	40.033	84.691
Jumlah Total	876.081	1.101.727
Provisi Penurunan Nilai Provision for impairment	(173.850)	(180.036)
Jumlah-Bersih Total-Net	702.231	921.691
Persentase terhadap Jumlah Aset Percentage to Total Assets	1,67%	1,69%

Piutang Lain-lain
Other Receivables

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
Petro Jordan Abadi (PJA)	-	40.000
Persentase terhadap Jumlah Aset Percentage to Total Assets	-	0,07%



Aset Keuangan Lancar Lainnya Other Current Financial Assets

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Asuransi Jiwa IFG	-	157.458
Persentase terhadap Jumlah Aset Percentage to Total Assets	-	0,29%

Piutang Subsidi (Catatan 6a) Subsidi Receivables (Note 6a)

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
Pemerintah Republik Indonesia The Government of the Republic of Indonesia	5.939.497	12.463.332
Persentase terhadap Jumlah Aset Percentage to Total Assets	14,14%	22,83%

Aset Imbalan Kerja (Catatan 18b) Employee Benefits Assets (Note 18b)

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Asuransi Jiwa IFG	61.716	24.687
Yayasan Petrokimia Gresik	37.789	55.166
PT BNI Life Insurance	532	296.626
Jumlah Total	100.037	376.479
Persentase terhadap Jumlah Aset Percentage to Total Assets	0,18%	0,69%

Utang Usaha (Catatan 11) Trade Payables (Note 11)

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Pupuk Kalimantan Timur	86.663	13.727
PT Pupuk Sriwidjaja Palembang	36.527	112.961
PT Pupuk Indonesia (Persero)	24.653	62.122
K3PG	21.665	9.330
PT Pupuk Indonesia Utilitas	15.058	21.833
PT Graha Sarana Gresik	12.608	13.932
PT Nindya Karya (Persero)	9.851	10.539
PT Aneka Jasa Grhadika	6.889	28.225
PT Gresik Graha Wisata	6.412	6.345
Petro Jordan Abadi (PJA)	3.740	787.592
PT Pupuk Iskandar Muda	862	142.155
PT Pertamina Gas	-	157.915
Lain-lain (masing-masing di bawah Rp5.000) Others (each below Rp5,000)	22.139	82.553
Jumlah Total	247.067	1.449.229
Persentase terhadap Jumlah Aset Percentage to Total Assets	0,59%	2,65%

Akrual Biaya Bersama Shared Accrued Expenses

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Pupuk Indonesia (Persero)	73.939	6.098
PT Pupuk Kalimantan Timur	1.061	712
PT Pupuk Sriwidjaja Palembang	3.429	711
PT Pupuk Kujang Cikampek	1.431	571
PT Pupuk Iskandar Muda	778	445
Jumlah Total	80.638	8.537
Persentase terhadap Jumlah Aset Percentage to Total Assets	0,19%	0,02%

Liabilitas Sewa Pembiayaan Financing Lease Liabilities

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Pupuk Indonesia Utilitas	1.083.118	1.757.154
PT Graha Sarana Gresik	16.266	25.678
PT Petrokopindo Cipta Selaras	12.919	13.252
Yayasan Petrokimia Gresik	4.803	12.309
PT Barata Indonesia (Persero)	1.234	2.187
Jumlah Total	1.118.340	1.810.580
Persentase terhadap Jumlah Aset Percentage to Total Assets	2,66%	3,32%

Penjualan (Catatan 20) Sales (Note 20)

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
Pemerintah Republik Indonesia The Government of the Republic of Indonesia	17.497.720	22.850.066
PT Gresik Cipta Sejahtera	417.257	535.088
PT Pupuk Iskandar Muda	79.602	348.375
PT Petro Jordan Abadi (PJA)	160.476	268.194
K3PG	96.577	232.254
PT Pupuk Indonesia Niaga	408.459	200.021
PT Perusahaan Perdagangan Indonesia (Persero)	157.890	181.906
PT Sang Hyang Seri	139.423	161.242
PT Pupuk Sriwidjaya Palembang	248.830	78.569
PT Indonesia Asahan ALuminium (Persero)	98.189	62.354
PT Petro Karya Mandiri	94.625	235
PT Yasida Makmur Abadi	83.126	69.377
Lain-lain (di bawah Rp75.000) Others (below Rp75,000)	410.172	191.222
Jumlah Total	19.892.346	25.178.903
Persentase terhadap Jumlah Aset Percentage to Total Assets	47,36%	46,13%



Pembelian Purchase

dalam jutaan rupiah, kecuali disebutkan lain | in million rupiah, unless otherwise stated

Uraian Description	2023	2022
PT Petro Jordan Abadi	2.961.167	4.182.001
PT Pupuk Kalimantan Timur	522.207	1.913.886
PT Pupuk Sriwidjaya Palembang	352.436	805.131
PT Petrokopindo Cipta Selaras	405.417	392.886
PT Fokus Jasa Mitra	406.895	386.819
PT Pupuk Iskandar Muda	57.124	267.615
PT Graha Sarana Gresik	201.607	246.545
PT Aneka Jasa Grahadika	312.932	234.896
PT Pupuk Indonesia Utilitas	225.276	215.141
PT Bhanda Ghara Rekxa (Persero)	131.191	164.509
PT Perusahaan Listrik Negara (Persero)	120.834	137.801
K3PG	209.145	135.456
PT Gresik Cipta Sejahtera	159.429	126.628
PT Pupuk Indonesia Niaga	11.207	81.345
PT Jasa Prima Logistik	17.393	28.406
PT Nindya Karya	146.918	19.075
PT Perkebunan Nusantara (Persero) dan entitas anak	13.434	13.203
PT Yasida Makmur Abadi	11.879	112.358
Perum Jasa Tirta	10.624	46.066
Lain-lain (di bawah Rp10.000) Others (below Rp10,000)	41.327	47.012
Jumlah Total	6.318.442	9.556.779
Persentase terhadap Jumlah Aset Percentage to Total Assets	15,04%	17,51%

Dewan Komisaris dan Direksi PG merupakan personel manajemen kunci. Remunerasi untuk Dewan Komisaris dan PG Grup untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2023 dan 2022, adalah sebagai berikut:

PG's Board of Commissioners and Board of Directors are key management personnel. Remuneration for the Board of Commissioners and PG Group for the years ended December 31, 2023, and 2022 are as follows:

dalam jutaan rupiah | in million rupiah

Uraian Description	2023	2022
Perusahaan Company	81.568	81.436
Entitas Anak Subsidiary Entities	3.696	8.352
Jumlah Total	85.264	89.788

KEBIJAKAN PERSEROAN TERKAIT MEKANISME *REVIEW* ATAS TRANSAKSI

Company Policy Related to Transaction Review Mechanism

Mekanisme *review* atas transaksi dengan pihak berelasi melalui proses audit baik yang dilakukan oleh auditor internal maupun auditor eksternal. Sebagai upaya untuk memastikan tingkat kewajaran transaksi dan kesesuaian dengan standar akuntansi yang berlaku umum di Indonesia, laporan transaksi afiliasi di atas telah diaudit oleh Auditor.

The review mechanism for transactions with related parties is through an audit process carried out by both internal auditors and external auditors. As an effort to ensure the level of fairness of transactions and compliance with generally accepted accounting standards in Indonesia, the affiliated transaction reports above have been audited by the Auditor.

Perubahan Peraturan Perundang-Undangan yang Berpengaruh terhadap Perseroan Changes in Law and Regulations That Impact the Company

No.	Peraturan Perundang-undangan Laws and Regulations	Penjelasan atas Peraturan dan/atau Perundang-undangan yang Dilakukan Explanation of the Implemented Laws and/or Regulations	Dampak terhadap PT Petrokimia Gresik Impact on PT Petrokimia Gresik
1	Peraturan Menteri Badan Usaha Milik Negara No. PER-1/MBU/03/2023 tahun 2023 Regulation of the Minister of State-Owned Enterprises No. PER-1/MBU/03/2023 of 2023	Peraturan ini mengatur tentang ketentuan umum, penugasan khusus, program tanggung jawab sosial dan lingkungan BUMN, ketentuan lain-lain, ketentuan peralihan, dan ketentuan penutup. This regulation governs general provisions, special assignments, social and environmental responsibility programs for SOE, other provisions, transitional provisions, and closing provisions.	Penyesuaian peraturan internal Perseroan yang terkait meliputi kewajiban menyusun, menetapkan SOP, dan bertanggung jawab penuh dalam pelaksanaan program TJSL. Adjustments to the related internal the Company regulations include the obligation to prepare, determine SOPs, and accept full responsibility for implementing the TJSL program.
2	Peraturan Menteri Badan Usaha Milik Negara No. PER-2/MBU/03/2023 tahun 2023 Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 of 2023	Peraturan ini mengatur tentang ketentuan umum, prinsip tata kelola BUMN, penerapan manajemen risiko BUMN, penilaian tingkat kesehatan BUMN, perencanaan strategis BUMN, pedoman kegiatan korporasi signifikan BUMN, penyelenggaraan teknologi informasi BUMN, pelaporan, ketentuan lain-lain, ketentuan peralihan, dan ketentuan penutup. This regulation governs general provisions, principles of governance of SOE, implementation of risk management for SOE, assessment of the soundness level of SOE, strategic planning of SOE, guidelines for significant corporate activities of SOE, implementation of information technology SOEs, reporting, other provisions, transition provisions, and closing provisions.	Penyesuaian peraturan internal Perseroan yang terkait meliputi kewajiban menerapkan prinsip Tata Kelola Perusahaan yang Baik, Manajemen Risiko secara efektif, dan menetapkan Sistem Pengendalian Internal yang efektif untuk mengamankan investasi dan aset Perseroan, serta publikasi Laporan Tahunan. Adjustments to the related internal Company regulations include the obligation to implement the principles of Good Corporate Governance, effective Risk Management, and establishing an effective Internal Control System to safeguard the Company's investments and assets, as well as the publication of the Annual Report.



No.	Peraturan Perundang-undangan Laws and Regulations	Penjelasan atas Peraturan dan/atau Perundang-undangan yang Dilakukan Explanation of the Implemented Laws and/or Regulations	Dampak terhadap PT Petrokimia Gresik Impact on PT Petrokimia Gresik
3	<p>Peraturan Menteri Badan Usaha Milik Negara No. PER-3/MBU/03/2023 tahun 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara</p> <p>In accordance with the Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 Year 2023 on Organs and Human Resources of State-Owned Enterprises</p>	<p>Peraturan ini mengatur tentang syarat anggota Direksi dan Dewan Komisaris/Dewan Pengawas BUMN dan Anak Perusahaan; manajemen Talenta Direksi BUMN; tata cara pengangkatan anggota Direksi dan Dewan Komisaris/Dewan Pengawas BUMN; tata cara pengangkatan anggota Direksi dan Dewan Komisaris Anak Perusahaan; tata cara pemberhentian anggota Direksi dan Dewan Komisaris/Dewan Pengawas BUMN dan Anak Perusahaan; Penghasilan anggota Direksi dan Dewan Komisaris/Dewan Pengawas BUMN; serta Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN.</p> <p>This regulation governs the requirements for members of the Board of Directors and Board of Commissioners/Supervisory Board of SOEs and Subsidiaries; talent management of SOEs Board of Directors; procedures for appointing members of the Board of Directors and Board of Commissioners/Supervisory Board of SOEs; procedures for appointing members of the Board of Directors and Board of Commissioners of Subsidiaries; and procedures for dismissing members of the Board of Directors and Board of Commissioners/Supervisory Board of SOEs and Subsidiaries; Income of members of the Board of Directors and Board of Commissioners/Supervisory Board of SOEs; and Supporting Organs for the Board of Commissioners/SOEs Supervisory Board.</p>	<p>Penyesuaian peraturan internal Perseroan yang terkait meliputi persyaratan pengangkatan, pemberian penghasilan, dan fasilitas anggota Direksi dengan mengacu kepada Permen BUMN tentang Organ dan SDM BUMN.</p> <p>Adjustments to the related internal Company regulations include requirements for appointment, income, and facilities for members of the Board of Directors in accordance with the SOE Ministerial Regulation on SOE Organs and Human Resources.</p>
4	<p>Peraturan Presiden Republik Indonesia No. 47 tahun 2023 tentang Strategi Keamanan Siber Nasional dan Manajemen Krisis Siber</p> <p>Presidential Regulation of the Republic of Indonesia No. 47 of 2023 concerning National Cyber Security Strategy and Cyber Crisis Management</p>	<p>Peraturan ini mengatur tentang strategi keamanan siber nasional dan rencana aksi nasional keamanan siber.</p> <p>This regulation governs the national cyber security strategy and the national cyber security action plan.</p>	<p>Penyesuaian pada ketentuan internal Perseroan dalam rangka meningkatkan keamanan siber Perseroan.</p> <p>Adjustments to the Company's internal regulations to enhance cyber security.</p>

PERUBAHAN KEBIJAKAN AKUNTANSI

Changes in Accounting Policy

IKHTISAR KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN

Penerapan dari amendemen yang relevan dan berlaku efektif sejak tanggal 1 Januari 2023 yang tidak menyebabkan perubahan signifikan atas kebijakan akuntansi entitas dan tidak memiliki dampak material terhadap jumlah yang dilaporkan di tahun berjalan atau tahun sebelumnya:

- Amendemen PSAK 1: Penyajian Laporan Keuangan-Pengungkapan Kebijakan Akuntansi;
- Amendemen PSAK 16: Aset Tetap tentang Hasil Sebelum Penggunaan yang Diintensikan;

OVERVIEW OF SIGNIFICANT ACCOUNTING POLICIES

Implementation of the relevant amendments, effective January 1, 2023, which do not result in significant changes to the entity's accounting policies and have no material impact on the amounts reported in the current or prior year:

- Amendment to PSAK 1: Presentation of Financial Statements–Disclosure of Accounting Policies;
- Amendment to PSAK 16: Fixed Assets regarding Proceeds Before Intended Use;

- Amendemen PSAK 25: Kebijakan Akuntansi, Perubahan Estimasi Akuntansi, dan Kesalahan-Definisi Estimasi Akuntansi; dan
- Amendemen PSAK 46: Pajak Penghasilan-Pajak Tanggahan terkait Aset dan Liabilitas yang Timbul dari Transaksi Tunggal.

Amendemen yang telah diterbitkan, tetapi berlaku efektif untuk tahun buku yang dimulai pada atau setelah 1 Januari 2024, tetapi penerapan dini diperkenankan, adalah sebagai berikut:

- Amendemen PSAK 1: Penyajian Laporan Keuangan–Klasifikasi Liabilitas Lancar atau Tidak Lancar;
- Amendemen PSAK 1: Penyajian Laporan Keuangan–Liabilitas Jangka Panjang dengan Kovenan;
- Amendemen PSAK 73: Sewa tentang Jual dan Sewa Balik;
- Amendemen PSAK 46: Pajak Penghasilan–Reformasi Pajak Internasional Ketentuan Model Pilar Dua;
- Amendemen PSAK 2: Laporan Arus Kas dan amendemen PSAK 60: Instrumen Keuangan: Pengungkapan–Pengaturan Pembiayaan Pemasok; dan
- Amendemen PSAK 10: Pengaruh Perubahan Kurs Valuta Asing–Kekurangan Ketertukaran.

Standar baru yang telah diterbitkan, tetapi berlaku efektif untuk tahun buku yang dimulai pada atau setelah 1 Januari 2025, tetapi penerapan dini diperkenankan, adalah sebagai berikut:

- PSAK 74: Kontrak Asuransi
Pada tanggal penerbitan laporan keuangan konsolidasian ini, Grup sedang mempelajari dampak yang mungkin timbul dari penerapan standar baru dan amendemen terhadap laporan keuangan konsolidasian Grup. Mulai tanggal 1 Januari 2024, referensi terhadap masing-masing PSAK dan ISAK akan diubah sesuai dengan penerbitan oleh Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia.

INFORMASI KEUANGAN YANG MENGANDUNG KEJADIAN YANG BERSIFAT LUAR BIASA DAN JARANG TERJADI/PERUBAHAN KEBIJAKAN AKUNTANSI

Pada tahun 2023, Perseroan dan Jordan Phosphate Mines Company Plc. (JPMC) memiliki rencana untuk melakukan transaksi konversi pinjaman menjadi penyertaan modal (*Debt to Equity Swap/DES*) dalam PJA dengan nilai masing-masing sebesar USD35.531.683 (nilai penuh) (setara dengan Rp547,766 miliar).

Pada tanggal 14 November 2023, Perseroan dan PJA menandatangani perjanjian rencana transaksi DES.

- Amendment to PSAK 25: Accounting Policies, Changes in Accounting Estimates and Errors–Definition of Accounting Estimates; and
- Amendment to PSAK 46: Income Tax–Deferred Tax related to Assets and Liabilities arising from a single transaction.

Amendments that have been issued but are effective for financial years beginning on or after January 1, 2024, but early adoption is permitted, are as follows:

- Amendment to PSAK 1: Presentation of Financial Statements–Classification of Current or Non-Current Liabilities;
- Amendment to PSAK 1: Presentation of Financial Statements–Long-Term Liabilities with the Covenant;
- Amendment to PSAK 73: Leases regarding Sale and Leaseback;
- Amendment to PSAK 46: Income Tax–International Tax Reform - Pillar Two Model Rule;
- Amendments to PSAK 2: Cash Flow Statements, and amendments to PSAK 60: Financial Instruments: Disclosures - Supplier Finance Arrangements; and
- Amendment to PSAK 10: The impact of Changes in Foreign Exchange Rates–Lack of Exchangeability.

New standards that have been published but are effective for financial years beginning on or after January 1, 2025, but early adoption is permitted are as follows:

- PSAK 74: Insurance Contracts
As of the date of publication of these consolidated financial statements, the Group is assessing the potential impact of new standards and amendments to the Group's consolidated financial statements. Starting January 1, 2024, references to each PSAK and ISAK will be updated in accordance with the Financial Accounting Standards Board of the Indonesian Institute of Accountants.

FINANCIAL INFORMATION CONTAINING EXTRAORDINARY AND RARE EVENTS/ ACCOUNTING POLICY CHANGES

In 2023, the Company and Jordan Phosphate Mines Company Plc. (JPMC) intend to conduct a loan conversion transaction into equity participation (*Debt to Equity Swap/DES*) in PJA valued at USD35,531,683 each (full amount), equivalent to Rp547,766 billion.

On November 14, 2023, the Company and PJA entered into a DES transaction plan agreement.



Pada tanggal 9 Januari 2024, Perseroan telah mendapatkan persetujuan transaksi DES dari PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik sebagai pemegang saham Perseroan. Pada tanggal 19 Maret 2024, PJA telah memperoleh persetujuan atas transaksi DES dari pemegang saham.

Berdasarkan Akta Notaris Laily Asmazatin, S.H., M.Kn. No. 4 tanggal 25 Maret 2024, pemegang saham PJA menyetujui penerbitan saham baru PJA dan telah dilakukan Penerimaan Pemberitahuan Perubahan Anggaran Dasar oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia melalui surat No. AHU-AH.01.03-0072326 tanggal 26 Maret 2024.

On January 9, 2024, the Company received approval for the DES transaction from PT Pupuk Indonesia (Persero) and the Petrokimia Gresik Foundation, the Company's shareholders. On March 19, 2024, PJA obtained shareholder approval for the DES transaction.

Based on the Deed of Notary Laily Asmazatin, S.H., M.Kn. No. 4 dated March 25, 2024, PJA shareholders approved the issuance of new PJA shares, and the Ministry of Law and Human Rights of the Republic of Indonesia received the Notification of Amendments to the Articles of Association through letter No. AHU-AH.01.03-0072326 dated March 26, 2024.

INFORMASI KELANGSUNGAN USAHA

Information on Business Continuity

HAL-HAL YANG BERPOTENSI BERPENGARUH TERHADAP KELANGSUNGAN USAHA

Mengacu pada perkembangan tahun buku 2023, terdapat sejumlah isu yang berpotensi memengaruhi kinerja Perusahaan diantaranya adalah:

1. Ketegangan geopolitik antara Rusia dan Ukraina yang berdampak terhadap ketersediaan dan harga bahan baku pupuk secara global.
2. Konflik di Gaza antara Israel dan Hamas yang memicu serangan kapal kargo sehingga menimbulkan gangguan signifikan terhadap rantai pasok global. Situasi ini meningkatkan biaya logistik karena perlu adanya rute alternatif yang mungkin lebih panjang.
3. Fenomena iklim El Nino menyebabkan perubahan cuaca ekstrem yang memengaruhi pertanian global, termasuk Indonesia. Kekeringan dan perubahan pola hujan mengganggu musim tanam, mengurangi hasil panen, dan meningkatkan risiko kegagalan panen.

ASESMEN MANAJEMEN UNTUK MENGELOLA POTENSI YANG BERPENGARUH SIGNIFIKAN TERHADAP KELANGSUNGAN USAHA

Dengan mempertimbangkan kondisi saat ini serta isu strategis yang berkembang, maka PG melakukan beberapa analisis berdasarkan kondisi internal dan eksternal Perseroan, lingkungan industri, dan lingkungan bisnis makro. Adapun analisis yang digunakan, yaitu analisis Porter's Five Forces, analisis PESTLE dengan mempertimbangkan faktor eksternal Perseroan meliputi bidang politik, ekonomi, sosial, teknologi, lingkungan, RJPP, serta analisis SWOT.

Dengan analisis PESTLE diperoleh hasil sebagai berikut:

1. *Political*
Terdapat kebijakan Pemerintah terkait penambahan kuota pupuk subsidi.

THINGS THAT POTENTIALLY AFFECTED THE BUSINESS CONTINUITY

Referring to developments in the 2023 fiscal year, there are a number of issues that have the potential to affect the Company's performance, including:

1. Geopolitical tensions between Russia and Ukraine affect the global availability and prices of fertilizer raw materials.
2. The conflict in Gaza between Israel and Hamas led to attacks on cargo ships, disrupting global supply chains. This situation raises logistics costs due to the need for alternative routes, which may be longer.
3. The El Nino climate phenomenon causes extreme weather changes that impact global agriculture, including Indonesia. Drought and changes in rainfall patterns disrupt the growing season, lowering crop yields and increasing the risk of crop failure

MANAGEMENT ASSESSMENT FOR MANAGING POTENTIAL SIGNIFICANT IMPACTS ON BUSINESS CONTINUITY

Taking into account the current conditions and developing strategic issues, PG conducted several analyses based on the Company's internal and external conditions, the industrial Environment, and the macro business environment. The analysis used is Porter's Five Forces analysis, PESTEL analysis taking into account the Company's external factors covering the political, economic, social, technological, environmental, and RJPP fields, as well as SWOT analysis.

With the PESTLE analysis, the following results were achieved:

1. *Political*
There is a government policy to increase the subsidized fertilizer quota.

2. *Economic*

Asumsi yang digunakan APBN 2024 untuk pertumbuhan ekonomi Indonesia sebesar 5,2%, inflasi sebesar 2,8%, dan kurs Rp15.000/USD.

3. *Social*

Berdasarkan Hasil Pencacahan Lengkap Sensus Pertanian 2023, Tahap I, jumlah petani di Indonesia turun 7,45% atau 2,4 juta petani dalam periode 10 tahun terakhir, dari 31,7 juta di tahun 2013 menjadi 29 juta di tahun 2023. Sedangkan jumlah petani milenial yang berumur 19–39 tahun hanya 21,93% atau 6,2 juta dari total petani di Indonesia.

4. *Technological*

Perlunya pemanfaatan teknologi budi daya pertanian.

5. *Legal*

Terbitnya kebijakan dan pengaturan impor baru yang memengaruhi izin impor Perseroan.

6. *Environment*

Mendukung program *Net Zero Emmission* yang dicanangkan oleh Pemerintah.

Berdasarkan analisis SWOT, hal-hal yang memengaruhi kinerja Perseroan dari sisi eksternal, yaitu peluang dan ancaman, serta sisi internal, yaitu kekuatan dan kelemahan yang dihadapi Perseroan, antara lain:

Strength (Kekuatan)

1. Memiliki jaringan pemasaran, distribusi, dan penjualan (gudang penyangga, distributor, anak perusahaan, dan kios binaan) yang tersebar di seluruh wilayah Indonesia serta tersedia baik *online* maupun *offline*.
2. Sentralisasi proses bisnis bersama PI Grup dalam bidang pemasaran dan distribusi, teknologi informasi, pengadaan, riset dan pengembangan, serta SDM untuk efektivitas dan efisiensi proses bisnis dan pengambilan keputusan strategis.
3. Memiliki unit produksi pupuk yang paling lengkap, berkapasitas besar dengan produk yang bervariasi, serta utilitas pendukung terintegrasi.
4. Sistem IT sudah terintegrasi dengan PI dan anak perusahaan PI lainnya, serta pengembangan sistem TI yang terpadu melalui digitalisasi bisnis Perseroan baik dalam proses produksi, logistik dan *supply chain*, pemasaran, dan *supporting* lainnya.
5. Memiliki sarana pelabuhan yang dapat menunjang kelancaran impor dan ekspor, fasilitas bongkar muat dengan *loading/unloading rate* tinggi, dan gudang penyimpanan bahan baku memadai.
6. Komitmen manajemen yang kuat akan pentingnya K3, mutu, energi, pelestarian lingkungan, pemberdayaan masyarakat sekitar, serta *risk & compliance* dalam bentuk sistem manajemen terintegrasi.
7. Tersedia sarana riset yang cukup memadai dan budaya inovasi, sarana dan prasarana yang lengkap serta kerja sama dengan instansi lain dalam melakukan penelitian

2. *Economics*

The 2024 APBN assumes 5.2% economic growth in Indonesia, 2.8% inflation, and an exchange rate of Rp15,000/USD.

3. *Social*

According to the 2023 Agricultural Census, Phase I, Indonesia's farmer population decreased by 7.45%, or 2.4 million, from 31.7 million in 2013 to 29 million in 2023. Meanwhile, Millennial farmers aged 19 to 39 years old accounted for only 21.93%, or 6.2 million, of all farmers in Indonesia.

4. *Technological*

The need to use agricultural cultivation technology.

5. *Legal*

The issuance of new import policies and regulations affects the Company's import permits.

6. *Environment*

Support the Government's Net Zero Emissions program.

According to the SWOT Analysis, components that influence the Company's performance from the external are opportunities and threats, and the internal are the Company's strengths and weaknesses, including:

Strength

1. Has a marketing, distribution, and sales network (support warehouses, distributors, subsidiaries, and supported kiosks) that spreads throughout Indonesia and is accessible both online and offline.
2. Centralization of business processes with the PI group in the fields of marketing, distribution, Information Technology, procurement, Research & Development, and HR to improve the effectiveness and efficiency of business processes and strategic decision-making.
3. Has the most complete fertilizer production unit, a large capacity with varied products, and integrated supporting utilities.
4. IT system has been integrated with PI and other PI subsidiaries, as well as the development of an integrated IT system through digitalization of the Company's business in the production process, logistics, supply chain, marketing, and supporting processes.
5. Has port facilities that can support smooth imports and exports, loading and unloading facilities with high loading/unloading rates, and sufficient raw material storage warehouses.
6. Strong management commitment to the importance of K3, quality, energy, environmental preservation, community empowerment, risk management, and compliance through an integrated system.
7. Sufficient research facilities, a culture of innovation, complete facilities and infrastructure, as well as collaboration with other agencies in conducting research



dan pengembangan produk baru baik pupuk anorganik maupun produk bio organik.

8. Produk Perseroan memiliki *brand* dan *corporate image* yang baik.
9. Memiliki SDM yang kompeten dan berpengalaman didukung dengan sistem manajemen SDM berbasis kompetensi dan budaya AKHLAK serta pengembangan SDM menuju model *customer centric/market driven*.
10. Memiliki kontrak kerja sama jangka panjang dan *multisource* dengan pemasok bahan baku dengan harga kompetitif.
11. Memiliki anak perusahaan dan perusahaan terafiliasi yang mendukung bisnis Perseroan.
12. Perseroan sedang bertransformasi dalam setiap lini proses bisnis menuju perusahaan yang berorientasi pada *customer centric/market driven*, efisiensi, dan pasar komersil selaras dengan transformasi PI Grup.

Weakness (Kelemahan)

1. Teknologi beberapa peralatan produksi dan fasilitas pendukungnya menggunakan teknologi lama sehingga efisiensi dan/atau keandalan rendah.
2. Harga jual produk kurang kompetitif dibanding pesaing.
3. Prioritas penjualan komersial (non subsidi) masih rendah dan sebagian besar pendapatan masih mengandalkan sektor subsidi.
4. Kompleksitas penanganan buangan yang semakin meningkat di mana areal lahan disposal semakin terbatas.
5. Teknologi NPK saat ini mempunyai fleksibilitas formula produk yang rendah.
6. Kurang fleksibelnya sistem dan prosedur dibanding pesaing sehingga memperlambat pengambilan keputusan.
7. Tingginya karyawan yang telah memasuki masa pensiun dan kebijakan moratorium rekrutmen PI Grup.
8. Kondisi likuiditas (arus kas) Perseroan yang menurun.

Opportunity (Peluang)

1. Pasar lokal dan ekspor untuk pupuk dan non pupuk masih terbuka lebar.
2. Program Pemerintah untuk mendorong penggunaan pupuk majemuk dan/atau subsidi guna mendukung Program Kedaulatan Pangan Nasional.
3. Terbuka kesempatan mengadakan kerja sama dengan pihak luar/mitra dalam riset, bahan baku, produksi, energi, dan penjualan, penerapan energi terbarukan, dan peningkatan kinerja energi.
4. Potensi pengembangan produk *adjacent chemical*, produk berbasis natural, organik dan bio maupun produk pengembangan lainnya dan didukung oleh Indonesia Fertilizer Research Institute (IFRI).
5. Tersedia sistem dan teknologi untuk peningkatan kinerja Perseroan, pengelolaan lingkungan, produksi,

and the development of new products, including inorganic fertilizers and bio-organic products.

8. The Company's products reflect a positive brand and corporate image.
9. Having competent and experienced Human Resources (HR), supported by a competency-based HR management system, AKHLAK culture, and HR development towards a customer-centric/market-driven model.
10. Have long-term and multisource cooperation contracts with raw material suppliers at competitive pricing.
11. Establish subsidiaries and affiliated companies to support the Company's business.
12. The company is transforming in every line of its business processes to prioritize customer-centric/market-driven efficiency and commercial markets, aligning with the PI Group's transformation.

Weakness

1. Certain production equipment and facilities use outdated technology, resulting in low efficiency and reliability.
2. The product's selling price is not as competitive as that of competitors.
3. Commercial sales (non-subsidized) remain a low priority, with the subsidized sector accounting for the majority of revenue.
4. Waste management is becoming more complex due to limited disposal areas.
5. Current NPK technology limits product formula flexibility.
6. Limited flexibility in systems and procedures compared to competitors, resulting in slower decision-making.
7. The high number of employees who have entered retirement and the PI Group recruitment moratorium policy.
8. The company's liquidity (cash flow) is decreasing.

Opportunity

1. Local and export markets for fertilizer and non-fertilizer remain open.
2. A Government program to encourage the use of compound fertilizers and/or subsidies to support the National Food Sovereignty Program.
3. Open opportunities to collaborate with external parties/partners on research, raw materials, production, energy, and sales, as well as renewable energy and energy performance improvements.
4. Potential for developing adjacent chemical products, natural, organic, and bio-based products, as well as other development products, supported by Indonesia Fertilizer Research Institute (IFRI).
5. Systems and technology are available to improve company performance, environmental management,

energi, keuangan dan pemasaran, serta pengembangan kompetensi SDM.

6. Potensi memainkan peran penting dalam pengalihan subsidi ZA dan SP-36 untuk peningkatan penjualan Urea, NPK, dan sektor komersial.
7. Sistem informasi global (*web based*) yang mempermudah memperoleh barang dan peralatan pabrik.
8. Semangat melakukan sinergi kerja sama di lingkungan PI Holding dan BUMN.
9. Peluang pasar non pupuk seperti AIF3, Soda Ash, Surfaktan, Fly Ash-bottom Ash, dan Gypsum masih terbuka lebar untuk pasar lokal maupun ekspor.
10. Peluang pasar penjualan Asam Fosfat, Asam Sulfat, dan ZA ke PI Grup.
11. Pemenuhan kebutuhan karyawan operasional Perseroan melalui manajemen pihak ketiga untuk optimalisasi sumber daya manusia.

Threats (Ancaman)

1. Perubahan kebijakan subsidi pupuk, pengurangan subsidi/perubahan model subsidi langsung ke *customer* melalui kartu tani.
2. Penghapusan subsidi pupuk untuk produk SP-36, ZA, dan Petroganik sesuai hasil rekomendasi Panja Pupuk DPR.
3. Bertambahnya pesaing baru (produsen dan importir) terutama pada *market* non subsidi dan non pupuk.
4. Melimpahnya suplai gas mulai tahun 2023 sehingga berpotensi terkena *Take or Pay* (TOP).
5. Harga NPK, Pupuk Phosphat, dan ZA pesaing lebih kompetitif.
6. Kompetitor lebih fleksibel dalam merespons perubahan. Disrupsi dalam bidang agribisnis dan pupuk.
7. Tren harga komoditi yang fluktuatif.
8. Fluktuasi nilai tukar rupiah terhadap valuta asing dan perubahan situasi perekonomian global.
9. Tingginya piutang subsidi yang belum dibayarkan.
10. Adanya pembatasan ekspor pupuk dari Tiongkok, khususnya pupuk DAP.
11. Sebagian besar bahan baku impor.
12. Kepedulian masyarakat sekitar Perseroan semakin tinggi terhadap isu lingkungan.
13. Daya beli petani untuk produk retail cenderung turun.
14. *Shutdown* terjadwal atau tidak terjadwal dari pihak produsen gas.

Pemetaan posisi PG dilakukan menggunakan matriks *Grand Strategy* berdasarkan hasil penilaian bobot dan *rating* pada analisis SWOT yang dibagi menjadi 4 (empat) kuadran besar, yaitu kuadran I strategi *growth*, kuadran II strategi *stability*, kuadran III strategi *survival*, dan kuadran IV strategi *diversification*.

production, energy, finance, and marketing, as well as develop HR competencies.

6. Potential to play an important role in diverting ZA and SP-36 subsidies to increase sales of urea, NPK, and the commercial sector.
7. A global information system (*web-based*), which makes it easier to obtain goods and factory equipment.
8. Enthusiasm for collaborative synergy within PI Holding and SOE.
9. Non-fertilizer market opportunities such as AIF3, Soda Ash, Surfactants, Fly Ash-bottom Ash, and Gypsum are still wide open for local and export markets.
10. Market opportunities for selling Phosphoric Acid, Sulfuric Acid, and ZA to PI Group.
11. Fulfilling the needs of company operational employees through third-party management to optimize human resources.

Threats

1. Fertilizer subsidy policy changes, including reductions or changes to the subsidy model delivered directly to customers through farmer cards.
2. Elimination of Fertilizer subsidies for SP-36, ZA, and Petroganik products in accordance with the House of Representatives (DPR) Fertilizer Committee's recommendations.
3. New competitors (both producers and importers) are emerging, particularly in non-subsidized and non-fertilizer markets.
4. Beginning in 2023, there was an abundance of gas supply, potentially leading to *Take-Or-Pay* (TOP).
5. Competitors offer more competitive prices for NPK, Phosphate Fertilizer, and ZA.
6. Competitor companies are flexible with changes. Disruption in the agriculture and fertilizer industries.
7. Fluctuating commodity price trends.
8. Fluctuations in the Rupiah Exchange Rate against Foreign Currencies and changes in the global economic situation.
9. A significant amount of unpaid subsidy receivables.
10. China imposes restrictions on fertilizer exports, particularly DAP fertilizer.
11. The majority of raw materials are imported.
12. The community surrounding the Company is becoming more concerned about environmental issues.
13. Farmers' purchasing power for retail products tends to decrease.
14. A scheduled or unscheduled shutdown from the gas producer.

PG position mapping was carried out using the *Grand Strategy* matrix based on the results of the weight and rating assessment in the SWOT analysis, which was divided into 4 (four) large quadrants, namely quadrant I of the growth strategy, quadrant II of the stability strategy, quadrant III of the survival strategy, and quadrant IV of the diversification strategy.



Dari hasil analisis, disimpulkan bahwa posisi Perseroan terletak pada kuadran I *growth* dengan subkuadran *stable-growth*. Jika dilihat dari hasil skor posisi strategi, Perseroan berada pada posisi *medium-low*. Ini menunjukkan bahwa PG berada dalam posisi yang cukup strategis untuk mulai melakukan pengembangan dengan menggunakan kapabilitas internalnya. Namun demikian, posisi ini menunjukkan bahwa tantangan yang harus dihadapi Perseroan untuk dapat berkembang tidaklah mudah.

ASUMSI YANG DIGUNAKAN DALAM MELAKUKAN ASESMEN

Asumsi yang digunakan oleh manajemen dalam melakukan asesmen adalah menggunakan analisis Porter's Five Forces, analisis PESTLE, dan analisis SWOT dengan mempertimbangkan faktor eksternal. Perseroan, meliputi PG, menggunakan beberapa asumsi eksternal berupa kondisi perekonomian nasional dan dunia, ketersediaan bahan baku dan kebijakan Pemerintah, serta asumsi internal berupa kebijakan struktur modal, kebijakan sentralisasi dari *Holding*, dan beberapa faktor terkait produksi, pemasaran, dan penjualan.

ARAHAN ATAU KEPUTUSAN MANAJEMEN ATAS HASIL ASESMEN

Berdasarkan pemetaan posisi Perseroan, sesuai hasil analisis yang telah dilakukan, Manajemen menentukan kebijakan strategi intensif berupa:

1. Mendukung program penambahan pupuk subsidi dari Pemerintah dengan mempersiapkan rencana penjualan dan pengaturan produksi.
2. Mendorong pertumbuhan jumlah petani, khususnya petani muda melalui program beasiswa petani muda dan program lainnya yang dapat mendukung program Pemerintah dan keberlangsungan usaha.
3. Pemanfaatan teknologi budi daya pertanian dengan menggunakan teknologi *smart precision farming* dengan memperkenalkan penggunaan drone dan pupuk nano serta pemanfaatan *e-commerce* sebagai wadah penjualan produk Perseroan dan media sosial sebagai sarana sosialisasi *branding* Perseroan.
4. Pendekatan proaktif dalam kepatuhan regulasi dan memastikan operasional Perseroan tetap berjalan dengan baik.
5. Menyusun *roadmap* program dekarbonisasi dan menjalankan Perseroan dengan pendekatan *Environment Social, and Governance* (ESG) untuk mendukung keberlangsungan usaha.

The analysis results show that the Company's position is in growth quadrant I, with the stable-growth subquadrant. The score results indicate that the Company's strategic position is medium-low. This shows that PG is in a strategic position to begin developing its internal capabilities. However, this position indicates that the challenges the Company must overcome in order to grow are not easy.

ASSUMPTIONS USED IN CONDUCTING ASSESSMENTS

Management's assumption in conducting the assessment is based on Porter's Five Forces analysis, PESTLE, and SWOT analyses, which are conducted while taking external factors into account. The Company, including PG, use a variety of external assumptions in the form of national and global economic conditions, raw material availability, government policies, as well as internal assumptions such as capital structure policies, the holding's centralization policy, and several production-related factors, marketing, and sales.

DIRECTIONS OR MANAGEMENT DECISIONS ON ASSESSMENT RESULTS

Based on mapping the Company's position using the results of the analysis, Management determines intensive strategic policies in the form of:

1. Support the Government's additional subsidized fertilizer program by preparing sales plans and production arrangements.
2. Encourage the growth of the number of farmers, especially young farmers, through the young farmer scholarship program and other programs that can support Government programs and business sustainability.
3. Utilization of agricultural culture technology using smart precision farming technology by introducing drones and nano fertilizers, as well as e-commerce and social media to sell the Company's products and build brand awareness.
4. Maintaining regulatory compliance and ensuring smooth operations.
5. Create a roadmap for decarbonization and implement an Environment, Social, and Governance (ESG) approach to ensure business sustainability.



**PETROKIMIA
GRESIK**
Solusi Agroindustri



05

TINJAUAN PENDUKUNG BISNIS

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SUMBER DAYA MANUSIA

Human Resources



Manajemen PG senantiasa berkomitmen untuk terus mengembangkan kompetensi dan kualitas Sumber Daya Manusia (SDM) guna mempersiapkan tenaga kerja yang berdaya saing tinggi, profesional, dapat diandalkan, dan berkualitas untuk menjaga pergerakan roda bisnis usaha Perseroan di masa kini dan masa depan.

PG management is always committed to developing the competence and quality of Human Resources (HR) in order to prepare a highly competitive, professional, reliable, and high-quality workforce to keep the wheels of the Company's business moving in the present and the future.



KEBIJAKAN SDM PERSEROAN HR POLICY OF THE COMPANY

PG senantiasa memberikan perhatian penuh dalam mengupayakan keberlangsungan bisnis usaha, terutama dalam persaingan di industri pupuk di Indonesia. Oleh karena itu, Perseroan senantiasa berkomitmen untuk mengembangkan kompetensi dan kualitas SDM secara berkesinambungan. Dengan keberadaan SDM yang unggul dan berkualitas, efisiensi dan efektivitas dalam produktivitas operasional Perseroan dapat tercapai.

Sistem Manajemen Sumber Daya Manusia PG berfokus pada pemenuhan kompetensi dan kebutuhan personil di seluruh unit kerja. Untuk mendukung pemenuhan tersebut, Perseroan telah merancang dan menetapkan kebijakan terkait penerimaan karyawan untuk memastikan tersedianya karyawan dengan kompetensi memadai untuk menunjang kinerja Perseroan. Guna mengoptimalkan upaya peningkatan kompetensi karyawan, diperlukan dukungan melalui berbagai program pelatihan, baik internal maupun eksternal.

Sejak tahun 2016, PG telah menerapkan sistem *Human Capital Management* yang berhubungan langsung dengan induk perusahaan, PT Pupuk Indonesia (Persero). Penerapan sistem *Human Capital Management* yang berbasis kinerja tersebut mencakup *Organization Development*, *Human Resources Planning*, *Knowledge Management*, Remunerasi berbasis Kompetensi dan Kinerja, serta *Talent Management & Career Planning*. Penerapan sistem *Human Capital Management* memiliki dampak jangka panjang dengan tujuan untuk mencapai *Human Capital Excellence* untuk Perseroan. PG senantiasa memberikan perhatian penuh untuk mengejar keberlangsungan usaha, terutama dalam persaingan industri pupuk di Indonesia. Oleh karena itu, Perseroan selalu berkomitmen untuk mengembangkan kompetensi dan kualitas sumber daya manusia yang dimiliki secara berkesinambungan. Dengan adanya sumber daya manusia yang unggul dan berkualitas, maka efisiensi dan efektivitas dalam produktivitas operasional Perseroan dapat tercapai.

Di sisi lain, Perseroan senantiasa menempatkan aspek kesejahteraan karyawan di dalam fokus kebijakan bisnis PG melalui pemberian fasilitas kesehatan bagi karyawan dan keluarga serta penyelenggaraan program paska kerja yang memiliki manfaat ketenangan di masa yang akan datang bagi karyawan. PG juga memberikan sarana bagi karyawan untuk memberikan aspirasi untuk Perseroan melalui Serikat Karyawan Petrokimia Gresik (SKPG).

PG always pays full attention to pursuing business continuity, particularly in the fierce competition in Indonesia's fertilizer industry. Therefore, the Company is always committed to developing the competence and quality of its HR on an ongoing basis. With superior and high-quality HR, efficiency and effectiveness in the Company's operational productivity can be achieved.

PG's Human Resources Management System focuses on meeting the competencies and needs of personnel in all work units. To support this fulfillment, the Company has designed and established policies related to employee recruitment to ensure the availability of employees with adequate competence to support the Company's performance. In order to optimize efforts to increase employee competence, support is needed through various training programs, both internal and external.

Since 2016, PG has implemented a Human Capital Management system that is directly related to the parent company, PT Pupuk Indonesia (Persero). The implementation of the performance-based Human Capital Management system includes Organization Development, Human Resources Planning, Knowledge Management, Competency and Performance-based Remuneration, as well as Talent Management & Career Planning. The implementation of the Human Capital Management system has a long-term impact with the aim of achieving Human Capital Excellence for the Company. PG always pays full attention to pursuing business continuity, particularly in the fierce competition in Indonesia's fertilizer industry. Therefore, the Company is always committed to developing the competence and quality of its human resources on an ongoing basis. With the presence of superior and quality human resources, efficiency and effectiveness in the Company's operational productivity can be achieved.

On the other hand, the Company always places employee welfare aspects at the center of PG's business policies through the provision of health facilities for employees and their families, as well as the implementation of post-employment programs that provide employees with peace of mind in the future. PG also provides a means for employees to express their aspirations for the Company through the Petrokimia Gresik Employee Union (SKPG).

PENANGGUNG JAWAB PENGELOLA SDM **PERSON IN CHARGE OF HR MANAGEMENT**

Guna mewujudkan komitmen dalam menyelenggarakan pengelolaan SDM yang tepat, PG telah membentuk pengelola SDM secara khusus dalam Struktur Organisasi Perseroan. Pengelolaan SDM PG dilaksanakan oleh Kompartemen SDM yang berada di bawah wewenang Direktorat Keuangan dan Umum.

In order to realize its commitment to implementing proper HR management, PG has established a special HR manager in the Company's organizational structure. HR management at PG is carried out by the HR Compartment, which is under the authority of the Directorate of Finance and General Affairs.

PROFIL SENIOR VICE PRESIDENT SUMBER DAYA MANUSIA **SENIOR VICE PRESIDENT HUMAN RESOURCES PROFILE**



NURIL HUDA

SVP Sumber Daya Manusia
SVP of Human Resources

Tempat, Tanggal Lahir | Place, Date of Birth

Ponorogo, 7 Januari 1982
Ponorogo, January 7, 1982

Warga Negara | Citizenship

Indonesia

Domisili | Domicile

Gresik

Usia | Age

40 tahun
40 years old

Mengawali karier di PT Petrokimia Gresik pada tahun 2009, sebagai Staf Perencanaan & Pengembangan Personil Biro Personalia, pada tahun 2020 menjabat sebagai Vice President Pengembangan & Organisasi. Menjabat sebagai Senior Vice President Sumber Daya Manusia sejak bulan Maret 2021 berdasarkan SK Direksi No. 0017/B/NK.02.05/03/SK/2021.

Dasar Hukum Pengangkatan:

SK Direksi No. 0017/B/NK.02.05/03/SK/2021

Latar Belakang Pendidikan:

- Sarjana Ilmu Hukum dari Universitas Airlangga Surabaya
- Magister Manajemen dari Universitas Airlangga Surabaya

Riwayat Pekerjaan:

- Staf Pemula Perencanaan & Pengembangan Personil Biro Personalia (2009)
- Vice President Departemen Pengembangan & Organisasi (2020)

He began his career at PT Petrokimia Gresik in 2009 as a staff member for Planning & Personnel Development in the Personnel Bureau. In 2020, he served as Vice President of Development & Organization. Served as Senior Vice President of Human Resources since March 2021, based on the Board of Directors' Decree No. 0017/B/NK. 02.05/03/SK/2021.

Legal Basis of Appointment:

Board of Directors' Decree No. 0017/B/NK.02.05/03/SK/2021

Educational Background:

- Bachelor of Laws from Airlangga University Surabaya
- Master of Management from Airlangga University Surabaya

Work Experience:

- Junior Staff for Personnel Planning & Development, Personnel Bureau (2009)
- Vice President of Development & Organization Department (2020)



Sejak tanggal 14 Agustus 2023, Nuril Huda menjalani penugasan pada program *Talent Mobility*. Sesuai penunjukan Pemangku Tugas Sementara (PTS) dari Direktur Utama PG berdasarkan Surat Tugas No. 1014/B/NK.02.04/03/ST/2023, Gary Eka Luviano menjabat sebagai PTS SVP Sumber Daya Manusia hingga adanya penunjukan pejabat definitif.

Since August 14, 2023, Nuril Huda has been assigned to the Talent Mobility program. In accordance with the appointment of a Temporary Officer (PTS) from the President Director of PG based on Assignment Letter No. 1014/B/NK.02.04/03/ST/2023, Gary Eka Luviano serves as Acting SVP of Human Resources until a definitive official is appointed.

TUGAS DAN FUNGSI KOMPARTEMEN SUMBER DAYA MANUSIA DUTIES AND FUNCTIONS OF THE HUMAN RESOURCE COMPARTMENT

Kompartemen Sumber Daya Manusia (SDM) memiliki tugas pokok yaitu mengelola seluruh Insan PG dalam melaksanakan tugas dan tanggung jawabnya meliputi pengembangan SDM dan pengelolaan organisasi, pengelolaan remunerasi & hubungan industrial, dan pengelolaan inovasi serta sistem manajemen dan prosedur. Fungsi-fungsi tersebut memiliki tugas antara lain:

- a. Melakukan evaluasi dan implementasi di bidang organisasi, proses bisnis, dan sistem manajemen perusahaan agar desain struktur organisasi, desain jabatan, prosedur serta sistem manajemen yang terintegrasi dapat tersusun dan selaras dengan strategi bisnis Perusahaan.
- b. Mengelola program pengembangan karyawan yang mencakup pendidikan dan pelatihan, pengembangan personal, pengelolaan karier, manajemen talenta, inovasi, serta *knowledge management*.
- c. Melakukan pengelolaan remunerasi, hubungan industrial dengan karyawan, serta administrasi kepegawaian.

The Human Resources (HR) Compartment has the main task of managing all PG personnel in carrying out their duties and responsibilities, including HR development & organizational management, remuneration & industrial relations management, and the management of innovation as well as systems and procedures. These functions have the following tasks:

- a. Conduct evaluation and implementation in areas of organization, business processes, and company management systems to ensure that the design of the organizational structure, job design, procedures and integrated management system can be structured and aligned with the Company's business strategy.
- b. Manage employee development programs that include training and education, personnel development, career management, talent management, innovation, and knowledge management.
- c. Manage remuneration, industrial relations with employees, as well as personnel administration.

PENGELOLAAN SUMBER DAYA MANUSIA HUMAN RESOURCES MANAGEMENT

Keberadaan Sumber Daya Manusia yang unggul dan berkualitas berperan besar terhadap peningkatan kinerja dan pertumbuhan bisnis Perseroan secara umum. Guna memaksimalkan peran SDM tersebut, diperlukan pengelolaan yang tepat untuk pengembangan kapasitas kerja serta peningkatan keunggulan dalam daya saing yang menjadi pemicu utama dalam pertumbuhan bisnis seluruh *Holding Group*. Untuk tahun 2023, proses operasional dan keberlangsungan bisnis Perseroan didukung oleh 2.006 karyawan yang dikelola dalam suatu sistem kompetensi yang terorganisir, mulai dari tahap rekrutmen hingga evaluasi kinerja karyawan.

Superior and high-quality Human Resources play a major role in improving the performance and growth of the Company's business in general. In order to maximize the role of HR, proper management is required for the development of work capacity as well as increasing excellence in competitiveness, which is the main trigger for the business growth of the entire Holding Group. For 2023, the Company's operational processes and business continuity are supported by 2,006 employees who are managed in an organized competency system, starting from the recruitment stage to employee performance evaluation.

Sistem manajemen SDM yang diterapkan di PG berlandaskan pada kompetensi dan kebutuhan personel di seluruh unit kerja yang ada. Terdapat beberapa program kerja yang telah dicanangkan guna menjaga kompetensi dan kualitas SDM PG, yakni:

- a. Menyiapkan regenerasi karyawan.

The HR management system implemented at PG is based on the competence and needs of personnel in all existing work units. There are several work programs that have been launched to maintain the competence and quality of PG HR, namely:

- a. Preparing employee regeneration.

- b. Melakukan *benchmark* terhadap remunerasi dan kesejahteraan di perusahaan sekitar Gresik maupun anak perusahaan PT Pupuk Indonesia (Persero).
- c. Melaksanakan *Assessment Center*.
- d. Mengimplementasikan *Talent Management*.
- e. Pengiriman karyawan ke perguruan tinggi, baik dalam negeri maupun luar negeri.
- f. Melaksanakan diklat pembentukan sertifikasi profesi Lembaga Sertifikasi Profesi Industri Pupuk Indonesia (LSP-IPI).

Melalui pelaksanaan program kerja tersebut, Perseroan berharap dapat meningkatkan dan mengembangkan kualitas SDM sehingga terbentuk SDM yang produktif, profesional, dan berkompeten dalam menciptakan nilai tambah bagi Perseroan, berdaya saing, serta mampu menjawab dan mengatasi segala tantangan dan kendala baru.

Dalam melaksanakan pengelolaan SDM, Perseroan selalu berupaya untuk menjalin hubungan yang harmonis dan saling menghormati dengan seluruh Insan PG. Sebagai partner usaha yang penting dalam menjalankan bisnis, keseimbangan antara pemenuhan hak dan pelaksanaan kewajiban menjadi hal utama yang diperhatikan oleh karyawan maupun Perseroan. Hal-hal tersebut diwujudkan melalui komunikasi intensif dan keterlibatan aktif antara Manajemen dan SDM yang senantiasa saling mendukung dalam mencapai tujuan dan mewujudkan visi serta misi Perseroan.

Sepanjang 2023, Perseroan telah melakukan berbagai kegiatan pengembangan Insan PG, yaitu promosi dan mutasi dengan pelaksanaannya menyesuaikan tingkat pensiun serta *man power planning* Perseroan. Hingga akhir 2023, PG memiliki jumlah karyawan sebanyak 2.006 orang dengan berbagai kompetensi dan bidang keahlian.

- b. Performing benchmarks on remuneration and welfare in companies around Gresik and subsidiaries of PT Pupuk Indonesia (Persero).
- c. Implementing an Assessment Center
- d. Implementing Talent Management
- e. Sending employees to universities, both domestically and overseas
- f. Carry out training for the establishment of Indonesian Fertilizer Industry Professional Certification Institute (LSP-IPI) professional certification

Through the implementation of the work program, the Company hopes to improve and develop the quality of HR, subsequently generating Human Resources that are productive, professional, and competent in creating added value for the Company, competitive, able to address and overcome all new challenges and obstacles.

In implementing HR management, the Company always strives to establish a harmonious and respectful relationship with all PG Personnel. As an important business partner in running a business, the balance between the fulfillment of rights and the implementation of obligations is the main thing that is considered by employees and the Company. These issues are realized through intensive communication and active involvement between Management and HR, who always support each other in achieving goals and realizing the Company's vision and mission.

Throughout 2023, the Company has carried out various PG Personnel development activities, namely promotions and transfers, with the implementation of these activities through adjustments to retirement levels and the Company's manpower planning. Until the end of 2023, PG has a total of 2,006 employees with various competencies and areas of expertise.

Road Map Organisasi Organizational Road Map

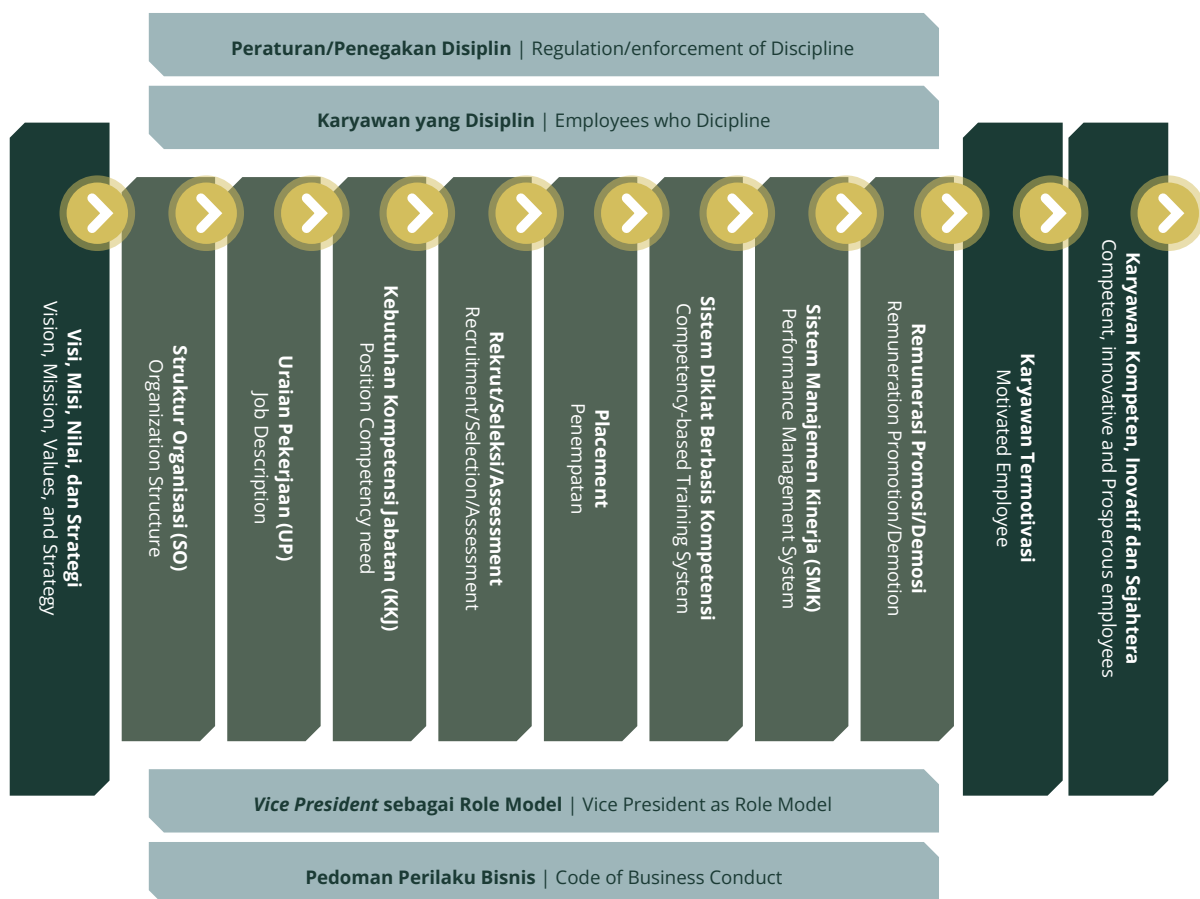
Road Map Karyawan (Tetap) Employee Road Map (Permanent)		2021	2022	2023	2024	2025
Awal Tahun Beginning of the Year	Sarjana S1, S2, & S3 Bachelor S1, S2, & S3	582	513	501	513	533
	Non Sarjana D3 & SMA Non-Bachelor D3 & High School	1.847	1.530	1.437	1.493	1.658
	Jumlah Total	2.429	2.043	1.938	2.006	2.191
MPP hingga Akhir Tahun MPP up to the End of the Year	Sarjana Bachelor	-63	-27	-10	-6	-2
	Non Sarjana Non-Bachelor	-167	-79	-29	-8	-9
	Jumlah Total	-230	-106	-39	-14	-11
Akhir Tahun End of the Year	Sarjana Bachelor	513	501	513	533	531
	Non Sarjana Non-Bachelor	1.530	1.437	1.493	1.658	1.563
	Jumlah Total	2.043	1.938	2.006	2.191	2.094
Estimasi Penempatan Placement Estimation	% Sarjana % Bachelor	25%	26%	26%	24%	25%
	Proyeksi Formasi Formation Projection	2.778	2.591	2.591	2.451	2.065
	PG	2.008	1.908	1.979	1.965	1.945
	DPB	35	30	27	26	22
	Jumlah Total	2.043	1.938	2.006	2.191	2.094



Pengelolaan karyawan ini dilakukan sebagai upaya PG dalam menciptakan karyawan berkompeten yang mampu menjalankan tugas dan kewajibannya sesuai dengan visi, misi, nilai-nilai, dan strategi Perseroan. PG pun telah melaksanakan pola pengembangan karyawan yang telah disesuaikan dengan fungsi dan peranan masing-masing unit kerja di mana karyawan ditempatkan. Pengelolaan dan pengembangan yang terus digencarkan Perseroan bertujuan untuk melahirkan karyawan yang memiliki motivasi tinggi dalam melaksanakan tugas dan tanggung jawabnya, sehingga mampu berkontribusi secara aktif, memiliki daya saing tinggi, inovatif, dan dapat membawa kesejahteraan bagi dirinya pribadi melalui dedikasi yang diberikan kepada Perseroan.

Employee management is carried out as part of PG's efforts to create competent employees who are able to carry out their duties and obligations in accordance with the Company's vision, mission, values and strategy. PG has also implemented an employee development pattern that has been adapted to the functions and roles of each work unit where employees are placed. The management and development that the Company continues to intensify aims to produce employees who are highly motivated in carrying out their duties and responsibilities, so that they are able to contribute actively, have high competitiveness, are innovative, and can bring prosperity to themselves through the dedication given to the Company.

Diagram Pola Pengelolaan Tenaga Kerja Diagram of Workforce Management



PG berupaya untuk meningkatkan kerja sama dan komunikasi yang aktif, efektif, dan efisien melalui berbagai langkah terstruktur, salah satunya adalah dengan menyusun Prosedur Komunikasi Tatap Muka/Rapat (PGPR-02-1010). Hal ini dilakukan sebagai perwujudan nyata upaya menciptakan Budaya Perusahaan berdasarkan Nilai-Nilai Dasar/Budaya Perusahaan dengan komunikasi yang terbuka. Selain prosedur tersebut, PG mengembangkan aspek komunikasi di setiap lini usaha melalui bidang multimedia, seperti telepon, e-mail, website, dan buletin.

PG seeks to increase active, effective, and efficient cooperation and communication through various structured steps, one of which is to develop Face-to-Face/Meeting Communication Procedures (PG-PR-02-1010). This is conducted as a tangible manifestation of efforts to create a Corporate Culture based on Basic Values/Corporate Culture with open communication. In addition to these procedures, PG develops communication aspects in each line of business through the multimedia sector, such as telephone, email, website, and bulletins.

Sebagai upaya untuk menghadirkan budaya kerja yang berkinerja tinggi dan berkualitas serta menciptakan karyawan yang memiliki kinerja unggul dan terikat, Sistem Manajemen Kinerja (SMK) diterapkan oleh Perseroan sebagai bagian integral dari Manajemen Sumber Daya Manusia Berbasis Kompetensi (MSDM-BK). Di dalam sistem ini, atasan dan bawahan mendiskusikan dan menyusun beragam ukuran kinerja yang harus dicapai guna mencapai tujuan Perusahaan serta kinerja Perseroan yang optimal secara keseluruhan.

Melalui implementasi Sistem Manajemen Kinerja (SMK), karyawan dapat mengetahui dan memahami dengan baik target individual yang telah ditetapkan dan langkah-langkah yang diperlukan dalam mencapai target dan kompetensinya. Target individual yang tercantum dalam SMK ditentukan dengan mengacu pada *Key Performance Indicator* (KPI)/ Rencana Kerja Anggaran Perusahaan (RKAP) unit kerja yang merupakan turunan dari KPI Korporasi. SMK secara berkala ditinjau kembali untuk memastikan pencapaian target dan tingkat kompetensi yang diharapkan. Apabila dalam prosesnya terdapat ketidakmampuan dalam mencapai target karena adanya kesenjangan kompetensi, Perseroan telah menyiapkan program pengembangan sebagai upaya penanggulangan.

Dalam menjalankan aktivitas bisnisnya, PG berupaya untuk melibatkan seluruh Insan PG secara aktif melalui penelaahan beragam ide kreatif dan inovatif dalam rangka analisis dan tindakan terhadap probabilitas perbaikan Perseroan dan usaha yang memiliki pengaruh terhadap peningkatan kinerja Perseroan yang optimal.

Selain itu, PG turut mengembangkan budaya *sharing knowledge* serta konversi ide dan inovasi guna menunjang proses pengembangan dan peningkatan kualitas SDM yang berdampak pada meningkatnya kompetensi dan kualitas Perseroan secara keseluruhan. Melalui budaya ini, PG dapat memperoleh berbagai manfaat dari ide-ide, budaya, dan pemikiran karyawan yang berbeda-beda melalui pembentukan tim-tim kerja dan gugus-gugus inovasi dengan anggota lintas fungsi. Budaya ini memungkinkan adanya kerja sama lintas fungsi yang memberikan dampak positif terhadap perkembangan dan pertumbuhan bisnis Perseroan serta berbagai pengetahuan yang dilakukan melalui *website knowledge management*. Prosedur *sharing knowledge* yang diterapkan telah diatur pelaksanaannya dalam Prosedur Pelatihan Karyawan dengan nomor PGPR-02-0008.

As an effort to present a high-performing and quality work culture as well as create employees with superior and committed performance, the Performance Management System (SMK) is implemented by the Company as an integral part of Competency-Based Human Resource Management (MSDM-BK). In this system, superiors and subordinates discuss and develop various performance measures that must be achieved in order to achieve the Company's goals as well as optimal Company performance as a whole.

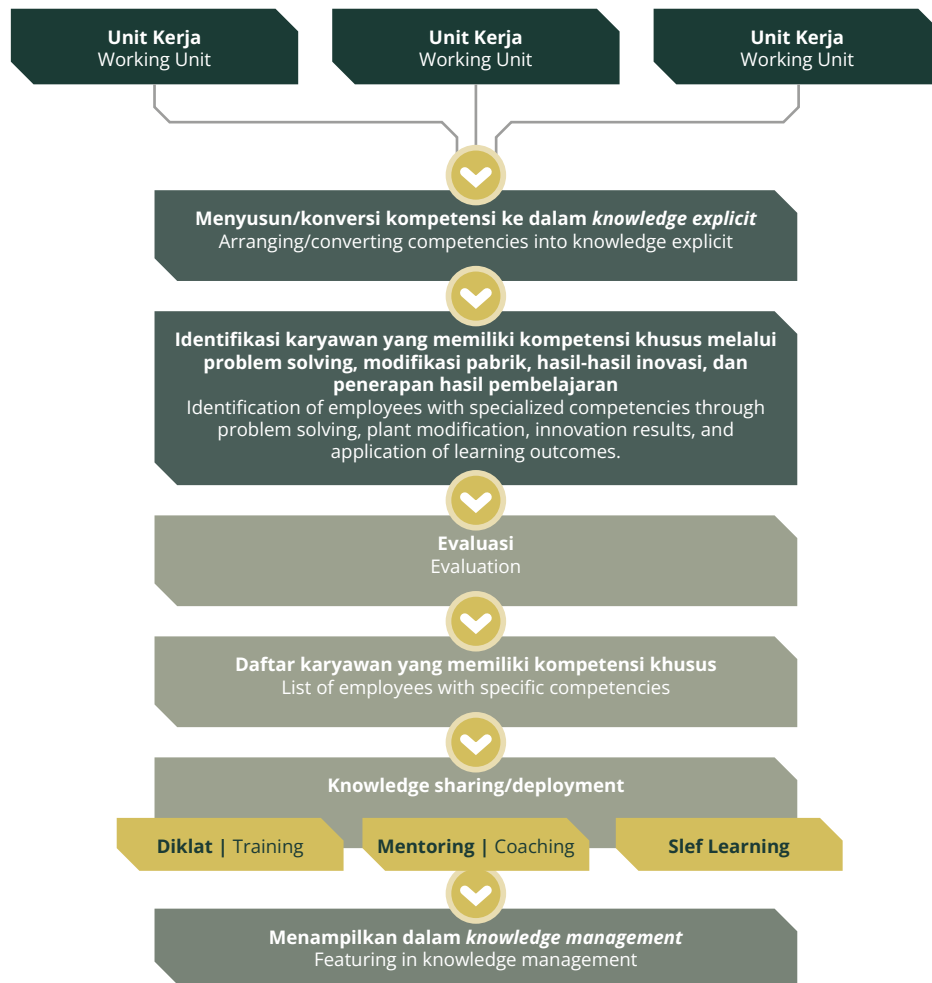
Through the implementation of the Performance Management System (SMK), employees will be able to properly determine and understand the individual targets that have been set and the required steps to achieve their targets and competencies. The individual targets listed in the SMK are determined by referring to the Key Performance Indicators (KPI)/Corporate Budget Work Plan (RKAP) of the work unit, which is a derivative of the Corporate KPI. SMK is periodically reviewed to ensure the achievement of targets and the expected level of competence. If there is an inability to achieve the target due to a competency gap in the process, the Company prepares a development program as a countermeasure.

In carrying out its business activities, PG seeks to actively involve all PG Personnel through the study of various creative and innovative ideas in the context of analysis and action on the probability of improvement of the Company and businesses that have an influence on increasing the optimal performance of the Company.

In addition, PG also develops a culture of sharing knowledge as well as the conversion of ideas and innovations to support the process of developing and improving the quality of human resources which has an impact on increasing the competence and quality of the Company as a whole. Through this culture, PG can reap various benefits from the ideas, cultures, and thoughts of different employees through the formation of work teams and innovation groups with cross-functional members. This culture allows cross-functional cooperation that has a positive impact on the development and growth of the Company's business as well as various knowledge carried out through the knowledge management website. The knowledge sharing procedure that has been implemented has been regulated in the Employee Training Procedure with the number PGPR-02-0008.



Siklus Knowledge Management Knowledge Management Cycles



REKRUTMEN SUMBER DAYA MANUSIA HUMAN RESOURCES RECRUITMENT

Penyelenggaraan proses rekrutmen SDM PG disesuaikan kebutuhan Perseroan akan tenaga kerja. Komposisi karyawan menjadi perhatian penting untuk PG yang senantiasa mengupayakan pengembangan dan menyiapkan kompetensi untuk menghadapi tantangan global yang kian sengit. Hal ini dikarenakan formasi karyawan memiliki pengaruh besar terhadap kinerja dan tingkat produktivitas Perseroan. Oleh karena itu, PG senantiasa melakukan pengelolaan proses rekrutmen dengan tepat dan sesuai agar mampu mencetak SDM yang memberikan keunggulan optimal bagi Perseroan.

Dalam proses rekrutmen, Perseroan dengan tegas menekan segala bentuk diskriminasi melalui berbagai upaya, seperti pemberian kesempatan yang sama dan setara kepada setiap anak bangsa terbaik untuk berkarya dan bekerja di

The implementation of PG's HR recruitment process is adjusted to the Company's needs for manpower. The composition of employees is an important concern for PG, which continuously strives to develop and prepare competencies to face increasingly fierce global challenges. This is because the formation of employees has a major influence on the performance and level of productivity of the Company. Therefore, PG always manages the recruitment process in a precise and appropriate manner, which will enable it to generate HR that provides optimal advantages for the Company.

In the recruitment process, the Company firmly restrains all forms of discrimination through various efforts, such as providing equal and equivalent/equitable opportunities to every best child in the nation to work at PG regardless

PG tanpa memandang unsur gender, agama, ras, maupun hal diskriminatif lainnya. Pelaksanaan rekrutmen juga dilakukan secara transparan dan adil, dengan mengacu pada pencapaian sasaran dan tujuan Perseroan dalam jangka pendek maupun jangka panjang.

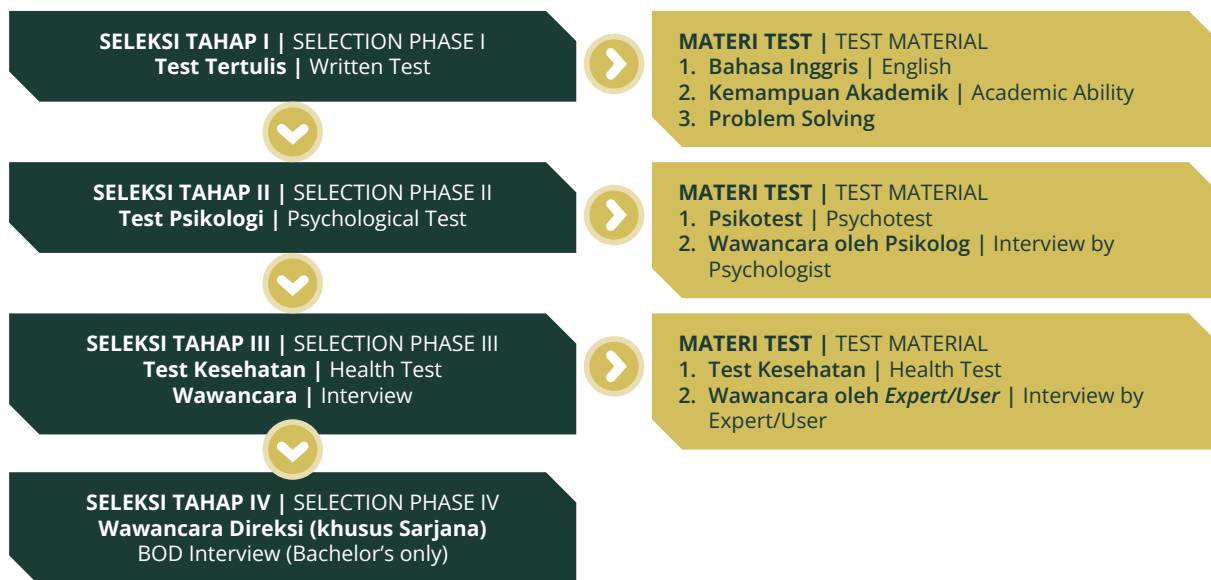
of gender, religion, race, or other discriminatory matters. Recruitment is also carried out in a transparent and fair manner, with reference to the achievement of the Company's goals and objectives in the short and long term.

TAHAPAN REKRUTMEN CALON KARYAWAN STAGES OF RECRUITMENT OF PROSPECTIVE EMPLOYEES

Proses seleksi karyawan yang diselenggarakan oleh PG memiliki 4 (empat) tahap, yakni tahap tes tertulis, tes psikologi, tes kesehatan, wawancara *user*, serta wawancara Direksi. Tahapan seleksi digambarkan secara jelas melalui bagan berikut:

The employee selection process organized by PG has 4 (four) stages, namely the written test, psychological test, medical test, user interview, and an interview with the Board of Directors. The stages of selection are clearly illustrated in the following chart:

Tahapan Rekrutmen Calon Karyawan Stages of Recruitment of Prospective Employees



REGENERASI SUMBER DAYA MANUSIA REGENERATION OF HUMAN RESOURCES

Pengembangan dan regenerasi karyawan menjadi hal yang dilakukan Perseroan dalam rangka menghadapi kondisi bisnis yang terus berkembang semakin pesat dan munculnya pesaing-pesaing baru di industri pupuk. Pengembangan dan regenerasi karyawan ini menjadi investasi Perseroan guna menciptakan lingkungan bisnis yang sehat dalam formasi yang mencakup usia maupun jabatan. Tenaga-tenaga baru yang ada dalam kandidat baru yang profesional diperlukan untuk menunjang persiapan PG dalam menghadapi persaingan dan menciptakan nilai tambah baru yang berdampak positif terhadap keberlangsungan bisnis usaha Perseroan.

Employee development and regeneration are things the Company does in order to deal with business conditions that continue to develop rapidly and the emergence of new competitors in the fertilizer industry. The development and regeneration of these employees is the Company's investment in creating a healthy business environment in a formation that includes both age and position. New workers and new professional candidates are needed to support PG's preparation for facing competition and creating new added value that has a positive impact on the sustainability of the Company's business.



Model Perencanaan Regenerasi Sumber Daya Manusia Human Resources Regeneration Planning Model



PENGHARGAAN PRESTASI ACHIEVEMENT AWARD

Perseroan memberikan penghargaan kepada karyawan berprestasi sebagai wujud apresiasi terhadap dedikasi dan kontribusi yang telah diberikan secara optimal oleh karyawan. Dalam pelaksanaannya, program penghargaan untuk karyawan berprestasi ini telah diatur sebagaimana tercantum dalam Prosedur Pelaksanaan Pemberian Penghargaan Prestasi No. PG-PR-02-0061. Prosedur ini dirancang sesuai dengan Surat Keputusan Direksi No. 0293/TU.04.02/30/SK/2015 tentang Penghargaan Prestasi yang mencakup:

- 1. Penghargaan Adhi Darma**
Mencapai prestasi luar biasa dalam menyelamatkan aset Perseroan dan/atau menjaga nilai-nilai Perseroan.
- 2. Penghargaan Adhi Karya**
Mencapai prestasi kerja yang melampaui *Key Performance Indicator* atau Sasaran Kinerja Individu dan memberikan manfaat yang besar bagi Perseroan.

The Company gives awards to outstanding employees as a form of appreciation for the dedication and contributions that have been optimally given by employees. In practice, the award program for outstanding employees has been regulated as stated in the Implementation Procedure for Awarding Achievement No. PG-PR-02-0061. This procedure is designed in accordance with the Decree of the Board of Directors No. 0293/TU.04.02/30/SK/2015 on Achievement Awards, which includes:

- 1. Adhi Darma Award**
Achieve extraordinary achievements in saving the Company's assets and/or maintaining the Company values.
- 2. Adhi Karya Award**
Achieve work performance that exceeds Key Performance Indicators and provides great benefits for the Company.

3. Penghargaan Adhi Cipta

Menghasilkan inovasi berupa penciptaan, penemuan, dan pengembangan hal-hal baru (produk baru, jasa baru, atau proses baru) dan memberikan manfaat yang besar bagi Perusahaan, baik dari sisi finansial, mutu, maupun waktu.

3. Adhi Cipta Award

Generate innovation in the form of creation, discovery, and development of new things (new products, new services, or new processes), and provide great benefits for the Company, both in terms of finance, quality, and time.

Unit Kerja Work Unit	Senior Vice President Sumber Daya Manusia Senior Vice President of Human Resources	Komite Penghargaan Prestasi Achievement Award Committee	Direksi Board of Directors	Staf Program Inovasi Perusahaan Company Innovation Program Staff
Mengusulkan calon penerima penghargaan prestasi dengan mengisi formulir usulan (FM-30-0179) Propose candidates of achievement awardees by filling out proposal form (FM-30-0179)	Mengkompilasi dan klarifikasi usulan berdasarkan kategori: Adhi Darma, Adhi Karya, Adhi Cipta Compile and clarify proposals by category: Adhi Darma, Adhi Karya, Adhi Cipta	Mengusulkan calon penerima penghargaan prestasi Propose candidates of achievement awardees	Memberikan masukan calon penerima penghargaan prestasi Provide input for candidates of achievement awardees	Mengusulkan calon penerima penghargaan prestasi Propose candidates of achievement awardees
Usulan Proposal		Usulan Proposal		
		Melakukan Penilaian: <i>One desk Assesment</i> dilakukan oleh masing-masing anggota dengan pembobotan sesuai formulir Penilaian Prestasi (FM-30-0180 A/B/C) dan/atau: Perform Assessment: One desk assessment is carried out by each member with values according to the Achievement Assessment form (FM-30-0180 A/B/C) and/or:		
	Kelengkapan administrasi Administrative requirements	<i>Site visit</i> dengan datang ke Unit kerja calon penerima dan/atau: Site visit to the work unit of awardee candidates and/or:		
Menerima kunjungan lapangan Receive site visit	Tidak lengkap Incomplete Lengkap Complete	Wawancara dengan mengundang calon memberikan presentasi. Tanya jawab Interview by inviting the candidates to give presentation. Question & answer.		
Melakukan presentasi/wawancara Perform presentation/interview		Menyamakan persepsi terhadap penilaian masing-masing anggota komite Aligning perception on assessment by each committee member	Memberikan persetujuan Give approval	
	Menyiapkan SK penerimaan penghargaan prestasi Prepare decree of presentation award acceptance	Membuat usulan nominator, dengan ketentuan • Total skor 455 (min 91%) • Tidak ada di bawah skor 3 (kurang) Create nominator proposal with the following conditions • Total score 455 (min 91%) • No score below 3 (unacceptable)	Penandatanganan Surat Keputusan Signing of Decree	Mencatat dalam daftar penerima penghargaan List achievement awardees



Unit Kerja Work Unit	Senior Vice President Sumber Daya Manusia Senior Vice President of Human Resources	Komite Penghargaan Prestasi Achievement Award Committee	Direksi Board of Directors	Staf Program Inovasi Perusahaan Company Innovation Program Staff
	Draft SK penghargaan presentasi Draft of decree of presentation award		SK Penghargaan Prestasi Decree of Achievement Award	
Penerimaan piagam penghargaan oleh karyawan atau pimpinan unit karya Acceptance of certificate of merit by employee or leadership of work unit	Menyiapkan piagam penghargaan Prepare certificate of merit		Penandatanganan piagam Signing of certificate of merit	
	Usulan piagam penghargaan Proposal of certificate of merit		Piagam penghargaan prestasi Achievement certificate of merit	
	Mencatat dalam daftar penerimaan penghargaan List awardees		Penganugerahan piagam Grant of certificate of merit	

HUKUMAN PUNISHMENT

Jika dalam pelaksanaan fungsi, tugas, dan tanggung jawab, karyawan melakukan pelanggaran, Perseroan memberikan hukuman disiplin yang disesuaikan dengan tingkatan pelanggaran. Hukuman diberikan sebagaimana diatur dalam Peraturan PG yaitu Surat Keputusan Direksi No. 0472/TU.04.02/04/SK/2017 tentang Peraturan Disiplin Karyawan.

If, in carrying out the functions, duties, and responsibilities, the employee commits a violation, the Company imposes disciplinary punishment that is adjusted to the level of the violation. The punishment is given as stipulated in the PG Regulation, namely the Decree of the Board of Directors No. 0472/TU.04.02/04/SK/2017 on Employee Discipline Regulations.

PENILAIAN PRODUKTIVITAS KERJA WORK PRODUCTIVITY ASSESSMENT

Penilaian produktivitas Kerja di Petrokimia Gresik, dikelola dan diukur melalui Sistem Manajemen Kinerja. Dalam pengelolaan Sistem Manajemen Kinerja yang dilaksanakan oleh Perseroan, digunakan dua macam penilaian, yaitu penilaian *Key Performance Indicator* (KPI) dan Penilaian Kompetensi Perilaku. Penilaian KPI terdiri dari 4 (empat) siklus, yaitu:

a. Performance Planning

Proses penyusunan dan penetapan target KPI Perusahaan, KPI Unit Kerja dan KPI Individu.

Work Productivity Assessment at Petrokimia Gresik is managed and measured through the Performance Management System. In managing the Performance Management System implemented by the Company, two types of assessments are used, namely Key Performance Indicator (KPI) assessment and Behavioral Competency Assessment. The Key Performance Indicator (KPI) assessment consists of 4 (four) cycles, namely:

a. Performance Planning

The process of preparing and setting targets for Corporate KPIs, Work Unit KPIs, and Individual KPIs.

b. Performance Monitoring & Evaluation

Proses pemantauan dan evaluasi capaian target KPI Perusahaan, KPI Unit Kerja dan KPI Individu secara periodik dalam rangka memperbaiki dan meningkatkan kinerja.

c. Performance Appraisal

Proses penilaian kinerja dan penilaian kompetensi perilaku individu untuk menghasilkan nilai kinerja dan peringkat kinerja karyawan.

d. Performance Recognition

Proses pemberian *reward* berupa *cash* dan *non-cash* sebagai bentuk apresiasi atas capaian pada penilaian kinerja.

b. Performance Monitoring & Evaluation

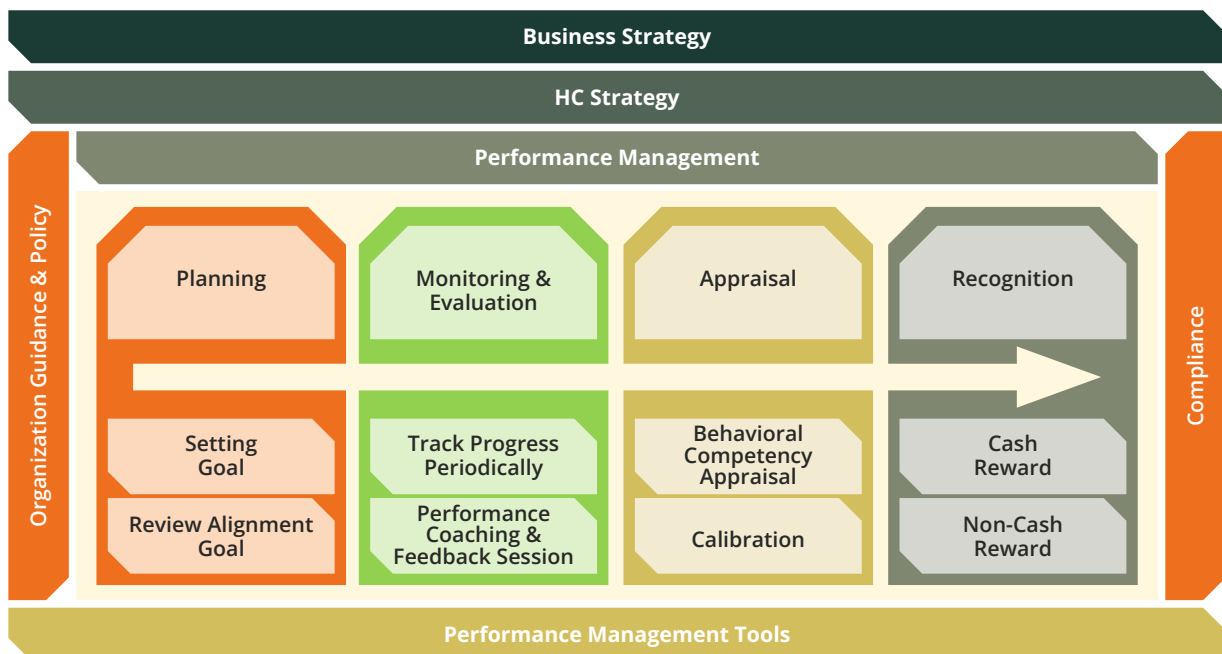
The process of monitoring and evaluating the achievement of Corporate KPI, Work Unit KPI, and Individual KPI targets in a periodic manner to improve and increase performance.

c. Performance Appraisal

The process of performance assessment and individual behavioral competency assessment to produce performance score and employee performance ratings.

d. Performance Recognition

The process of giving rewards in the form of cash and non-cash as a form of appreciation for achievements in the performance assessment.



Selain penilaian *Key Performance Indicator* (KPI), dalam Sistem Manajemen Kinerja juga dilengkapi dengan Penilaian berbasis Kompetensi Perilaku. Penilaian ini bertujuan untuk mengukur pemenuhan Kompetensi Perilaku Karyawan terhadap standar Kompetensi Perilaku Jabatan. Penilaian Kompetensi Perilaku dilakukan dengan metode Penilaian 360 Derajat di mana setiap karyawan dinilai oleh atasan, rekan kerja, diri sendiri, dan bawahan.

Pelaksanaan siklus Manajemen Kinerja di Petrokimia Gresik, dilaksanakan berdasarkan prinsip *Balanced Scorecard* serta aturan dan ketentuan yang berlaku di Perseroan. Penerapan Sistem Manajemen Kinerja juga didukung oleh aplikasi yang merujuk kepada *Human Capital Single Platform* yaitu PI Smart.

In addition to the Key Performance Indicator (KPI) assessment, the Performance Management System is also complemented with a Behavioral Competency-based Assessment. This assessment aims to measure the fulfillment of Employee Behavior Competencies against Job Behavior Competency standards. Behavioral Competency Assessment is carried out using the 360 Degree Assessment method, where each employee is assessed by superiors, co-workers, themselves, and subordinates.

The implementation of the Performance Management cycle at Petrokimia Gresik is carried out based on the Balanced Scorecard principle as well as the rules and regulations that apply in the Company. The implementation of the Performance Management System is also supported by an application that refers to the Human Capital Single Platform, namely PI Smart.



PERFORMANCE RECOGNITION

PERFORMANCE RECOGNITION

Performance Recognition merupakan proses pemberian *reward* berupa *cash* dan *non-cash* sebagai bentuk apresiasi atas capaian hasil kinerja dari masing-masing karyawan. *Reward* berupa *cash* yang diperoleh karyawan dalam bentuk bonus tahunan, sedangkan *reward* berupa *non-cash* yang diperoleh karyawan dalam bentuk pengembangan diri dan pengembangan karier.

Untuk pemberian bonus tahunan, dikelola oleh Departemen Remunerasi & Hubungan Industrial dengan berbasis pada *Pay for Performance*. Hasil penilaian kinerja dijadikan penentuan perhitungan pemberian bonus tahunan yang diberikan kepada seluruh karyawan dalam rentang waktu 1 (satu) periode penilaian yaitu 1 (satu) tahun sekali. Dalam perhitungan pemberian bonus tahunan, dilakukan proses Kalibrasi Kinerja oleh Komite Kalibrasi Kinerja dan dihasilkan 4 (empat) klasifikasi Kategori Peringkat Kinerja, yaitu:

- a. *Fully Exceed Expectation* (FEE)
- b. *Partially Exceed Expectation* (PEE)
- c. *Meet Expectation* (ME)
- d. *Partially Meet Expectation* (PME)

REMUNERASI DAN KESEJAHTERAAN KARYAWAN

REMUNERATION AND EMPLOYEE WELFARE

Perseroan menerapkan sistem kompensasi sebagai upaya untuk mempertahankan (*retain*) karyawan yang berkualitas, memotivasi (*motivate*) karyawan agar senantiasa meningkatkan kinerja mereka, serta menarik (*attract*) calon karyawan dengan talenta terbaik. Selain itu, PG juga telah menerapkan sistem kompensasi berbasis kinerja (*performance*) yang didasarkan atas hasil Penilaian Akhir Kinerja (PAK) Karyawan dengan indikator-indikator yang telah ditetapkan. Pemberian kompensasi karyawan PG telah disesuaikan dengan ketentuan dan peraturan perundang-undangan yang berlaku, termasuk batas Upah Minimum Provinsi (UMP) dan peraturan Kementerian Ketenagakerjaan.

Selain itu, PG juga menyelenggarakan program pensiun yang memberikan iuran pasti untuk seluruh pegawai tetapnya. Program ini bertujuan agar pegawai tetap yang sudah memasuki usia pensiun dapat melanjutkan kehidupan dengan tingkat kesejahteraan yang terjamin dengan ketentuan batasan usia adalah 56 tahun.

Mengenai program Paska Kerja, Perseroan melakukan Program Pensiun Iuran Pasti melalui Dana Pensiun Lembaga Keuangan (DPLK). Tujuan pengelolaan program ini adalah untuk memberikan jaminan kesejahteraan bagi karyawan yang menjalani masa purnabhakti.

Performance recognition is the process of giving rewards in the form of cash and non-cash as a form of appreciation for the performance achievements of each employee. Rewards in the form of cash obtained by employees are in the form of annual bonuses, while rewards in the form of non-cash obtained by employees are in the form of self-development and career development.

Annual bonuses are managed by the Remuneration & Industrial Relations Department on a Pay for Performance basis. The performance assessment results are used to determine the calculation of the annual bonus given to all employees within 1 (one) assessment period, namely once every 1 (one) year. In calculating the annual bonus, a performance calibration process is carried out by the Performance Calibration Committee, which generates 4 (four) classifications of performance rating categories, namely:

- a. Fully Exceed Expectation (FEE)
- b. Partially Exceed Expectation (PEE)
- c. Meet Expectation (ME)
- d. Partially Meet Expectation (PME)

The Company implements a compensation system in an effort to retain quality employees, motivate employees to continuously improve their performance, and attract prospective employees with the best talents. In addition, PG has also implemented a performance-based compensation system based on the results of the Employee Final Performance Assessment (PAK) with predetermined indicators. The compensation for PG employees has been adjusted to the prevailing laws and regulations, including the Provincial Minimum Wage (UMP) and the Ministry of Manpower regulations.

In addition, PG also organizes a pension program that provides defined contributions for all its permanent employees. This program aims to enable permanent employees who have reached retirement age to continue their lives with a guaranteed level of welfare, with the stipulation that the age limit is 56 years.

Regarding the Post-Employment program, the Company conducts a Defined Contribution Pension Program through the Financial Institution Pension Fund (DPLK). The management objective of this program is to provide welfare guarantees for employees during their retirement period.



MASA PENSIUN RETIREMENT PERIOD

Masa pensiun yang akan dimiliki setiap karyawan menjadi salah satu aspek yang tidak luput dari perhatian Perseroan. Untuk menunjang hal tersebut, PG menyiapkan program pelatihan yang diperuntukkan bagi setiap karyawan yang akan memasuki masa pensiun. Hal ini dimaksudkan agar setiap karyawan memiliki keterampilan dalam mengelola dana pensiun yang dimiliki. Pada tahun 2023, jumlah karyawan yang mengikuti sosialisasi Purna Tugas sebanyak 61 karyawan. Jumlah ini menurun jika dibandingkan dengan tahun 2022 sebanyak 96 karyawan.

Hak yang didapat oleh karyawan yang pensiun disesuaikan dengan Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan, dan mendapat tambahan pesangon. Pada tahun 2023, jumlah karyawan yang pensiun sebanyak 10 orang.

PENGEMBANGAN KOMPETENSI COMPETENCE DEVELOPMENT

Guna mengembangkan kompetensi dan kualitas karyawan sebagai roda penggerak operasional bisnis, PG mengadakan pendidikan dan pelatihan. Pendidikan dan pelatihan berbasis kompetensi merupakan prinsip dalam pengelolaan sumber daya manusia yang diharapkan dapat memberikan kontribusi positif kepada Perseroan. Kompetensi karyawan ditingkatkan melalui metode pembelajaran meliputi *On the Job Training* (OJT), pelatihan, konseling, seminar, lokakarya, program sertifikasi, dan pendidikan atau tugas belajar.

The retirement period that every employee will experience is one aspect that does not escape the Company's attention. To support this, PG has prepared a training program for every employee entering retirement age. This is to ensure that every employee has the skills to manage their pension fund. In 2023, the number of employees participating in retirement socialization was 61. This number decreased when compared to 2022, with 96 employees.

The rights obtained by retired employees are adjusted to Law No. 13 of 2003 on Manpower, and receive additional severance pay. In 2023, the number of retired employees was 10 people.

In order to develop the competence and quality of employees as a driving force for business operations, PG provides education and training. Competency-based education and training are principles in human resource management that are expected to make a positive contribution to the Company. Employee competence is enhanced through learning methods including on-the-job training (OJT), training, counseling, seminars, workshops, certification programs, and education or study assignments.



KEBIJAKAN PENDIDIKAN DAN PELATIHAN (DIKLAT) EDUCATION AND TRAINING POLICY

PG menyadari bahwa kemampuan mengembangkan dan mempertahankan talenta-talenta terbaik dapat menjadi kunci sukses dan faktor penting bagi Perseroan untuk terus tumbuh, menjaga keberlangsungan, dan menciptakan nilai jangka panjang. Di samping itu, PG juga telah memiliki prosedur tentang pendidikan dan pelatihan yang diterbitkan sejak 2 Mei 2017 yaitu PG-PR-02-0008 (Prosedur Pelatihan Karyawan)

PG realizes that the ability to develop and retain the best talent can be the key to success and an important factor for the Company to continue to grow, maintain sustainability, and create long-term value. In addition, PG has also established procedures regarding education and training, which were issued on May 2, 2017, namely PG-PR-02-0008 (Employee Training Procedures).

Biaya yang telah dikeluarkan Perseroan untuk pelatihan karyawan selama tahun 2023 berdasarkan Direktorat adalah sebagai berikut:

The costs incurred by the Company for employee training during 2023, based on the Directorate, are as follows:

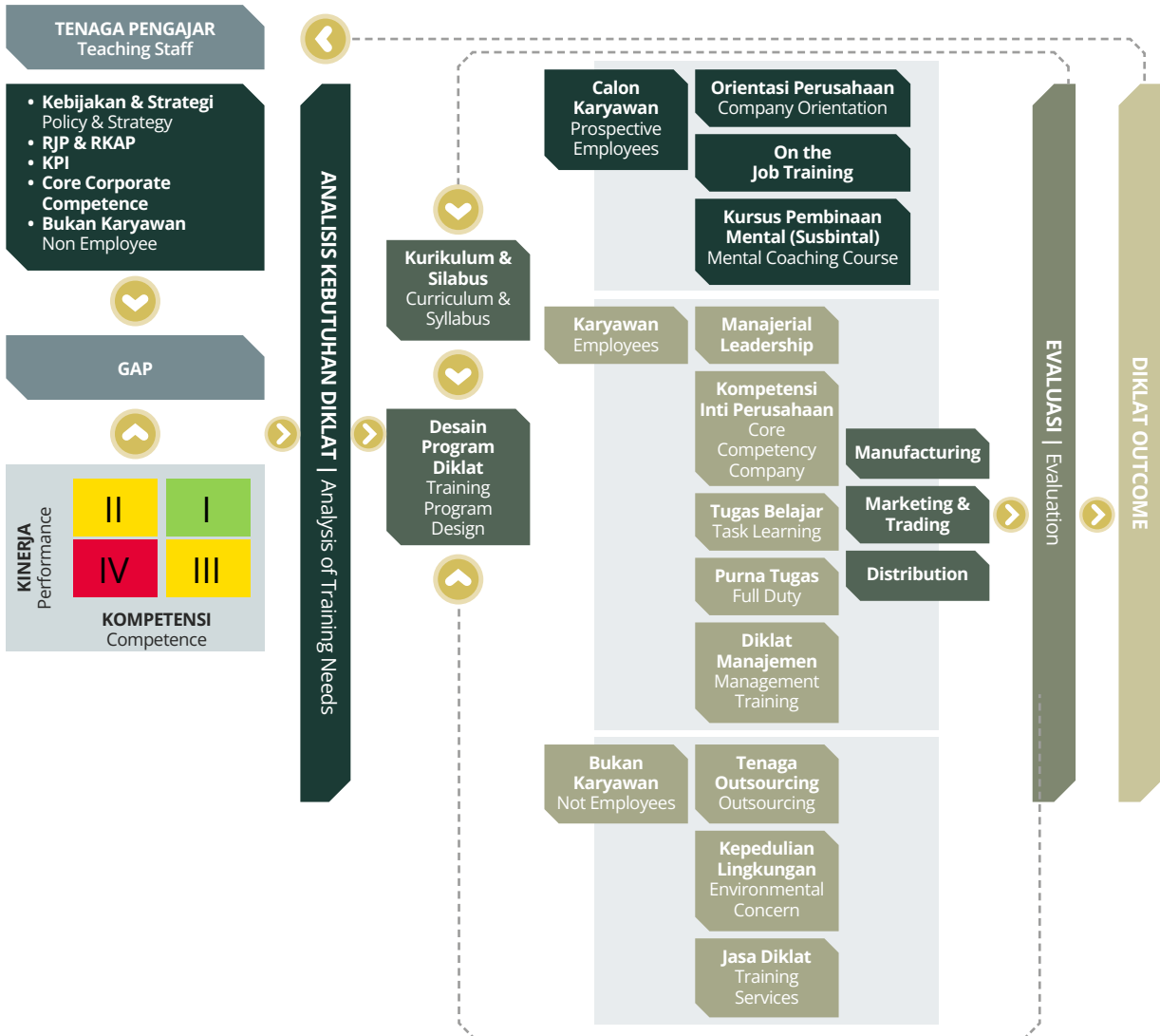
No.	Direktorat/Jabatan Directorate/Position	Nilai Realisasi Anggaran Budget Realized Value	%
1.	Dewan Komisaris Board of Commissioners	176.967.903	0,32
2.	Direksi Board of Directors	553.218.716	0,99
3.	Utama Main	2.280.416.299	0,03
4.	Keuangan dan Umum Finance and General Affairs	6.785.628.987	4,19
5.	Operasi dan Produksi Operations and Production	44.690.597.471	12,45
6.	Jumlah Total	54.486.829.377	100,00
	Jumlah Total	47.130.123.603	100,00

Biaya yang telah dikeluarkan Perseroan untuk pelatihan karyawan selama tahun 2023 berdasarkan level organisasi adalah sebagai berikut:

The costs incurred by the Company for employee training during 2023 based on the organizational level are as follows:

No.	Direktorat/Jabatan Directorate/Position	Nilai Realisasi Anggaran Budget Realized Value	%
1.	Dewan Komisaris Board of Commissioners	176.967.903	0,32
2.	Direksi Board of Directors	553.218.717	1,02
3.	Grade 1	611.819.007	1,12
4.	Grade 2	2.502.895.938	4,59
5.	Grade 3	6.841.248.897	12,56
6.	Grade 4	11.902.660.683	21,85
7.	Grade 5	12.375.429.916	22,71
8.	Grade 5 ke bawah Below Grade 5	19.522.588.316	35,83
	Jumlah Total	54.486.829.377	100,00

Prosedur Pelatihan Karyawan PG-PR-02-0008 Employee Training Procedures PG-PR-02-0008



KOMPETENSI PERILAKU BEHAVIORAL COMPETENCE

Di tahun 2023, Pupuk Indonesia Holding mengganti Kamus *Soft* Kompetensi menjadi Kamus Kompetensi Perilaku. Pengelompokan daftar kompetensi dapat digunakan dalam menjelaskan kompetensi kepada pihak lain dan untuk memastikan bahwa semua area penting yang biasanya ditemukan dalam pekerjaan atau peran terwakili.

Kelompok tersebut adalah:

1. *Personal Effectiveness (Expressing Individual Potential)*

Kompetensi yang berhubungan dengan kemampuan individu untuk mendemonstrasikan secara perilaku apa

In 2023, Pupuk Indonesia Holding replaced the Soft Competency Dictionary with the Behavioral Competency Dictionary. Classifying lists of competencies can be used to explain competencies to others and to ensure that all important areas normally found in a job or role are represented.

The classifications are:

1. *Personal Effectiveness (Expressing Individual Potential)*

Competence related to the ability of individuals to demonstrate in behavior what is often called "personal



yang seringkali disebut dengan “*personal qualities*” pada pekerjaan. Kompetensi-kompetensi ini adalah yang paling sulit untuk dikembangkan pada diri seseorang.

2. Interpersonal Effectiveness (Working with Others: Interactive Effectively)

Kompetensi pada kelompok ini berhubungan dengan pengembangan dan menjaga hubungan interpersonal yang produktif.

3. Business/Management Skills (Focusing on Results)

Kompetensi dalam kelompok ini berkaitan dengan pencapaian hasil bisnis dengan penataan dan pelaksanaan pekerjaan yang efektif.

4. Leadership Skills (Working with Others: Helping Individuals and Teams Achieve Goals)

Kompetensi yang berhubungan dengan memandu individu atau kelompok dalam mencapai tujuan kerja. Pemimpin formal dan informal seringkali dibutuhkan untuk mendemonstrasikan perilaku pada kompetensi ini.

Standar kompetensi Pupuk Indonesia Group disusun dengan mengacu kepada Ketentuan Sistem *Grading* yang ada di Pupuk Indonesia Group. Adapun Jenis Kompetensi Perilaku diidentifikasi berdasarkan jabatan sebagai berikut:

1. Kompetensi Perilaku untuk Jabatan Struktural;
2. Kompetensi Perilaku untuk Jabatan Fungsional khusus *Project Leader*;
3. Kompetensi Perilaku untuk Jabatan Fungsional khusus *Individual Contributor*.

Standar kompetensi di Pupuk Indonesia Group, Ketika digunakan dalam konteks *Job Stream* memiliki struktur sebagai berikut:

1. Kompetensi Inti

Kompetensi yang disusun untuk menjawab tantangan nilai AKHLAK BUMN beserta kebutuhan merealisasikan prioritas strategis Pupuk Indonesia Group.

Kompetensi inti harus dimiliki untuk seluruh individu di dalam organisasi, pada semua fungsi dan level jabatan. Berdasarkan hal tersebut ditentukan 4 (empat) kompetensi berikut sebagai kompetensi inti Pupuk Indonesia Group:

- a. Authenticity
- b. Continuous Learning
- c. Contributing to Society
- d. Customer Focus

2. Kompetensi Primer

Kompetensi yang dipersyaratkan sudah harus dimiliki oleh individu untuk menampilkan kinerja yang efektif pada satu Kelompok Pekerjaan (*Job Stream*) tertentu.

qualities” on the job. These competencies are the most difficult to develop in a person.

2. Interpersonal Effectiveness (Working with Others: Interactive Effectively)

Competence in this group is related to developing and maintaining productive interpersonal relationships.

3. Business/Management Skills (Focusing on Results)

Competences in this group relate to achieving business results by structuring and executing effective work.

4. Leadership Skills (Working with Others: Helping Individuals and Teams Achieve Goals)

Competence related to guiding individuals or groups in achieving work goals. Formal and informal leaders are often required to demonstrate behavior in these competencies.

Pupuk Indonesia Group’s competency standards are prepared by referring to the Grading System Provisions in the Pupuk Indonesia Group. The Types of Behavioral Competency are identified by position as follows:

1. Behavioral Competence for Structural Positions;
2. Behavioral Competence for Project Leader specific Functional Positions;
3. Behavioral Competence for Individual Contributor specific Functional Positions.

Competency standards in the Pupuk Indonesia Group, when used in the context of a Job Stream, have the following structure:

1. Core Competency

Competencies that are structured to answer the challenges of BUMN AKHLAK values and the need to realize the strategic priorities of Pupuk Indonesia Group.

Core competencies must be owned by all individuals in the organization, at all functions and position levels. Based on this, the following 4 (four) competencies were determined as the core competencies of Pupuk Indonesia Group:

- a. Authenticity
- b. Continuous Learning
- c. Contributing to Society
- d. Customer Focus

2. Primary Competency

The required competencies that must be possessed by individuals to display effective performance in a particular Job Group (Job Stream).

3. Kompetensi Sekunder

Kompetensi yang dipersyaratkan untuk individu menjalankan peran dan menampilkan kinerja efektif namun masih dapat dikembangkan selama individu tersebut berada pada satu Kelompok Pekerjaan (*Job Stream*) tertentu.

3. Secondary Competency

The competencies required for individuals to carry out roles and display effective performance can still be developed as long as the individual is in a particular Job Stream.

Contoh Standar Kompetensi Berdasarkan Kelompok Tingkat Jabatan (*Band*), untuk Jabatan Struktural:

Examples of Competency Standards Based on Position Level Groups (*Bands*), for Structural Positions:

BOD (Director) Profile	Band 1 Profile	Band 2 Profile	Band 3 Profile	Band 4 Profile
Authenticity	Authenticity	Authenticity	Authenticity	Authenticity
Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning
Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society
Customer Focus	Customer Focus	Customer Focus	Customer Focus	Customer Focus
Business Acumen	Business Acumen	Business Awareness	Profitability Focus	Profitability Focus
Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Savvy	Digital & Technology Awareness
Entrepreneurship	Entrepreneurship	Entrepreneurial Insight	-	-
Establishing Strategic Direction	Establishing Strategic Direction	Establishing Strategic Direction	Decision Making	Decision Making
Global Acumen	Global Acumen	Global Perspective	-	-
Building Organization Talent	Coaching & Developing Others	Coaching	Coaching	Coaching
Energizing the Organization	Inspiring Others	Inspiring Others	Gaining Commitment	Gaining Commitment
Change Leadership	Driving Change	Facilitating Change	Adaptability	Adaptability
Leading Execution	Leading Execution	Leading Execution	Execution	Planning & Organizing
Leading Innovation	Leading Innovation	Innovation	Innovation	Continuous Improvement
Inspiring Excellence	Driving for Results	Driving for Results	Work Standards	Work Standards
Cultivating Networks & Partnerships	Building Networks	Building Partnerships	Collaborating	Collaborating
Optimizing Diversity	Creating an Inclusive Environment	Valuing Differences	Valuing Differences	Valuing Differences

Keterangan: | Description:

Kompetensi Inti Core Competency	Business/Management Skill	Leadership Skill	Personal Effectiveness	Interpersonal Effectiveness
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Standar Kompetensi juga dibedakan untuk setiap kelompok pekerjaan (*Job Stream*). Job stream ditentukan dengan mempertimbangkan unit-unit kerja yang ada di Pupuk Indonesia Group berdasarkan struktur organisasi berikut

Competency Standards are also differentiated for each work group (Job Stream). The job stream is determined by considering the existing work units in the Pupuk Indonesia Group based on the organizational structure along with the



peran, tanggung jawab, dan hasil kerja (*output*) dari setiap unit tersebut dan proses bisnis di Pupuk Indonesia Group dan dibahas dalam *Focus Group Discussion* (FGD) dengan seluruh Pupuk Indonesia Group. Terdapat 8 (delapan) *Job Stream*, yaitu *business development, business enabler, marketing management, sales, operations, finance and investment, compliance, dan corporate services*.

roles, responsibilities, and work results (*output*) of each of these units and business processes in the Pupuk Indonesia Group and discussed in the *Focus Group Discussion* (FGD) with the entire Pupuk Indonesia Group. There are 8 (eight) *Job Streams*, namely *business development, business enabler, marketing management, sales, operations, finance and investment, compliance, and corporate services*.

Contoh Standar Kompetensi untuk Jabatan Struktural Kelompok *Business Development*:

Examples of Competency Standards for Structural Positions:

BOD (Director) Profile	Band 1 Profile	Band 2 Profile	Band 3 Profile	Band 4 Profile
Authenticity	Authenticity	Authenticity	Authenticity	Authenticity
Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning	Continuous Learning
Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society	Contributing to Society
Customer Focus	Customer Focus	Customer Focus	Customer Focus	Customer Focus
Establishing Strategic Direction	Operational Decision Making	Operational Decision Making	Decision Making	Decision Making
Inspiring Excellence	Driving for Results	Driving for Results	Work Standards	Work Standards
Leading Execution	Leading Execution	Leading Execution	Execution	Planning & Organizing
Business Acumen	Business Acumen	Business Awareness	Profitability Focus	Profitability Focus
Cultivating Networks & Partnerships	Building Networks	Building Partnerships	Collaborating	Collaborating
Entrepreneurship	Entrepreneurship	Entrepreneurial Insight		
Change Leadership	Driving Change	Facilitating Change	Adaptability	Adaptability
Leading Innovation	Leading Innovation	Innovation	Innovation	Continuous Improvement
Global Acumen	Global Acumen	Global Perspective		
Building Organization Talent	Coaching & Developing Others	Coaching	Coaching	Coaching
Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Leadership	Digital & Technology Savvy	Digital & Technology Awareness
Energizing the Organization	Inspiring Others	Inspiring Others	Gaining Commitment	Gaining Commitment
Optimizing Diversity	Creating an Inclusive Environment	Valuing Differences	Valuing Differences	Valuing Differences

Keterangan | Description:

Kompetensi Inti Core Competency	Kompetensi Primer Primary Competency	Kompetensi Sekunder Secondary Competency
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Pemetaan kompetensi perilaku dilakukan dengan asesmen kompetensi perilaku, yang menghasilkan rekomendasi yang akan digunakan dalam proses rotasi, mutasi, dan promosi karyawan (RMP).

Behavioral competency mapping is carried out through behavioral competency assessment, which generates recommendations to be used in the process of employee rotation, transfer, and promotion (RMP).

Diklat kompetensi dibagi berdasarkan *Core Corporate Competency* yaitu *manufacturing, marketing & trading, distribution, dan penunjang*.

Competence education and training are categorized based on core corporate competencies, namely manufacturing, marketing & trading, distribution, and supporting.

1. Manufacture

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat <i>Manufacture</i> Manufacture Training	785	308	481	57	47	276	368	112	125	564	954	335

2. Marketing & Trading

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat <i>Marketing & Trading</i> Marketing & Trading Training	0	138	94	0	6	4	20	0	10	58	133	0

3. Distribution

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat <i>Distribution</i> Distribution Training	0	0	64	0	0	9	7	0	0	174	13	7

4. Penunjang

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Penunjang Support Training	93	136	421	130	2.698	429	457	174	362	1.44	314	1.023

ROADMAP PENGEMBANGAN KOMPETENSI SDM HR COMPETENCY DEVELOPMENT ROADMAP

Pengembangan kompetensi SDM di PG dilakukan melalui program pendidikan dan pelatihan dalam rangka meningkatkan pengetahuan, keterampilan serta kemampuan agar karyawan mampu melaksanakan tugasnya secara optimal sesuai persyaratan kompetensi yang dibutuhkan. Selain itu program sertifikasi kompetensi juga dilakukan dalam rangka meningkatkan kompetensi SDM sesuai arah pengembangan perusahaan dengan target pencapaian sebagai berikut:

HR competence development at PG is carried out through education and training programs in order to increase knowledge, skills, and abilities, enabling employees to carry out their duties optimally in accordance with the required competency requirements. In addition, a competency certification program is also carried out in order to improve HR competence in accordance with the direction of company development, with the following achievement targets:

Parameter	Tahun Year	Target Karyawan yang Tersertifikasi Target Certified Employees
Peningkatan kompetensi SDM sesuai arah pengembangan Perusahaan HR competency improvement in accordance with the direction of the Company development	2020	40%
	2021	50%
	2022	50%
	2023	50%



PROGRAM PENDIDIKAN DAN PELATIHAN (DIKLAT) EDUCATION AND TRAINING PROGRAM (TRAINING)

Program pengembangan karyawan yang diselenggarakan oleh PG memiliki tujuan untuk mengembangkan kemampuan managerial dan kepemimpinan serta untuk menguasai *Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution)* serta kompetensi penunjang lainnya. Penerapan sistem pendidikan berbasis kompetensi di lingkungan PG bertujuan untuk:

- a. Memenuhi kompetensi karyawan agar sesuai dengan kebutuhan Kompetensi Jabatan masing-masing karyawan, mampu melaksanakan tugas secara optimal.
- b. Mengembangkan kompetensi karyawan agar sesuai dengan tuntutan kebutuhan perkembangan Perseroan dan lingkungan eksternal (sesuai SK Pedoman Sistem Pendidikan dan Pelatihan Berbasis Kompetensi Petrokimia Gresik No. 0323/NK.02.01/03/SK/2010).

Program pelatihan yang telah dilakukan adalah sebagai berikut:

- a. **Diklat Induksi**
Dirancang untuk calon karyawan dengan tujuan memberikan pemahaman tentang Perseroan, bekal pengetahuan, keterampilan dasar, dan perilaku serta ketahanan mental dan disiplin yang dibutuhkan untuk melaksanakan tugas sesuai bidangnya.

The employee development program organized by PG aims to develop managerial and leadership skills as well as to master Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution) and other supporting competencies. The application of a competency-based education system within PG has the following objectives:

- a. Fulfilling employee competencies, to ensure that they are in accordance with the Job Competency needs of each employee, able to carry out tasks optimally.
- b. Develop employee competencies to suit the demands of the Company's development needs and the external environment (according to the Decree of the Competency-Based Education and Training System Guidelines for Petrokimia Gresik No. 0323/NK.02.01/03/SK/2010).

The following are training programs that have been carried out:

- a. **Induction Training**
Designed for prospective employees with the aim of providing an understanding of the Company, provision of knowledge, basic skills, and behaviors as well as mental resilience and discipline needed to carry out tasks respective to their fields.

Kegiatan Activity	Realisasi Realization											
	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Diklat Induksi Induction Training	7.3043634	6.6403002	7.3043476	5.9763002	6.9722370	6.6403318	6.6403318	7.3043476	6.6403476	7.3043318	7.3043476	6.3083476

- b. **Diklat Leadership & Managerial**
Meningkatkan kemampuan *leadership & managerial* sesuai kebutuhan kompetensi jabatannya dengan meningkatkan *core soft competence* sesuai dengan level jabatan masing-masing *grade* untuk memperkuat *leadership & managerial skill*.

- b. **Leadership & Managerial Training**
Improve leadership & managerial abilities according to the competency needs of their positions by increasing core soft competencies according to the level of each grade position to strengthen leadership & managerial skills.

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Leadership & Manajerial Leadership & Managerial Training	0	0	0	0	0	11	115	0	69	0	42	225

- c. **Diklat Kompetensi**
Program diklat untuk meningkatkan kemampuan teknis (Sertifikasi & Non-Sertifikasi) sesuai dengan kebutuhan kompetensi jabatan melalui peningkatan kompetensi teknis individu yang berfokus pada *Core Corporate*

- c. **Competency Training**
Training program to improve technical capabilities (Certification & Non-Certification) in accordance with job competency requirements through increasing individual technical competencies that focus on Core Corporate

Competence (Manufacturing, Marketing, Trading, dan Distribution) masing-masing serta kompetensi penunjang.

Competence (Manufacturing, Marketing, Trading, and Distribution) respectively as well as supporting competencies.

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Tugas Belajar Study Assignment Training	308	304	308	300	306	304	304	308	272	226	302	139

d. Diklat Tugas Belajar

Program diklat ini dirancang untuk karyawan yang ditunjuk oleh Perseroan mengikuti pendidikan formal jenjang Diploma, Strata 2, dan Profesi dalam bentuk tugas belajar baik di dalam maupun di luar negeri.

d. Learning Training

This education and training program is designed for employees appointed by the Company to take formal education at Diploma, Strata 2, and Professional levels in the form of study assignments both at home and abroad.

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Purna Tugas Post Employment Training	0	0	0	0	0	0	0	0	0	0	160	0

e. Diklat Purna Tugas

Program diklat ini dirancang untuk karyawan yang akan memasuki masa purna tugas. Menjadikan karyawan siap memasuki masa purna tugas dengan memberikan wawasan, bekal pengetahuan karyawan dalam kegiatan yang bersifat profit maupun non-profit.

e. Post Employment Training

This training program is designed for employees entering retirement age. Making employees ready to enter retirement by providing insight and provision of knowledge of employees in profit and non-profit activities.

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Purna Tugas Post Employment Training	0	0	0	0	0	0	66	0	240	80	0	14

f. Sosialisasi Awareness

Program diklat yang dirancang sebagai sarana untuk memberikan sosialisasi atau penyegaran mengenai kebijakan perusahaan.

f. Awareness Socialization

Education and training program designed as a means to provide socialization or refresher on company policies.

Kegiatan Activity	Realisasi Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Sosialisasi Awareness Awareness Socialization	0	47	134	0	0	0	0	0	0	0	0	0

KESETARAAN DAN KESEMPATAN YANG SAMA EQUALITY AND EQUAL OPPORTUNITY

Perseroan menerapkan kebijakan kesetaraan gender dalam penyelenggaraan program pengembangan kompetensi SDM. Perseroan memberikan kesempatan yang sama kepada seluruh karyawan untuk mengembangkan kompetensi dan kualitas diri tanpa membedakan latar belakang karyawan

The Company implements a gender equality policy in the implementation of HR competency development programs. The Company provides equal opportunities to all employees to develop their competencies and qualities regardless of the employee's background, such as ethnicity, religion, race,



tersebut, seperti suku, agama, ras, kepercayaan, dan usia. Selain dalam program pengembangan, Perseroan turut memberikan kesempatan yang sama untuk menentukan jenjang karier dan mendapatkan promosi sesuai dengan kinerjanya.

belief, and age. In addition to the development program, the Company also provides equal opportunities to determine career paths and get promotions according to their performance.

INDEKS *EMPLOYEE EXPERIENCE* PERUSAHAAN EMPLOYEE EXPERIENCE INDEX OF THE COMPANY

Untuk pertama kalinya di tahun 2023, PG melakukan survei terkait dengan *Employee Experience* terhadap kebijakan yang diambil dan diberlakukan oleh Perseroan. Tujuan dilakukannya Survei *Employee Experience* antara lain:

1. Mendapatkan *feedback* atau masukan dari karyawan dalam rangka peningkatan dan pengembangan program-program Perseroan yang ada di PT Petrokimia Gresik
2. Mengetahui bagaimana program-program SDM memengaruhi pengalaman karyawan secara keseluruhan.
3. Mendapatkan *feedback* dari karyawan untuk Perseroan yang dapat ditindaklanjuti.

Indikator yang menjadi faktor penilaian dalam Survei *Employee Experience* mencakup:

For the first time in 2023, PG conducted a survey related to *Employee Experience* regarding the policies taken and implemented by the Company. The objectives of the *Employee Experience* Survey implementation include:

1. Obtain feedback or input from employees to improve and develop the Company programs at PT Petrokimia Gresik
2. Determine how HR programs impact the overall employee experience.
3. Obtain feedback from Employees that can be followed up by the Company.

Indicators that are assessment factors in the *Employee Experience* Survey include:

Meaningful Work
Strong Management
Positive Workplace
Health & Wellbeing
Growth Opportunity
Trust in the Organization
Technology & Services

Tingkat *Employee Experience* PT Petrokimia Gresik diperoleh skor 89,37% dengan predikat *very good*, dengan rincian skor untuk masing-masing faktor sebagai berikut:

PT Petrokimia Gresik’s *Employee Experience* level obtained a score of 89.37% with a very good predicate, with details of the scores for each factor as follows:

Faktor Factor	Skor EX Predikat Predicate EX Score	Skor EX Predikat Predicate EX Score
Meaningful Work	87,80%	Very Good
Strong Management	89,63%	Very Good
Positive Workplace	89,24%	Very Good
Health & Wellbeing	89,77%	Very Good
Growth Opportunity	88,44%	Very Good
Trust in the Organization	90,67%	Very Good
Technology & Services	90,15%	Very Good

PROGRAM KERJA UNGGULAN KOMPARTEMEN SUMBER DAYA MANUSIA TAHUN 2023 LEADING WORK PROGRAM OF THE HUMAN RESOURCES COMPARTMENT IN 2023

Dalam mengelola aset SDM, Perseroan melakukan beberapa hal utama, yaitu pengembangan, perencanaan, dan pengendalian karyawan. Melalui pengelolaan yang tepat, talent-talent yang memiliki kemampuan dan keterampilan akan mampu dikembangkan dan memberikan nilai tambah bagi Perseroan. PG mewujudkan komitmen untuk selalu siap menghadapi tantangan dan kondisi bisnis yang dinamis melalui perencanaan program yang akan dijalankan pada tahun 2023. Beberapa aktivitas yang telah direalisasikan pada tahun 2023 antara lain:

1. Melaksanakan uji potensi PKWT untuk keperluan program pengembangan.
2. Menerbitkan kamus kompetensi teknis.
3. Menyediakan *Operator Training Simulator* (OTS) yang menggunakan teknologi integrasi antara operator lapangan dengan *operator control room* di *Distributed Control System* (DCS) untuk mendukung akselerasi pembelajaran.
4. Melaksanakan asesmen kinerja unggul dengan predikat *Industry Leader* perolehan skor 706.
5. Penguatan budaya inovasi bagi seluruh karyawan.

In managing HR assets, the Company carries out several main tasks, namely employee development, planning, and control. Through proper management, talents with abilities and skills will be able to be developed and provide added value to the Company. PG embodies the commitment to always be ready to face challenges and dynamic business conditions through program planning to be carried out in 2023. Some of the activities that have been realized in 2023 include:

1. Carrying out PKWT potential tests for development program purposes.
2. Publishing a Technical Competency Dictionary.
3. Providing an Operator Training Simulator (OTS) that uses integration technology between field operators and control room operators in the Distributed Control System (DCS) to support accelerated learning.
4. Carrying out a Superior Performance Assessment with Industry Leader Predicate with a score of 706.
5. Strengthening of the Innovation Culture for All Employees.

KONVENSI INOVASI PETROKIMIA GRESIK PETROKIMIA GRESIK INNOVATION CONVENTION

Bagi PG, inovasi menjadi bagian dari tata nilai Perseroan yang implementasinya selalu diupayakan oleh seluruh organ Perseroan guna menunjang pencapaian serta peningkatan kinerja. Kegiatan inovasi bertujuan untuk membentuk *growth mindset* karyawan, sehingga karyawan terbiasa dalam menghadapi tantangan akan datang atau dinamika pekerjaan yang sewaktu waktu bisa berubah. Selain itu dengan adanya budaya inovasi, karyawan *aware* terhadap permasalahan di unit kerjanya dan mampu memikirkan langkah-langkah penyelesaian masalah yang dihadapi dengan benar. Kegiatan inovasi berupa Konvensi Inovasi Tingkat Kompartemen (KIK) dan Konvensi Inovasi Tingkat Perusahaan (KIPG) menjadi budaya PG yang setiap tahun diselenggarakan.

For PG, innovation is part of the Company's values, the implementation of which is always pursued by all Company organs to support achievement and improve performance. Innovation activities aim to form employee Growth Mindsets, allowing employees to become accustomed to facing future challenges or work dynamics that can change at any time. In addition, Culture of Innovation allows employees to be aware of the problems in their work units and to think about steps to appropriately address the problems they face. Innovation activities in the form of the Compartment Level Innovation Convention (KIK) and the Enterprise Level Innovation Convention (KIPG) are part of PG's culture and are held every year.



TATA NILAI AKHLAK AKHLAK VALUES



Bagi PG, Tata Nilai AKHLAK yang dicanangkan oleh Kementerian BUMN wajib diimplementasikan oleh seluruh karyawan. Proses internalisasi dan implementasi AKHLAK dilaksanakan secara menyeluruh untuk membentuk perilaku karyawan yang berlandaskan Nilai AKHLAK.

For PG, the AKHLAK Values proclaimed by the Ministry of SOEs must be implemented by all employees. The process of Internalization and Implementation of AKHLAK is carried out thoroughly to shape employee behavior based on AKHLAK Values.

HUBUNGAN INDUSTRIAL INDUSTRIAL RELATIONS

Serikat Karyawan Petrokimia Gresik (SKPG) didirikan sebagai langkah menjaga hubungan yang harmonis antara karyawan dan Perseroan. Serikat Pekerja ini bertujuan untuk membangun hubungan industrial yang baik antara karyawan dan Perseroan guna menunjang aktivitas operasional demi tercapainya visi, misi, dan tujuan Perseroan.

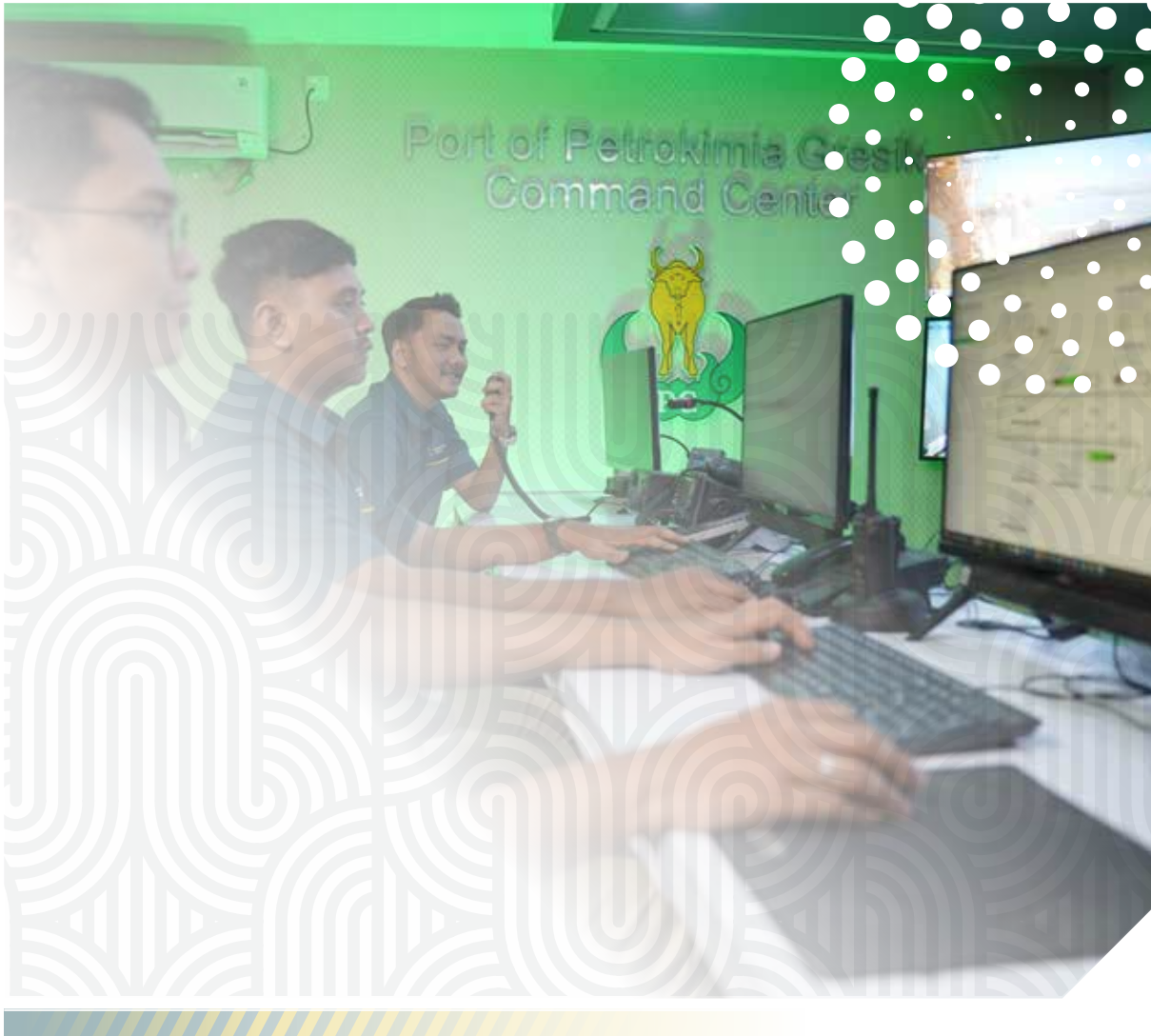
The Petrokimia Gresik Employee Union (SKPG) was established as a step to maintain a harmonious relationship between employees and the Company. This Labor Union aims to build good industrial relations between employees and the Company to support operational activities in order to achieve the Company's vision, mission and goals.

Sebagai upaya untuk menghadirkan budaya kerja yang berkinerja tinggi dan berkualitas serta menciptakan karyawan yang memiliki kinerja unggul dan terikat pada Sistem Manajemen Kinerja (SMK), diterapkan oleh Perseroan sebagai bagian integral dari Manajemen Sumber Daya Manusia Berbasis Kompetensi (MSDM-BK).

As an effort to present a high-performance and quality work culture and create employees who have superior performance and are bound to the Performance Management System (SMK), the Company is implemented as an integral part of Competency-Based Human Resource Management (MSDM-BK).

TEKNOLOGI INFORMASI

Information Technology



PT Petrokimia Gresik terus berupaya memaksimalkan pemanfaatan Teknologi Informasi dalam inovasi bisnisnya dan memunculkan gagasan sistem sehingga mampu mencapai tujuan dan sasaran yang telah ditetapkan.

PT Petrokimia Gresik continues to strive to maximize the use of Information Technology in its business innovation and generate system ideas, enabling it to achieve the goals and objectives that have been set.



STRATEGI TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY STRATEGY

PT Petrokimia Gresik adalah anak perusahaan dari Badan Usaha Milik Negara (BUMN) PT Pupuk Indonesia (Persero) yang merupakan pabrik pupuk terlengkap di Indonesia yang berdiri di atas lahan seluas lebih dari 550 hektare. PT Petrokimia Gresik berlokasi di wilayah strategis di Gresik, Jawa Timur dengan bidang usaha menghasilkan produk pupuk yang berkualitas. Mempunyai 31 pabrik dengan total kapasitas produksi saat ini mencapai 8,9 juta ton/tahun, terdiri dari produk pupuk sebesar 5 (lima) juta ton/tahun, dan produk non pupuk sebanyak 3,9 juta ton/tahun. Anak perusahaan PT Pupuk Indonesia (Persero) ini bertransformasi menuju perusahaan Solusi Agroindustri untuk mendukung tercapainya program Ketahanan Pangan Nasional, dan kemajuan dunia pertanian.

Sejalan dengan adanya peningkatan dalam persaingan di skala global, PT Petrokimia Gresik membuat perencanaan strategis dalam bidang sistem informasi yang dituangkan dalam IT *Master Plan* PT Petrokimia Gresik sejalan dengan IT *Master Plan* PT Pupuk Indonesia (Persero). Hal ini dilakukan sebagai upaya menjamin keberlangsungan proses bisnis Perusahaan dan meningkatkan daya saing di tengah arus globalisasi. Dengan strategi sistem informasi yang tepat, Perusahaan dapat mempertahankan perolehan laba serta meningkatkan jumlah laba agar dapat terus berkembang di masa depan.

TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY

Sebagai perwujudan komitmen sebagai Solusi Agroindustri yang memiliki daya saing tinggi, PT Petrokimia Gresik menerapkan Teknologi Informasi (TI) di berbagai lini bisnis sesuai dengan kebutuhan serta kompleksitas dari usaha yang dijalankan Perusahaan. Penerapan TI ini menjadi upaya PT Petrokimia Gresik dalam mempertahankan dan meningkatkan aspek keberlangsungan aktivitas operasional bisnis di tengah arus globalisasi serta persaingan ketat dalam industri pupuk nasional.

Dalam penerapan TI, PT Petrokimia Gresik memfokuskan pelaksanaannya dengan tujuan untuk memenuhi beberapa prinsip, antara lain:

1. Menerapkan TI sebagai *business-enabler* yang selaras dengan kebutuhan bisnis PT Petrokimia Gresik serta mampu memberikan manfaat yang optimal.

PT Petrokimia Gresik is a subsidiary of the State-Owned Enterprise (SOE), PT Pupuk Indonesia (Persero), which is the most complete fertilizer factory in Indonesia and stands on an area of more than 550 hectares. PT Petrokimia Gresik is located in a strategic area in Gresik, East Java, with a line of business producing quality fertilizer products. It has 31 factories with a total production capacity currently reaching 8.9 million tons/year, consisting of 5 (five) million tons/year of fertilizer products, and 3.9 million tons/year of non-fertilizer products. This subsidiary of PT Pupuk Indonesia (Persero) is transforming into an Agro-Industrial Solutions company to support the achievement of the National Food Security program and the progress of the agriculture field.

In line with increasing competition on a global scale, PT Petrokimia Gresik has made strategic planning in the field of information systems, which is outlined in the IT Master Plan of PT Petrokimia Gresik in line with the IT Master Plan of PT Pupuk Indonesia (Persero). This is done in an effort to ensure the continuity of the Company's business processes and increase competitiveness amidst globalization. With the appropriate information system strategy, the Company can maintain profits and increase profits to ensure that it can continue to grow in the future.

As a manifestation of its commitment as a highly competitive fertilizer producer, the Company implements Information Technology (IT) applications in various business lines according to the needs and complexity of the business run by the Company. The application of IT is an effort by PT Petrokimia Gresik to maintain and improve aspects of the sustainability of business operational activities in the midst of globalization and fierce competition in the national fertilizer industry.

In implementing IT, PT Petrokimia Gresik focuses its implementation with the aim of fulfilling several principles, including:

1. Implementing IT as a business-enabler that is in line with the business needs of PT Petrokimia Gresik and is able to provide optimal benefits.

- | | |
|--|--|
| <ol style="list-style-type: none"> 2. Menggunakan sumber daya TI yang mencakup data, informasi, perangkat lunak, infrastruktur, perangkat keras & sumber daya manusia dengan penuh tanggung jawab. 3. Melakukan identifikasi, penilaian, pengendalian, dan pemantauan risiko TI sesuai kerangka kerja manajemen risiko Perseroan. 4. Mengelola kepatuhan (<i>compliance</i>) TI terhadap standar dan regulasi yang berlaku, termasuk kebijakan TI yang dibuat oleh PT Pupuk Indonesia (Persero), dan produk-produk hukum lainnya, seperti hukum dan undang-undang yang mengatur Hak Atas Kekayaan Intelektual (HAKI). | <ol style="list-style-type: none"> 2. Using IT resources, which include data, information, software, infrastructure, hardware & HR with full responsibility. 3. Identify, assess, control, and monitor IT risks in accordance with the Company's risk management framework. 4. Manage IT compliance with applicable standards and regulations, including IT policies made by PT Pupuk Indonesia (Persero), and other legal products, such as laws and regulations governing Intellectual Property Rights (IPR). |
|--|--|

Selain mengacu pada beberapa prinsip tersebut, penerapan TI PT Petrokimia Gresik mengambil acuan dasar pada tahapan pengembangan TI (*IT Roadmap*). *IT Roadmap*, sebagai penjabaran dari *IT Master Plan 2020–2024* PT Pupuk Indonesia (Persero) Group. Tujuan penyusunan terpusat antara lain:

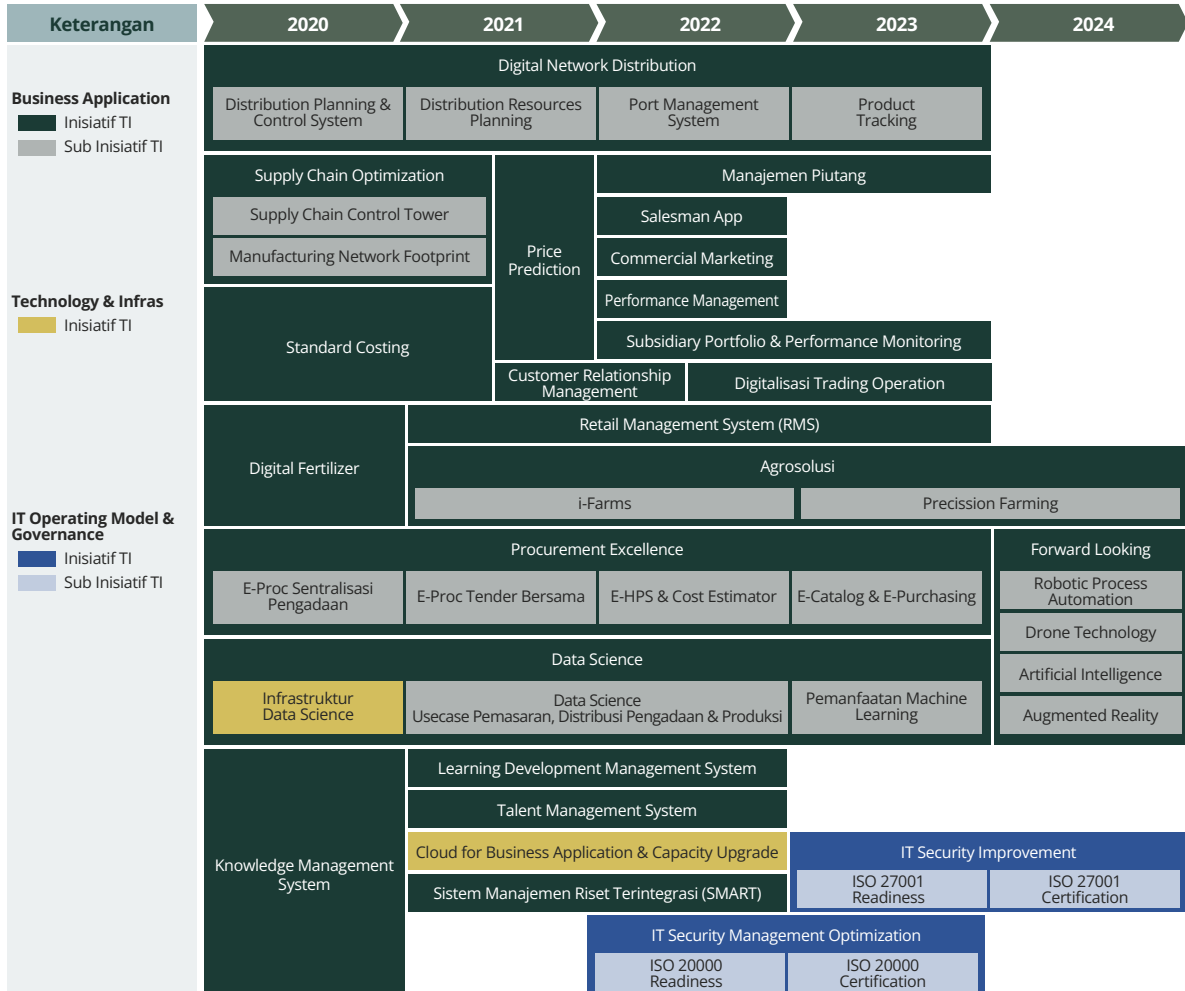
1. Menghindari redudansi yang tidak diperlukan untuk inisiatif TI yang dibutuhkan bersama.
2. Melakukan efisiensi sumber daya TI untuk mencapai kebutuhan bisnis korporasi.
3. Memaksimalkan efektivitas strategi TI untuk mendukung strategi bisnis.
4. Memperoleh keunggulan kompetitif melalui penggunaan TI.
5. Peningkatan layanan yang diberikan TI kepada bisnis.
6. Pemahaman yang lebih baik atas manfaat TI bagi Perseroan.

In addition to referring to these principles, PT Petrokimia Gresik's IT implementation takes the basic reference to the stages of IT development (*IT Roadmap*). *IT Roadmap*, as an elaboration of the *2020-2024 IT Master Plan* of PT Pupuk Indonesia (Persero) Group. The purposes of centralized arrangement include:

1. Avoid unnecessary redundancies for shared IT initiatives.
2. Efficient IT resources to achieve corporate business needs.
3. Maximizing the effectiveness of IT strategy to support business strategy.
4. Gain competitive advantage through the use of IT.
5. Improved services provided by IT to businesses.
6. Better understanding of the benefits of IT for the Company.



Roadmap IT Master Plan 2020-2024 PT Pupuk Indonesia (Persero) Group
2020-2024 IT Master Plan Roadmap of PT Pupuk Indonesia (Persero) Group



Teknologi Informasi PT Petrokimia Gresik menjalankan fungsi organisasi TI sesuai yang ditetapkan PT Pupuk Indonesia (Persero) sebagai Induk Perusahaan. Mempertimbangkan kerangka kerja proses TI dan kaidah pemisahan tugas sesuai dengan fungsi (*segregation of duty*), organisasi TI terdiri dari 4 (empat) fungsi utama, yaitu:

1. Fungsi Pengelolaan Pengembangan Sistem
Perencanaan, pengkoordinasian, pengarahan, dan evaluasi kegiatan di bidang pengembangan, pengimplementasian, dan operasional sistem informasi korporat (ERP), serta pemeliharaan aplikasi pendukung ERP dan aplikasi terpusat lainnya agar tersedia solusi TI yang andal bagi Unit Kerja di area bisnis untuk mendukung proses kerja yang efektif dan efisien dalam upaya pencapaian tujuan Perseroan.
2. Fungsi Infrastruktur TI
Perencanaan, pengkoordinasian, pengarahan dan evaluasi kegiatan di bidang pengelolaan operasional

Petrokimia Gresik's Information Technology carries out its IT organizational functions as stipulated by PT Pupuk Indonesia (Persero) as the Holding Company. Considering the IT process framework and segregation of duties rules, the IT organization consists of 4 (four) main functions, namely:

1. System Development Management Function
Planning, coordinating, directing, and evaluating activities in the field of development, implementation, and operation of corporate information systems (ERP), as well as maintenance of ERP supporting applications & other centralized applications to provide reliable IT solutions for work units in business areas to support effective work processes and efficient in achieving the Company's goals.
2. IT Infrastructure Function
Planning, coordinating, directing, and evaluating activities in the field of IT Infrastructure operational management

Infrastruktur TI untuk menjamin ketersediaan, keamanan, keandalan serta keakuratan layanan TI dalam menunjang bisnis Perusahaan.

3. Fungsi IT Services

Perencanaan, pengoordinasian, pengarahan, dan evaluasi kegiatan di bidang pengelolaan operasional *helpdesk* dan fasilitas *end user computing* untuk menjamin ketersediaan, keamanan, keandalan, serta keakuratan layanan TI dalam menunjang bisnis Perseroan.

4. Fungsi Perencanaan dan Pengendalian TI

Perencanaan, pengoordinasian, pengarahan dan evaluasi kegiatan di bidang penyusunan dan pengelolaan Master Plan TI, Portofolio TI, Program Kerja TI, Anggaran TI, dan Tata Kelola TI agar selaras dengan target, strategi, dan kebutuhan bisnis Perusahaan.

Dalam mengoptimalkan penerapan IT *Master Plan* (ITMP) dengan melakukan sinergi teknologi informasi dan bisnis untuk menghasilkan manfaat yang optimal dan berkelanjutan bagi Perusahaan, PT Petrokimia Gresik melibatkan peran IT *Steering Committee* (ITSC) terkait pengambilan keputusan-keputusan strategis investasi, operasional TI, serta memastikan keterlibatan dan dukungan unit bisnis. Adapun gambaran struktur organisasi ITSC Petrokimia Gresik adalah sebagai berikut:

to ensure the availability, security, reliability, and accuracy of IT services in supporting the Company's business.

3. IT Services Function

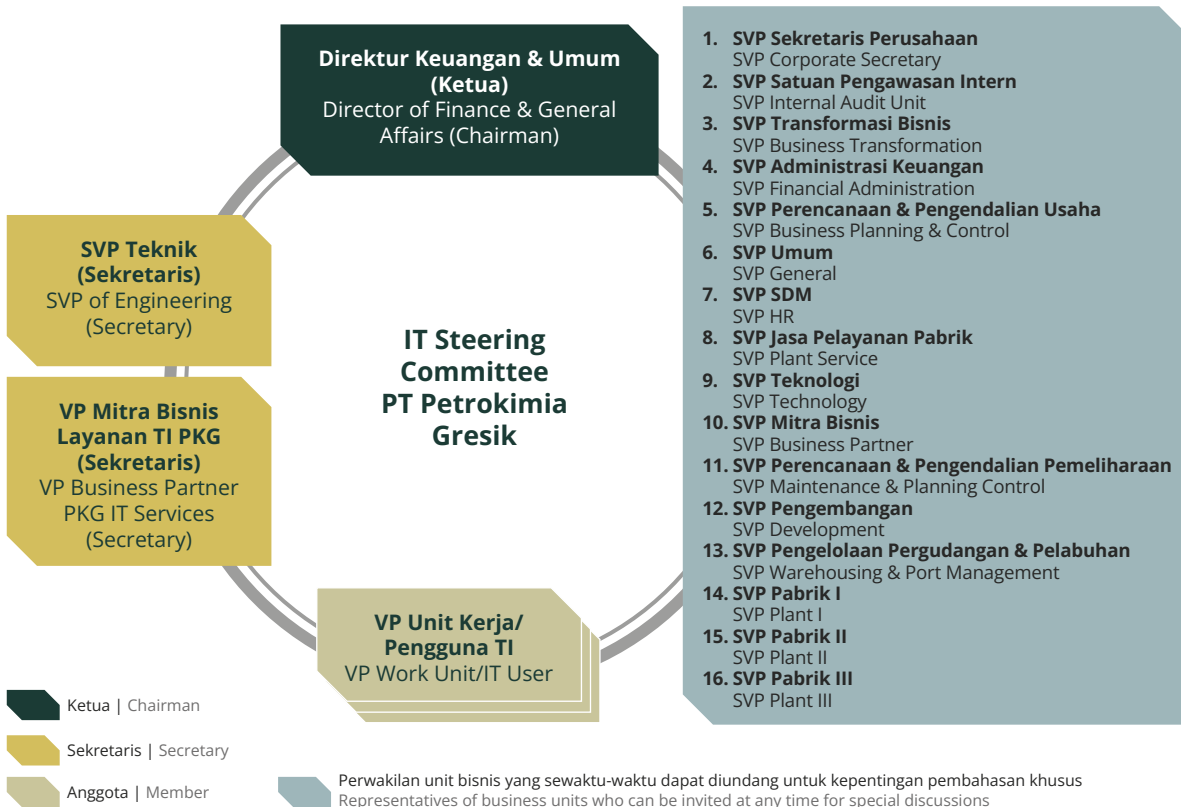
Planning, coordinating, directing, and evaluating activities in the field of helpdesk operational management and End User Computing facilities to ensure the availability, security, reliability, and accuracy of IT services in supporting the Company's business.

4. IT Planning and Control Function

Planning, coordinating, directing, and evaluating activities in the field of preparing and managing IT Master Plans, IT Portfolios, IT Work Programs, IT Budgets, and IT Governance, to ensure that they are aligned with the Company's targets, strategies, and business needs.

In optimizing the implementation of the IT Master Plan (ITMP) by synergizing information technology and business to produce optimal and sustainable benefits for the Company, PT Petrokimia Gresik involves the role of the IT Steering Committee (ITSC) in making strategic investment decisions, IT operations, and ensuring the involvement and support of business units. The following is a description of the organizational structure of Petrokimia Gresik's ITSC:

Struktur IT Steering Committee PT Petrokimia Gresik
Structure of IT Steering Committee PT Petrokimia Gresik





Dalam mendukung pelaksanaan proses teknologi informasi, ITSC melaksanakan rapat rutin setidaknya 1-2 kali dalam setahun. Sebagai pengarah inisiatif-inisiatif pengembangan TI, ITSC dibentuk sebagai organisasi fungsional. Tugas dan tanggung jawab ITSC secara umum antara lain sebagai berikut.

1. Menetapkan kebijakan dan skala prioritas pengembangan strategis TI untuk memastikan keselarasan dengan RJPP dan strategi bisnis Perseroan.
2. Menyetujui rancangan dan perubahan ITMP dan mengusulkannya untuk ditetapkan oleh Direktur Utama.
3. Memonitor dan mengevaluasi pelaksanaan Tata Kelola TI dan realisasi program kerja pengembangan strategis TI secara periodik minimal 1 (satu) tahun sekali/bila diperlukan.
4. Mengevaluasi dan memutuskan keberlanjutan layanan sistem TI yang bersifat Strategis.
5. Mengevaluasi dan menyetujui usulan program kerja tahunan ITMP dan/atau program kerja pengembangan strategis TI lainnya yang diusulkan pada RKAP tahunan untuk memastikan keselarasannya dengan ITMP PI Group.
6. Mengevaluasi dan menyetujui usulan perubahan pengembangan strategis TI pada tahun berjalan termasuk perubahan prioritas berdasarkan pertimbangan bisnis, *compliance* dan ketersediaan sumber daya TI
7. Memastikan kecukupan sumber daya dan dukungan yang diperlukan untuk pengembangan dan implementasi TI di lingkup PT Petrokimia Gresik.

To support the implementation of information technology processes, the ITSC holds regular meetings at least 1-2 times a year. To direct IT development initiatives, the ITSC was established as a functional organization. The duties and responsibilities of the ITSC in general are as follows.

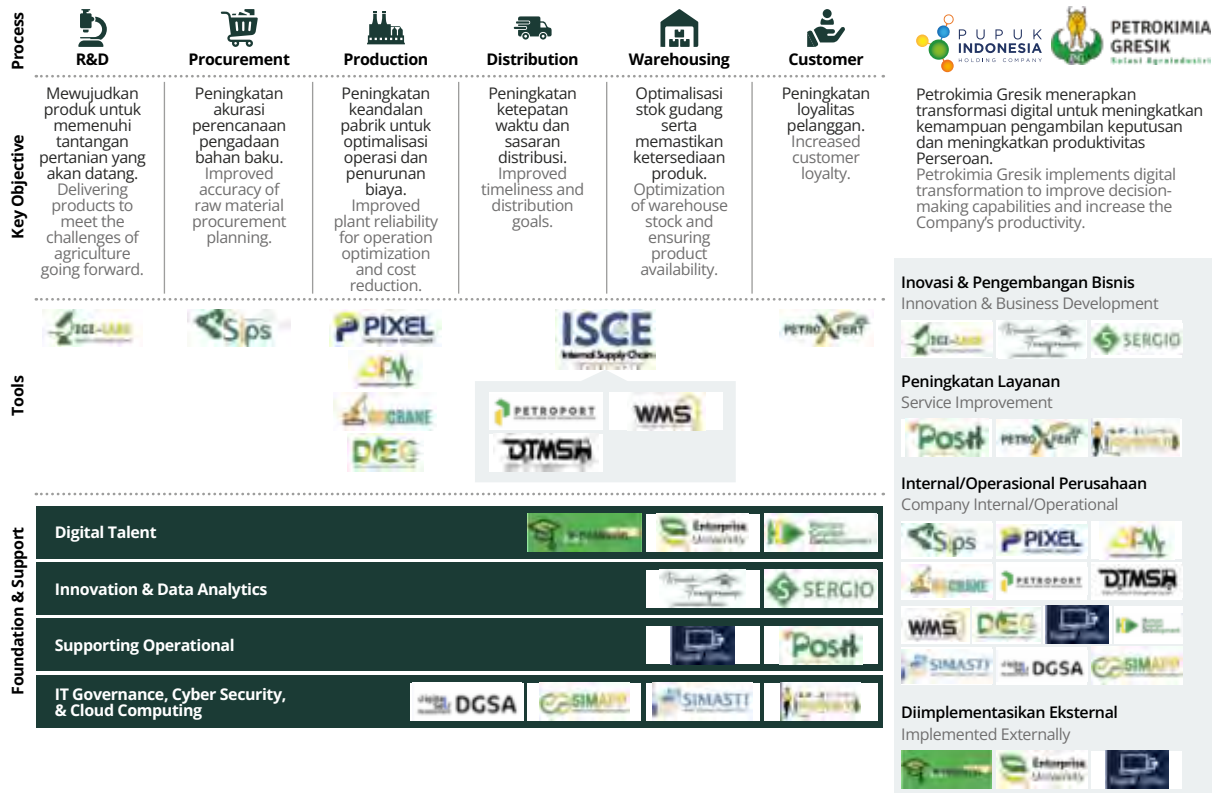
1. Establish policies and priority scales for the strategic development of information technology (IT) to ensure alignment with the RJPP and the Company's business strategy.
2. Approve the design and changes to the ITMP and propose it to be stipulated by the President Director.
3. Monitor and evaluate the implementation of IT Governance and the realization of IT strategic development work programs periodically at least once a year/if necessary.
4. Evaluate and decide on the continuity of strategic IT system services.
5. Evaluate and approve the proposed ITMP annual work program and/or other IT strategic development work programs proposed in the annual RKAP to ensure alignment with the ITMP of the PI Group.
6. Evaluate and approve proposed changes to IT strategic development in the current year, including priority changes based on business considerations, compliance, and availability of IT resources
7. Ensuring the adequacy of resources and support needed for the development and implementation of IT within the scope of PT Petrokimia Gresik.



Sejalan dengan proses bisnis Perseroan, TI juga berada dalam fase transisi peranan dari *Business Support* menjadi *Business Enabler*. Transisi ini ditunjukkan dengan penggunaan solusi-solusi TI pada proses rantai pasok Perseroan untuk meningkatkan kemampuan pengambilan keputusan berdasarkan analisis data yang valid dan *real-time*, dengan menyertakan keterlibatan pelanggan. Dalam penerapan solusi teknologi informasi, beberapa pengembangan TI bertujuan untuk mendukung aplikasi *core* yaitu ERP SAP dan mendukung operasional pekerjaan unit kerja sesuai proses bisnis.

In line with the Company's business processes, Information Technology is also in the transition phase of its role from Business Support to Business Enabler. This transition is demonstrated by the use of Information Technology solutions in the Company's supply chain processes to enhance decision-making capabilities based on valid and real-time data analysis by including customer involvement. In implementing information technology solutions, several IT developments aim to support the core application, namely ERP SAP and support work unit operations according to business processes.

Transformasi Digital di Petrokimia Gresik Digital Transformation in Petrokimia Gresik



Untuk mewujudkan kemampuan analisis data yang tepat dan *real-time* dibutuhkan fondasi, perangkat, sasaran, dan digitalisasi proses kebutuhan teknologi informasi yang kuat dalam mendukung *value chain* digitalisasi di setiap proses bisnis yang berjalan di Perseroan. *Value chain* dilihat dari awal R&D sampai ujung proses *Customer* merupakan rantai proses integrasi sistem yang didukung sepenuhnya oleh sistem informasi baik aplikasi penunjang yang dibuat Perseroan serta basis sistem ERP SAP yang merupakan aplikasi *core business* Perseroan sehingga dapat memberikan manfaat kepada Perseroan dan pelanggan. Dengan dukungan fondasi dari *digital talent, innovation & data analytics, supporting operational, IT governance, cyber security, & cloud computing*.

Value chain ini bersifat dinamis dan membutuhkan pengembangan atau penyesuaian sistem sehingga banyak aplikasi-aplikasi penunjang baru yang dibuat untuk memenuhi kebutuhan operasi Perseroan dari hulu sampai hilir. Mulai dari R&D dengan Digitalisasi *Laboratory System* (DIGILABS), sistem *e-procurement* untuk peningkatan akurasi perencanaan dan proses pengadaan menggunakan *Smart Intelligence Procurement System* (SIPS), dilanjut pada proses produksi dengan sistem keandalan pabriknya demi menurunkan biaya operasi menggunakan *Projection Excellence* (PIXEL), *Assets*

To achieve accurate and real-time data analysis capabilities, foundations, tools, targets and process digitalization is needed, strong information technology is needed to support the digitization value chain in every business process that runs in the Company. The value chain seen from the beginning of R&D to the end of the Customer process is a system integration process chain that is fully supported by information systems, both supporting applications made by the Company and implementation with PT Pupuk Indonesia (Persero) Group as well as ERP SAP system base which is the main application of the Company's business so that it can provide benefits to the Company and customers. With foundation support from digital talent, innovation & data analytics, operational support, IT governance, cyber security, & cloud computing.

This value chain is dynamic and requires system development or adjustment so that many new supporting applications are created to meet the Company's operational needs from upstream to downstream. Starting from R&D with the Digitalization Laboratory System (DIGILABS), e-procurement systems to increase the accuracy of planning and procurement processes using Smart Intelligence Procurement Systems (SIPS), followed by production processes with factory reliability systems to reduce costs operations using Projection Excellence (PIXEL), Assets Performance (APM), Go Crane, and



Performance (APM), Go Crane, Digital Engineering & Consulting (DEC) sehingga meningkatkan volume produksi Perseroan.

Pada digitalisasi proses distribusi dan pergudangan dilakukan *Internal Supply Chain Excellence (ISCE)*. ISCE merupakan program pada rantai kegiatan pengelolaan *inbound* logistik mulai dari proses *unloading* bahan baku dari kapal di pelabuhan, pengiriman ke gudang dan pabrik, hingga menjadi produk siap jual. Program ISCE berfokus dalam peningkatan efisiensi dan penurunan biaya *supply chain* dalam lingkup internal Perseroan. Dimulai dari Petrokimia Gresik *Port Information System (PETROPORT)* yang merupakan aplikasi pengelolaan operasional bongkar muat di pelabuhan dengan efektif dan efisien, *Warehouse Management System (WMS)* yang merupakan aplikasi pengelolaan dan visualisasi gudang bahan baku untuk pemantauan pergerakan dan stok gudang, lalu aplikasi *Digital Transport Management System (DTMS)* dengan menggunakan teknologi *GPS Tracking* untuk meningkatkan ketepatan waktu dan sasaran distribusi. Pada sisi *customer*, untuk meningkatkan loyalitas pelanggan, telah dilakukan digitalisasi dengan aplikasi PetroXFert untuk memberikan *product knowledge* ke pelanggan.

Untuk meningkatkan digitalisasi yang saat ini telah dilakukan dan mendukung proses bisnis Perseroan untuk dapat selalu berkembang, pada tahun 2023, PT Petrokimia Gresik melakukan pengembangan beberapa aplikasi. Perseroan berupaya untuk selalu memberikan layanan TI yang mendukung efisiensi dan efektivitas Perseroan. Salah satu upaya adalah dengan melakukan program pengembangan beberapa sistem/aplikasi baru untuk mendukung operasional proses bisnis unit kerja, meliputi:

1. Projection Excellence (PIXEL)

PIXEL adalah sebuah aplikasi berbasis *website* yang digunakan untuk beberapa pekerjaan, seperti realisasi HPP produk, total *cost* produk, kuantum produksi, *fixed cost center*, penjualan, *consumption rate*, pengadaan bahan baku sejak GO Live SAP dan aktivitas lainnya yang ada di unit akuntansi biaya.

Dengan adanya PIXEL, proses simulasi proyeksi HPP menjadi lebih mudah dan cepat. Serta dapat membantu dalam menentukan mode operasi pada Perseroan karena dapat disimulasikan dengan berbagai macam skenario pada periode yang ditentukan. Dengan demikian akan dihasilkan HPP yang lebih kompetitif dan memberikan dampak positif bagi Perseroan.

2. Petrokimia Gresik Production Planning and Inventory Control (Petro PPIC)

Production Planning and Inventory Control (PPIC) adalah sebuah sistem yang menampilkan data dan informasi tentang perencanaan produksi dan pengelolaan stok

Digital Engineering & Consulting (DEC), thereby increasing the Company's production volume.

In digitizing the distribution and warehousing process, Internal Supply Chain Excellence (ISCE) is carried out. ISCE is a program in the chain of inbound logistics management activities, starting from the process of unloading raw materials from ships at the port, delivery to warehouses and factories, until they become products ready for sale. The ISCE program focuses on increasing efficiency and reducing supply chain costs within the Company's internal scope. Starting from the Petrokimia Gresik Port Information System (PETROPORT), which is an application for managing loading and unloading operations at the port effectively and efficiently, the Warehouse Management System (WMS), which is an application for managing and visualizing raw material warehouses for monitoring movement and warehouse stock, Digital Transport application Management System (DTMS) using GPS Tracking technology to improve timeliness and distribution targets. On the customer side, to increase customer loyalty, digitalization has been carried out with the PetroXFert application to provide product knowledge to customers.

To improve the currently carried out digitalization and support the Company's business processes to continue to develop, in 2023, PT Petrokimia Gresik developed several applications. The Company strives to always provide IT services that support the Company's efficiency and effectiveness. One effort is to carry out a development program for several new systems/applications to support the operational business processes of work units, including:

1. Projection Excellence (PIXEL)

PIXEL is a web-based application that is used for several jobs, such as product COGS realization, total product cost, production quantum, fixed cost center, sales, consumption rate, procurement of raw materials since GO Live SAP and other activities in the cost accounting unit.

PIXEL enables the COGS projection simulation process to be easier and faster. Furthermore, it can help determine the Company's operating mode, as it can be simulated with various scenarios in the specified period. Accordingly, a more competitive COGS can be generated, which will subsequently have a positive impact on the Company.

2. Petrokimia Gresik Production Planning and Inventory Control (Petro PPIC)

Production Planning and Inventory Control (PPIC) is a system that displays data and information about production planning and inventory management to

persediaan untuk mendukung proses bisnis Perseroan PT Petrokimia Gresik yang dikelola secara aman dan terstruktur.

3. Digital Tanggung Jawab Sosial dan Lingkungan (DigiTJSL)

DigiTJSL adalah aplikasi yang mendukung proses bisnis Departemen Corporate Social Responsibility (CSR) yang mengintegrasikan dan mendigitalisasikan seluruh pengelolaan program non PUMK TJSL Petrokimia Gresik secara efisien *valuable* dan tertib administrasi yang dapat dipantau secara *realtime*. Fitur yang terdapat di dalamnya meliputi: proposal, inisiasi, *community development*, dan CSV.

4. Gratifikasi Online Petrokimia Gresik (GO PG)

GO PG adalah sistem pelaporan gratifikasi yang diterima oleh insan PT Petrokimia Gresik yang dilengkapi dengan informasi-informasi untuk memudahkan pelaporan. Sistem GOPG ini meningkatkan efektivitas dan efisiensi Unit Pengendalian Gratifikasi (UPG) dalam mengelola pelaporan penerimaan dan penolakan gratifikasi oleh insan PG.

5. Asset Management System (AMS)

Asset Management System (AMS) adalah sistem terintegrasi yang memuat proses pengelolaan aset dalam perusahaan, mulai dari proses pencatatan data final investasi RKAP RUPS, proses pencatatan aset tetap, hingga pada saat proses penghapusbukuan aset tetap. Harapannya, dengan pengembangan aplikasi ASM ini seluruh kendala yang dialami dalam pengelolaan aset dapat diminimalkan, data historis dapat terjaga, dan juga meningkatkan efisiensi waktu pekerjaan

6. PG Insight

PG Insight adalah aplikasi monitoring dan sistem informasi Audit Keuangan dan Umum, meliputi monitoring Audit Internal serta monitoring atas rekomendasi serta arahan/keputusan RUPS serta kegiatan lainnya seperti konsultasi dan kegiatan audit secara keseluruhan.

7. Digital Komite Standardisasi Material (KSM)

Digital KSM adalah aplikasi pengelolaan kebutuhan Komite Standardisasi Material (KSM) yang meliputi penyusunan dan revisi standar, pelaporan aktivitas KSM pada material *non-chemical*. *User* dari aplikasi ini dari Departemen PPBJ, Pengadaan Barang, Pengadaan Jasa, Inspeksi Teknik *Rotating*, Pabrik 1, 2, 3, dan seluruh tim KSM Petrokimia Gresik. Pada aplikasi Digitalisasi KSM memiliki fitur di antaranya Pengajuan KSM Baru, rapat KSM, Pengesahan Dokumen KSM Digital, *Database* KSM, Monitoring KSM, Pengajuan Usulan Material Baru, Asesmen Material, Uji Coba Material, Material dan lain-

support the business processes of PT Petrokimia Gresik, which are managed safely and in a structured manner.

c. Digital Social and Environmental Responsibility (DigiTJSL)

DigiTJSL is an application that supports the Corporate Social Responsibility (CSR) Department's business processes, which integrate and digitize the entire management of Non-MSE Funding CSR programs of Petrokimia Gresik in an efficient, valuable, and orderly administration that can be monitored in real time. The features contained in DigiTJSL include: proposal, initiation, community development, and CSV.

4. Gratifikasi Online Petrokimia Gresik (GO PG)

GO PG is a gratification reporting system received by PT Petrokimia Gresik personnel, which is equipped with information to facilitate reporting. The GOPG system increases the effectiveness and efficiency of the Gratification Control Unit (UPG) in managing the reporting of acceptance and rejection of Gratification by PG personnel.

5. Asset Management System (AMS)

AMS or Asset Management System is an integrated system that contains the asset management process within the Company, starting from the process of recording final investment data in the RKAP GMS, the process of recording fixed assets, to the process of writing off fixed assets. The development of the Asset Management System application is expected to minimize all obstacles experienced in asset management, maintain historical data, as well as increase work time efficiency.

6. PG Insight

PG Insight is a monitoring application and information system for Financial and General Audit, including the monitoring of Internal Audit as well as monitoring the recommendations and directives/ resolutions of the GMS, as well as other activities, such as consultations and overall audit activities.

7. Digital Material Standardization Committee (KSM)

Digital KSM is an application for managing Material Standardization Committee (KSM) needs, which includes preparing and revising standards, reporting KSM activities on non-chemical materials. Users of this application are from the Department of PPBJ, Procurement of Goods, Procurement of Service, Rotating Engineering Inspection, Factory 1, 2, 3, and the entire KSM Petrokimia Gresik team. The Digital KSM application has features including Submission of New KSM, KSM meetings, Ratification of Digital KSM Documents, KSM Database, KSM Monitoring, Submission of New Material Proposals, Material



lain. Adapun manfaat dari aplikasi Digitalisasi KSM yaitu mendukung proses bisnis KSM yang kompleks serta melibatkan banyak user agar dapat memenuhi 9 (sembilan) prinsip KSM yang dibutuhkan, Mempercepat pengambilan keputusan dalam proses permintaan barang maupun jasa, menjaga kualitas barang/jasa yang masuk dalam lingkup Perseroan sehingga diharapkan dapat meningkatkan keandalan peralatan pabrik, KSM *online* dapat memberikan informasi dokumen yang termutakhir, dan mudah untuk diakses secara menyeluruh kepada pihak-pihak terkait, pengajuan KSM standar baru, revisi KSM, maupun pengajuan untuk *trial* material baru dapat diakses secara *online*. Pengesahan dokumen KSM tidak memerlukan tanda tangan basah, namun dapat dilakukan secara pengesahan digital. KSM *online* dapat menghindari adanya selisih paham pada pihak terkait dokumen yang belum *ter-update* maupun yang sudah *ter-update*. Dapat memudahkan manajemen vendor (Dep. Pengadaan Jasa) dalam melakukan *tracking* vendor-vendor dengan kualitas yang baik.

Selain pengembangan aplikasi baru, upaya dalam pengembangan pada aplikasi yang sudah diimplementasikan pada periode sebelumnya juga dilakukan Perseroan bertujuan untuk menjaga keberlanjutan/*sustainability* aplikasi yang mendukung operasional dan bisnis Perseroan.

Assessment, Material Trial, Material, and others. The benefits of the Digital KSM application include: Supporting complex KSM business processes and involving many users in order to fulfill the 9 (nine) required KSM principles, Speeding up decision making in the process of requesting goods and services, Maintaining the quality of goods/services within the scope of the Company, which will improve reliability of factory equipment, online KSM can provide the most up-to-date document information, and is easy to access comprehensively to related parties, Submission of new KSM standards, KSM revisions, as well as submissions for trials of new materials can be accessed online. Validation of KSM documents does not require a wet signature, but can be done through digital validation, online KSM can avoid differences of understanding between parties regarding documents that have not been updated or those that have been updated. Able to facilitate vendor management (Procurement of Services Department) in tracking vendors with good quality.

In addition to developing new applications, efforts to develop applications that have been implemented in the previous period are also carried out by the Company with the objective of maintaining the sustainability of applications that support the Company's operations and business.

PENGEMBANGAN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY DEVELOPMENT

Dalam mengembangkan solusi TI, PT Petrokimia Gresik menerapkan ketentuan sebagai berikut.

1. Identifikasi dan Pemilihan Solusi TI
 - a. Solusi TI mencakup sistem aplikasi (*software*), infrastruktur, layanan (*services*), dan *compliance*.
 - b. Dalam proses identifikasi alternatif solusi dan pemilihan solusi TI, unit TI harus melibatkan unit bisnis terkait.
 - c. Unit TI bertanggung jawab untuk melakukan analisis terhadap alternatif solusi sebelum memilih dan menentukan solusi. Proses ini mencakup evaluasi kelayakan dari segi teknologi dan ekonomi, analisis risiko, serta analisis *cost-benefit*.
 - d. Dalam proses pemilihan solusi TI, evaluasi kelayakan serta analisis *cost-benefit* solusi TI harus mengacu pada Pedoman Tata Kelola Teknologi Informasi.
 - e. Pemilihan solusi TI harus mempertimbangkan rencana arsitektur informasi, aplikasi, infrastruktur di dalam IT *Master Plan* dengan arahan dan persetujuan IT *Steering Committee*.
 - f. Penentuan strategi *sourcing* pada proses pemilihan solusi TI harus mempertimbangkan kemampuan Sumber Daya Manusia (SDM) yang ada di Unit TI Perseroan.

In developing IT solutions, PT Petrokimia Gresik applies the following provisions.

1. Identification and Selection of IT Solutions
 - a. IT solutions include application systems (*software*), infrastructure, services, and *compliance*.
 - b. In the process of identifying alternative solutions and selecting IT solutions, IT units must involve related business units.
 - c. The IT unit is responsible for conducting an analysis of alternative solutions before selecting and determining solutions. This process includes evaluation of feasibility from a technological and economic point of view, risk analysis, and *cost-benefit* analysis.
 - d. In the process of selecting IT solutions, evaluating the feasibility and *cost-benefit* analysis of IT solutions must refer to the Guidelines for Information Technology Governance.
 - e. The selection of IT solutions must consider the information architecture, application, infrastructure plans in the IT *Master Plan* with the direction and approval of the IT *Steering Committee*.
 - f. Determination of the *sourcing* strategy in the IT solution selection process must consider the capabilities of the Human Resources (HR) in the Company's IT Unit.

2. Kerangka Kerja Pengembangan Solusi TI

- a. Unit TI Perseroan harus menetapkan kerangka kerja pengembangan sistem aplikasi berdasarkan *Software Development Life Cycle* (SDLC) yang meliputi tahapan analisis kebutuhan bisnis dan sistem, perancangan sistem, pengembangan sistem, pengujian sistem, operasional, dan pemeliharaan sistem:
 - i. Tahap analisis kebutuhan bisnis dan kebutuhan sistem bertujuan untuk mendefinisikan dan melakukan analisis terhadap kebutuhan bisnis dan menerjemahkannya ke dalam kebutuhan sistem.
 - ii. Tahap perancangan sistem bertujuan untuk membuat rancangan secara mendetail atas sistem yang akan dikembangkan berdasarkan analisis kebutuhan sistem.
 - iii. Tahap pengembangan sistem bertujuan untuk mengembangkan dan menerjemahkan kebutuhan sistem menjadi sistem aplikasi (*software*) yang sesuai dengan kebutuhan bisnis yang telah disepakati.
 - iv. Tahap pengujian sistem bertujuan untuk memastikan kesesuaian sistem dengan kebutuhan yang telah didefinisikan sebelum dijalankan pada area operasional/produksi.
 - v. Tahap operasional dan pemeliharaan sistem bertujuan untuk menjalankan operasional bisnis pada sistem dan melakukan pemeliharaan sistem untuk jangka waktu yang ditentukan, sebelum sistem secara resmi diserahkan kepada bagian operasional TI.
- b. Kerangka kerja pengembangan sistem aplikasi terdiri dari rangkaian aktivitas dan dokumentasi yang wajib ditaati dan dipenuhi oleh pengembang sistem, baik secara swakelola maupun *outsourse*.
- c. Pengelolaan proyek pengembangan solusi TI mengacu pada Pedoman Tata Kelola Teknologi Informasi.
- d. Pengembangan sistem aplikasi dan perangkat lunak harus dilakukan di lingkungan atau area pengembangan yang terpisah secara fisik atau *logical* dengan area atau lingkungan produksi.
- e. Penerapan pengendalian (*control*) dan keamanan (*security*) dalam implementasi solusi harus sesuai dengan Pedoman Tata Kelola Teknologi Informasi dan merupakan tanggung jawab Unit TI Perseroan.

2. IT Solution Development Framework

- a. The Company's IT Unit must establish an application system development framework based on the *Software Development Life Cycle* (SDLC), which includes the stages of business and system requirements analysis, system design, system development, system testing, system operation, and system maintenance:
 - i. The business requirements and system requirements analysis stage aims to define and analyze business requirements and translate them into system requirements.
 - ii. The system design stage aims to make a detailed design of the system to be developed based on an analysis of system requirements.
 - iii. The system development stage aims to develop and translate system requirements into application systems (*software*) that are in accordance with agreed business requirements.
 - iv. The system testing phase aims to ensure the suitability of the system with the needs that have been defined before being run in the operational/production area.
 - v. The system operation and maintenance phase aims to carry out business operations on the system and perform system maintenance for a specified period, before the system is officially handed over to the IT operations section.
- b. The application system development framework consists of a series of activities and documentation that must be adhered to and fulfilled by system developers, both self-managed and outsourced.
- c. The management of IT solution development projects refers to the Information Technology Governance Guidelines.
- d. Development of application systems and software must be carried out in a development environment or area that is physically or logically separate from the production area or environment.
- e. Implementation of control and security in implementing solutions must be in accordance with the Information Technology Governance Guidelines and is the responsibility of the Company's IT Unit.



PENGELOLAAN SUMBER DAYA MANUSIA (SDM) TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY HUMAN RESOURCES (HR) MANAGEMENT

Sumber Daya Manusia (SDM) TI memiliki peran penting dalam penyelenggaraan aktivitas bisnis TI di Perseroan, sehingga perlu pengelolaan yang baik agar dapat berkontribusi secara optimal. Berbagai aspek terangkum dalam pengelolaan ini, yakni perekrutan personel, pengelolaan kompetensi, pendefinisian tugas dan peran, pengelolaan pelatihan personel, ketergantungan terhadap individu kunci, pengecekan personel, evaluasi kinerja, serta pengelolaan mutasi dan terminasi. Rincian mengenai aspek-aspek tersebut adalah sebagai berikut:

1. Perekrutan Personel

Perekrutan personel memiliki tujuan untuk memperoleh SDM dengan kompetensi yang dibutuhkan oleh pengelola TI. Dalam merekrut personel, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI menentukan peta kebutuhan SDM dengan berdasarkan definisi peran pada struktur organisasi serta proyeksi pemegang tanggung jawab di masa depan.
- Pengelola TI menetapkan kompetensi yang wajib dipenuhi oleh personel baru untuk posisi tertentu.
- Perekrutan personel TI disesuaikan dengan kompetensi dasar yang telah ditetapkan oleh Perseroan.
- Kebutuhan SDM dievaluasi secara berkala oleh pengelola TI untuk mencegah terjadinya kekosongan posisi.

2. Pengelolaan Kompetensi

Pengelolaan kompetensi memiliki tujuan untuk menjamin kompetensi dari para pemegang tanggung jawab pada pengelola TI sudah terpenuhi. Dalam mengelola kompetensi, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI menentukan kompetensi yang dibutuhkan untuk masing-masing peran pada struktur organisasi.
- Proses pemenuhan kompetensi dari personelnnya dievaluasi secara berkala oleh pengelola TI.
- Langkah-langkah yang diperlukan sebagai upaya memenuhi kompetensi personelnnya ditetapkan oleh pengelola TI sebagai tindak lanjut dari evaluasi pemenuhan kompetensi.

3. Pendefinisian Tugas dan Peran

Pendefinisian tugas dan peran memiliki tujuan untuk menjamin lancarnya proses pendelegasian tugas kepada personel yang sesuai untuk mendukung proses bisnis TI. Dalam mendefinisikan tugas dan peran, pengelola TI mengacu pada beberapa pedoman, yaitu:

IT Human Resources (HR) have an important role in carrying out IT business activities in the Company, so it needs good management in order to contribute optimally. Various aspects are summarized in this management, namely personnel recruitment, competence management, defining tasks and roles, managing personnel training, dependency on key individuals, checking personnel, evaluating performance, and managing mutations and terminations. The details regarding these aspects are as follows:

1. Personnel Recruitment

Recruitment of personnel has the objective of obtaining human resources with the competencies needed by IT managers. In recruiting personnel, the IT manager refers to several guidelines, namely:

- The IT manager determines a map of HR needs based on the definition of roles in the organizational structure and projections of future responsibilities.
- The IT manager determines the competencies that must be met by new personnel for certain positions.
- Recruitment of IT personnel according to the basic competencies set by the Company.
- HR needs are evaluated regularly by the IT manager to prevent vacancies from occurring.

2. Competency Management

Competency management has the goal of ensuring the competence of the holders of responsibility in IT managers has been fulfilled. In managing competence, IT managers refer to several guidelines, namely:

- IT manager determines the competencies needed for each role in the organizational structure.
- The process of fulfilling the competence of its personnel is evaluated regularly by the IT manager.
- The steps needed as an effort to fulfill the competence of its personnel are determined by the IT manager as a follow-up to the evaluation of competency fulfillment.

3. Defining Duties and Roles

The purpose of defining tasks and roles is to ensure the smooth process of delegating tasks to appropriate personnel to support IT business processes. In defining tasks and roles, IT managers refer to several guidelines, namely:

- Pengelola TI menentukan domain-domain TI secara umum, seperti pengembangan perangkat lunak, perangkat keras, jaringan, dan tata kelola TI.
- Personel pemegang tugas ditetapkan sesuai dengan kompetensinya oleh Pengelola TI.
- Pengelola TI menentukan rancangan pendelegasian tugas dan pertanggungjawaban dari pelaksanaan tugas sesuai peran personel.

4. Pengelolaan Pelatihan Personel

Pengelolaan pelatihan personel memiliki tujuan untuk menentukan pelatihan yang sesuai sebagai upaya mendukung kompetensi personel serta mengatur pelaksanaan pelatihan tersebut. Dalam mengelola pelatihan personel, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI menentukan anggaran untuk keperluan pelatihan yang sesuai dengan analisis kebutuhan.
- Penunjukan pelatih yang sesuai oleh pengelola TI untuk selanjutnya direkomendasikan kepada pengelola pelatihan Perseroan.
- Pengelola TI menyimpan sejarah pelatihan yang pernah dilakukan oleh personel.
- Dalam merumuskan perencanaan serta menyelenggarakan latihan, pengelola TI berkoordinasi dengan pengelola pelatihan Perseroan.

5. Ketergantungan terhadap Individu Kunci

Pengelolaan terkait ketergantungan terhadap individu kunci memiliki tujuan untuk meminimalisir risiko waktu dan biaya dari proses penyelesaian masalah yang berkaitan dengan produk yang dihasilkan atau ilmu yang dimiliki oleh individu kunci tersebut. Dalam mengelola ketergantungan terhadap individu kunci, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Individu kunci membagikan pengetahuan melalui pembuatan rekaman tercatat dari pengetahuan yang berkaitan dengan produk yang dihasilkan atau melalui berbagi ilmu secara langsung dengan personel lain sebagai *backup staff*.
- Pengelola TI menyimpan kode sumber dari aplikasi yang dihasilkan.

6. Pengecekan Personel

Pengecekan personel memiliki tujuan untuk memastikan personel memiliki kepatuhan terhadap kode etik kerahasiaan sistem informasi dan data sesuai dengan posisinya. Dalam melakukan pengecekan ini, pengelola TI mengacu pada pedoman yang menuliskan bahwa sejarah kebocoran informasi yang dilakukan personel harus disimpan oleh pengelola TI.

- IT manager defines IT domains in general, such as software development, hardware, network and IT governance.
- Personnel in charge are determined according to their competence by the IT Manager.
- IT manager determines the design of task delegation and accountability for carrying out tasks according to personnel roles.

4. Management of Personnel Training

The management of personnel training has the objective of determining appropriate training as an effort to support personnel competence and to regulate the implementation of such training. In managing personnel training, IT managers refer to several guidelines, namely:

- IT manager determines the budget for training needs in accordance with the needs analysis.
- Appointment of appropriate trainers by the IT manager for further recommendation to the Company's training manager.
- IT managers keep a history of training that has been carried out by personnel.
- In formulating plans and conducting training, the IT Manager coordinates with the Company's training manager.

5. Dependence on Key Individuals

Management related to dependency on key individuals has the aim of minimizing the risk of time and costs from the process of solving problems related to the products produced or the knowledge possessed by these key individuals. In managing dependency on key individuals, IT managers refer to several guidelines, namely:

- Key individuals share knowledge through making recorded records of knowledge related to the products produced or through sharing knowledge directly with other personnel as backup staff.
- IT manager saves the source code of the resulting application.

6. Personnel Checks

Personnel checks have the objective of ensuring personnel comply with the code of ethics for confidentiality of information systems and data according to their position. In carrying out this check, the IT manager refers to the guidelines which state that the history of information leakage by personnel must be kept by the IT Manager.



7. Evaluasi Kinerja

Evaluasi Kinerja memiliki tujuan untuk menghitung *value* yang personel berikan terhadap proses bisnis TI dan Perseroan secara umum. Dalam mengevaluasi kinerja personel, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI menetapkan *Key Performance Indicator* (KPI) untuk setiap deskripsi pekerjaan.
- Evaluasi kinerja diadakan secara berkala.
- Pengelola TI menentukan langkah-langkah yang akan dilakukan selanjutnya dengan mengacu pada hasil evaluasi kinerja.

8. Pengelolaan Perubahan dan Terminasi Pekerjaan

Pengelolaan perubahan dan terminasi pekerjaan memiliki tujuan untuk menjamin keberlanjutan proses pekerjaan dan keamanan internal ketika terjadi perubahan dan terminasi personel. Dalam mengelola perubahan dan terminasi pekerjaan, pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI membuat perancangan jadwal pekerjaan dan personel yang terlibat, seraya memperhatikan proyeksi terminasi dari personel tersebut di masa depan.
- Pengelola TI menetapkan langkah pengaturan keamanan sebagai upaya menjamin data dan sistem yang sedang dalam proses pengerjaan tetap aman ketika ada terminasi personel yang terlibat.

Agar TI dapat dikelola seiring dengan bisnis proses Perusahaan dan permasalahan yang muncul di aspek TI dapat ditangani dengan baik oleh PT Petrokimia Gresik, maka pengelola menetapkan kebijakan teknologi informasi. Kebijakan ini dibuat untuk mencegah berbagai faktor yang dapat mengganggu keberlangsungan operasional bisnis Perseroan. Prinsip-prinsip yang tercantum dalam kebijakan tersebut adalah:

1. Mematuhi ketentuan perundang-undangan tentang Hak Atas Kekayaan Intelektual (HAKI) seperti pembelian aset *personal computer* harus dilengkapi dengan *software* pendukung yang berlisensi.
2. Seluruh data yang berasal dari Perseroan serta digunakan dan dikelola oleh Perseroan adalah milik Perseroan. Oleh karena itu, setiap karyawan dilarang menggunakan data tersebut untuk kepentingan dan keuntungan pribadi.
3. Pengelolaan dan pengaturan infrastruktur TI Perseroan digunakan sebagai upaya mendukung jalannya aplikasi Perseroan.
4. Hak akses atas aplikasi diberikan kepada personel atas dasar kewenangan yang ditentukan dengan mengacu pada tugas pokok dan fungsi jabatan personel tersebut.
5. Pengelola TI mengikuti berbagai pelatihan berdasarkan tugas pokok dan fungsi jabatan guna peningkatan kompetensi TI di Perseroan.

7. Performance Evaluation

Performance Evaluation has the objective of calculating the value that personnel provide to IT business processes and the Company in general. In evaluating personnel performance, IT managers refer to several guidelines, namely:

- IT managers set Key Performance Indicators (KPI) for each job description.
- Performance evaluation is held regularly.
- The IT manager determines the steps to be taken next by referring to the results of the performance evaluation.

8. Change Management and Job Termination

Management of change and termination of work has the objective of ensuring the continuity of the work process and internal security when changes and termination of personnel occur. In managing change and termination of work, the IT Manager refers to several guidelines, namely:

- The IT manager designs work schedules and the personnel involved, while taking into account the projected termination of these personnel in the future.
- The IT manager establishes security regulatory measures as an effort to ensure data and systems that are in the process of being worked on remain safe when there is termination of the personnel involved.

To ensure that IT can be managed in line with the Company's business processes and problems that arise in the IT aspect can be handled properly by PT Petrokimia Gresik, the manager establishes an information technology policy. This policy was created to prevent various factors that could disrupt the continuity of the Company's business operations. The principles listed in the policy are:

1. Comply with statutory provisions regarding Intellectual Property Rights (IPR), such as purchasing personal computer assets that must be equipped with licensed supporting software.
2. All data originating from the Company and used and managed by the Company belongs to the Company. Therefore, every employee is prohibited from using the data for personal gain and benefit.
3. Management and regulation of the Company's IT infrastructure is used as an effort to support the running of the Company's applications.
4. The right of access to the application is given to personnel based on authority determined by referring to the main duties and functions of the personnel's position.
5. IT managers participate in various trainings based on their main duties and job functions in order to increase IT competence in the Company.

Berbagai upaya telah dilakukan PT Petrokimia Gresik dalam mengembangkan SDM Perseroan, terutama SDM TI. Penerapan pengelolaan SDM pada tahun 2023 ditunjukkan dengan pelatihan yang dilakukan SDM TI yang sesuai kompetensi inti teknologi informasi yang diperlukan dan teknologi baru bagi Perseroan.

Various efforts have been made by PT Petrokimia Gresik in developing the Company's HR, especially IT human resources. The implementation of HR management in 2023 is demonstrated by the training conducted by IT HR according to the required information technology core competencies and new technologies for the Company.

LAYANAN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY SERVICES

Sebagai penyampaian pengguna layanan TI untuk memudahkan dalam mendapatkan layanan yang diperlukan. Layanan yang disediakan mencakup:

- Layanan *Helpdesk*
- Layanan Komunikasi
 - Layanan *E-mail*
 - Layanan IP Phone
- Layanan Infrastruktur
 - *Local Area Network (LAN)/WIFI*
 - Layanan WAN
 - Layanan Internet
- Layanan *Server* dan *Data Storage* Terpusat
 - Layanan *Server*
 - Layanan *Data Storage, Backup, dan Restore*
- Layanan *Desktop*
 - Layanan *Hardware*
 - Layanan *Consumable*
- Layanan Aplikasi-Layanan SAP
- Layanan Pengembangan Sistem
 - Layanan Analisis Sistem
 - Layanan Pengembangan Aplikasi
 - Layanan Pemeliharaan Sistem
 - Layanan *User Role* SAP
 - Layanan Pemeliharaan Aplikasi
- Layanan Multimedia
 - Layanan *Video Conference*

As a delivery of users to make it easier to get the services needed. Services provided include:

- Help Desk Services
- Communication Services
 - Email Services
 - IP Phone Services
- Infrastructure Services
 - Local Area Network (LAN)/WIFI
 - WAN Services
 - Internet Services
- Centralized Server and Data Storage Services
 - Server Services
 - Data Storage, Backup, and Restore Services
- Desktop Services
 - Hardware Service
 - Consumable Service
- Application Services – SAP Services
- System Development Services
 - System Analyst Services
 - Application Development Services
 - System Maintenance Services
 - SAP User Role Services
 - Application Maintenance Services
- Multimedia Services
 - Video Conference Services

TATA KELOLA TI PETROKIMIA GRESIK IT GOVERNANCE OF PETROKIMIA GRESIK

Untuk mewujudkan tata kelola TI yang baik, Perseroan melaksanakan tata kelola TI dengan berfokus pada usaha untuk mencapai beberapa tujuan, dengan rincian tujuan tersebut antara lain:

1. Membuat kerangka kerja TI yang sejalan dengan tata kelola perusahaan. Hal ini dilakukan seiring tetap menjaga keselarasan antara tata kelola TI dengan peraturan dan regulasi yang ada.
2. Membangun pemahaman pengelola Perseroan agar memahami pentingnya masalah-masalah strategis TI. Hal ini dilakukan dengan memperkenalkan potensi-potensi yang dimiliki TI untuk berkontribusi bagi kemajuan Perseroan.

To realize good IT governance, the Company implements IT governance by focusing on efforts to achieve several goals, with details of these objectives including:

1. Create an IT framework that is in line with corporate governance. This is done while maintaining alignment between IT governance and existing rules and regulations.
2. Building the understanding of the Company's Managers in order to understand the importance of IT strategic issues. This is done by introducing the potential of IT to contribute to the progress of the Company.



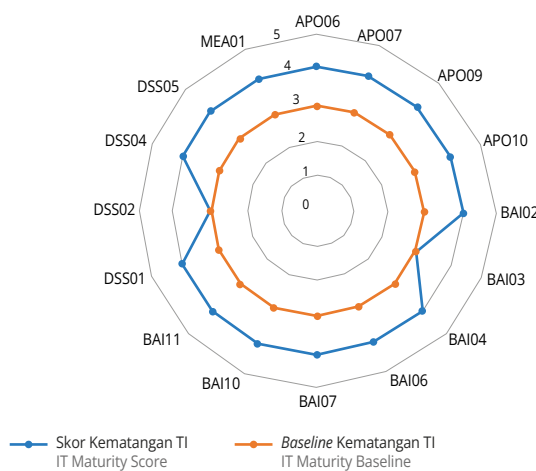
3. Membuat pencapaian kinerja dan nilai tambah yang optimal. Pengelola TI harus mampu menyediakan nilai tambah maksimum bagi proses bisnis Perseroan dan memastikan bahwa usaha yang terbaik telah dilakukan untuk memungkinkan hal tersebut. Hal ini dapat dilakukan melalui pendekatan-pendekatan yang tertib pada manajemen proyek dan program kerja yang baik.
4. Membuat manajemen sumber daya dan manajemen risiko yang baik. Pengelola TI diwajibkan dapat melakukan alokasi sumber daya yang baik dan manajemen risiko dengan memperhatikan risiko dalam proses menjalankan fungsi-fungsi TI. Hal ini dapat dicapai melalui bantuan *Risk Assessor*.

Pengelolaan tata kelola TI yang baik juga dapat diketahui melalui pengukuran tingkat kematangan TI (*IT Maturity Level*) berbasis *framework* COBIT dengan Unit Kerja TI PT Pupuk Indonesia (Persero) Group. Pada tahun 2023, Unit Kerja TI PT Pupuk Indonesia (Persero) Group telah melakukan *IT Maturity Level* di beberapa proses sesuai *framework* COBIT 2019 dengan skor sebagai berikut:

3. Making the achievement of optimal performance and added value. IT managers must be able to provide maximum added value to the Company's business processes and ensure that the best efforts have been made to make this possible. This can be done through orderly approaches to project management and good work programs.
- Prepare the appropriate resource management and risk management. IT managers are required to be able to perform proper resource allocation and risk management by taking into account risks in the process of carrying out IT functions. This can be achieved through the assistance of a Risk Assessor.

Good IT governance management can also be identified by measuring the IT Maturity Level based on the COBIT framework with the IT Work Unit of PT Pupuk Indonesia (Persero) Group. In 2023, the IT Work Unit of PT Pupuk Indonesia (Persero) has IT Maturity Level in several processes according to the 2019 COBIT framework with the following scores:

Persebaran Skor Kematangan IT PKG Distribution of PKG IT Maturity Score



Target	3.00
Skor Score	3.88
Gap	+0.88

Skor Kematangan IT PKG PKG IT Maturity Score

3.88

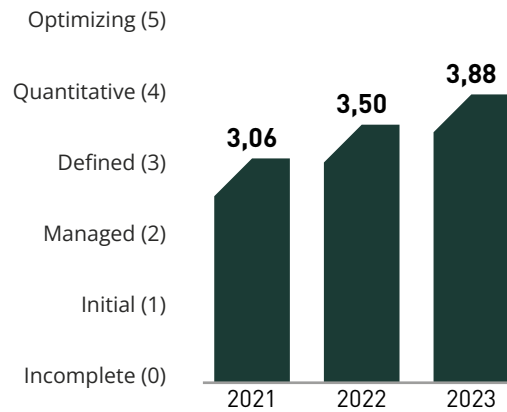
Defined

The process **achieves its purpose in a much more organized way** using organizational assets. Processes typically are **well defined**.



Secara periodik PT Petrokimia Gresik melakukan pengukuran tingkat kematangan TI (*IT Maturity Level*) dimulai dari tahun 2021 hingga 2023 dibuktikan dengan adanya peningkatan skor setiap tahunnya yang merupakan komitmen Perseroan dalam pengelolaan TI.

Periodically, PT Petrokimia Gresik measures the IT maturity level, starting from 2021 to 2023 as evidenced by the increase in scores every year, which is the Company's commitment to IT management.



SISTEM MANAJEMEN KEAMANAN INFORMASI INFORMATION SECURITY MANAGEMENT SYSTEM

Sebagai pengelola layanan TI, pada tahun 2023 Perseroan telah menerapkan Sistem Manajemen Keamanan Informasi sesuai dengan standar ISO/IEC 27001:2022. Hal ini dilakukan agar dapat mewujudkan keberlangsungan bisnis yang menjaga *confidentiality, integrity, dan availability* informasi dari berbagai ancaman dengan komitmen:

1. Menetapkan tata kelola keamanan informasi dalam meningkatkan serta menyediakan informasi yang aman dan andal dengan berorientasi pada tercapainya tujuan dan sasaran PT Petrokimia Gresik.
2. Memastikan tersedianya sumber daya yang dibutuhkan untuk sistem manajemen keamanan informasi.
3. Mengkomunikasikan pentingnya manajemen keamanan informasi yang efektif dan sesuai dengan persyaratan Sistem Manajemen Keamanan Informasi (SMKI).
4. Mematuhi seluruh regulasi dan peraturan yang berlaku termasuk kewajiban hukum untuk melindungi seluruh informasi.
5. Memberikan arahan dan dukungan pada setiap pegawai untuk berkontribusi dalam efektivitas SMKI.
6. Mendukung program *security awareness* yang dilakukan kepada seluruh tingkatan pegawai dan pihak-pihak yang berkepentingan.
7. Melakukan upaya-upaya perbaikan berkelanjutan/berkesinambungan melalui penerapan teknologi yang berkaitan dengan SMKI.
8. Mendukung peran manajemen lainnya yang relevan untuk menerapkan panduan TI pada wilayah yang menjadi tanggung jawabnya.

Penerapan komitmen sistem manajemen keamanan informasi Perseroan dilakukan untuk menjaga elemen keamanan informasi yaitu manusia, proses dan teknologi

As an IT service manager, in 2023 the Company has implemented an Information Security Management System that is in accordance with the ISO/IEC 27001:2022 standard. This was carried out to realize business continuity that maintains Confidentiality, Integrity, and Availability of information from various threats with commitment to:

1. Establish information security governance in improving as well as providing safe and reliable information that is oriented towards achieving the goals and objectives of PT Petrokimia Gresik.
2. Ensure the availability of required resources for the information security management system.
3. Communicate the importance of effective information security management and in accordance with the requirements of the Information Security Management System (ISMS).
4. Comply with all applicable regulatory provisions, including legal obligations to protect all information.
5. Provide direction and support to each employee to contribute to the effectiveness of the ISMS.
6. Support the security awareness programs that are carried out at all levels of employees and interested parties.
7. Carrying out sustainable/ continuous improvement efforts through the application of technology that are related to the ISMS.
8. Support other relevant management roles to implement IT guidelines in their respective areas of responsibility.

The implementation of the Company's information security management system commitment is carried out to maintain information security elements, namely people, process, and



agar dapat meminimalkan risiko ancaman dari kerentanan sistem informasi yang berdampak negatif bagi Perseroan. Berikut beberapa bentuk penerapan dari setiap elemen keamanan informasi:

- A. Manusia
 1. Pembentukan Tim SMKI.
 2. Seminar *Awareness* Keamanan Informasi berbasis ISO/IEC27001:2022.
 3. Pelatihan dan sertifikasi ISO/IEC27001.
 4. Pelatihan dan Seminar Audit Internal ISO/IEC27001:2022.
- B. Proses
 1. Kebijakan SMKI.
 2. Pedoman pengelolaan keamanan informasi.
 3. Pedoman SMKI.
 4. Penerapan manajemen risiko keamanan informasi.
- C. Teknologi
 1. Pembatasan hak akses sistem sesuai dengan pihak yang berkepentingan.
 2. Pengamanan perangkat penunjang terhadap *malware*, virus dan lainnya untuk mencegah kebocoran data.
 3. Manajemen *information lifecycle* mulai dari data dibuat hingga dimusnahkan.
 4. Melakukan pengamanan akses kode sumber dan penyamaran data pada sistem, jaringan, dan perangkat lain yang memproses, menyimpan dan mengirimkan informasi.
 5. Melakukan pemantauan *log*, kapasitas dan aktivitas dari jaringan, sistem, dan aplikasi.
 6. Melakukan pengamanan jaringan dan redundansi jaringan agar menjaga *availability* dari informasi.
 7. Menggunakan perangkat teknologi pendukung seperti *firewall*, *web application firewall*, *antivirus* terpusat, *antispam*, *SSL*, dan *secure coding*.
 8. Melakukan pengamanan serta pembatasan akses fisik dengan pemantauan CCTV dan akses masuk menggunakan sensor biometrik.

Upaya Perseroan dalam peningkatan keamanan informasi diukur juga dalam *tools Cyber Security Maturity* (CSM) sebagai metode pengukuran tingkat kematangan keamanan siber yang dilakukan oleh Badan Siber dan Sandi Negara (BSSN). Terdapat beberapa aspek pengelolaan keamanan siber yang diukur dan juga hasil sebagai berikut:

1. Tata Kelola

Aspek tata kelola terdiri dari sub aspek kesadaran, audit, kontrol, pemenuhan, kebijakan, dan proses.
2. Identifikasi

Aspek lidentifikasi terdiri dari sub aspek manajemen aset, inventaris, manajemen risiko, prioritas, pelaporan, dan klasifikasi.

technology, in order to minimize the risk of threats from information system vulnerabilities that have a negative impact on the Company. The following are several forms of application of each information security element:

- A. People
 1. Establishment of the ISMS Team.
 2. Information Security Awareness Seminar based on ISO/IEC 27001:2022.
 3. ISO/IEC27001 training and certification.
 4. ISO/IEC27001:2022 Internal Audit Training and Seminar.
- B. Process
 1. ISMS Policy.
 2. Information security management guidelines.
 3. ISMS Guidelines.
 4. Implementation of information security risk management.
- C. Technology
 1. Limitation of rights to system access according to interested parties.
 2. Securing supporting devices against malware, viruses, and others to prevent data leaks.
 3. Information lifecycle management from data creation to destruction.
 4. Securing source code access and data impersonation on systems, networks, and other devices that process, store, and transmit information.
 5. Monitoring logs, capacity, and activity of networks, systems, and applications.
 6. Carrying out network security and network redundancy to maintain the availability of information.
 7. Using supporting technology devices, such as firewall, web application firewall, centralized antivirus, antispam, SSL, and secure coding.
 8. Carrying out security as well as limiting physical access by monitoring CCTV and entry access using biometric sensors.

The Company's efforts to improve information security are also measured in the Cyber Security Maturity (CSM) tool as a method to measure the level of cyber security maturity, which is carried out by the National Cyber and Crypto Agency (BSSN). There are several aspects of cyber security management that are measured, and the results are as follows:

1. Governance

The governance aspect consists of the sub-aspects of awareness, audit, control, compliance, policy, and process.
2. Identification

The identification aspect consists of the sub-aspects of asset management, inventory, risk management, prioritization, reporting, and classification.

3. Proteksi
Aspek proteksi terdiri dari sub aspek jaringan, aplikasi, pengguna, manajemen identitas dan akses, cloud, dan data.
4. Deteksi
Aspek deteksi terdiri dari sub aspek perubahan, monitor, peringatan, pemberitahuan, intelijen, dan pelaporan.
5. Respons
Aspek respons terdiri dari sub aspek penahanan, penanggulangan, pemulihan, kegiatan pascainsiden, dan pelaporan.

3. Protection
The Protection aspect consists of the sub-aspects of network, applications, users, identity and access management, cloud, and data.
4. Detection
The Detection aspect consists of the sub-aspects of change, monitoring, warning, notification, intelligence, and reporting.
5. Response
The response aspect consists of the sub-aspects of containment, response, recovery, post-incident activities and reporting.



CSM Tools

Tata Kelola		Identifikasi		Proteksi		Deteksi		Respons	
4,10		4,14		3,80		3,53		3,96	
Kesadaran	4,18	Manajemen Aset	3,50	Jaringan	3,57	Perubahan	4,67	Penahanan	4,00
Audit	4,17	Inventaris	4,40	Aplikasi	4,30	Monitor	3,50	Penanggulangan	4,80
Kontrol	4,30	Manajemen Risiko	3,77	Pengguna	3,44	Peringatan	3,50	Pemulihan	5,00
Pemenuhan	3,89	Prioritas	4,60	Manajemen Identitas dan Aset	4,08	Pemberitahuan	3,40	Kegiatan Pascainsiden	3,00
Kebijakan	4,50	Pelaporan	4,33	Cloud	3,57	Intelijen	2,73	Pelaporan	3,00
Proses	3,57	Klasifikasi	4,25	Data	3,86	Pelaporan	3,40		



Level Maturitas **3,91**

INVESTASI TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY INVESTMENT

Dalam mengelola investasi TI, peran Pengelola TI sangat penting agar proses dapat berjalan dengan baik. Dalam pelaksanaannya, investasi TI mendapat dana dari Pengelola Anggaran Perseroan dengan prosesnya mendapat pengawasan penuh dari Perseroan. Perencanaan investasi TI harus dilakukan dengan hati-hati dan penuh pengawasan serta diselenggarakan berdasarkan prioritas yang sesuai dengan kegiatan bisnis. Untuk menentukan prioritas yang akan digunakan dalam investasi TI, dibutuhkan analisis biaya dan manfaat (*cost and benefit analysis*) yang bertujuan untuk memastikan investasi yang dilakukan sudah benar-benar sesuai dengan kebutuhan bisnis.

Dengan menggunakan *Risk Based Budgeting* (RBB) sebagai pedoman, analisis biaya, dan manfaat dilakukan dengan pengelolaan biaya dan manfaat yang baik. Dalam mengelola biaya investasi, pengelola TI membandingkan antara biaya

In managing IT investments, the role of the IT Manager is very important to ensure that the process can run properly. In practice, IT investments receive funds from the Company's Budget Manager with the process being fully supervised by the Company. IT investment planning must be carried out carefully and with full supervision and organized according to priorities according to business activities. To determine the priorities to be used in IT investments, a cost and benefit analysis is needed, which aims to ensure that the investments made are truly in accordance with business needs.

By using Risk Based Budgeting (RBB) as a guideline, cost and benefit analysis is carried out with proper cost and benefit management. In managing investment costs, IT managers compare costs with the budget owned by the Company and



dengan *budget* yang dimiliki oleh Perseroan dan semua perencanaan biaya serta realisasinya wajib mendapatkan pengawasan dan dilaporkan. Jika dalam prosesnya terdapat kekeliruan, pengelola TI harus memperbarui data-data program investasi tersebut sehingga tetap sesuai dengan perencanaan biaya TI yang sudah dianggarkan sebelumnya. Seperti pengelolaan biaya, proses pertimbangan dan perencanaan dapat dilakukan pada pengelolaan manfaat dengan memperhitungkan kontribusi TI terhadap aktivitas operasional Perseroan. Dengan pengelolaan dua faktor ini, peninjauan yang tepat dapat diberikan terkait dengan keputusan tingkat prioritas suatu proyek investasi. Adapun investasi pengembangan teknologi informasi yang dilakukan pada tahun 2023 antara lain:

1. *Redesign* dan Pembangunan Ruang *Data Center* dan Perkantoran TI Baru
Kondisi *Data Center* TI saat ini berada di lantai 3 Gedung Administrasi Lama memerlukan peremajaan dikarenakan kondisi gedung yang sudah beroperasi lebih dari 40 tahun serta beberapa kali mengalami kebocoran yang berisiko menimbulkan kerusakan pada perangkat *server* dan *network* yang dapat mengganggu operasional layanan TI di Perseroan. Tujuan investasi ini adalah untuk membuat desain dan melakukan konstruksi gedung *data center* TI baru yang memenuhi standardisasi TIA-942 Rated-3 dan menjamin tingkat *availability* data center TI sampai dengan 99.982%
2. Pemasangan Fiber Optik
Terdapatnya beberapa area yang belum terjangkau dari sisi *network* dan juga terdapat area kritis yang membutuhkan peremajaan fiber optik dikarenakan tidak terdapatnya *redundant/backup* apabila *backbone* utama bermasalah (putus, rusak), sehingga dibutuhkannya upaya dalam instalasi jaringan fiber optik baru dan penyediaan *redundant* untuk komunikasi data yang kritis, sehingga dengan melakukan pemasangan ini *availability* dari layanan *network* (intranet dan internet) menjadi lebih terjaga, dan risiko/potensi terjadinya gangguan proses bisnis Perseroan menjadi menurun.
3. Instalasi *Precision Air Conditioner*
Ruang *data center* TI sangat membutuhkan kondisi suhu dan kelembaban yang ideal agar kinerja perangkat TI dapat tercapai secara optimal, saat ini ruang *data center* TI masih menggunakan unit pendingin berupa AC *split* dan AC *standing* yang hanya dapat menjaga suhu ideal, namun tidak dapat mengatur kelembaban secara presisi. Selain itu adanya risiko kebocoran dari unit AC *split* dan AC *standing* juga menjadi isu yang harus diantisipasi agar tidak menimbulkan kerusakan pada perangkat TI. Penambahan unit *Precision Air Cooling* bertujuan untuk menjaga suhu dan kelembaban ruang data center TI secara presisi serta untuk mengurangi risiko kebocoran maka ditambahkan perangkat *Environment Monitoring System* (EMS) sebagai *early detection* jika terdapat genangan air di ruang *data center*

all planned costs, and their realization must be monitored and reported. If there is an error in the process, the IT manager must update the investment program data to ensure that it remains in accordance with the previously budgeted IT cost plan. Similar to cost management, consideration and planning processes can be carried out on benefit management by taking into account the contribution of IT to the Company's operational activities. By managing these two factors, a proper review can be given regarding the decision on the priority level of an investment project. The investments in information technology development made in 2023 include:

1. Redesign and Construction of New Data Center Room and IT Offices
The current condition of the IT Data Center on the 3rd floor of the Old Administration Building requires rejuvenation due to the condition of the building, which has been in operation for more than 40 years and has experienced leaks several times, which may lead to damages to server and network equipment, which could disrupt the operations of the Company's IT services. The aim of this investment is to design and construct a new IT data center building that meets the TIA-942 Rated-3 standards and guarantees an IT data center availability level of up to 99.982%
2. Fiber Optic Installation
In terms of network, there are several areas that have not been reached, and there are also critical areas that require fiber optic rejuvenation due to the lack of *redundant/ backup* in the event that the main backbone has issues (broken, damaged), so efforts are needed to install a new Fiber Optic network and provide *redundant* data communications, which is critical, therefore, by carrying out this installation, the availability of network services (intranet and internet) is better maintained, and the risk/ potential for disruption to the Company's business processes is reduced.
3. Installation of Precision Air Conditioner
IT data center room requires the ideal temperature and humidity conditions to ensure that optimal IT device performance can be achieved, currently the IT data center room still uses cooling units in the form of split AC and standing AC, which can only maintain ideal temperature but cannot regulate the precise humidity. In addition, the risk of leaks from split AC units and standing AC units is also an issue that must be anticipated so as not to cause damage to IT devices. The addition of a Precision Air Cooling unit aims to precisely maintain the temperature and humidity of the IT data center room and to reduce the risk of leaks, an Environment Monitoring System (EMS) device has been added as early detection if there is standing water in the data center room.

4. Peremajaan *Distribution Switch*

Untuk menjaga *availability* layanan *network* (intranet dan internet) yang tersebar di unit-unit kerja PT Petrokimia Gresik, dengan melakukan peremajaan dan penyediaan *spare part* untuk unit *switch (distribution)*, telah membantu mengurangi potensi *downtime* layanan *network* (intranet dan internet) apabila terjadi kerusakan pada perangkat yang dikarenakan usia pakai perangkat *switch* yang sudah melebihi 5 (lima) tahun masa pakai.

5. Peremajaan UPS Ruang Data Center TI

UPS TI telah beroperasi lebih dari 10 tahun dan dari hasil pengujian baterai hanya mampu menyimpan daya maksimal 80% sehingga diperlukan peremajaan untuk meningkatkan kapabilitas dan kapasitas *backup* yang dapat menjamin aspek ketersediaan (*availability*) dari *data center* TI.

4. *Distribution Switch Rejuvenation*

To maintain the *availability* of *network* (intranet and internet) services across PT Petrokimia Gresik's work units, by rejuvenating and providing spare parts for *switch (distribution)* units, has assisted in reducing the potential for *downtime* of *network* (intranet and internet) services if damage occurs on devices due to the lifetime of the *switch* device, which has exceeded 5 (five) years of service life.

5. IT Data Center Room UPS Rejuvenation

The UPS IT has been in operations for more than 10 years and based on the test results, the battery is only able to store a maximum of 80% power, requiring it to be rejuvenated to increase backup capability and capacity, which can guarantee the *availability* aspect of the IT Data Center.

SINERGI DAN HARMONISASI TEKNOLOGI INFORMASI PT PUPUK INDONESIA (PERSERO) GROUP

SYNERGY AND HARMONIZATION OF INFORMATION TECHNOLOGY OF PT PUPUK INDONESIA (PERSERO) GROUP

PT Petrokimia Gresik juga mendukung implementasi program kerja bersama dalam bidang TI yang ada di Unit Kerja TI PT Pupuk Indonesia (Persero) Group sebagai perwujudan komitmen Perseroan dalam sentralisasi fungsi TI. Terdapat beberapa program kerja atau aplikasi bersama yang dikembangkan oleh PT Pupuk Indonesia (Persero) yang implementasinya melibatkan Unit Kerja TI di anak perusahaan.

1. Digital Office Pupuk Indonesia (DOF)

PT Pupuk Indonesia juga telah melakukan implementasi aplikasi DOF mengadopsi dari PT Petrokimia Gresik guna menangani pengelolaan arsip dinamis mulai dari penciptaan sampai dengan penyusutan arsip sesuai dengan kaidah-kaidah kearsipan. Telah dilakukan implementasi aplikasi DOF ke seluruh anak perusahaan dan beberapa cucu perusahaan PT Pupuk Indonesia (Persero).

2. Sistem *Scheduling Truck Online* (SISTRO)

PT Pupuk Indonesia (Persero) juga melakukan implementasi SISTRO mengadopsi dari PT Petrokimia Gresik dengan melihat manfaat dan keuntungan dari aplikasi, sehingga pada tahun 2023 aplikasi SISTRO telah diimplementasikan di 2 (dua) lini 1 (satu) produsen dan 7 (tujuh) lini 2 (dua) Unit Pengantongan Pupuk/*Distribution Center* PT Pupuk Indonesia (Persero) Group. Penggunaan aplikasi SISTRO dianggap cukup efektif dalam membantu aktivitas penyaluran produk pupuk bersubsidi.

3. Aplikasi Rekan

Aplikasi Rekan merupakan sistem digital yang dikembangkan oleh PT Pupuk Indonesia (Persero) dalam upaya membangun sistem yang terintegrasi dari hulu ke hilir. Saat ini aplikasi Rekan yang telah dikembangkan

PT Petrokimia Gresik also supports the implementation of joint work programs in the field of IT in the IT Work Unit of PT Pupuk Indonesia (Persero) Group as a manifestation of the Company's commitment to centralizing the IT function. There are several joint work programs or applications developed by PT Pupuk Indonesia (Persero) whose implementation involves the IT Work Unit in subsidiaries.

1. Digital Office Pupuk Indonesia (DOF)

PT Pupuk Indonesia has also implemented the DOF application adopted from PT Petrokimia Gresik to handle dynamic archive management from creation to archive depreciation in accordance with archival rules. The DOF application has been implemented for all subsidiaries and several indirect subsidiaries of PT Pupuk Indonesia (Persero).

2. Online Truck Scheduling System (SISTRO)

PT Pupuk Indonesia (Persero) also implemented SISTRO adopting from PT Petrokimia Gresik by looking at the benefits and advantages of the application, so that in 2023 the SISTRO application has been implemented in 2 (two) lines of 1 (one) producer and 7 (seven) lines of 2 (two) Fertilizer Packaging Unit/*Distribution Center* of PT Pupuk Indonesia (Persero) Group. The use of the SISTRO application is considered quite effective in assisting the distribution of subsidized fertilizer products.

3. Rekan Application

The Rekan Application is a digital system developed by PT Pupuk Indonesia (Persero) in an effort to build an integrated system from upstream to downstream. Currently, the Rekan application that has been developed



dapat mempermudah penjualan dan penyaluran produk non-subsidi/komersil/retail serta penerimaan barang (pupuk subsidi) yang telah dikirim oleh distributor. Rekan juga dapat digunakan oleh distributor untuk melakukan monitoring stok kios dan pelaporan stok distributor.

4. iPubers

Aplikasi iPubers merupakan Sistem Digital yang dikembangkan oleh PT Pupuk Indonesia (Persero) bekerja sama dengan Kementerian Pertanian dalam upaya mempermudah proses penyaluran pupuk bersubsidi. iPubers merupakan hasil integrasi antara aplikasi Rekan milik Pupuk Indonesia dan aplikasi e-Alokasi milik Kementerian Pertanian yang memuat data petani penerima pupuk subsidi. Dengan demikian diharapkan penyaluran pupuk bersubsidi dapat sesuai dengan sasaran dan tidak disalahgunakan oleh pihak-pihak tertentu karena stok pada aplikasi adalah stok *real* di lapangan yang sudah terintegrasi dengan aplikasi Rekan, dan data alokasi juga sudah terintegrasi dengan e-Alokasi, sehingga dapat meminimalisir adanya praktik penyaluran yang tidak sesuai ataupun penyalahgunaan yang sering terjadi di lapangan. Saat ini aplikasi iPubers telah digunakan oleh seluruh Kios Pupuk Lengkap di Indonesia.

can facilitate the sale and distribution of Non-Subsidized/ Commercial/ Retail Products as well as receiving goods (subsidized fertilizer) that have been sent by distributors. Rekan can also be used by distributors to monitor kiosk stock and report distributor stock.

4. iPubers

The iPubers application is a digital system developed by PT Pupuk Indonesia (Persero) in collaboration with the Ministry of Agriculture to simplify the process of distributing subsidized fertilizer. iPubers is the result of integration between Pupuk Indonesia's Rekan application and the Ministry of Agriculture's e-Alokasi application, which contains data of farmers who receive subsidized fertilizer. Subsequently, the distribution of subsidized fertilizer is expected to be in accordance with targets and will not be misused by certain parties because the stock in the application is the real stock in the field, which has been integrated with the Rekan application, and the allocation data has also been integrated with e-Alokasi, minimizing the existence of inappropriate distribution practices or misuse that often occurs in the field. Currently, the iPubers application has been used by all Complete Fertilizer Kiosks in Indonesia.

KONSULTAN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY CONSULTANT

Di dalam proses pelaksanaan fungsi dan tanggung jawab, bagian pengelola TI memiliki berbagai personel dengan kompetensi yang beragam sebagai penunjang upaya pengelola TI untuk menyelesaikan permasalahan operasional yang terjadi. Namun, untuk mendukung upaya tersebut, pengelola TI memiliki 3 (tiga) konsultan agar dapat memperoleh informasi yang mendalam dan menyeluruh, sehingga permasalahan dapat teratasi dengan lebih baik. Konsultan yang dimiliki pengelola TI yaitu:

1. PT Telekomunikasi Indonesia dengan koordinasi oleh PT Pupuk Indonesia (Persero).
2. PT Altha Consulting dengan koordinasi oleh PT Pupuk Indonesia (Persero) sebagai konsultan IT *Governance Improvement* dan Penilaian IT *Maturity Level* PT Pupuk Indonesia (Persero) Group.
3. PT Lifelong Learning (Multimatics) sebagai konsultan Pendampingan dan Sertifikasi ISO27001:2022 PT Petrokimia Gresik.

Di samping itu, dalam mendukung dan menunjang keandalan jaringan informasi, Perseroan juga didukung oleh beberapa mitra bisnis, yaitu :

1. PT Mora Telematika Indonesia dengan pengelolaan kapasitas jaringan internet sebesar 450 Mbps.
2. PT Aplikanusa Lintasarta dengan pengelolaan kapasitas jaringan internet sebesar 650 Mbps.

In the process of implementing functions and responsibilities, the IT management section has various personnel with various competencies to support the IT Manager's efforts to resolve operational problems that occur. However, to support these efforts, the IT manager has 3 (three) consultants to ensure that they can obtain in-depth and comprehensive information, allowing the problems to be resolved better. IT manager's consultants are:

1. PT Telekomunikasi Indonesia with coordination by PT Pupuk Indonesia (Persero).
2. PT Altha Consulting coordinated by PT Pupuk Indonesia (Persero) as a consultant for IT Governance Improvement and IT Maturity Level Assessment for PT Pupuk Indonesia (Persero) Group.
3. PT Lifelong Learning (Multimatics) as an ISO27001:2022 Assistance and Certification consultant for PT Petrokimia Gresik.

Furthermore, in supporting and assisting information network reliability, the Company is also supported by several business partners, namely:

1. PT Mora Telematika Indonesia with an internet network capacity management of 450 Mbps.
2. PT Aplikanusa Lintasarta with an internet network capacity management of 650 Mbps.

- | | |
|---|---|
| <p>3. PT Berca Hardayaperkasa dengan pemeliharaan <i>server</i> dan <i>storage production</i>, <i>Disaster Recovery Center & Backup on Site</i>, dan <i>Expand Kapasitas Server Production</i>.</p> <p>4. PT Mulia Frekuensi Adyatama dengan <i>Private Cloud Storage</i> dan <i>File Collaboration (File Server System)</i>.</p> | <p>3. PT Berca Hardayaperkasa with server maintenance and production storage, Disaster Recovery Center & Backup on Site, and Expand Production Server Capacity.</p> <p>4. PT Mulia Frekuensi Adyatama with Private Cloud Storage and File Collaboration (File Server System).</p> |
|---|---|

PENGHARGAAN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY AWARDS

Dalam penerapan digitalisasi dan teknologi informasi yang memberikan manfaat bagi Perseroan, TI PI PG juga berusaha memberikan kontribusi lebih dengan mengikuti penghargaan dan penilaian untuk meningkatkan semangat dan daya saing Perseroan di era digitalisasi.

In the application of digitalization and information technology that benefits the Company, IT of PI PG also tries to make more contributions by participating in awards and assessments to increase the spirit and competitiveness of the Company in the digitalization era.

1. DIGITECH Award 2023

Petrokimia Gresik berhasil meraih Penghargaan Digital Technology & Innovation (Digitech) Awards 2023 "Bintang 5" atau tertinggi pada ajang yang diadakan oleh majalah iTech. Penghargaan tertinggi ini diraih Petrokimia Gresik karena sukses mendapatkan lima penghargaan sekaligus yakni Penghargaan "The Greatest Champions of Digital Transformation & Innovation," "The Best Digital Technology Project," serta "The Best Digital Transformation" untuk kategori Petrochemical Industries.

1. 2023 DIGITECH Award

Petrokimia Gresik managed to win the 2023 Digital Technology & Innovation (Digitech) Awards "5 Star" or the highest at the event that was held by iTech magazine. The highest award was achieved by Petrokimia Gresik because it successfully won five awards at once, namely "The Greatest Champions of Digital Transformation & Innovation," "The Best Digital Technology Project," as well as "The Best Digital Transformation" for the Petrochemical Industries category.

Melengkapi tiga penghargaan tersebut, Dwi Satriyo Annurogo sebagai Direktur Utama Petrokimia Gresik, juga dinobatkan sebagai "The Best CEO for Corporate Digital Transformation of the Year." Berikutnya Direktur Keuangan dan Umum Petrokimia Gresik, Budi Wahyu Soesilo, juga terpilih sebagai "The Best Chief Information Technology Officer of the Year."

To complement the three awards, Dwi Satriyo Annurogo as President Director of Petrokimia Gresik was also named "The Best CEO for Corporate Digital Transformation of the Year." Next, the Director of Finance and General Affairs of Petrokimia Gresik, Budi Wahyu Soesilo, was also selected as "The Best Chief Information Technology Officer of the Year."

2. TOP DIGITAL Award 2023

Petrokimia Gresik dinilai berhasil dalam menjalankan program transformasi digital dan dianugerahi penghargaan "Top Digital Implementation 2023 #Star5" yang merupakan penghargaan tertinggi di ajang TOP DIGITAL Award 2023. Hal ini meningkat apabila dibandingkan dengan capaian tahun lalu yang masih di level #Star4.

2. 2023 TOP DIGITAL Award

Petrokimia Gresik was considered to be successful in carrying out the digital transformation program and was awarded the "Top Digital Implementation 2023 #Star5" award, which is the highest award at the 2023 TOP DIGITAL Award. This was an improvement compared to the achievement of the #Star4 level in the previous year.

Digitalisasi di Perseroan juga memberikan dampak finansial, di antaranya memberikan kontribusi penghematan atau *cost reduction* program yang didapatkan Petrokimia Gresik di tahun 2022 sebesar Rp250 miliar, serta memberikan sumbangsih pada *innovation value creation* yang diperoleh Perseroan di tahun 2022 sebesar Rp277,9 miliar.

Digitalization in the Company also has a financial impact, including contributing to savings or cost reduction programs obtained by Petrokimia Gresik in 2022, which amounted to Rp250 billion, as well as contributing to innovation value creation obtained by the Company in 2022, which amounted to Rp277.9 billion.

3. National Lighthouse Industri 4.0 Award 2023

National Lighthouse Industri 4.0 merupakan salah satu kegiatan Badan Standardisasi dan Kebijakan Jasa

3. 2023 National Lighthouse Industry 4.0 Award

National Lighthouse Industry 4.0 is one of the activities of the Ministry of Industry's Industrial Services Policy



Industri Kemenperin untuk mendorong perusahaan bertransformasi menjadi industri 4.0. Para peraih penghargaan tersebut adalah perusahaan yang mampu menjadi percontohan bagi industri lainnya dalam transformasi dan implementasi industri 4.0, sehingga bertindak sebagai mercusuar untuk memandu industri lain dalam implementasi teknologi 4.0.

Petrokimia Gresik telah melakukan seleksi administrasi dan proses evaluasi yang ketat dilakukan oleh tim dari Kementerian Perindustrian. Hingga akhirnya mendapat rekomendasi sebagai salah satu kandidat penerima penghargaan National Lighthouse Industri 4.0. Tahapan selanjutnya yang perlu dilalui Petrokimia Gresik adalah penilaian visitasi yang akan dilaksanakan pada awal tahun 2024.

and Standardization Agency to encourage companies to transform into industry 4.0. The winners are companies that are able to become role models for other industries in the transformation and implementation of Industry 4.0, thereby acting as a beacon to guide other industries in implementing technology 4.0.

Petrokimia Gresik has carried out a strict administrative selection and evaluation process has been carried out by a team from the Ministry of Industry. The Company ultimately received a recommendation as one of the candidates for the National Lighthouse Industry 4.0 award. The next stage that Petrokimia Gresik needs to go through is a visitation assessment, which will be carried out in early 2024.

RENCANA PENGEMBANGAN TI TAHUN 2024 IT DEVELOPMENT PLAN FOR 2024

Perseroan telah merencanakan program-program pengembangan TI yang akan dilaksanakan pada tahun 2024. Program-program tersebut adalah:

1. Program *enhancement* yang merupakan pengembangan sistem informasi yang telah diimplementasikan di Perseroan untuk meningkatkan fungsi aplikasi melalui penambahan fitur. Program pengembangan sistem/aplikasi bersifat *enhancement* sebagai berikut:
 - a. *Smart Intelligence Procurement System* (SIPS)
 - b. *Warehouse Management System* (WMS)
 - c. *Digital Transport Management System* (DTMS)
 - d. *E-Portal Occupational Safety & Health* (EPOSH)
 - e. *Projection Excellence* (PIXEL)
 - f. *Digital Office* (DOF)
 - g. Sistem Manajemen Risiko (SIMAR)
 - h. *Production Planning and Inventory Control* (PPIC)
 - i. *Digital Laboratory System* (DIGILABS)
 - j. *Digital Engineering & Consulting* (DEC)
 - k. Jaringan Dokumentasi dan Informasi Hukum (JDIH).
2. Program pengembangan sistem/aplikasi baru juga dilakukan untuk mendukung operasional proses bisnis unit kerja meliputi:
 - a. Pengembangan aplikasi *Operation and Maintenance* (ONM)
 - b. Sistem Informasi Manajemen Sumber Daya Manusia (SIM SDM)
 - c. Aplikasi PETROMART STORE
 - d. Aplikasi Verifikasi Transaksi (VERITRA)
 - e. Aplikasi Riset Petro
 - f. Sistem Informasi Manajemen Lingkungan (SIJELI)

The Company has planned IT development programs to be implemented in 2024. These programs are:

1. Enhancement program, which is an information system development that has been implemented in the Company to improve application functions through additional features. System/ application development programs are enhancement in nature as follows:
 - a. Smart Intelligence Procurement System (SIPS)
 - b. Warehouse Management System (WMS)
 - c. Digital Transport Management System (DTMS)
 - d. E-Portal Occupational Safety & Health (EPOSH)
 - e. Projection Excellence (PIXEL)
 - f. Digital Office (DOF)
 - g. Risk Management System (SIMAR)
 - h. Production Planning and Inventory Control (PPIC)
 - i. Digital Laboratory System (DIGILABS)
 - j. Digital Engineering & Consulting (DEC)
 - k. Legal Documentation and Information Network (JDIH).
2. New system/application development programs were also carried out to support the operations of work unit's business processes, including:
 - a. Development of the Operation and Maintenance (ONM) application
 - b. Human Resources Management Information System (SIM HR)
 - c. PETROMART STORE application
 - d. Transaction Verification Application (VERITRA)
 - e. Petro Research Application
 - f. Environmental Management Information System (SIJELI)

- g. Aplikasi PORTPASS
- h. *Digital Transporation (DIGITRANS)*
- i. *PG Insurance*
- j. *Digital Logbook.*

3. Pengembangan Infrastruktur TI

- a. Pembangunan *data center* dan kantor TI baru (*multi-years*).
- b. Pengadaan aplikasi *manage engine end device*.
- c. Peningkatan kapasitas *storage* sebagai *backup center* dan *file collaboration*.
- d. Pembelian *server & storage* untuk VMWare EsXi.
- e. Implementasi WAP di ruang rapat baru Graha lantai 2 dan diklat.
- f. Instalasi jalur FO dari titik *distribution switch* ke DC baru.
- g. Instalasi jalur FO TSP2-pabrik baru (Soda Ash/ Phonska V).
- h. Implementasi *Network Detection & Response (NDR)*.
- i. Instalasi jalur FO *Redundant DC* TI baru-Graha lantai 5-gudang TSP2.
- j. Implementasi *redundancy core switch* TI.
- k. Instalasi perangkat redundansi *internet access gateway*.
- l. Instalasi modul UPS Data Center.
- m. Instalasi *Conference Camera Logitech Rally System*.

- g. PORTPASS application
- h. Digital Transporation (DIGITRANS)
- i. PG Insurance
- j. Digital Logbook.

3. IT Infrastructure Development

- a. Construction of new data center and IT office (multi-years).
- b. Procurement of manage engine end device application.
- c. Increased storage capacity as a backup center and file collaboration.
- d. Purchase of server & storage for VMWare EsXi.
- e. Implementation of WAP in the new Graha meeting room, 2nd floor and training.
- f. Installation of the FO line from the distribution switch point to the new DC.
- g. Installation of new TSP2-factory FO line (Soda Ash/ Phonska V).
- h. Implementation of Network Detection & Response (NDR).
- i. New IT redundant DC FO line installation-Graha 5th floor-TSP2 warehouse.
- j. Implementation of IT redundancy core switch.
- k. Installation of internet access gateway redundancy device.
- l. Installation of UPS Data Center modules.
- m. Installation of Logitech Rally System Conference Camera.



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**PETROKIMIA
GRESIK**
Solusi Agroindustri



06

TATA KELOLA PERUSAHAAN

Corporate Governance

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Dalam implementasi tata kelola perusahaan yang baik, penerapan tata kelola perusahaan yang baik tidak dapat dipisahkan dari kesadaran akan praktik bisnis yang beretika. Seluruh Insan Petrokimia Gresik memiliki tanggung jawab kepada seluruh pemangku kepentingan Perseroan untuk mematuhi peraturan perundang-undangan yang berlaku, serta menghindari setiap benturan kepentingan.

In the implementation of good corporate governance, the implementation of good corporate governance cannot be separated from the awareness of ethical business practices. All Petrokimia Gresik employees have a responsibility to all Company Stakeholders to comply with applicable laws and regulations and avoid any conflict of interest.



KOMITMEN PENERAPAN GCG

Commitment to Implementation of GCG

Tata kelola perusahaan yang baik merupakan fondasi strategis dalam mengoptimalkan ketahanan dan daya saing berkelanjutan. Peningkatan penerapan tata kelola perusahaan yang baik tidak terlepas dari komitmen seluruh Insan Petrokimia Gresik untuk melaksanakan prinsip-prinsip tata kelola perusahaan yang baik berdasarkan prinsip Transparansi, Akuntabilitas, Responsibilitas, Independensi, dan *Fairness* (TARIF) yang diterapkan secara menyeluruh pada setiap jenjang organisasi dan kegiatan operasional dan bisnis Perseroan.

PRINSIP TARIF DAN PENERAPANNYA

1. **Transparansi:** Perusahaan menjamin ketersediaan informasi yang relevan secara akurat dan tepat waktu kepada seluruh *Stakeholder*
2. **Akuntabilitas:** Perusahaan telah mengatur kejelasan fungsi, pelaksanaan, dan pertanggungjawaban pada setiap masing-masing organ Perusahaan sehingga seluruh kegiatan bisnis dan operasional Perusahaan dapat berjalan efektif, efisien dan dapat dipertanggungjawabkan.
3. **Responsibilitas:** Perusahaan senantiasa patuh terhadap ketentuan perundang-undangan yang berlaku dalam menjalankan setiap aktivitas operasional dan bisnis Perusahaan.
4. **Independensi:** Perusahaan memastikan bahwa pelaksanaan tugas, tanggung jawab dan wewenang setiap organ Perusahaan berjalan dengan baik tanpa intervensi dari pihak manapun yang tidak sesuai dengan ketentuan peraturan perundang-undangan yang berlaku.
5. **Kewajaran:** Perusahaan memberikan keadilan dan kesetaraan dalam pemenuhan hak-hak pemangku kepentingan yang timbul berdasarkan Perjanjian dan peraturan perundang-undangan yang berlaku.

LANDASAN HUKUM DAN STANDAR PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Dasar hukum dan standar penerapan tata kelola perusahaan yang baik sangat penting sebagai acuan untuk mengimplementasikan dan memenuhi kaidah-kaidah dalam menata organ dan menjalankan operasional perusahaan guna melindungi kepentingan dan memenuhi harapan para pemegang saham dan para pemangku kepentingan lain serta tercapainya penciptaan nilai korporasi yang berkelanjutan.

Good corporate governance is a strategic foundation for optimizing resilience and sustainable competitiveness. Increasing the implementation of good corporate governance cannot be separated from the commitment of all Petrokimia Gresik employees to implement the principles of good corporate governance based on the principles of Transparency, Accountability, Responsibility, Independence and *Fairness* (TARIF), which are applied comprehensively at every level of the organization and activities of the Company's operations and business.

TARIF PRINCIPLES AND IMPLEMENTATION

1. **Transparency:** The Company guarantees the availability of relevant information accurately and timely to all Stakeholders
2. **Accountability:** The Company has regulated clarity of function, implementation, and accountability for each of the Company's organs so that all business and operational activities of the Company can run effectively, efficiently, and accountably.
3. **Responsibility:** The Company always complies with applicable statutory provisions in carrying out all operational and business activities of the Company.
4. **Independence:** The Company ensures that the implementation of the duties, responsibilities, and authority of each of the Company's organs runs smoothly without intervention from any party that is not in accordance with the provisions of the applicable laws and regulations.
5. **Fairness:** The Company provides justice and equality in fulfilling stakeholder rights arising based on the Agreement and applicable laws and regulations.

LEGAL BASIS AND STANDARD OF GOOD CORPORATE GOVERNANCE IMPLEMENTATION

The legal basis and standards for the implementation of good corporate governance are very important as a reference for implementing and fulfilling the rules in organizing organs and running company operations in order to protect the interests and fulfill the expectations of shareholders and other stakeholders as well as the achievement of sustainable corporate value creation. The implementation of good

Penerapan tata kelola perusahaan yang baik di lingkungan Perseroan berlandaskan pada peraturan sebagai berikut:

1. Undang-Undang RI No. 40 tahun 2007 tentang Perseroan Terbatas sebagaimana diubah oleh undang-undang No. 6 tahun 2023 tentang Penetapan Peraturan Pemerintah Pengganti Undang-undang No. 2 tahun 2022 tentang Cipta Kerja menjadi Undang-undang;
2. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
3. Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

SOFT STRUCTURE TATA KELOLA PERUSAHAAN PT PETROKIMIA GRESIK

Organ tata kelola perusahaan dalam melakukan pengelolaan, pengendalian dan pengarahan korporasi perlu dilengkapi dengan kebijakan dan aturan (*soft structure*) yang menjadi acuan dalam berperilaku dan menjalankan proses bisnis sehingga dapat mendorong efektivitas pencapaian tujuan Perseroan. Perseroan menyusun kebijakan sebagai perangkat aturan yang menjadi pedoman bagi organ tata kelola perusahaan dalam mendukung implementasi GCG sesuai dengan peraturan perundang-undangan, *best practice* serta nilai-nilai budaya Perseroan.

Perseroan melakukan peninjauan secara berkala dan memutakhirkan kebijakan yang ada apabila diperlukan serta kelola Perseroan kebijakan pendukung lainnya untuk mengakomodir kebutuhan dan perkembangan Perusahaan, peraturan perundang undangan serta *best practices* penerapan tata kelola perusahaan yang baik. Kebijakan tata kelola yang telah dimiliki Perseroan antara lain:

corporate governance within the Company is based on the following regulations:

1. Law of Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies as amended by law No. 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law.
2. Regulation of the Minister of State for State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
3. Regulation of the Minister of SOE Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

PT PETROKIMIA GRESIK CORPORATE GOVERNANCE SOFT STRUCTURE

The Company's governance organs, in carrying out management, control, and direction of the corporation, need to be equipped with policies and rules (*soft structure*) that serve as a reference in behaving and carrying out business processes so that they can encourage the effectiveness of achieving the Company's goals. The Company prepares policies as a set of rules that serve as guidelines for the Company's governance organs in supporting the implementation of GCG in accordance with statutory regulations, best practices, and the Company's cultural values.

The Company carries out regular reviews and updates existing policies, if necessary, as well as the Company's management other supporting policies to accommodate the needs and developments of the Company, statutory regulations, and best practices for implementing good corporate governance. The company's governance policies include:

No.	Nama Pedoman Guideline Name	Deskripsi Description
1	Pedoman Tata Kelola Perusahaan yang Baik Good Corporate Governance Guideline	Pedoman yang mengatur tugas, kewajiban, wewenang dan hak organ Perseroan, proses <i>governance</i> , dan kepentingan <i>stakeholder</i> . Dokumen ini diatur berdasarkan SK Bersama Dewan Komisaris dan Direksi No. 0014/B/OT.02.01/14/SK/2024. Guidelines that regulate the duties, obligations, authority and rights of Company's organs, governance processes, and stakeholder interests. This document is regulated based on Joint Decree of the Board of Commissioners and the Board of Directors No. 0014/B/OT.02.01/14/SK/2024.
2	Corporate Policy Manual	Pedoman yang mengatur penyajian informasi secara akurat dan tepat waktu kepada Pemegang Saham dan <i>Stakeholder</i> lainnya. Dokumen ini diatur berdasarkan SK Bersama Dewan Komisaris dan Direksi No. 0015/B/OT.02.01/14/SK/2024. Guidelines that regulate the presentation of information accurately and in a timely manner to Shareholders and other Stakeholders. This document is regulated based on Joint Decree of the Board of Commissioners and the Board of Directors No. 0015/B/OT.02.01/14/SK/2024.



No.	Nama Pedoman Guideline Name	Deskripsi Description
3	Board Policy Manual	<p>Pedoman yang mengatur mengenai tugas dan tanggung jawab Dewan Komisaris dan Direksi sesuai peran dan fungsi masing-masing dalam menjalankan Perseroan. Dokumen ini diatur berdasarkan SK Bersama Dewan Komisaris dan Direksi No. 0015/B/OT.02.01/14/SK/2024.</p> <p>Guidelines that regulate the duties and responsibilities of the Board of Commissioners and the Board of Directors according to their respective roles and functions in running the Company. This document is regulated based on Joint Decree of the Board of Commissioners and the Board of Directors No. 0015/B/OT.02.01/14/SK/2024.</p>
4	<p>Pedoman Etika Bisnis dan Etika Kerja</p> <p>Business Ethics and Work Ethics Guidelines</p>	<p>Pedoman standar perilaku bisnis dan standar perilaku kerja yang harus dilaksanakan oleh seluruh Insan Perseroan mengatur standar minimal perilaku dalam berhubungan dengan <i>stakeholder</i>.</p> <p>Guidelines for business conduct standards and work conduct standards that must be implemented by all of the Company's Personnel, regulate minimum standards of behavior in dealing with stakeholders.</p>
5	<p>Piagam Komite</p> <p>Committee Charter</p>	<p>Berisikan tata kerja, tugas masing-masing komite di bawah Dewan Komisaris dalam rangka membantu tugas Dewan Komisaris dalam menjalankan fungsi pengawasan. Terdapat Piagam Komite Audit dan Piagam Komite Nominasi, Remunerasi, GCG, dan Pemantau Risiko.</p> <p>Contains the work procedures and duties of each committee under the Board of Commissioners in order to assist the Board of Commissioners in carrying out its supervisory function. There is an Audit Committee Charter and a Nomination, Remuneration, GCG, and Risk Monitoring Committee Charter.</p>
6	Internal Audit Charter	<p>Piagam Satuan Audit Internal berisikan fungsi, struktur dan kedudukan, tugas dan tanggung jawab, serta kode etik jabatan auditor dalam menjalankan perannya. Piagam ini ditandatangani oleh Direktur Utama dan Komisaris Utama pada 16 Juli 2021.</p> <p>The Internal Audit Unit Charter contains functions, structure, position, duties, and responsibilities, as well as the auditor's code of ethics in carrying out its role. This charter was signed by the President Director and President Commissioner on July 16, 2021.</p>
7	<p>Pedoman Manajemen Risiko Terintegrasi</p> <p>The Integrated Risk Management Guidelines</p>	<p>Pedoman yang memuat mengenai standar dan panduan untuk membangun, menerapkan dan mengembangkan manajemen risiko sesuai dengan norma dan standar yang berlaku serta memberikan saran untuk melakukan peninjauan ulang terhadap proses penerapan manajemen risiko. Dokumen terdapat pada Prosedur PG-PD-10-0019.</p> <p>Guidelines that contain standards and guidelines for establishing, implementing, and developing risk management in accordance with applicable norms and standards and provide a means for conducting a review of the risk management implementation process. Documents are contained in Procedure PG-PD-10-0019.</p>
8	<p>Pedoman Sistem Manajemen Anti Penyuapan (SMAP)</p> <p>The Anti-Bribery Management System (SMAP) Guidelines</p>	<p>Pedoman yang mengatur dan memberikan panduan dalam penerapan sistem manajemen anti penyuapan pada seluruh aktivitas Perseroan. Dokumen ini terdapat pada Pedoman PG-PD-10-0042.</p> <p>Guidelines that regulate and provide guidance in implementing an anti-bribery management system in all of the Company's activities. This document is contained in Guideline PG-PD-10-0042.</p>
9	<p>Pedoman Pengendalian Gratifikasi</p> <p>Gratification Control Guidelines</p>	<p>Panduan dalam pelaksanaan pengendalian gratifikasi di lingkungan PT Petrokimia Gresik sehingga mampu meningkatkan komitmen Insan Perseroan terhadap budaya anti gratifikasi. Dokumen ini terdapat pada Prosedur PG-PD-10-0008.</p> <p>Guidelines for the implementation of Gratification control within PT Petrokimia Gresik so as to increase the commitment of the Company's Personnel to an anti-gratification culture. This document is contained in procedure PG-PD-10-0008.</p>
10	<p>Pedoman Sistem Pelaporan Pealnggaran (<i>Whistleblowing System</i>)</p> <p>The Whistleblowing System Guidelines</p>	<p>Pedoman yang bertujuan mengatur dan memberikan panduan dalam penerapan sistem pelaporan dugaan pelanggaran yang terjadi pada perusahaan. Dokumen ini terdapat pada Pedoman PG-PD-10-0015.</p> <p>Guidelines that aim to regulate and provide guidance in the implementation of reporting system for suspected violations that occur at company. This document is contained in Guideline PG-PD-10-0015.</p>
11	<p>Pedoman Pelaporan Harta Kekayaan Pejabat</p> <p>The Reporting Official Assets Guidelines</p>	<p>Pedoman dalam pelaksanaan Pelaporan Harta Kekayaan Pejabat di lingkungan Perseroan. Dokumen ini terdapat pada Pedoman PG-PD-10-0029.</p> <p>Guidelines for the implementation of Official Asset Reporting within the Company. This document is contained in Guideline PG-PD-10-0029.</p>

No.	Nama Pedoman Guideline Name	Deskripsi Description
12	Pedoman Pengelolaan Anak Perusahaan dan Perusahaan Patungan Guidelines for the Management of Subsidiaries and Joint Venture Companies	Pedoman yang bertujuan untuk mengatur hubungan antara Perseroan dengan anak perusahaan dan perusahaan patungan. Dokumen ini terdapat pada Pedoman PG-PD-02-0014. Guidelines that aim to regulate the relationship between the Company and its subsidiaries and joint ventures. This document is contained in Guideline PG-PD-02-0014.
13	Panduan Sistem Manajemen Terintegrasi The Integrated Management System Guidelines	Pedoman yang berisi panduan dalam penerapan Sistem Manajemen Mutu (SMM), Sistem Manajemen Lingkungan (SML), Sistem Manajemen K3 (SMK3), Sistem Manajemen Energi (SME) agar memenuhi persyaratan standar yang ditetapkan dalam ISO. Dokumen ini terdapat pada PG-PM-01-0001. Guidelines that contain guidance in the implementation of the Quality Management System (SMM), Environmental Management System (SML), OHS Management System (OHSMS), Energy Management System (SME) in order to meet the standard requirements, set out in ISO. This document is contained in PG-PM-01-0001.
14	Pedoman Pengelolaan Benturan Kepentingan The Conflicts of Interest Management Guidelines	Pedoman bagi seluruh Insan Perseroan untuk memahami, mencegah, dan menanggulangi benturan kepentingan di lingkungan Perseroan dalam menciptakan lingkungan yang transparan dan akuntabel sehingga mampu mendukung terciptanya <i>Good Corporate Governance</i> di Perseroan yang bebas dari segala bentuk korupsi, kolusi, dan nepotisme. Dokumen ini terdapat pada Pedoman PG-PD-10-0025 Guidelines for all of the Company's Personnel to understand, prevent, and overcome conflicts of interest within the Company to create a transparent and accountable environment so as to support the creation of Good Corporate Governance in the Company, which is free from all forms of corruption, collusion and nepotism. This document is contained in Guideline PG-PD-10-0025.
15	Pedoman Sistem Pengendalian <i>Fraud</i> (<i>Fraud Control System</i>) PT Petrokimia Gresik PT Petrokimia Gresik Fraud Control System Guidelines	Pedoman yang mengatur dan memberikan panduan dalam penerapan sistem pengendalian kecurangan (<i>fraud</i>) pada seluruh aktivitas Perseroan. Dokumen ini terdapat pada Pedoman PG-PD-10-0039 Guidelines that regulate and provide guidance in the implementation of a fraud control system in all of the Company's activities. This document is contained in Guideline PG-PD-10-0039.
16	Pedoman Sistem Manajemen Kepatuhan (CMS) The Compliance Management System (CMS) Guidelines	Pedoman yang mengatur dan memberikan panduan dalam penerapan sistem manajemen kepatuhan pada seluruh aktivitas Perseroan. Dokumen ini terdapat pada Pedoman PG-PD-10-0043. Guidelines that regulate and provide guidance in the implementation of the compliance management system in all of the Company's activities. This document is contained in Guideline PG-PD-10-0043.

Highlight Aktivitas *Good Corporate Governance* 2023 Highlights of 2023 *Good Corporate Governance* Activities

Januari | January

- 1 Pelaksanaan Asesmen GCG oleh PT Sinergi Daya Prima sejak bulan Januari-April 2023.
Implementation of GCG Assessment by PT Sinergi Daya Prima from January-April 2023.
- 2 Pelaksanaan PMPMR yang dilakukan sejak Januari-Maret 2023.
Implementation of PMPMR, which carried out from January-March 2023.

Februari | February

- 1 Eksternalisasi Program Anti *Fraud* terhadap Mitra Petroganik Premium.
Externalization of the Anti Fraud Program for Petroganik Premium Partners.
- 2 Pelaksanaan Kaji Ulang Manajemen (KUM) Sistem Manajemen Terintegrasi Semester II Tahun 2022.
Implementation of the Integrated Management System Management Review (KUM) Semester II 2022.
- 3 Penandatanganan Pakta Integritas Harga Perkiraan Sendiri (HPS) Unit Kerja.
Signing of the Work Unit's Self-Estimated Price Integrity Pact (HPS).
- 4 Pelaksanaan *Training of Trainer* (ToT) WBS Terintegrasi PI Group.
Implementation of PI Group Integrated WBS Training of Trainers (ToT).
- 5 Internalisasi Pelaporan LHKPN tahun 2022 Pupuk Indonesia Group yang diselenggarakan oleh PT Pupuk Indonesia (Persero) bekerja sama dengan KPK-RI dan PLN (Persero) pada 21 Februari 2022 via *zoom meeting online*.
Internalization of Pupuk Indonesia Group's 2022 LHKPN Reporting, organized by PT Pupuk Indonesia (Persero) in collaboration with KPK-RI and PLN (Persero) on February 21, 2022, via an online Zoom meeting.



- 6 Pengesahan Pedoman Tata Kelola Kelompok Usaha (*Code of Group Governance*) PG-PD-10-0044.
Ratification of Business Group Governance Guidelines (Code of Group Governance) PG-PD-10-0044.

Maret | March

- 1 Pengisian LHKPN Wajib Laport PG mencapai 100%.
PG Compulsory LHKPN Reporting Completion Reached 100%.
- 2 Penunjukan Fungsi Kepatuhan Anti Penyuapan (FKAP) PT Petrokimia Gresik tahun 2023 sesuai Surat Tugas Direksi No. 0310/B/OT.02.01/14/ST/2023 tanggal 1 Maret 2023.
Appointment of the Anti-Bribery Compliance Function (FKAP) for PT Petrokimia Gresik in 2023 in accordance with the Board of Directors' Assignment Letter No. 0310/B/OT.02.01/14/ST/2023 dated March 1, 2023.
- 3 Mengikuti Penandatanganan Komitmen Bersama Pembangunan Zona Integritas menuju WBK Nasional yang diselenggarakan oleh Kementerian Pertanian secara daring pada 18 Maret 2022
Participate in the signing of the Joint Commitment for the Development of Integrity Zones towards the National WBK, which was held online by the Ministry of Agriculture on March 18, 2022.
- 4 100% Penandatanganan Pernyataan Kepatuhan *Online* atas PEBK dan Kepatuhan Persaingan Usaha Tahun 2023 oleh Insan PG (Dewan Komisaris dan Organ, Direksi, SEVP, dan *Grade* I–VII).
100% Signing of Online Compliance Statement on PEBK and Business Competition Compliance in 2023 by PG Personnel (Board of Commissioners and Organs, Board of Directors, SEVP, and Grades I–VII).
- 5 100% Penandatanganan Pernyataan Kepatuhan *Online* atas PEBK dan Kepatuhan Persaingan Usaha Tahun 2023 oleh TKNO (Tenaga Kerja Non Organik).
100% Signing of the Online Compliance Statement for PEBK and Business Competition Compliance in 2023 by TKNO (Non-Organic Workers).

April | April

- 1 *Exit meeting* Asesmen GCG 2023.
2023 GCG Assessment exit meeting.
- 2 Penandatanganan Kebijakan SMAP oleh Direktur Utama.
Signing of the SMAP Policy by the President Director.
- 3 Penandatanganan Komitmen Pelaksanaan SMAP oleh Seluruh Dewan Komisaris dan Direksi.
Signing of the Commitment to Implement SMAP by the entire Board of Commissioners and Board of Directors.
- 4 Penyampaian Komitmen Penerapan GCG tentang Larangan Permintaan, Pemberian, dan Penerimaan Gratifikasi PT Petrokimia Gresik kepada *Stakeholder*/Mitra Bisnis Unit Kerja.
Submission of GCG Implementation Commitment Regarding the Prohibition of Requesting, Giving, and Receiving Gratifications from PT Petrokimia Gresik to Stakeholders/Business Partners of Work Units.

Mei | May

- 1 Penyampaian buku Laporan Tahunan untuk RUPS Kinerja Tahun 2022.
Submission of the Annual Report Book for the 2022 Performance GMS.
- 2 Penyampaian komitmen Anti Gratifikasi yang telah ditandatangani oleh Dewan Komisaris dan Organ, Direksi, dan SEVP, Pejabat *Grade* I dan *Grade* II kepada Seluruh Unit Kerja melalui cetak *hard copy*.
Submission of the Anti-Gratification commitment, which has been signed by the Board of Commissioners and Organs, the Board of Directors, and SEVP, Grade I and Grade II Officials, to all Work Units via hard copy printing.
- 3 Penyusunan Laporan Penandatanganan Pernyataan Kepatuhan Online atas PEBK dan Kepatuhan Persaingan Usaha Tahun 2023 sesuai memo No. 20626/B/OT.02.01/14/ME/2023 tanggal 12 Mei 2023 dari SVP Sekretaris Perusahaan kepada Direktur Utama .
Preparation of Report on Signing of Online Compliance Statement on PEBK and Business Competition Compliance for 2023 according to memo No. 20626/B/OT.02.01/14/ME/2023 dated May 12, 2023, from Corporate Secretary SVP to President Director.

Juni | June

- 1 Pelaksanaan penyegaran dan *workshop* Auditor Internal SMAP ISO 37001:2016 secara *offline* pada tanggal 20–22 Juni 2023.
Implementation of an offline refresher and workshop for Internal Auditors at SMAP ISO 37001:2016 on June 20–22, 2023.
- 2 Penandatanganan Pakta Integritas SPDP PT Petrokimia Gresik tahun 2023
Signing of the PT Petrokimia Gresik SPDP Integrity Pact in 2023.
- 3 Penyampaian komitmen Anti Gratifikasi di seluruh unit kerja.
Delivery of Anti-Gratification commitments in all work units.

Juli | July

- 1 Pelaksanaan *Entry Meeting* Audit Internal SMAP ISO 37001:2016 pada 3 Juli 2023.
Implementation of Entry Meeting of Internal Audit SMAP ISO 37001:2016 on July 3, 2023.
- 2 Pelaksanaan Audit Internal SMAP ISO 37001:2016 pada tanggal 4–7 Juli dan 10 Juli 2023.
Implementation of Internal Audit SMAP ISO 37001:2016 on July 4–7 and July 10, 2023.

- 3 Pelaksanaan *Exit Meeting* Audit Internal SMAP ISO 37001:2016 pada tanggal 12 Juli 2023.
Implementation of Exit Meeting of Internal Audit SMAP ISO 37001:2016 on July 12, 2023.
- 4 Pelaksanaan Tinjauan Fungsi Kepatuhan Anti Penyuapan (FKAP) pada tanggal 28 Juli 2023.
Implementation of Anti-Bribery Compliance Function Review (FKAP) on July 28, 2023.
- 5 Pelaksanaan Kaji Ulang Manajemen (KUM) Terintegrasi Semester I tahun 2023 pada tanggal 31 Juli 2023.
Implementation of Integrated Management Review (KUM) for the first semester of 2023 on July 31, 2023.

Agustus | August

- 1 Pelaksanaan *Audit Stage I Certification Audit (CA)* Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 dengan Tim Fungsi Kepatuhan Anti Penyuapan (FKAP) secara *offline* oleh Sucofindo pada tanggal 21–22 Agustus 2023.
Implementation of the Stage I Certification Audit (CA) Anti-Bribery Management System (SMAP) ISO 37001:2016 with the Anti-Bribery Compliance Function Team (FKAP) offline by Sucofindo on August 21–22, 2023.

Penyusunan Laporan Tinjauan FKAP Tahun 2023 dengan pemaparan materi terkait hasil PEKAPG (Pernyataan Kepatuhan Petrokimia Gresik) atas Pedoman Etika Bisnis & Etika Kerja (PEBK) dan Kepatuhan Persaingan Usaha (KPU).
Preparation of the 2023 FKAP Review Report with presentation of material related to the results of PEKAPG (Petrokimia Gresik Compliance Statement) on the Business Ethics & Work Ethics Guidelines (PEBK) and Business Competition Compliance (KPU).

September | September

- 1 Persetujuan atas revisi *Board Policy Manual (BPM)* oleh Direktur Utama pada tanggal 7 September 2023.
Approval of the revision of the Board Policy Manual (BPM) by the President Director on September 7, 2023.
- 2 Proses tindak lanjut temuan Audit Stage I Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016.
Follow-up process for ISO 37001:2016 Anti-Bribery Management System (SMAP) Stage I Audit findings.
- 3 Pelaksanaan *Benchmark Implementasi Whistleblowing System (WBS)* dari PT Semen Gresik secara daring pada tanggal 12 September 2023.
Implementation of the Online Whistleblowing System (WBS) Implementation Benchmark from PT Semen Gresik on September 12, 2023.
- 4 Pelaksanaan *Opening Meeting Audit Stage II* SMAP ISO 37001:2016 dengan SEVP, SVP, VP, CO Unit Kerja, dan PIC Unit kerja pada tanggal 19 September 2023 secara *hybrid*.
Implementation of SMAP ISO 37001:2016 Stage II Audit Opening Meeting with SEVP, SVP, VP, CO Work Units, and PIC Work Units on September 19, 2023, in a hybrid manner.
- 5 Pelaksanaan Audit Stage II SMAP ISO 37001:2016 pada tanggal 19–21 September 2023 secara luring oleh PT Sucofindo dengan 17 Kompartemen di lantai 2 Gedung Utama PG.
Implementation of Stage II Audit of SMAP ISO 37001:2016 on September 19–21, 2023, offline by PT Sucofindo with 17 Compartments on the 2nd floor of the PG Main Building.
- 6 Pelaksanaan *Closing Meeting Audit Stage II* SMAP ISO 37001:2016 pada tanggal 22 September 2023 secara *hybrid* di Lantai 8 Gedung Utama PG.
Implementation of Closing Meeting Audit Stage II SMAP ISO 37001:2016 on September 22, 2023, in a hybrid manner on the 8th floor of the PG Main Building.

Oktober | October

- 1 Persetujuan Pengesahan Pedoman Tata Kelola Perusahaan yang Baik (GCG Code) oleh Direksi tanggal 26 Oktober 2023.
Approval of the Ratification of Good Corporate Governance Guidelines (GCG Code) by the Board of Directors on October 26, 2023.
- 2 Pengisian pernyataan kebijakan dan komitmen anti *fraud* kepada seluruh Insan PG dengan status 100% pengisian per tanggal 24 Oktober 2023.
Fill out the anti-fraud policy and commitment statement for all PG Personnel with 100% completion status as of October 24, 2023.
- 3 Pengesahan Pedoman Pengendalian Gratifikasi (PG-PD-10-0008).
Ratification of Gratification Control Guidelines (PG-PD-10-0008).

November | November

- 1 Penandatanganan *Board Policy Manual (BPM)* oleh Dewan Komisaris dan Direksi.
Signing of the Board Policy Manual (BPM) by the Board of Commissioners and the Board of Directors.
- 2 Mengikuti pelatihan ASEAN *Corporate Governance Scorecard* yang diadakan oleh PT PI sebagai alternatif dasar pelaksanaan asesmen GCG tahun 2023.
Participate in ASEAN Corporate Governance Scorecard training held by PT PI as a basic alternative for implementing the GCG Assessment in 2023.
- 3 Penerbitan Surat Tugas *Compliance Officer (CO)* per tanggal 30 November 2023.
Issuance of Compliance Officer (CO) Assignment Letter as of November 30, 2023.
- 4 *User Acceptance Test (UST)* Aplikasi GO PG pada tanggal 17 November 2023 secara daring/*online*.
User Acceptance Test (UAT) GO PG Application on November 17, 2023, online.



- 5 Penyampaian Buku Pedoman Etika Bisnis & Etika Kerja (PEBK) kepada PT Pupuk Indonesia (Persero) sebagai Tindak Lanjut atas surat PT Pupuk Indonesia (Persero) No. 23090/A/MR/A21/ET/2023.
Submission of the Business Ethics & Work Ethics Guidebook (PEBK) to PT Pupuk Indonesia (Persero) as a follow-up to PT Pupuk Indonesia (Persero) letter No. 23090/A/MR/A21/ET/2023.

Desember | December

- 1 Penyusunan Surat Keputusan Bersama (SKB) Dewan Komisaris dan Direksi yang mengesahkan *Corporate Policy Manual* (CPM) dan *Board Policy Manual* (BPM).
Preparation of a Joint Decree (SKB) of the Board of Directors that ratifies the Corporate Policy Manual (CPM) and Board Policy Manual (BPM).
- 2 Telah dilakukan persetujuan Pedoman *Subsidiary Governance* oleh Direktur Utama pada bulan Desember 2023.
The President Director have approved the Subsidiary Governance Guidelines in December 2023.
- 3 Penyelenggaraan Peringatan Hari AntiKorupsi Sedunia (HAKORDIA) Petrokimia Gresik pada tanggal 19 Desember 2023 di Wisma Kebomas.
Organizing World Anti-Corruption Day (HAKORDIA) in Petrokimia Gresik on December 19, 2023, at Wisma Kebomas.
- 4 Pelaksanaan *Workshop Compliance Officer* (CO) dan *Risk Officer* (RO) Persiapan Tahun 2024 pada tanggal 20–21 Desember 2023 di Fairfield Hotel, Surabaya.
Implementation of the 2024 Preparation Compliance Officer (CO) and Risk Officer (RO) Workshop on December 20–21, 2023 at the Fairfield Hotel, Surabaya.
- 5 Penyusunan Instruksi Direksi perihal Imbauan dan Komitmen Larangan Permintaan, Pemberian, dan Penerimaan Gratifikasi terkait Hari Raya Natal Tahun 2023 dan Tahun Baru 2024 melalui DOF No. 0012/B/OT.02.01/14/ID/2023 pada tanggal 28 Desember 2023.
Preparation of the Board of Directors' Instructions regarding Appeals and Commitments on the Prohibition of Requesting, Giving, and Receiving Gratifications related to Christmas 2023 and New Year 2024 through DOF No. 0012/B/OT.02.01/14/ID/2023 on December 28, 2023.
- 6 Go-Live aplikasi GO PG berbasis *website* pada kegiatan Peringatan Hari Antikorupsi Sedunia (HAKORDIA) Petrokimia Gresik pada tanggal 19 Desember 2023 di Wisma Kebomas.
Go-Live website-based GO PG application at Petrokimia Gresik's World Anti-Corruption Day (HAKORDIA) commemoration activities on December 19, 2023, at Wisma Kebomas.

PENILAIAN PENERAPAN GCG

Penilaian penerapan GCG dilakukan dalam rangka mengukur kualitas penerapan standar tata kelola perusahaan yang baik di lingkungan Perseroan. Perseroan memiliki mekanisme *assessment* atau penilaian penerapan GCG secara periodik. Sesuai amanat Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, dalam melakukan penilaian penerapan GCG, Perseroan menggunakan 2 (dua) model penilaian, yaitu:

1. Penilaian (*assessment*) yaitu program untuk mengidentifikasi pelaksanaan tata kelola perusahaan yang baik di BUMN melalui pengukuran pelaksanaan dan penerapan tata kelola perusahaan yang baik di BUMN yang dilaksanakan secara berkala setiap 2 (dua) tahun; dan
2. Evaluasi (*review*), yaitu program untuk mendeskripsikan tindak lanjut pelaksanaan dan penerapan tata kelola perusahaan yang baik pada Peseroanyang dilakukan pada tahun berikutnya setelah penilaian (*assessment*) yang meliputi evaluasi terhadap hasil penilaian dan tindak lanjut atas rekomendasi perbaikan yang disampaikan oleh *assessor*.

Pada tahun 2023, terbit SK-12/S.MBU/08/2023 tentang Pencabutan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola

GCG IMPLEMENTATION ASSESSMENT

The assessment of the implementation of GCG is carried out in order to measure the quality of the implementation of good corporate governance standards within the Company. The Company has a periodic assessment mechanism or assessment of GCG implementation. In accordance with the mandate of Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, in assessing the implementation of GCG, the Company uses 2 (two) assessment models, namely:

1. Assessment, namely a program to identify the implementation of Good Corporate Governance in SOE through measuring the implementation and application of Good Corporate Governance in SOE, which is carried out periodically every 2 (two) years; and
2. Evaluation (*review*), namely a program to describe the follow-up on the implementation and application of Good Corporate Governance in the Company, which is carried out in the following year after the assessment, which includes evaluation of the results of the assessment and follow-up on recommendations for improvements submitted by the assessor.

In 2023, SK-12/S.MBU/08/2023 was issued concerning the revocation of the Decree of the Secretary of the Ministry of State-Owned Enterprises Number: SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and

Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara. Dengan pencabutan SK-16/S.MBU/2012 tersebut, maka pelaksanaan asesmen GCG tahun 2023 belum dilaksanakan, menunggu peraturan terbaru dari Kementerian BUMN dan serta arahan dari pemegang saham Perseroan.

Pada tahun 2022, penilaian penerapan GCG dilakukan oleh pihak independen, dalam hal ini PT Sinergi Daya Prima, berdasarkan Surat No. 10965/LG.00.03/35/DRA/2022 tanggal 16 Desember 2022 perihal Surat Perintah Mulai Kerja. Kriteria penilaian yang digunakan dalam penilaian tersebut mengacu pada Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN.

Hasil penilaian penerapan GCG oleh PT Sinergi Daya Prima untuk periode implementasi tahun 2022 memperoleh klasifikasi "Sangat Baik" dengan capaian skor 97,349. Capaian tersebut meningkat dari capaian tahun 2021 yang dilakukan oleh BPKP dengan skor 94,06. Pencapaian per aspek penilaian pengujian tahun 2022 adalah sebagai berikut:

Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises. With the revocation of SK-16/S.MBU/2012, the implementation of the 2023 GCG assessment has not been implemented pending the latest regulations from the Ministry of SOE and directions from the Company's Shareholders.

In 2022, the GCG implementation assessment was carried out by an independent party, in this case PT Sinergi Daya Prima, based on Letter No. 10965/LG.00.03/35/DRA/2022 dated December 16, 2022, regarding the Work Commencement Order. The assessment criteria used in the assessment refer to the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in SOE.

The results of the GCG Implementation Assessment by PT Sinergi Daya Prima for the 2022 implementation period obtained a "Very Good" classification with a score of 97.349. This achievement increased from the 2021 achievement carried out by the BPKP with a score of 94.06. Achievements per aspect of the 2022 test assessment are as follows:

Skor Penilaian Penerapan GCG PT Petrokimia Gresik Tahun 2022 PT Petrokimia Gresik GCG Implementation Assessment Score in 2022

No.	Aspek Pengujian Assessment Aspects	Bobot Weight	Skor Score	Capaian Achievement (%)	Penjelasan Explanation
1	Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,00	6,717	95,96	Sangat Baik Very Good
2	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	9,00	8,839	98,22	Sangat Baik Very Good
3	Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	35,00	34,169	97,63	Sangat Baik Very Good
4	Direksi Board of Directors	35,00	34,505	98,59	Sangat Baik Very Good
5	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	8,831	98,13	Sangat Baik Very Good
6	Aspek Lainnya Other Aspects	5,00	4,286	85,71	Sangat Baik Very Good
Skor Keseluruhan Overall Score		100,00		97,35	Sangat Baik Very Good
Klasifikasi Kualitas Penerapan GCG Classification of the Quality of GCG Implementation					Sangat Baik Very Good

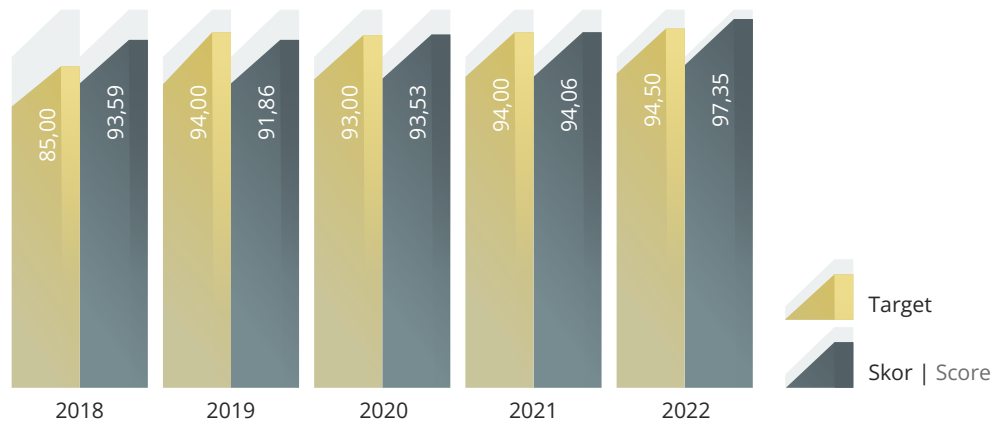
Penilaian penerapan GCG Perseroan berdasarkan SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN, dilakukan sejak tahun 2012 dan dalam 5 tahun terakhir capaian *assessment* GCG yang diperoleh PT Petrokimia Gresik selalu dalam kualifikasi "Sangat Baik" (skor di atas 85). Capaian *assessment*

Assessment of the implementation of Company GCG based on SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises, carried out since 2012, and in the last 5 years, GCG assessment achievements obtained by PT Petrokimia Gresik are always in the "Very Good" qualification (score above 85). PT Petrokimia



GCG PT Petrokimia Gresik sebagaimana ditunjukkan dalam grafik berikut:

Gresik's GCG assessment achievements are as shown in the following graph:



Rekomendasi Hasil Assessment GCG Perseroan Periode 2022 dan Tindak Lanjut atas Rekomendasi Perbaikan

Atas pelaksanaan asesmen GCG Perseroan periode 2022 tersebut, telah disampaikan beberapa rekomendasi perbaikan yang disampaikan oleh asesor. Perseroan telah melakukan perbaikan dan monitoring atas pelaksanaan tindak lanjut *Area of Improvement* (Aoi) hasil penilaian tahun 2022 yang dilaksanakan di tahun 2023. Rekomendasi perbaikan serta tindak lanjut rekomendasi atas hasil penilaian tahun 2022 sebagai berikut:

Recommendations of the Company's GCG Assessment Results for the 2022 Period and Follow-up on Improvement Recommendations

For the implementations of the Company's GCG assessment for 2022 period, several improvement recommendations have been submitted by assessor. The Company has carried out improvements and monitoring of the implementation of follow-up *Area of Improvement* (Aoi) results from the 2022 assessment, which was carried out in 2023. The Improvement recommendation and Follow-up on recommendations for the 2022 assessment results are as follows:

Tindak Lanjut Rekomendasi Hasil Assessment GCG PT PG Periode 2022 Follow-up on Recommendations from PT PG's GCG Assessment Results for the 2022 Period

No.	Rekomendasi Recommendations	Tindak Lanjut Follow-up
Aspek 1: Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Aspect 1: Commitment to the Sustainable Implementation of Good Corporate Governance		
1	Memperhatikan kesesuaian muatan GCG Code dengan perubahan peraturan terkini dan peraturan perundang-undangan yang berlaku. Attentiveness to the conformity of the content of the GCG Code with the latest regulatory changes and applicable laws and regulations.	Direksi dan Dewan Komisaris telah mengesahkan pemutakhiran pedoman GCG dengan rujukan peraturan terkini dan perundang-undangan-undangan yang berlaku. The Board of Directors and Board of Commissioners have ratified the update of the GCG guidelines with reference to the latest regulations and applicable laws.
2	Menyesuaikan <i>Board Policy Manual</i> dengan perubahan peraturan terkini dan peraturan perundang-undangan yang berlaku. Align the Board Policy Manual to the latest changes in regulations and applicable laws and regulations.	Direksi dan Dewan Komisaris telah mengesahkan <i>Board Policy Manual</i> (BPM) dengan rujukan peraturan terkini dan perundang-undangan-undangan yang berlaku. The Board of Directors and Board of Commissioners have ratified the Board Policy Manual (BPM) with reference to the latest regulations and applicable laws.
3	Memperhatikan kesesuaian muatan Pedoman Pengendalian Gratifikasi dengan perubahan peraturan terkini dan peraturan perundang-undangan yang berlaku. Attentiveness to the conformity of the content of the Gratification Control Guidelines with the latest regulatory changes and applicable laws and regulations.	Direksi telah mengesahkan pemutakhiran Pedoman Pengendalian Gratifikasi dengan rujukan peraturan terkini dan perundang-undangan-undangan yang berlaku. The Board of Directors has ratified the update of the Gratification Control Guidelines with reference to the latest regulations and applicable laws.

No.	Rekomendasi Recommendations	Tindak Lanjut Follow-up
4	<p>Memperhatikan kesesuaian muatan Pedoman Sistem Pelaporan Pelanggaran (<i>Whistleblowing System</i>) dengan perubahan peraturan terkini dan peraturan perundang-undangan yang berlaku.</p> <p>Attentiveness to the conformity of the contents of the Whistleblowing System Guidelines with the latest regulatory changes and applicable laws and regulations.</p>	<p>Saat ini sedang dilakukan progres penyesuaian peraturan internal terkait lain sebagai peraturan pendukung pemutakhiran pedoman WBS PT PKG.</p> <p>Currently, progress is being made to adjust other related internal regulations as supporting regulations for the update of PT PKG's WBS guidelines.</p>
<p>Aspek 2: Pemegang Saham Aspect 2: Shareholders</p>		
1	<p>Menetapkan jumlah maksimum jabatan Komisaris yang boleh dirangkap oleh setiap anggota Dewan Komisaris Perseroan.</p> <p>Determine the maximum number of Commissioner positions that each member of the Company's Board of Commissioners may hold concurrently.</p>	<p>Menunggu dasar peraturan dari Kementerian BUMN terbaru.</p> <p>Waiting for the latest basic regulations from the Ministry of SOE.</p>
2	<p>Melakukan penilaian kinerja anggota Direksi (individu) melalui RUPS Tahunan dan mencantulkannya dalam Keputusan RUPS.</p> <p>Conduct performance assessments of members of the Board of Directors (individuals) through the Annual GMS and state them in the GMS Resolutions.</p>	<p>Penilaian Kinerja Direksi (individu) sudah tercantum di dalam Laporan Tahunan Perseroan Tahun 2022.</p> <p>The Assessment of the Board of Directors (individuals) Performance is stated in the Company's 2022 Annual Report.</p>
<p>Aspek 3: Dewan Komisaris Aspect 3: Board of Commissioners</p>		
1	<p>Memberikan persetujuan atas usulan tindakan Direksi secara tepat waktu, sebagaimana yang diatur dalam Anggaran Dasar Perseroan dan <i>Corporate Policy Manual</i>.</p> <p>Provide approval to the Board of Directors' proposed actions in a timely manner, as regulated in the Company's Articles of Association and Corporate Policy Manual.</p>	<p>Dewan Komisaris telah memberikan persetujuan atas usulan aksi korporasi Direksi sesuai tenggat waktu yang diatur dalam Anggaran Dasar Perusahaan dan <i>Corporate Policy Manual</i>.</p> <p>The Board of Commissioners has given approval to the Board of Directors' proposed corporate action according to the deadlines set out in the Company's Articles of Association and Corporate Policy Manual.</p>
2	<p>Menindaklanjuti hasil keputusan RUPS yang mendelegasikan kewenangan kepada Dewan Komisaris terkait penetapan imbal jasa audit serta melaporkannya kepada Pemegang Saham.</p> <p>Following up on the results of the GMS resolutions, which delegated authority to the Board of Commissioners regarding determining fees for audit services and reporting them to Shareholders.</p>	<p>Dewan Komisaris telah menyampaikan penetapan imbal jasa audit kepada Pemegang Saham berdasarkan Surat No. 0027/BK/KU.01.03/99/DK/2023 tanggal 8 Mei 2023 tentang Usulan Penetapan Kantor Akuntan Publik (KAP) untuk Pelaksanaan Audit atas Laporan Keuangan Tahun Buku 2023 PT Petrokimia Gresik.</p> <p>The Board of Commissioners has conveyed the determination of audit service fees to Shareholders based on Letter No. 0027/BK/KU.01.03/99/DK/2023 dated May 8, 2023 concerning the Proposal for the Determination of a Public Accounting Firm (PAF) to carry out an audit of the 2023 Financial Statement of PT Petrokimia Gresik.</p>
3	<p>Menindaklanjuti <i>Area of Improvement</i> hasil <i>assessment</i> GCG yang menjadi kewenangan Dewan Komisaris.</p> <p>Following up on the Area of Improvement of GCG assessment results, which are the authority of the Board of Commissioners.</p>	<p>Dewan Komisaris telah menindaklanjuti <i>Area of Improvement</i> hasil Asesmen GCG yang menjadi kewenangan Dewan Komisaris yaitu pemutakhiran <i>Corporate Policy Manual</i> yang mengatur Etika Rapat.</p> <p>The Board of Commissioners has followed up on the Area of Importance of the GCG Assessment Result, which is the authority of the Board of Commissioners, namely updating the Corporate Policy Manual, which regulates Meeting Ethics.</p>
4	<p>Melengkapi <i>Corporate Policy Manual</i> dan/atau <i>Board Policy Manual</i> terkait pengaturan Tata Tertib Rapat yang menjelaskan Etika Rapat.</p> <p>Complete the Corporate Policy Manual and/or Board Policy Manual regarding the arrangement of Meeting Rules and Regulations that explain Meeting Ethics.</p>	<p>Dewan Komisaris telah menyetujui pemutakhiran <i>Corporate Policy Manual</i> yang mengatur Etika Rapat berdasarkan Surat No. 0012/BK/OT.02.01/99/DK/2024.</p> <p>The Board of Commissioners has approved the update of the Corporate Policy Manual, which regulates Meeting Ethics based on Letter No. 0012/BK/OT.02.01/99/DK/2024.</p>



No.	Rekomendasi Recommendations	Tindak Lanjut Follow-up
Aspek 4: Direksi Aspect 4: Board of Directors		
1	Menyampaikan permohonan persetujuan RJPP kepada Pemegang Saham, sesuai dengan ketentuan yang berlaku. Submit a request for RJPP approval to Shareholders, in accordance with applicable regulations.	Belum terdapat perubahan RJPP Perseroan pada tahun 2023. There have been no changes to the Company's RJPP in 2023.
2	Menyelaraskan pengaturan antara yang tercantum dalam Anggaran Dasar Perseroan dengan Pedoman Tata Kelola Hubungan Induk Anak Perusahaan (<i>Subsidiary Governance</i>) yaitu terkait pengusulan wakil Perseroan untuk menjadi calon anggota Direksi dan Dewan Komisaris Anak Perusahaan, yang hanya dapat dilakukan oleh Direksi Perseroan setelah mendapat tanggapan tertulis dari Dewan Komisaris dan persetujuan dari RUPS dan untuk perusahaan patungan dan/atau anak perusahaan yang memberikan kontribusi signifikan kepada Perseroan dan/atau bernilai strategis yang ditetapkan RUPS. Align the arrangements contained in the Company's Articles of Association with the Subsidiary Governance Guidelines regarding the nomination of the Company's representatives to become candidates for members of the Board of Directors and Board of Commissioners of Subsidiaries, which can only be done by the Company's Board of Directors after receiving a written response from the Board of Commissioners and approval from the GMS, and for joint venture companies and/or subsidiaries that provide significant contributions to the Company and/or have strategic value as determined by the GMS.	Direksi telah mengesahkan pemutakhiran Pedoman Tata Kelola Hubungan Induk Anak Perusahaan (<i>Subsidiary Governance</i>) yaitu terkait pengusulan wakil Perseroan untuk menjadi calon anggota Direksi dan Dewan Komisaris Anak Perusahaan sesuai dengan ketentuan Anggaran Dasar Perseroan. The Board of Directors has ratified the update of the Subsidiary Governance Guidelines regarding the nomination of the Company's representatives to become candidates for members of the Board of Directors and Board of Commissioners of Subsidiaries in accordance with the provisions of the Company's Articles of Association.
3	Melengkapi <i>Corporate Policy Manual</i> atau <i>Board Policy Manual</i> terkait pengaturan Tata Tertib Rapat yang menjelaskan Etika Rapat. Complete the Corporate Policy Manual or Board Policy Manual regarding the arrangement of Meeting Rules that explain Meeting Ethics.	Direksi dan Dewan Komisaris telah mengesahkan <i>Corporate Policy Manual</i> yang mengatur terkait Etika Rapat. The Board of Directors and Board of Commissioners have approved the Corporate Policy Manual which regulates Meeting Ethics.
4	Menyampaikan undangan kepada Pemegang Saham mengenai pelaksanaan Rapat Umum Pemegang Saham sesuai dengan ketentuan yang diatur dalam Anggaran Dasar Perseroan. Delivering invitations to Shareholders regarding the implementation of the General Meeting of Shareholders in accordance with the provisions stipulated in the Company's Articles of Association.	Undanguan Pelaksanaan RUPS RKAP 2023 dan RUPS Kinerja 2022 telah sesuai dengan ketentuan yang diatur dalam Anggaran Dasar Perseroan. Invitations to the Implementation of the 2023 RKAP GMS and 2022 Performance GMS were in accordance with the provisions stipulated in the Company's Articles of Association.
Aspek 5: Pengungkapan Informasi dan Transparansi Aspect 5: Information Disclosure and Transparency		
1	Menyelaraskan Kebijakan Keterbukaan Informasi Publik di Lingkungan PT Petrokimia Gresik dengan Struktur Organisasi terbaru dan ketentuan yang berlaku di Perseroan. Aligning the Public Information Disclosure Policy within PT Petrokimia Gresik with the latest Organizational Structure and provisions applicable to the Company.	Direksi telah mengesahkan pemutakhiran Pedoman Keterbukaan Informasi Publik pada tanggal 29 Desember 2023 The Board of Directors has approved the update of the Public Information Disclosure Guidelines on December 29, 2023
2	Menyelaraskan kebijakan pengelolaan <i>website</i> dengan Struktur Organisasi terbaru dan ketentuan yang berlaku di Perseroan. Aligning the website management policies with the latest Organizational Structure and applicable provisions in the Company.	Telah dilakukan pengesahan atas revisi instruksi kerja pengelolaan <i>website</i> Petrokimia Gresik tertanggal 3 Oktober 2023. The revision of the Petrokimia Gresik website management work instructions dated October 3, 2023 has been ratified.
3	Melengkapi Laporan Tahunan pada bagian Profil Perusahaan dengan informasi terkait pelatihan karyawan yang akan dilakukan. Complete the Annual Report in the Company Profile section with information related to employee training that will be carried out.	Informasi terkait pelatihan karyawan telah disertakan pada Laporan Tahunan 2022. Information related to employee training has been included in the 2022 Annual Report.

Komitmen Perseroan atas Penerapan GCG

Komite Nasional Kebijakan Governansi (KNKG) telah menerbitkan Pedoman Umum Governansi Korporat Indonesia (PUGKI) 2021 sebagai pedoman untuk praktik governansi korporat berstandar global. Penerapan prinsip-prinsip governansi korporat yang baik berperan penting dalam meningkatkan kepercayaan para investor dan pemangku kepentingan, menurunkan biaya modal, memperkuat pasar modal dan sektor jasa keuangan, memperluas lapangan kerja, serta mendorong pertumbuhan ekonomi yang sejalan dengan prinsip pembangunan berkelanjutan. Prinsip dan rekomendasi berdasarkan Pedoman Umum Governansi Korporat Indonesia yang telah dijalankan Perseroan adalah sebagai berikut:

The Company's Commitment to GCG Implementation

The National Committee for Governance Policy (KNKG) has published the 2021 General Guidelines for Indonesian Corporate Governance (PUGKI) as guidelines for global standard corporate governance practices. The application of good corporate governance principles plays an important role in increasing the confidence of investors and stakeholders, reducing the cost of capital, strengthening the capital market and financial services sector, expanding employment opportunities, and encouraging economic growth in line with the principles of sustainable development. The principles and recommendations based on the General Guidelines for Indonesian Corporate Governance that have been implemented by the Company are as follows:

Rekomendasi Recommendations	Implementasi Implementation
Prinsip 1: Peran dan Tanggung Jawab Direksi Principle 1: Roles and Responsibilities of the Board of Directors	
1.1 Peran dan Tanggung Jawab Direksi Roles and Responsibilities of the Board of Directors	
<p>1.1.1 Untuk mencapai penciptaan nilai yang berkelanjutan, Direksi menjalankan peran kepemimpinannya dan berupaya mencapai hasil governansi sebagai berikut:</p> <ol style="list-style-type: none"> a. berdaya saing dan berfokus ke kinerja jangka panjang; b. beretika dan bertanggung jawab dalam menjalankan bisnis; c. berkontribusi positif terhadap masyarakat dan lingkungan; serta d. berkemampuan dalam bertahan dan bertumbuh (<i>corporate resilience</i>). <p>To achieve sustainable value creation, the Board of Directors carries out its leadership role and strives to achieve the following governance results:</p> <ol style="list-style-type: none"> a. competitive and focused on long-term performance; b. ethical and responsible in running business; c. contribute positively to society and the environment; and d. ability to survive and grow (<i>corporate resilience</i>). 	<p>1. PKG telah menetapkan pedoman kerja Dewan Komisaris dan Direksi (<i>Board Policy Manual</i>) yang memuat peran dan tugas Dewan Komisaris dan Direksi. Direksi telah menunjuk seorang Direktur yaitu Direktur Keuangan dan Umum dengan dibantu oleh SVP Sekretaris Perusahaan sebagai penanggung jawab dalam penerapan dan pemantauan governansi. Untuk menjalankan tugas pengawasan dan penasihat penerapan governansi, Dewan Komisaris telah membentuk Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko untuk membantu tugas Dewan Komisaris. PKG has established work guidelines for the Board of Commissioners and the Board of Directors (<i>Board Policy Manual</i>), which contain the roles and duties of the Board of Commissioners and the Board of Directors. The Board of Directors has appointed a Director, namely the Director of Finance and General, assisted by the Corporate Secretary SVP, as the person responsible for implementing and monitoring governance. To carry out its supervisory and advisory duties on the implementation of governance, the Board of Commissioners has formed a Nomination and Remuneration, GCG, and Risk Monitoring Committee to assist the Board of Commissioners' duties.</p>
<p>1.1.2 Direksi harus memastikan bahwa misi, visi, tujuan, sasaran, strategi, dan rencana tahunan dan jangka menengah korporasi konsisten dengan tujuan jangka panjang, dengan memanfaatkan inovasi dan teknologi secara efektif.</p> <p>The Board of Directors must ensure that the corporation's mission, vision, goals, objectives, strategies, and annual and medium-term plans are consistent with long-term objectives by effectively utilizing innovation and technology.</p>	<p>2. PT PKG telah menetapkan Pedoman Tata Kelola Perusahaan (<i>Code of Corporate Governance</i>) yang memuat visi, misi, tata nilai dan kebijakan Perseroan yang menjadi acuan pelaksanaan kegiatan Perseroan serta menyiapkan rencana tahunan, rencana jangka menengah diselarasakan dengan Rencana Jangka Panjang Perseroan yang telah disusun. PT PKG menjadikan inovasi sebagai KPI seluruh karyawan serta aktif dalam penggunaan teknologi untuk kegiatan operasional Perseroan.</p> <p>PT PKG has established Corporate Governance Guidelines (<i>Code of Corporate Governance</i>), which contain the Company's vision, mission, values, and policies, which serve as a reference for the implementation of the Company activities as well as preparing annual and medium-term plans that are aligned with the Company's Long-Term Plan that has been prepared. PT PKG makes innovation the KPI of all employees and is active in using technology for the Company's operational activities.</p>



Rekomendasi Recommendations	Implementasi Implementation
<p>1.1.3 Direksi memastikan bahwa korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan visi, misi, tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan dan standar yang berlaku</p> <p>The Board of Directors ensures that the corporation implements appropriate and effective risk management and internal control systems that are in line with the corporate vision, mission, goals, targets, and strategies and comply with applicable laws, regulations, and standards.</p>	<p>PT PKG telah menerapkan Pedoman Manajemen Risiko Terintegrasi. Direksi PT PKG telah mengarahkan, mengkoordinir, mengawasi, dan bertanggung jawab untuk menetapkan arah dan kebijakan bidang manajemen risiko Perseroan untuk mendukung kelancaran bisnis Perseroan, baik jangka pendek maupun jangka panjang. Direksi PT PKG juga telah menetapkan rancangan sistem pengendalian intern berdasarkan Sistem Pengendalian Intern Perusahaan (SPIP) serta melakukan evaluasi/penilaian atas efektivitas pengendalian intern di perseroan.</p> <p>PT PKG has implemented Integrated Risk Management Guidelines. The Board of Directors of PT PKG has directed, coordinated, supervised, and is responsible for determining the direction and policies in the Company's risk management sector to support the smooth running of the Company's business both short and long term. The Board of Directors of PT PKG has also established an internal control system design based on the Company's Internal Control System (SPIP) and has carried out an evaluation/assessment of the effectiveness of internal control in the Company.</p>
<p>1.1.4 Direksi memastikan integritas akuntansi dan sistem pelaporan keuangan korporasi dan pengungkapan yang tepat waktu dan akurat atas semua informasi material mengenai korporasi.</p> <p>The Board of Directors ensures the integrity of the corporation's accounting and financial reporting systems and the timely and accurate disclosure of all material information regarding the corporation.</p>	<p>Direksi PT PKG telah memberi sertifikasi terhadap laporan keuangan tahunan dalam Surat Pernyataan Direksi tentang Tanggung Jawab atas Laporan Keuangan Konsolidasian. <i>Cascading</i> atas sertifikasi terhadap laporan keuangan kepada tingkatan di bawah Direksi yang menjadi entitas akuntansi dan pelaporan atas laporan keuangan yang akan dikonsolidasikan. The Board of Directors of PT PKG has certified the annual financial statement in the Board of Directors' Statement Letter regarding Responsibility for Consolidated Financial Statements. Cascading of certification of financial statements to levels below the Board of Directors, who become the accounting and reporting entity for the financial statements to be consolidated.</p>
<p>1.1.5 Direksi memastikan pelaporan keberlanjutan telah disusun sebagaimana mestinya.</p> <p>The Board of Directors ensures that sustainability reporting has been prepared appropriately.</p>	<p>Direksi melaksanakan pelaporan atas pelaksanaan kegiatan tanggung jawab sosial dan lingkungan Perseroan serta pembinaan usaha kecil dan memiliki unit khusus yang bertugas melaksanakan tanggung jawab sosial dan lingkungan, yaitu SVP Umum serta memiliki indikator kerja untuk mengukur keberhasilan pengelolaan TJSL.</p> <p>The Board of Directors carries out reporting on the implementation of the Company's social and environmental responsibility activities as well as small business development, has a special unit tasked with carrying out social and environmental responsibility, namely the General SVP, and has work indicators to measure the success of TJSL management.</p>
<p>1.1.6 Direksi membangun kerangka kerja untuk governansi teknologi informasi (TI) korporasi yang selaras dengan kebutuhan dan prioritas bisnis korporasi, mendorong peluang dan kinerja bisnis, memperkuat manajemen risiko, serta mendukung tujuan dan strategi korporasi.</p> <p>The Board of Directors builds a framework for corporate information technology (IT) governance that is aligned with corporate business needs and priorities, encourages business opportunities and performance, strengthens risk management, and supports corporate goals and strategies.</p>	<p>PKG telah menyusun IT <i>Master Plan</i> dan menerapkan sistem teknologi informasi sesuai dengan kebijakan yang telah ditetapkan dan sesuai dengan perencanaan TI yang matang mencakup sumber daya manusia, struktur organisasi pengelolaan dan tingkat layanan yang diberikan TI. Tingkat kesesuaian penerapan TI saat ini telah sesuai dengan kebutuhan Perseroan.</p> <p>PKG has prepared an IT Master Plan and implemented an information technology system in accordance with established policies and thorough IT planning, including human resources, organizational management structure, and the level of services provided by IT. The current level of suitability of IT implementation is in accordance with the Company's needs.</p>
<p>1.1.7 Bagi korporasi yang menjalankan kegiatan usaha berdasarkan prinsip syariah, Direksi perlu memastikan kewenangan dan ketersediaan perangkat pendukung yang memadai agar Dewan Pengawas Syariah dapat menjalankan perannya dengan efektif.</p> <p>For corporations that carry out business activities based on sharia principles, the Board of Directors needs to ensure the authority and availability of adequate supporting equipment so that the Sharia Supervisory Board can carry out its role effectively.</p>	<p>PT PKG tidak menjalankan kegiatan usaha yang berdasarkan prinsip syariah.</p> <p>PT PKG did not carry out business activities based on sharia principles.</p>

Rekomendasi Recommendations	Implementasi Implementation
<p>1.1.8 Piagam Direksi secara periodik ditinjau. Piagam mencakup antara lain pembagian peran Direksi secara individual dapat diatur di Piagam Direksi atau dengan surat keputusan Direksi. The Board of Directors' Charter is periodically reviewed. The Charter includes, among other things, the division of roles among individual Directors, which can be regulated in the Board of Directors' Charter or by the Board of Directors' Decree.</p>	<p>Pembidangan tugas Direksi diatur dalam <i>Board Policy Manual</i> PT Petrokimia Gresik The division of duties of the Board of Directors is regulated in the Board Policy Manual of PT Petrokimia Gresik</p>
<p>1.1.9 Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Directors has a policy regarding the resignation of members of the Board of Directors if they are involved in financial crimes and are proven guilty.</p>	<p>Dalam Anggaran Dasar Perseroan telah diatur mengenai prosedur pengunduran diri Direksi apabila terlibat kejahatan keuangan dan terbukti melakukan kesalahan. The Company's Articles of Association stipulated procedures for the resignation of the Board of Directors if they are involved in financial crimes and are proven guilty.</p>
<p>1.2 Penilaian Kinerja Direksi dan Anggotanya Assessment of the Performance of the Board of Directors and Its Members</p>	
<p>1.2.1 Dewan Komisaris melakukan evaluasi formal tahunan secara objektif dan independen untuk menentukan efektivitas Direksi dan setiap individu Direktur. The Board of Commissioners conducts an annual formal evaluation objectively and independently to determine the effectiveness of the Board of Directors and each individual Director.</p>	<p>Dewan Komisaris telah menilai kinerja Direksi secara kolegal dan individu Direksi serta melaporkan hasilnya kepada Pemegang Saham. The Board of Commissioners has assessed the performance of the Board of Directors collectively and as individual Directors and reported the results to Shareholders.</p>
<p>1.2.2 Dewan Komisaris dengan pertimbangan Komite Nominasi dan Remunerasi, bertanggung jawab menentukan kriteria evaluasi kinerja dan menilai kinerja Direktur Utama dan anggota Direksi lainnya. The Board of Commissioners, with the consideration of the Nomination and Remuneration Committee, is responsible for determining performance evaluation criteria and assessing the performance of the President Director and other members of the Board of Directors.</p>	<p>Penilaian kinerja Direksi oleh Dewan Komisaris berdasarkan <i>Corporate Policy Manual</i> yang dalam penyusunannya melibatkan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko. The Board of Directors' performance Assessment by the Board of Commissioners is based on the Corporate Policy Manual, which in its preparation involves the Nomination and Remuneration Committee, GCG, and Risk Monitoring.</p>
<p>1.3 Peran dan Tanggung Jawab Dewan Komisaris Roles and Responsibilities of the Board of Commissioners</p>	
<p>1.3.1 Dewan Komisaris mereviu strategi korporasi paling tidak setiap tahun dan menyetujui misi, visi, dan strategi korporasi yang dirumuskan oleh Direksi. Dewan Komisaris juga mereviu, memberikan saran, dan menyetujui rencana bisnis dan rencana keuangan jangka panjang dan rencana keuangan jangka pendek korporasi. Dewan Komisaris memberikan advis dan melakukan pemantauan kepada Direksi atas pengelolaan implementasinya. Direksi dan Dewan Komisaris terlibat dalam keputusan yang sangat penting bagi korporasi, diatur dalam anggaran dasar korporasi. The Board of Commissioners reviews the corporate strategy at least annually and approves the mission, vision, and corporate strategy formulated by the Board of Directors. The Board of Commissioners also reviews, provides advice, and approves business plans, long-term financial plans, and short-term financial plans of the corporation. The Board of Commissioners provides advice and monitors the Board of Directors regarding management implementation. The Board of Directors and Board of Commissioners are involved in very important decisions for the corporation, as regulated in the corporation's articles of association.</p>	<ol style="list-style-type: none"> 1. Dewan Komisaris membuat Laporan Tanggapan dan Laporan Pengawasan Perseroan secara triwulanan serta terlibat dalam penyusunan visi dan misi Perseroan. The Board of Commissioners prepares quarterly Company Response Reports and Monitoring Reports and is involved in preparing the Company's vision and mission. 2. Dewan Komisaris telah memberikan telaah atas RJPP Perseroan. The Board of Commissioners has provided a review of the Company's RJPP. 3. Dalam Anggaran Dasar Perseroan dan <i>Board Policy Manual</i> diatur mengenai tindakakn Direksi yang harus mendapat persetujuan/tanggapan tertulis Dewan Komisaris. The Company's Articles of Association and the Board Policy Manual regulate the actions of the Board of Directors, which must receive written approval/response from the Board of Commissioners.



Rekomendasi Recommendations	Implementasi Implementation
<p>1.3.2 Jenis keputusan yang memerlukan persetujuan Dewan Komisaris harus diungkapkan dalam Laporan Tahunan. Types of decisions that require approval from the Board of Commissioners must be disclosed in the Annual Report</p>	<p>Persetujuan Dewan Komisaris atas aksi korporasi Perseroan telah dituangkan dalam Laporan Tahunan pada bagian Dewan Komisaris. The Board of Commissioners' approval for the Company's corporate actions has been stated in the Annual Report in the Board of Commissioners section.</p>
<p>1.3.3 Dengan memperhatikan rekomendasi Komite Nominasi dan Remunerasi, Dewan Komisaris mengusulkan kepada, dan untuk diputuskan oleh RUPS pengangkatan dan/atau pemberhentian anggota Direksi dan anggota Dewan Komisaris. Dalam mengusulkan hal di atas, Dewan Komisaris memperhatikan keberagaman, unsur nondiskriminatif dan memberikan kesempatan yang sama tanpa membedakan suku, agama, ras, antar golongan dan gender. Dewan Komisaris memastikan proses pencalonan dan pemilihan anggota Direksi dan anggota Dewan Komisaris adalah formal dan transparan. By considering the recommendations of the Nomination and Remuneration Committee, the Board of Commissioners proposes to, and is decided by, the GMS, the appointment and/or dismissal of members of the Board of Directors and members of the Board of Commissioners. In proposing the above, the Board of Commissioners pays attention to diversity and non-discriminatory elements and provides equal opportunities without distinction between ethnicity, religion, race, group, or gender. The Board of Commissioners ensures that the nomination and election process for members of the Board of Directors and members of the Board of Commissioners is formal and transparent.</p>	<p>Dewan Komisaris memberikan tanggapan atas pengangkatan dan/atau pemberhentian anggota Direksi dan anggota Dewan Komisaris berdasarkan telaah Komite Nominasi, Remunerasi, GCG dan Pemantau Risiko. The Board of Commissioners provides responses to the appointment and/or dismissal of members of the Board of Directors and members of the Board of Commissioners based on the review of the Nomination, Remuneration, GCG and Risk Monitoring Committees.</p>
<p>1.3.4 Dewan Komisaris atau Komite yang menjalankan fungsi nominasi menyusun kebijakan suksesi dalam proses nominasi anggota Direksi. Setiap tahun Dewan Komisaris meninjau pelaporan pelaksanaan rencana pengembangan dan suksesi yang disampaikan Direktur Utama. The Board of Commissioners, or the Committee that carries out the nomination function, prepares a succession policy in the nomination process for members of the Board of Directors. Every year, the Board of Commissioners reviews reports on the implementation of development and succession plans submitted by the President Director.</p>	<p>Kebijakan suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. The Board of Directors' succession policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.</p>
<p>1.3.5 Dewan Komisaris:</p> <ol style="list-style-type: none"> mengajukan kepada RUPS, yang dapat didahului oleh usulan dari komite yang menjalankan fungsi remunerasi, besaran remunerasi anggota Direksi dan anggota Dewan Komisaris yang selaras dengan pengembangan korporasi yang berkelanjutan dan kepentingan jangka panjang korporasi dan pemegang saham; secara berkala mereviu sistem remunerasi Direksi dan Dewan Komisaris. <p>The Board of Commissioners:</p> <ol style="list-style-type: none"> submits to the GMS, which may be preceded by a proposal from the Committee carrying out the remuneration function, the amount of remuneration for members of the Board of Directors and members of the Board of Commissioners that is in line with sustainable corporate development and the long-term interests of the corporation and shareholders; periodically reviews the remuneration system for the Board of Directors and Board of Commissioners. 	<ol style="list-style-type: none"> Dewan Komisaris melakukan evaluasi terhadap usulan remunerasi yang disampaikan oleh Direksi sesuai ketentuan yang berlaku dan penilaian kinerja Direksi. The Board of Commissioners evaluates the remuneration proposals submitted by the Board of Directors in accordance with applicable regulations and assesses the performance of the Board of Directors. Dewan Komisaris melakukan reviu dan memberikan tanggapan atas usulan remunerasi Direksi dan Dewan Komisaris serta usulan penetapan tantiem kinerja usaha. Selanjutnya, Dewan Komisaris menyampaikan usulan remunerasi Direksi dan Dewan Komisaris dan usulan penetapan tantiem kinerja usaha kepada Pemegang Saham. The Board of Commissioners reviews and provides responses to the remuneration proposal for Directors and Commissioners as well as the proposal for determining business performance tantiem. Furthermore, the Board of Commissioners submits proposals for the remuneration of the Board of Directors and the Board of Commissioners and the proposal for determining business performance tantiem to Shareholders.

Rekomendasi Recommendations	Implementasi Implementation
<p>1.3.6 Dewan Komisaris mengawasi efektivitas kebijakan governansi korporat dan implementasinya serta mengusulkan perubahan jika diperlukan. The Board of Commissioners monitors the effectiveness of corporate governance policies and their implementation and proposes changes if necessary.</p>	<p>Dewan Komisaris telah melaksanakan pemantauan terhadap prinsip-prinsip tata kelola perusahaan, melalui pemantauan tindak lanjut rekomendasi atas <i>Area of Improvement</i> hasil asesmen penerapan GCG dan telaah atas pemutakhiran perangkat GCG Perseroan. The Board of Commissioners has carried out monitoring of corporate governance principles through monitoring follow-up recommendations on Areas of Improvement results from assessments of GCG implementation and reviewing updates to the Company's GCG tools.</p>
<p>1.3.7 Dewan Komisaris memantau dan mengarahkan agar korporasi menerapkan manajemen risiko dan sistem pengendalian internal yang tepat dan efektif yang selaras dengan tujuan, sasaran, dan strategi korporasi serta mematuhi peraturan perundang-undangan, kode perilaku dan standar yang berlaku. The Board of Commissioners monitors and directs the corporation to implement appropriate and effective risk management and internal control systems that are in line with corporate goals, objectives, and strategies and comply with applicable laws and regulations, codes of conduct, and standards.</p>	<p>1. Dewan Komisaris melalui Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko melakukan reviu dan evaluasi terhadap laporan implementasi tata kelola perusahaan dan Manajemen Risiko bulanan dan semesteran. The Board of Commissioners through the Nomination and Remuneration, GCG, and Risk Monitoring Committees, reviews and evaluates monthly and semi-annual Corporate Governance and Risk Management implementation reports. 2. Dewan Komsiaris menyelenggarakan Rapat Pengawasan Dewan Komsiaris dan Direksi dengan salah satu topik terkait reviu dan evaluasi Manajemen Risiko. The Board of Commissioners holds a Supervisory Meeting of the Board of Commissioners and the Board of Directors with one topic related to Risk Management review and evaluation.</p>
<p>1.3.8 Dewan Komisaris mengawasi dan mengarahkan agar tercapai integritas akuntansi dan sistem pelaporan keuangan korporat, serta independensi fungsi audit internal dan eksternal. The Board of Commissioners supervises and directs the achievement of the integrity of the corporate accounting and financial reporting system, as well as the independence of the internal and external audit functions.</p>	<p>Dewan Komisaris secara rutin melakukan Rapat Internal Dewan Komisaris yang mengundang Kompartemen Administrasi Keuangan dan Kompartemen SPI untuk memastikan integritas akuntansi dan pelaporan keuangan Perseroan. The Board of Commissioners regularly holds Internal Board of Commissioners Meetings, which invite the Financial Administration Compartment and SPI Compartment to ensure the integrity of the Company's accounting and financial reporting.</p>
<p>1.3.9 Dewan Komisaris memantau, mereviu, dan menyetujui Laporan Tahunan dan Laporan Keberlanjutan korporasi serta memastikan integritasnya, mengawasi proses pengungkapan, dan pengkomunikasian korporasi. The Board of Commissioners monitors, reviews, and approves the corporation's Annual Report and Sustainability Report and ensures their integrity, as well as overseeing the corporate disclosure and communication process.</p>	<p>Dewan Komisaris membuat Laporan Pengawasan Dewan Komisaris setiap tahun setelah selesai tahun berjalan. The Board of Commissioners prepares a Board of Commissioners Supervision Report every year after the end of the current year.</p>
<p>1.3.10 Piagam Dewan Komisaris secara periodik ditinjau. The Board of Commissioners Charter is periodically reviewed.</p>	<p>Piagam Dewan Komisaris diatur dalam <i>Board Policy Manual</i> yang secara periodik di tinjau dan terakhir pada tanggal 18 Desember 2023. The Board of Commissioners' Charter is regulated in the Board Policy Manual, which is periodically reviewed, with the latest on December 18, 2023.</p>
<p>1.3.11 Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan dan terbukti melakukan kesalahan. The Board of Commissioners has a policy regarding the resignation of members of the Board of Commissioners if they are involved in financial crimes and are proven guilty.</p>	<p>Kebijakan terkait pengunduran Diri Komisaris diatur dalam Anggaran Dasar dan <i>Board Policy Manual</i> Perseroan. Policies regarding the resignation of Commissioners are regulated in the Company's Articles of Association and Board Policy Manual.</p>



Rekomendasi Recommendations	Implementasi Implementation
<p>1.3.12 Komisaris Independen sangat diharapkan untuk dapat berkontribusi dalam diskusi yang jujur, objektif, aktif, dan konstruktif pada rapat Dewan Komisaris. Selain itu, juga harus ada kesempatan bagi Dewan Komisaris untuk bertemu dengan jajaran Direksi dan manajemen senior. Independent Commissioners are expected to be able to contribute to honest, objective, active, and constructive discussions at Board of Commissioners meetings. Apart from that, there must also be an opportunity for the Board of Commissioners to meet with the Board of Directors and senior management.</p>	<p>1. Seluruh Komisaris diwajibkan untuk selalu berpartisipasi aktif secara kolegial dan berlandaskan pada prinsip-prinsip tata kelola perusahaan yang baik. All Commissioners are required to always participate actively in a collegial manner and based on the principles of good corporate governance.</p> <p>2. Setiap bulan diadakan Rapat Dewan Komisaris yang mengundang Direksi untuk membahas kinerja dan isu strategis Perseroan. Every month there is a Board of Commissioners Meeting, which invites the Board of Directors to discuss the Company's performance and strategic issues.</p>
<p>1.3.13 Komisaris Utama berperan sebagai koordinator Dewan Komisaris dan memastikan efektivitasnya. Komisaris Utama mendorong budaya keterbukaan dan dialog konstruktif yang memungkinkan berbagai pandangan diungkapkan, termasuk mengkoordinasi penetapan agenda rapat dewan yang tepat dan memastikan waktu yang cukup tersedia untuk mendiskusikan semua agenda. The President Commissioner acts as coordinator of the Board of Commissioners and ensures its effectiveness. The President Commissioner encourage a culture of openness and constructive dialogue that allows a variety of views to be expressed, including coordinating the setting of appropriate board meeting agendas and ensuring sufficient time is available to discuss all agenda items.</p>	<p>Dewan Komisaris dipimpin oleh Komisaris Utama secara rutin melaksanakan Rapat Internal Dewan Komisaris bulan untuk mendiskusikan seluruh kinerja Perseroan termasuk isu-isu strategis Perseroan. Selain itu, setiap bulan Dewan Komisaris juga rutin mengadakan Rapat Dewan Komisaris yang mengundang Direksi yang dipimpin oleh Komisaris Utama. Komisaris melalui Komite secara aktif melakukan fungsi pengawasan dan penasihatian kepada Direktur sesuai pembagian bidang. The Board of Commissioners, led by the President Commissioner, regularly holds monthly Internal Board of Commissioners Meetings to discuss all of the Company's performance, including the Company's strategic issues. Apart from that, every month the Board of Commissioners also regularly holds a Board of Commissioners Meeting, which invites the Board of Directors led by the President Commissioner. The Commissioner through the Committee, actively carries out supervisory and advisory functions for the Director according to the division of fields.</p>
<p>1.4 Pembentukan Komite Formation of Committee</p>	
<p>1.4.1 Korporasi memiliki komite-komite di bawah Dewan Komisaris sekurang-kurangnya terdiri dari: Komite Audit, Komite Nominasi dan Remunerasi dan Komite GCG dan Pemantauan Manajemen Risiko. The Corporation has committees under the Board of Commissioners consisting of at least: Audit Committee, Nomination and Remuneration Committee and GCG and Risk Management Monitoring Committee.</p>	<p>Dewan Komisaris telah membentuk:</p> <ol style="list-style-type: none"> 1. Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko. 2. Komite Audit. <p>The Board of Commissioners has formed:</p> <ol style="list-style-type: none"> 1. Nomination and Remuneration, GCG and Risk Monitoring Committee. 2. Audit Committee.
<p>1.4.2 Dewan Komisaris memastikan bahwa anggota Komite Audit seluruhnya independen dan komite lain yang dibentuk Dewan Komisaris adalah mayoritas dari pihak independen, serta semua anggota komite memiliki kompetensi, berkomitmen, serta memiliki wewenang yang memadai untuk menjalankan perannya secara efektif dan independen. The Board of Commissioners ensures that all members of the Audit Committee are independent and that the majority of other committees established by the Board of Commissioners are independent, and that all committee members are competent, committed and have sufficient authority to carry out their roles effectively and independently.</p>	<p>Dewan Komisaris menunjuk sosok yang dianggap independen dan kompeten sebagai organ Komite Audit, serta Komite Remunerasi, GCG dan Pemantau Risiko. The Board of Commissioners appoints a figure who is considered independent and competent as an organ of the Audit Committee, as well as the Remuneration, GCG and Risk Monitoring Committee.</p>
<p>1.4.3 Untuk memastikan pemantauan atas pelaksanaan tugas Komite Audit berjalan objektif dan independen, Komisaris Utama tidak boleh menjadi ketua Komite Audit, kecuali dalam keadaan luar biasa yang harus dijelaskan dalam Laporan Tahunan. To ensure that monitoring of the implementation of the Audit Committee's duties is objective and independent, the President Commissioner may not be chairman of the Audit Committee, except in extraordinary circumstances, which must be explained in the Annual Report.</p>	<p>Komisaris Utama PT PKG tidak merangkap sebagai Ketua Komite Audit. The President Commissioner of PT PKG did not concurrently serve as Chairman of the Audit Committee.</p>

Rekomendasi Recommendations	Implementasi Implementation
1.5 Penilaian Kinerja Dewan Komisaris dan Anggotanya Performance Assessment the Board of Commissioners and Its Members	
<p>1.5.1 Dewan Komisaris melakukan evaluasi formal tahunan secara objektif untuk menentukan efektivitas Dewan, komitenya, dan setiap individu Komisaris. The Board of Commissioners conducts an annual formal evaluation objectively to determine the effectiveness of the Board, its committees and each individual Commissioner.</p>	<p>Dewan Komisaris telah melakukan pengukuran dan penilaian kinerja Dewan Komisaris. Dewan Komisaris juga telah mengevaluasi pencapaian kinerja anggota Dewan Komisaris dan dituangkan dalam Tanggapan dan Laporan Pengawasan Dewan Komisaris secara triwulanan yang disampaikan kepada Pemegang Saham. The Board of Commissioners has carried out measurements and assessments of the performance of the Board of Commissioners. The Board of Commissioners has also evaluated the performance achievements of the members of the Board of Commissioners and stated this in the quarterly Responses and Monitoring Reports of the Board of Commissioners, which are submitted to Shareholders.</p>
1.6 Benturan Kepentingan Conflict of Interest	
<p>1.6.1 Anggota Direksi yang mempunyai rangkap jabatan di luar korporasi, harus mendapatkan persetujuan dari Dewan Komisaris. Seorang Komisaris memberi tahu Dewan Komisaris dan ketua komite yang menjalankan fungsi nominasi, sebelum menerima penunjukan baru sebagai Direktur atau Komisaris dari korporasi terbuka, jabatan Direktur lainnya atau posisi lain dengan komitmen waktu yang signifikan. Members of the Board of Directors who hold concurrent positions outside the corporation must obtain approval from the Board of Commissioners. A Commissioner notifies the Board of Commissioners and the chair of the committee performing the nominating function, before accepting a new appointment as Director or Commissioner of a listed corporation, other Directorship, or other position with a significant time commitment.</p>	<p>Dalam Anggaran Dasar Perseroan diatur mengenai larangan jabatan rangkap oleh Direksi. The Company's Articles of Association regulates the prohibition of holding concurrent positions by the Board of Directors.</p>
<p>1.6.2 Dewan Komisaris memantau dan mengelola potensi benturan kepentingan manajemen, anggota Direksi, Dewan Komisaris, dan Pemegang Saham, termasuk penyalahgunaan aset korporasi dan penyalahgunaan dalam transaksi pihak berelasi. Komisaris yang memiliki benturan kepentingan tidak turut serta dalam pemantauan dan pengambilan keputusan atas potensi benturan kepentingan yang melibatkan Komisaris atau afiliasi Komisaris yang bersangkutan. The Board of Commissioners monitors and manages potential conflicts of interest among management, members of the Board of Directors, the Board of Commissioners, and Shareholders, including misuse of corporate assets and misuse in related party transactions. Commissioners who have a conflict of interest do not participate in monitoring and making decisions regarding potential conflicts of interest involving the Commissioner or affiliates of the Commissioner concerned.</p>	<p>Dewan Komisaris memantau dan mengelola potensi benturan kepentingan sesuai dengan Pedoman Pengelolaan Benturan Kepentingan PG-PD-10-0025 dan Pedoman Etika Bisnis dan Etika Kerja, <i>Corporate Policy Manual</i>, dan <i>Board Policy Manual</i>. Setiap awal tahun, Dewan Komisaris dan Direksi juga menandatangani Pernyataan Independensi dan Tidak Memiliki Benturan Kepentingan yang juga dilakukan oleh seluruh Insan Perseroan melalui pernyataan kepatuhan. The Board of Commissioners monitored and managed potential conflicts of interest in accordance with the Conflict of Interest Management Guidelines PG-PD-10-0025 and the Business Ethics and Work Ethics Guidelines, Corporate Policy Manual, and Board Policy Manual. At the beginning of each year, the Board of Commissioners and the Board of Directors also sign a Statement of Independence and No Conflict of Interest, which is also carried out by all Company Personnel through a compliance statement.</p>



Rekomendasi Recommendations	Implementasi Implementation
1.7 Peningkatan Kompetensi Anggota Direksi dan Dewan Komisaris Members of the Board of Directors and the Board of Commissioners Competency Improvement	
<p>1.7.1 Dewan Komisaris memastikan bahwa anggota Direksi dan Dewan Komisaris memahami peran dan tanggung jawab mereka, karakteristik dan operasi korporasi, peraturan perundang-undangan dan standar yang relevan, serta kewajiban lain yang berlaku. Direksi melalui sekretaris korporasi mendukung semua anggota Direksi dan Dewan Komisaris dalam memperbarui dan menyegarkan keterampilan dan pengetahuan mereka yang diperlukan untuk menjalankan peran mereka di Dewan.</p> <p>The Board of Commissioners ensures that members of the Board of Directors and Board of Commissioners understand their roles and responsibilities, corporate characteristics and operations, relevant laws and regulations and standards, as well as other applicable obligations. The Board of Directors, through the corporate secretary, supports all members of the Board of Directors and Board of Commissioners in updating and refreshing their skills and knowledge necessary to carry out their roles on the Board.</p>	<p>Sekretaris Perusahaan memiliki kewajiban program pengenalan perusahaan kepada Direktur dan/atau Komisaris yang baru diangkat, salah satunya mengenai tugas dan tanggung jawab Direksi dan Dewan Komisaris serta hal-hal yang tidak diperbolehkan.</p> <p>The Corporate Secretary has an obligation to introduce the Company to newly appointed Directors and/or Commissioners, one of which is regarding the duties and responsibilities of the Board of Directors and Board of Commissioners as well as things that are not permitted.</p>
Prinsip 2: Komposisi dan Remunerasi Direksi dan Dewan Komisaris Principle 2: Composition and Remuneration of the Board of Directors and the Board of Commissioners	
2.1 Komposisi Direksi dan Dewan Komisaris Composition of the Board of Directors and the Board of Commissioners	
<p>2.1.1 Dalam menentukan kandidat calon Direktur, Dewan Komisaris melalui Komite Nominasi dan Remunerasi tidak hanya mengandalkan rekomendasi dari Dewan Komisaris, manajemen, atau Pemegang Saham mayoritas. Dewan Komisaris melalui Komite Nominasi dan Remunerasi dapat menggunakan sumber independen untuk menentukan kandidat yang memenuhi syarat.</p> <p>In determining prospective Director candidates, the Board of Commissioners through the Nomination and Remuneration Committee does not only rely on recommendations from the Board of Commissioners, management or majority Shareholders. The Board of Commissioners through the Nomination and Remuneration Committee can use independent sources to determine candidates who meet the requirements.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.</p> <p>The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.</p>
<p>2.1.2 Dewan Komisaris memastikan bahwa kriteria dalam menyeleksi anggota Direksi mencakup paling tidak pengetahuan, kemampuan, dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran Direksi serta memperhatikan terpenuhinya keberagaman Direksi.</p> <p>The Board of Commissioners ensures that the criteria for selecting members of the Board of Directors include at least the knowledge, abilities and expertise required to appropriately fulfill the role of the Board of Directors and pay attention to the fulfillment of the diversity of the Board of Directors.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara</p> <p>The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises</p>
<p>2.1.3 Kebijakan korporasi tentang keberagaman pada, Direksi dan Dewan Komisaris diungkapkan dalam Laporan Tahunan.</p> <p>Corporate policy regarding diversity for the Board of Directors and Board of Commissioners is disclosed in the Annual Report.</p>	<p>Dalam Laporan Tahunan telah tercantum kebijakan keberagaman komposisi Dewan Komisaris dan Direksi. The Annual Report included a policy on diversity in the composition of the Board of Commissioners and the Board of Directors.</p>

Rekomendasi Recommendations	Implementasi Implementation
<p>2.1.4. Dewan Komisaris memastikan bahwa kebijakan dan prosedur untuk seleksi dan nominasi Komisaris adalah jelas dan transparan sehingga dapat menghasilkan komposisi Dewan yang diinginkan. Dewan Komisaris menggunakan sumber independen untuk menentukan kandidat yang memenuhi syarat. The Board of Commissioners ensures that the policies and procedures for the selection and nomination of Commissioners are clear and transparent so as to produce the desired Board composition. The Board of Commissioners uses independent sources to determine qualified candidates.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.</p>
<p>2.1.5 Dewan Komisaris/Komite yang menjalankan fungsi nominasi menetapkan prosedur dan kriteria nominasi yang konsisten dengan matriks keahlian Dewan Komisaris yang telah disetujui Dewan Komisaris dan memastikan bahwa profil kandidat memenuhi persyaratan yang ditetapkan dalam matriks keahlian dan kriteria nominasi. The Board of Commissioners/Committee that carries out the nomination function determines nomination procedures and criteria that are consistent with the Board of Commissioners' skills matrix that has been approved by the Board of Commissioners and ensures that the candidate profile meets the requirements set out in the skills matrix and nomination criteria.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.</p>
<p>2.1.6 Komposisi Dewan Komisaris harus dibentuk sedemikian rupa sehingga anggota-anggotanya secara kelompok mencerminkan keberagaman dalam hal kemampuan, keahlian, pengetahuan, pengalaman, usia, latar belakang budaya, dan gender yang dibutuhkan untuk memenuhi secara tepat peran Dewan Komisaris. The composition of the Board of Commissioners must be formed in such a way that its members as a group reflect the diversity in terms of abilities, skills, knowledge, experience, age, cultural background, and gender required to appropriately fulfill the role of the Board of Commissioners.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Komposisi Dewan Komisaris telah sesuai dengan peraturan yang berlaku dengan jumlah anggota Dewan Komisaris sama dengan jumlah anggota Direksi sebanyak 8 (delapan) orang dan jumlah Komisaris Independen sebanyak 1 (satu) orang atau 20% dari jumlah anggota Dewan Komisaris sebanyak 5 (lima) orang. The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. The composition of the Board of Commissioners is in accordance with applicable regulations, with the number of members of the Board of Commissioners equal to the number of members of the Board of Directors of 8 (eight) people and the number of Independent Commissioners of 1 (one) person, or 20% of the total number of members of the Board of Commissioners of 5 (five) people.</p>
<p>2.1.7. Agar Dewan Komisaris mampu memberikan advis dan supervisi secara independen kepada Direksi dan untuk peran-peran yang terdapat potensi benturan kepentingan, Dewan Komisaris terdiri dari Komisaris Independen yang cukup jumlahnya, dengan masa jabatan yang dibatasi dan terdapat pengungkapan jangka waktu keanggotaan Dewan Komisaris serta independensi mereka dari sudut pandang korporasi. To enable the Board of Commissioners to provide independent advice and supervision to the Board of Directors and for roles where there is a potential conflict of interest, the Board of Commissioners consists of a sufficient number of Independent Commissioners, with limited terms of office and disclosure of the term of membership of the Board of Commissioners and their independence from a corporate perspective.</p>	<p>Anggota Dewan Komisaris yang tidak terafiliasi dengan Pemegang Saham dan memenuhi kriteria Komisaris Independen. Jumlah Komisaris Independen sebanyak 1 (satu) orang atau 20% dari jumlah anggota Dewan Komisaris sebanyak 5 (lima) orang per 31 Desember 2023. Members of the Board of Commissioners who are not affiliated with Shareholders and meet the criteria for Independent Commissioners. The number of Independent Commissioners is 1 (one) person, or 20% of the total number of members of the Board of Commissioners of 5 (five) people as of December 31, 2023.</p>



Rekomendasi Recommendations	Implementasi Implementation
<p>2.1.8. Untuk memfasilitasi fungsi Direksi dan Dewan Komisaris yang efektif dan guna meningkatkan kepercayaan investor dan pemangku kepentingan, Komite Nominasi dan Remunerasi memastikan bahwa terdapat proses yang formal, ketat, dan transparan untuk penunjukan dan pengangkatan anggota Direksi dan Dewan Komisaris.</p> <p>To facilitate the effective functioning of the Board of Directors and Board of Commissioners and to increase investor and stakeholder confidence, the Nomination and Remuneration Committee ensures that there is a formal, strict, and transparent process for the selection and appointment of members of the Board of Directors and Board of Commissioners.</p>	<p>Kebijakan Suksesi Direksi sebagai bagian dari penerapan fungsi nominasi berada pada BUMN Induk dalam hal ini PT Pupuk Indonesia (Persero), mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.</p> <p>The Board of Directors' Succession Policy as part of the implementation of the nomination function lies with the parent SOE, in this case PT Pupuk Indonesia (Persero), referring to SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.</p>
<p>2.2 Remunerasi Direksi dan Dewan Komisaris Remuneration of the Board of Directors and the Board of Commissioners</p>	
<p>2.2.1. Kebijakan remunerasi anggota Direksi terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Remunerasi Direksi harus diusulkan, dapat dengan melalui Komite Nominasi dan Remunerasi, oleh Dewan Komisaris untuk diputuskan oleh RUPS. Jumlah remunerasi yang diusulkan kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Direksi dan situasi ekonomi serta kinerja korporasi.</p> <p>The remuneration policy for members of the Board of Directors consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. The Board of Directors' remuneration must be proposed, possibly through the Nomination and Remuneration Committee, by the Board of Commissioners to be decided by the GMS. The amount of remuneration proposed to the GMS is determined by considering the role of each member of the Board of Directors, the economic situation, and corporate performance.</p>	<p>Kebijakan Dewan Komisaris mengenai pengusulan remunerasi Direksi tercantum dalam Anggaran Dasar, <i>Corporate Policy Manual</i>, dan <i>Board Policy Manual</i>. Dewan Komisaris telah mengusulkan remunerasi Direksi sesuai ketentuan yang berlaku dan penilaian kinerja Direksi. Besaran gaji dan tunjangan/fasilitas tantiem/insentif kinerja bagi anggota Direksi lainnya sebesar 85% dari Direktur Utama. Selanjutnya, RUPS menetapkan remunerasi Direksi dalam keputusan RUPS.</p> <p>The Board of Commissioners' policy regarding the Board of Directors' remuneration proposals is stated in the Articles of Association, <i>Corporate Policy Manual</i>, and <i>Board Policy Manual</i>. The Board of Commissioners has proposed remuneration for the Board of Directors in accordance with applicable regulations and an assessment of the Board of Directors' performance. The amount of salary and allowances/tantiem facilities/performance incentives for other members of the Board of Directors is 85% of that of the President Director. Furthermore, the GMS determines the remuneration of the Board of Directors in the GMS resolution.</p>
<p>2.2.2. Kebijakan remunerasi anggota Dewan Komisaris terdiri atas struktur remunerasi yang berorientasi pada pengembangan korporasi yang berkelanjutan dan mendorong pencapaian tujuan jangka panjang. Jumlah remunerasi yang diusulkan Dewan Komisaris kepada RUPS tersebut ditetapkan dengan mempertimbangkan peran setiap anggota Dewan Komisaris dan situasi ekonomi serta kinerja korporasi. Di samping itu, juga harus dipertimbangkan posisinya sebagai Komisaris Utama dan ketua serta keanggotaannya dalam komite-komite.</p> <p>The remuneration policy for members of the Board of Commissioners consists of a remuneration structure that is oriented towards sustainable corporate development and encourages the achievement of long-term goals. The amount of remuneration proposed by the Board of Commissioners to the GMS is determined by considering the role of each member of the Board of Commissioners, the economic situation, and corporate performance. Apart from that, consideration must also be given to his/her position as President Commissioner and chairman, as well as his/her membership in committees.</p>	<p>Kebijakan remunerasi anggota Dewan Komisaris meliputi honorarium, tunjangan, fasilitas dan tantiem/insentif kinerja (di mana dalam tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang/<i>Long Term Incentive</i>) dengan mempertimbangkan faktor skala usaha, faktor kompleksitas usaha, Tingkat inflasi, serta kondisi dan kemampuan Perseroan. Besaran honorarium dan tantiem/insentif kinerja bagi Komisaris Utama sebesar 45% dari Direktur Utama dan bagi anggota Dewan Komisaris sebesar 90% dari Komisaris Utama. Dewan Komisaris menyampaikan Usulan Remunerasi Direksi dan Dewan Komisaris dan Usulan Tantiem Kinerja kepada Menteri BUMN selaku RUPS. Selanjutnya, RUPS menetapkan remunerasi Dewan Komisaris dalam keputusan RUPS.</p> <p>The remuneration policy for members of the Board of Commissioners includes honorarium, allowances, facilities, and performance bonuses/incentives (where additional bonuses can be given in the form of Long-Term Incentives) by considering business scale factors, business complexity factors, inflation rates, as well as the conditions and capabilities of the Company. The amount of honorarium and bonuses/performance incentives for the President Commissioner is 45% of the President Director, and for members of the Board of Commissioners, it is 90% of the President Commissioner. The Board of Commissioners submits proposals. Remuneration for the Board of Directors and Board of Commissioners and Proposed Performance Bonus to the Minister of SOE at the GMS. Furthermore, the GMS determines the remuneration of the Board of Commissioners in the GMS resolution.</p>

Rekomendasi Recommendations	Implementasi Implementation
<p>2.2.3 Untuk memastikan bahwa paket remunerasi ditentukan berdasarkan prestasi, kualifikasi, dan kompetensi Direktur dan Komisaris dengan memperhatikan kinerja operasi korporasi, kinerja individu dan kondisi pasar, Komite Nominasi dan Remunerasi memastikan bahwa terdapat prosedur yang adil dan transparan untuk menetapkan kebijakan remunerasi anggota Direksi dan Dewan Komisaris.</p> <p>To ensure that remuneration packages are determined based on the achievements, qualifications, and competencies of Directors and Commissioners, considering corporate operational performance, individual performance, and market conditions, the Nomination and Remuneration Committee ensures that there are fair and transparent procedures for determining remuneration policies for members of the Board of Directors and Board Commissioner.</p>	<p>Penetapan penghasilan Dewan Komisaris dan Direksi mengacu pada arahan PT Pupuk Indonesia (Persero) serta persetujuan RUPS. Penetapan Remunerasi bagi Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tahun 2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan Peraturan Menteri BUMN No. PER-12/MBU/11/2020 tentang Perubahan Kelima atas Peraturan Menteri BUMN No. PER 04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN.</p> <p>Determination of the income of the Board of Commissioners and the Board of Directors refers to the direction of PT Pupuk Indonesia (Persero) and approval from the GMS. Determination of remuneration for the Board of Commissioners and the Board of Directors refers to the Minister of SOE Regulation No. PER-3/MBU/03/2023 of 2023 concerning Organs and Human Resources of State-Owned Enterprises and Minister of State-Owned Enterprises Regulation No. PER-12/MBU/11/2020 concerning the Fifth Amendment to SOE Ministerial Regulation No. PER 04/MBU/2014 concerning Guidelines for Determining the Income of Board of Directors and Supervisory Boards of SOE.</p>

Prinsip 3: Hubungan Kerja antara Direksi dan Dewan Komisaris

Principle 3: Working Relationship between the Board of Directors and the Board of Commissioners

3.1 Sifat Hubungan Kerja

Nature of Working Relationship

<p>3.1.1 Terdapat diskusi yang terbuka antara Direksi dengan Dewan Komisaris serta di antara para anggota Direksi dan para anggota Dewan Komisaris. Namun, tetap penting menjaga kerahasiaan informasi agar tidak terjadi kebocoran informasi rahasia.</p> <p>There is an open discussion between the Board of Directors and the Board of Commissioners, as well as between members of the Board of Directors and members of the Board of Commissioners. However, it is still important to maintain the confidentiality of information to prevent leaks of confidential information.</p>	<ol style="list-style-type: none"> 1. Perseroan menyediakan saluran korespondensi antara Direksi dan Dewan Komisaris menggunakan media surat digital yang berlaku di Perseroan. The Company provides a correspondence channel between the Board of Directors and the Board of Commissioners using digital mail media that applies to the Company. 2. Setiap bulan, Dewan Komisaris mengadakan rapat yang mengundang Direksi untuk membahas kinerja dan isu strategis Perseroan. Every month, the Board of Commissioners holds a meeting with the Board of Directors to discuss the Company's performance and strategic issues. 3. Dewan Komisaris berhak memperoleh informasi Perseroan secara tepat waktu, lengkap, terukur dan akurat; dan Direksi bertanggung jawab atas penyampaian informasi Perseroan kepada Dewan Komisaris secara tepat waktu, lengkap, terukur dan akurat. The Board of Commissioners has the right to obtain the Company's information in a timely, complete, measurable, and accurate manner, and the Board of Directors is responsible for conveying the Company's information to the Board of Commissioners in a timely, complete, measurable, and accurate manner.
<p>3.1.2 Sesuai dengan tugas dan perannya masing-masing, Direksi bekerja sama dengan Dewan Komisaris dalam merumuskan misi, visi, dan strategi korporasi serta secara reguler membahas pengimplementasiannya.</p> <p>In accordance with their respective duties and roles, the Board of Directors collaborates with the Board of Commissioners in formulating the corporate mission, vision, and strategy and regularly discusses their implementation.</p>	<p>Dewan Komisaris dan Direksi melakukan kajian dalam penyusunan RJPP dan RKAP serta perumusan visi dan misi Perseroan yang juga melibatkan konsultan independen.</p> <p>The Board of Commissioners and the Board of Directors conducted studies in the preparation of the RJPP and RKAP as well as the formulation of the Company's vision and mission, which also involved independent consultants.</p>



Rekomendasi Recommendations	Implementasi Implementation
<p>3.1.3 Sekretaris Korporasi memiliki peran penting dalam mendukung efektivitas hubungan kerja antara Direksi dengan Dewan Komisaris, mendorong implementasi praktik governansi korporat yang baik, termasuk komunikasi yang efektif dengan pemegang saham dan pemangku kepentingan lainnya.</p> <p>The Corporate Secretary has an important role in supporting the effectiveness of the working relationship between the Board of Directors and the Board of Commissioners and encouraging the implementation of good corporate governance practices, including effective communication with shareholders and other stakeholders.</p>	<p>Sekretaris Perusahaan memiliki peran dalam mendukung efektivitas hubungan kerja maupun korespondensi formal dan non formal antara Direksi dan Dewan Komisaris. Sekretaris Perusahaan juga efektif mengelola komunikasi eksternal dengan Pemegang Saham dan <i>stakeholder</i> eksternal.</p> <p>The Corporate Secretary has a role in supporting the effectiveness of working relationships as well as formal and non-formal correspondence between the Board of Directors and the Board of Commissioners. The Corporate Secretary also effectively manages external communications with Shareholders and external stakeholders.</p>
<p>3.2 Akses Informasi Dewan Komisaris Access to Information for the Board of Commissioners</p>	
<p>3.2.1 Direksi bertanggung jawab untuk memastikan Dewan Komisaris mendapatkan akses informasi yang akurat, relevan dan tepat waktu. Dewan Komisaris sendiri memastikan bahwa ia memperoleh informasi yang memadai. Direksi menyediakan informasi kepada Dewan Komisaris secara teratur, tanpa penundaan dan secara komprehensif tentang semua masalah yang relevan dengan korporasi. Dewan Komisaris sewaktu-waktu dapat meminta Direksi untuk memberikan informasi tambahan.</p> <p>The Board of Directors is responsible for ensuring that the Board of Commissioners has access to accurate, relevant, and timely information. The Board of Commissioners itself ensures that it obtains adequate information. The Board of Directors provides information to the Board of Commissioners regularly, without delay, and comprehensively on all issues relevant to the corporation. The Board of Commissioners may, at any time, ask the Board of Directors to provide additional information.</p>	<p>Dalam melaksanakan tugas dan tanggung jawabnya, Dewan Komisaris memperoleh akses informasi baik dalam bentuk laporan yang disampaikan oleh Direksi seperti Laporan Manajemen Bulanan maupun penjelasan Direksi atas segala permasalahan menyangkut pengelolaan Perseroan dalam Rapat Dewan Komisaris dan Direksi, melihat dokumen Perseroan serta mengetahui kebijakan dan tindakan yang akan dan telah dilakukan oleh Direksi. Dewan Komisaris tidak mengalami kendala dalam mengakses informasi Perseroan. Direksi memastikan bahwa Dewan Komisaris berhak mendapatkan akses informasi yang akurat, relevan dan tepat waktu, hal ini tertuang dalam <i>Board Policy Manual</i> dan <i>Corporate Policy Manual</i>.</p> <p>In carrying out its duties and responsibilities, the Board of Commissioners obtains access to information in the form of reports submitted by the Board of Directors, such as Monthly Management Reports and explanations from the Board of Directors regarding all issues relating to the management of the Company at Board of Commissioners and Board of Directors Meetings, viewing the Company's documents, and knowing the policies and actions that will be and have been carried out by the Board of Directors. The Board of Commissioners does not experience problems accessing the Company's information. The Board of Directors ensures that the Board of Commissioners has the right to access accurate, relevant, and timely information, as stated in the Board Policy Manual and Corporate Policy Manual.</p>
<p>3.3 Tanggung Jawab Direksi dan Dewan Komisaris atas Dampak Struktur Responsibility of the Board of Directors and Board of Commissioners for Structure Impacts</p>	
<p>3.3.1 Dampak struktur kepemilikan terhadap korporasi. Direksi dan Dewan Komisaris mempertimbangkan tanggung jawabnya dalam konteks struktur kepemilikan saham dan hubungan antar-pemegang saham korporasi yang mungkin berdampak terhadap pengelolaan dan operasi korporasi.</p> <p>Impact of ownership structure on the corporation. The Board of Directors and Board of Commissioners consider their responsibilities in the context of the share ownership structure and relationships between corporate shareholders that may have an impact on the management and operations of the corporation.</p>	<p>Direksi dan Dewan Komisaris telah menyampaikan daftar kepemilikan sahamnya pada Perseroan yang telah ditandatangani bersamaan dengan penandatanganan Pernyataan Independensi dan tidak memiliki benturan kepentingan.</p> <p>The Board of Directors and Board of Commissioners have submitted a list of their share ownership in the Company, which has been signed simultaneously with the signing of the Statement of Independence and has no conflict of interest.</p>

Rekomendasi Recommendations	Implementasi Implementation
Prinsip 4: Perilaku Etis dan Bertanggung Jawab Principle 4: Ethical and Responsible Behavior	
4.1 Pedoman Etika dan Perilaku Code of Ethics and Conduct	
<p>4.1.1 Pernyataan ini dituangkan dalam Pedoman Perilaku dan Etika Usaha yang harus secara jelas mengungkapkan harapan korporasi bahwa setiap anggota Direksi dan Dewan Komisaris serta karyawan akan:</p> <ol style="list-style-type: none"> Bertindak untuk kepentingan terbaik korporasi; Bertindak dengan jujur dan dengan integritas berstandar tinggi; Bersikap independen dan bertindak berdasarkan informasi yang lengkap, dengan itikad baik, dengan uji tuntas dan kehati-hatian; Mematuhi peraturan perundang-undangan yang berlaku bagi korporasi dan operasinya; Menghindari tindakan yang melanggar peraturan perundang-undangan atau tindakan yang tidak etis berdasarkan pedoman etika korporasi; Tidak terlibat atau berpartisipasi dalam kegiatan apa pun yang akan menimbulkan benturan kepentingan dengan kepentingan terbaik korporasi atau yang akan berdampak negatif terhadap reputasi korporasi; Tidak mengambil manfaat atas properti atau informasi yang dimiliki korporasi, kepemilikan aset lainnya atau pelanggannya untuk kepentingan pribadi atau yang menyebabkan kerugian bagi korporasi dan pelanggannya; Tidak memanfaatkan jabatannya atau peluang yang dihasilkan oleh jabatannya untuk kepentingan pribadi; Menghindari perbuatan meminta atau menerima dari pihak ketiga pembayaran, gratifikasi atau keuntungan lain untuk dirinya sendiri atau untuk orang lain yang menimbulkan benturan kepentingan/memberikan keuntungan kepada pihak ketiga secara melanggar peraturan perundang-undangan; Menghormati perbedaan pendapat dan hak-hak setiap anggota Direksi, Dewan Komisaris, dan karyawan; Memastikan pengungkapan yang lengkap, adil, akurat, tepat waktu, dan dapat dipahami dalam laporan dan dokumen yang disampaikan korporasi kepada regulator dan dalam komunikasi publik lainnya. 	<p>Perusahaan telah memiliki Pedoman Etika Bisnis dan Etika Kerja yang mengatur mengenai hal tersebut. The Company has Business Ethics and Work Ethics Guidelines that regulate this matter.</p>
<p>4.1.1 This statement is outlined in the Code of Business Conduct and Ethics, which must clearly express the corporation's expectations that each member of the Board of Directors and Board of Commissioners, as well as employees, will:</p> <ol style="list-style-type: none"> Acting in the best interests of the corporation; Act honestly and with high standards of integrity; Be independent and act based on complete information, in good faith, with due diligence and care; Comply with the laws and regulations that apply to the corporation and its operations; Avoid actions that violate laws and regulations or unethical actions based on corporate ethical guidelines; Not engage in or participate in any activity that would create a conflict of interest with the best interests of the corporation or that would have a negative impact on the corporation's reputation; 	



Rekomendasi Recommendations	Implementasi Implementation
<p>g. Do not take advantage of property or information owned by the corporation or ownership of other assets or its customers for personal gain or which causes losses to the corporation and its customers;</p> <p>h. Do not take advantage of his/her position or the opportunities resulting from his/her position for personal gain;</p> <p>i. Avoid the act of requesting or receiving from a third party payments, gratifications, or other benefits for oneself or for another person that creates a conflict of interest/provides benefits to a third party in violation of statutory regulations;</p> <p>j. Respect differences of opinion and the rights of every member of the Board of Directors, Board of Commissioners, and employees;</p> <p>k. Ensure complete, fair, accurate, timely, and understandable disclosure in reports and documents submitted by the corporation to regulators and in other public communications.</p>	
<p>4.1.2 Direksi menetapkan kebijakan dan praktik anti pencucian uang dan pendanaan terorisme, anti suap, antikorupsi, antikecurangan (<i>anti-fraud</i>), keterlibatan dalam politik dengan mengacu pada standar nasional atau internasional mengenai anti pencucian uang, anti suap, antikorupsi, anti kecurangan, atau standar terkait lainnya.</p> <p>The Board of Directors establishes policies and practices for anti-money laundering and counter-terrorism financing, anti-bribery, anti-corruption, anti-fraud, and involvement in politics by referring to national or international standards regarding anti-money laundering, anti-bribery, anti-corruption, anti-fraud, or other related standards.</p>	<p>Kebijakan dan praktik anti pencucian uang dan pendanaan terorisme, anti suap, antikorupsi, anti kecurangan (<i>anti-fraud</i>), keterlibatan dalam politik dengan mengacu pada standar nasional atau internasional mengenai anti pencucian uang, anti suap, antikorupsi, anti kecurangan, atau standar terkait lainnya diatur juga dalam <i>Board Policy Manual</i>.</p> <p>Policies and practices for anti-money laundering and counter-terrorism financing, anti-bribery, anti-corruption, anti-fraud, and involvement in politics with reference to national or international standards regarding anti-money laundering, anti-bribery, anti-corruption, anti-fraud, or other related standards are also regulated in the Board Policy Manuals.</p>
<p>4.2 Nilai-nilai dan Budaya Organisasi Organizational Values and Culture</p>	
<p>4.2.1 Korporasi mengartikulasikan, menumbuhkan, dan mengungkapkan budaya dan nilai-nilai korporasi. The corporation articulates, cultivates and expresses corporate culture and values.</p>	<p>Nilai-nilai yang dianut Perseroan sesuai dengan nilai-nilai utama yang ditetapkan oleh Kementerian BUMN dan telah dituangkan dalam Pedoman Tata Kelola Perusahaan, yaitu: Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif (AKHLAK). The values adopted by the Company are in accordance with the main values set by the Ministry of SOE and have been outlined in the Corporate Governance Guidelines, namely: Trustworthy, Competent, Harmonious, Loyal, Adaptive and Collaborative (AKHLAK).</p>
<p>4.3 Penegakan dan Komunikasi Pedoman Etika, Nilai-nilai, dan Budaya Enforcement and Communication of Ethics, Values, and Culture Guidelines</p>	
<p>4.3.1 Pedoman perilaku dan kode etik korporasi dikomunikasikan secara efektif kepada Direksi, Dewan Komisaris, serta seluruh karyawan, diintegrasikan ke dalam strategi dan operasi korporasi termasuk sistem manajemen risiko dan struktur remunerasi, serta ditegakkan.</p> <p>The corporate code of conduct and ethics are communicated effectively to the Board of Directors, Board of Commissioners, and all employees, integrated into corporate strategy and operations, including the risk management system and remuneration structure, and enforced.</p>	<ol style="list-style-type: none"> 1. Pedoman Etika Bisnis dan Etika Kerja disosialisasikan melalui media korespondensi resmi Perseroan dan di-<i>upload</i> pada <i>website</i> resmi Perseroan. Business Ethics and Work Ethics Guidelines are socialized through the Company's official correspondence media and uploaded to the Company's official website. 2. Setiap awal tahun, Perseroan juga memastikan bahwa seluruh Insan Perseroan menandatangani pakta integritas yang salah satunya terkait pemahaman Pedoman Etika Bisnis dan Etika Kerja. At the beginning of every year, the Company also ensures that all Company Personnel sign an integrity pact, one of which is related to understanding the Business Ethics and Work Ethics Guidelines. 3. Perseroan juga telah menetapkan aturan dan pedoman penerapan manajemen risiko terintegrasi serta remunerasi. The Company has also established rules and guidelines for implementing integrated risk management and remuneration.

Rekomendasi Recommendations	Implementasi Implementation
Prinsip 5: Manajemen Risiko, Pengendalian Internal dan Kepatuhan Principle 5: Risk Management, Internal Control and Compliance	
5.1 Pengendalian Internal dan Kepatuhan Internal Control and Compliance	
5.1.1 Direksi melakukan revidu secara berkala atas ketepatan desain dan efektivitas operasional sistem governansi, pengelolaan risiko, pengendalian internal dan kepatuhan korporasi dan melaporkan pelaksanaan dan hasil revidu kepada para pemegang saham melalui laporan tahunan Korporasi. The Board of Directors carries out regular reviews of the accuracy of the design and operational effectiveness of the governance system, risk management, internal control, and corporate compliance and reports the implementation and results of the review to shareholders through the Corporation's annual report.	Penilaian atas penerapan GCG, pengelolaan risiko, pengendalian internal, dan kepatuhan perusahaan telah dilaksanakan setiap tahun. Pelaksanaan dan hasil penilaian dilaporkan kepada Pemegang Saham melalui Laporan Tahunan. Assessments of GCG implementation, risk management, internal control, and the Company's compliance are carried out every year. The implementation and results of the assessment are reported to Shareholders through the Annual Report.
5.2 Manajemen Risiko Risk Management	
5.2.1 Strategi dan risiko merupakan satu kesatuan, diungkapkan secara transparan, masuk ke dalam pelaksanaan tugas dan tanggung jawab Direksi dan Dewan Komisaris, serta dalam diskusi di rapat Dewan Komisaris dan Direksi. Strategy and risk are one unit, disclosed transparently, included in the implementation of the duties and responsibilities of the Board of Directors and Board of Commissioners, as well as in discussions at meetings of the Board of Commissioners and Board of Directors.	1. Perseroan telah menerapkan Manajemen Risiko serta telah diungkapkan secara transparan dalam Laporan Tahunan. The Company has implemented Risk Management and has disclosed it transparently in the Annual Report. 2. Manajemen Risiko juga masuk ke dalam pelaksanaan tugas dan tanggung jawab Direksi sebagaimana diatur dalam <i>Board Policy Manual</i> . Penerapan manajemen risiko juga dibahas secara rutin dalam Rapat Dewan Komisaris dan Direksi. Risk Management is also included in the implementation of the duties and responsibilities of the Board of Directors as regulated in the Board Policy Manual. The implementation of risk management is also discussed regularly at Board of Commissioners and Board of Directors meetings.
5.2.2 Komite GCG dan Pemantauan Manajemen Risiko membantu pelaksanaan tugas Dewan Komisaris dengan menciptakan mekanisme yang transparan, fokus, dan independen dalam pengawasan manajemen risiko korporasi. The GCG and Risk Management Monitoring Committee assists in carrying out the duties of the Board of Commissioners by creating a transparent, focused, and independent mechanism for supervising corporate risk management.	Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko secara aktif membantu pelaksanaan tugas pengawasan Dewan Komisaris dalam bidang manajemen risiko Perseroan melalui Rapat Komite Dewan Komisaris setiap bulan. The Nomination and Remuneration, GCG, and Risk Monitoring Committees actively assist in implementing the Board of Commissioners' supervisory duties in the field of the Company's risk management through monthly Board of Commissioners Committee Meetings.
5.3 Integrasi Governansi, Manajemen Risiko dan Kepatuhan Integration of Governance, Risk Management and Compliance	
5.3.1 Direksi membangun sistem governansi, manajemen risiko, dan kepatuhan (GRC) yang terintegrasi, dengan menangani berbagai ketidakpastian secara terpadu dan dengan integritas yang tinggi, untuk meyakinkan bahwa korporasi dapat mencapai tujuannya. The Board of Directors builds an integrated governance, risk management and compliance (GRC) system, by handling various uncertainties in an integrated manner and with high integrity, to ensure that the corporation can achieve its goals.	Direksi membangun sistem governansi, manajemen risiko, dan kepatuhan (GRC) yang terintegrasi yang berada di bawah VP TKP dan MR. Hal ini juga tertuang pada <i>Board Policy Manual</i> , Pedoman GCG, Pedoman Sistem Manajemen Kepatuhan dan Pedoman Manajemen Risiko Terintegrasi. The Board of Directors built an integrated governance, risk management, and compliance (GRC) system under VP TKP and MR. This is also stated in the Board Policy Manual, GCG Guidelines, Compliance Management System Guidelines, and Integrated Risk Management Guidelines.
5.3.2 Direksi memastikan bahwa bagian yang membawahi fungsi kepatuhan tidak merangkap melaksanakan fungsi yang berpotensi menimbulkan benturan kepentingan. The Board of Directors ensures that the department in charge of the compliance function does not concurrently carry out functions that have the potential to cause a conflict of interest.	Fungsi kepatuhan Perseroan berada pada VP Tata Kelola Perusahaan dan Manajemen Risiko yang tidak merangkap dengan fungsi lainnya yang berpotensi menimbulkan benturan kepentingan. The Company's compliance function is vested in the VP of Corporate Governance and Risk Management, which is not concurrent with other functions that have the potential to cause conflicts of interest.



Rekomendasi Recommendations	Implementasi Implementation
5.4 Audit Internal Internal Audit	
<p>5.4.1 Dewan Komisaris melalui Komite Audit memantau dan memastikan bahwa fungsi audit internal membantu korporasi untuk mencapai tujuannya dengan membawa pendekatan yang objektif dan disiplin untuk mengevaluasi dan meningkatkan efektivitas manajemen risiko, pengendalian internal, dan governansi korporat.</p> <p>The Board of Commissioners through the Audit Committee monitors and ensures that the internal audit function helps the corporation achieve its goals by bringing an objective and disciplined approach to evaluating and improving the effectiveness of risk management, internal control, and corporate governance.</p>	<p>Tugas Komite Audit tercantum dalam Piagam Komite Audit dan Dewan Komisaris mengadakan rapat internal yang mengundang pejabat <i>Grade I</i> yang salah satunya Kepala Satuan Pengawasan Intern dan tim terkait untuk membahas isu terkini dan realisasi kinerja Perseroan.</p> <p>The duties of the Audit Committee are stated in the Audit Committee Charter, and the Board of Commissioners holds internal meetings by inviting Grade I officials, one of whom is the Head of the Internal Audit Unit, and related teams to discuss current issues and the realization of the Company's performance.</p>
Prinsip 6: Pengungkapan dan Transparansi Principle 6: Disclosure and Transparency	
6.1 Kebijakan Pengungkapan Disclosure Policy	
<p>6.1.1 Korporasi memiliki kebijakan dan prosedur pengungkapan dan transparansi yang memastikan pengungkapan informasi material dan menjaga informasi sensitif serta rahasia korporasi.</p> <p>The corporation has disclosure and transparency policies and procedures that ensure disclosure of material information and safeguard sensitive information and corporate confidentiality.</p>	<p>Perseroan telah memiliki kebijakan Pedoman Keterbukaan Informasi Publik serta Pedoman Etika Bisnis dan Etika Kerja yang mengatur mengenai transparansi dan informasi rahasia Perseroan.</p> <p>The Company has a Public Information Disclosure Guidelines policy as well as Business Ethics and Work Ethics Guidelines which regulate transparency and the Company's confidential information.</p>
<p>6.1.2 Hak pemegang saham untuk memperoleh secara teratur dan tepat waktu informasi material yang relevan tentang korporasi harus dipenuhi.</p> <p>Shareholders' rights to obtain regularly and in a timely manner relevant material information about the corporation must be fulfilled.</p>	<p>Direksi melaporkan informasi-informasi yang relevan kepada Pemegang Saham melalui Laporan Manajemen Triwulanan dan Semesteran, Laporan Manajemen Tahunan, dan Laporan Tahunan yang juga diatur dalam <i>Corporate Policy Manual</i>.</p> <p>The Board of Directors reports relevant information to Shareholders through Quarterly and Semester Management Reports, Annual Management Reports and Annual Reports, which are also regulated in the Corporate Policy Manual.</p>
6.2 Laporan Keuangan dan Keberlanjutan Financial and Sustainability Reports	
<p>6.2.1 Korporasi mengungkapkan sistem dan prosedur untuk memastikan bahwa laporan keuangan interim yang tidak diaudit atau direviu oleh auditor eksternal secara material adalah akurat, lengkap, dan memberikan investor informasi yang tepat untuk membuat keputusan investasi yang tepat.</p> <p>The Corporation discloses systems and procedures to ensure that interim financial statements that have not been audited or reviewed by an external auditor are materially accurate, complete, and provide investors with appropriate information to make informed investment decisions.</p>	<p>Pelaporan keuangan dilakukan sesuai dengan arahan dan format dari Pemegang Saham dan Direksi telah menandatangani Surat Pernyataan tentang Tanggung Jawab atas Laporan Keuangan Konsolidasian yang menyatakan laporan keuangan telah disusun dan disajikan sesuai Standar Akuntansi Keuangan yang berlaku di Indonesia.</p> <p>Financial reporting is carried out in accordance with the directions and format of the Shareholders and the Board of Directors has signed a Statement of Responsibility for the Consolidated Financial Statements, which states that the financial statements have been prepared and presented in accordance with the Financial Accounting Standards applicable in Indonesia.</p>

Rekomendasi Recommendations	Implementasi Implementation
<p>6.2.2 Komite Audit memastikan kualitas audit laporan keuangan yang dilaksanakan oleh auditor eksternal. Kegiatan ini termasuk merekomendasikan penunjukan, penunjukan kembali dan, jika perlu, pemberhentian dan remunerasi auditor eksternal. The Audit Committee ensures the quality of the financial statement audit carried out by the external auditor. These activities include recommending the appointment, reappointment, and, if necessary, dismissal and remuneration of external auditors.</p>	<p>Komite Audit melakukan evaluasi kinerja Kantor Akuntan Publik (KAP) selaku auditor eksternal yang melaksanakan audit laporan keuangan Perseroan dan memberikan rekomendasi penunjukan KAP untuk tahun buku berikutnya. Biaya jasa KAP diusulkan dan dibahas bersama dengan seluruh anggota Tim Pengadaan Bersama PT Pupuk Indonesia Group dalam kegiatan klarifikasi dan negosiasi pengadaan jasa KAP, di mana Perseroan diwakili oleh Dewan Komisaris, Komite Audit, dan SPI. The Audit Committee evaluates the performance of the Public Accounting Firm (PAF) as the external auditor, which carries out the audit of the Company's financial statements and provides recommendations for the appointment of PAF for the next financial year. PAF service costs are proposed and discussed together with all members of the PT Pupuk Indonesia Group Joint Procurement Team in clarification and negotiation activities for the procurement of PAF services, where the Company is represented by the Board of Commissioners, Audit Committee, and SPI.</p>
<p>6.2.3 Laporan keberlanjutan harus disiapkan dan diungkapkan dengan akurat dan disusun sesuai kerangka pelaporan keberlanjutan nasional atau internasional. Sustainability reports must be prepared and disclosed accurately and in accordance with national or international sustainability reporting framework.</p>	<p>Perseroan telah menerbitkan Laporan Keberlanjutan sebagai informasi kepada para investor, pemangku kepentingan, serta masyarakat luas mengenai upaya keberlanjutan serta disusun sesuai dengan kerangka pelaporan GRI Standards. The Company has published a Sustainability Report as information to investors, stakeholders and the wider community regarding sustainability efforts and prepared in accordance with the GRI Standards reporting framework.</p>
<p>6.2.4 Korporasi menerbitkan laporan tahunan secara terintegrasi yang menempatkan kinerja historis ke dalam konteks dan menggambarkan risiko, peluang, dan prospek korporasi di masa depan, sehingga membantu pemegang saham dan pemangku kepentingan memahami tujuan strategis korporasi dan kemajuannya dalam menciptakan nilai yang berkelanjutan. The corporation publishes an integrated annual report that puts historical performance into context and describes the corporation's risks, opportunities, and future prospects, thereby helping shareholders and stakeholders understand the corporation's strategic objectives and its progress in creating sustainable value.</p>	<p>Perseroan telah menerbitkan Laporan Tahunan yang memuat kinerja operasional dan keuangan, laporan manajemen, profil perusahaan, analisis dan pembahasan manajemen, pengelolaan sumber daya manusia, fungsi penunjang bisnis, tata Kelola perusahaan, tanggung jawab sosial perusahaan, dan laporan keuangan yang telah diaudit oleh auditor eksternal. The Company has published an Annual Report containing operational and financial performance, management reports, company profile, management analysis and discussion, human resource management, business support functions, corporate governance, corporate social responsibility, and financial statements that have been audited by external auditors.</p>
<p>6.3 Diseminasi Informasi Information Dissemination</p>	
<p>6.3.1 Saluran penyebaran informasi harus menyediakan akses yang setara, tepat waktu, dan relatif murah untuk informasi yang relevan bagi pengguna. Information dissemination channels should provide equal, timely, and relatively inexpensive access to relevant information for users.</p>	<p>Perseroan telah menyediakan akses informasi dan data kepada seluruh <i>stakeholder</i> yaitu:</p> <ol style="list-style-type: none"> Situs resmi: www.petrokimia-gresik.com. Sosial Media (Facebook, X, Instagram, Tiktok, youtube). Laporan Tahunan (<i>Annual Report</i>). Laporan Keberlanjutan (<i>Sustainability Report</i>). <p>The Company has provided access to information and data to all stakeholders, namely:</p> <ol style="list-style-type: none"> Official website: www.petrokimia-gresik.com Social Media (Facebook, X, Instagram, Tiktok, YouTube). Annual Report. Sustainability Report.



Rekomendasi Recommendations	Implementasi Implementation
<p>6.3.2 Korporasi memastikan bahwa pernyataan tahunan terhadap penerapan Pedoman Umum Governansi Korporat Indonesia, termasuk penjelasan atas penerapan atas masing-masing Rekomendasi dan Panduan tersedia di situs web selama jangka waktu minimal lima tahun.</p> <p>The Corporation ensures that an annual statement on the implementation of the General Guidelines for Indonesian Corporate Governance, including an explanation of the implementation of each Recommendation and Guide, is available on the website for a minimum period of five years.</p>	<p>Perseroan telah menerapkan tata kelola perusahaan yang baik sesuai dengan Permen BUMN No. PER-2/MBU/03/2023 tentang Tata Kelola dan Kegiatan Signifikan BUMN serta dengan indikator pengelolaan terakhir mengacu pada Keputusan Sekretaris Kementerian BUMN No. SK 16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (<i>Good Corporate Governance</i>) pada BUMN.</p> <p>The Company has implemented good corporate governance in accordance with SOE Ministerial Regulation No. PER-2/MBU/03/2023 concerning Governance and Significant Activities of SOE and with the latest management indicators referring to the Decree of Secretary of the Ministry of SOE No. SK 16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in SOE.</p>
<p>6.3.3. Untuk korporasi yang terdaftar di pasar modal di yurisdiksi selain yurisdiksi asal, peraturan perundang-undangan atas governansi korporat yang berlaku harus diungkapkan dengan jelas. Dalam hal <i>cross listing</i>, kriteria dan prosedur <i>cross listing</i>, kriteria dan prosedur untuk mengakui persyaratan <i>listing</i> untuk <i>listing</i> utama harus transparan dan didokumentasikan.</p> <p>For corporations listed on the capital market in jurisdictions other than the home jurisdiction, the applicable corporate governance laws and regulations must be clearly disclosed. In the case of cross-listing, cross-listing criteria and procedures, and criteria and procedures for recognizing listing requirements for the main listing must be transparent and documented.</p>	<p>Perseroan tidak terdaftar pada pasar modal.</p> <p>The Company is not listed on the capital market.</p>
<p>Prinsip 7: Perlindungan terhadap Hak-Hak Pemegang Saham Principle 7: Protection of Shareholder Rights</p>	
<p>7.1 Hak Pemegang Saham Shareholder Rights</p>	
<p>7.1.1 Korporasi memiliki suatu kebijakan komunikasi yang memfasilitasi dan mendorong partisipasi pemegang saham atau investor.</p> <p>The corporation has a communications policy that facilitates and encourages shareholder or investor participation.</p>	<p>Sesuai dengan Anggaran Dasar Perseroan, hubungan kerja formal dengan Pemegang Saham dilakukan melalui Rapat Umum Pemegang Saham.</p> <p>In accordance with the Company's Articles of Association, formal working relationships with Shareholders are carried out through the General Meeting of Shareholders.</p>
<p>7.1.2 Korporasi yang merupakan entitas induk memastikan bahwa kebijakan governansi korporatnya berlaku bagi entitas anak dan entitas sepengendali yang di dalamnya investasi korporasi adalah signifikan.</p> <p>The corporation, which is the parent entity, ensures that its corporate governance policies apply to subsidiaries and entities under common control in which the corporation's investment is significant.</p>	<p>Perseroan memiliki Pedoman <i>Subsidiary Governance</i> yang berlaku bagi entitas anak dan entitas sepengendali.</p> <p>The Company has Subsidiary Governance Guidelines that apply to subsidiaries and entities under common control</p>
<p>7.1.3 Korporasi memiliki aturan dan prosedur yang mengatur akuisisi, pengambil alihan, dan transaksi luar biasa seperti merger dan penjualan aset korporasi yang substansial untuk memastikan transaksi terjadi secara transparan dan dalam kondisi yang wajar dan melindungi hak-hak semua pemegang saham sesuai dengan kelasnya.</p> <p>The corporation has rules and procedures governing acquisitions, takeovers, and extraordinary transactions such as mergers and sales of substantial corporate assets to ensure transactions occur transparently and under fair conditions and protect the rights of all shareholders according to their class.</p>	<p>Perseroan telah menetapkan pengaturan mengenai transaksi penting yang memerlukan persetujuan Pemegang Saham berdasarkan Anggaran Dasar Perseroan.</p> <p>The Company has established arrangements regarding important transactions that require Shareholder approval based on the Company's Articles of Association.</p>

Rekomendasi Recommendations	Implementasi Implementation
<p>7.1 Perlakuan Adil terhadap Pemegang Saham Fair Treatment of Shareholders</p>	
<p>7.2.1 Korporasi memiliki aturan dan prosedur yang memastikan:</p> <ol style="list-style-type: none"> semua pemegang saham dari seri yang sama dalam satu kelas saham harus diperlakukan setara. pengungkapan aturan dan prosedur tersebut serta pengungkapan struktur modal dan pengaturan yang memungkinkan pemegang saham tertentu memperoleh pengaruh atau kendali yang tidak proporsional dengan kepemilikan sahamnya. <p>The Corporation has rules and procedures that ensure:</p> <ol style="list-style-type: none"> all shareholders of the same series within a class of shares must be treated equally. disclosure of these rules and procedures as well as disclosure of capital structures and arrangements that allow certain shareholders to obtain influence or control that is disproportionate to their share ownership. 	<p>Perseroan memiliki struktur pemegang saham yaitu PT Pupuk Indonesia (Persero) dengan kepemilikan saham sebesar 99,9975% dan Yayasan Petrokimia Gresik dengan kepemilikan saham sebesar 0,0025%. Direksi memberikan perlakuan yang sama (<i>fairness</i>) dalam memberikan informasi kepada Pemegang Saham.</p> <p>The Company has a shareholder structure, namely PT Pupuk Indonesia (Persero) with share ownership of 99.9975% and the Petrokimia Gresik Foundation with share ownership of 0.0025%. The Board of Directors provides equal treatment (<i>fairness</i>) in providing information to Shareholders.</p>
<p>7.2.2 Korporasi memiliki aturan dan prosedur yang memastikan transaksi pihak berelasi disetujui dan dilaksanakan sedemikian rupa yang dapat meyakinkan bahwa benturan kepentingan telah dikelola dengan tepat, dan melindungi kepentingan korporasi dan pemegang saham.</p> <p>The corporation has rules and procedures that ensure related party transactions are approved and implemented in a manner that ensures that conflicts of interest are managed appropriately and protects the interests of the corporation and shareholders.</p>	<p>Perseroan memiliki Pedoman Pengelolaan Benturan Kepentingan.</p> <p>The Company has a Conflict of Interest Management Guidelines.</p>
<p>7.2.3 Korporasi memiliki dan mengungkapkan kebijakan untuk mencegah terjadinya <i>insider trading</i>. Korporasi memiliki aturan yang jelas mengenai perdagangan apa pun dalam saham korporasi yang dilakukan oleh Direktur, Komisaris dan orang dalam untuk memastikan bahwa siapa pun tidak boleh mendapatkan keuntungan secara langsung atau tidak langsung dari informasi yang tidak/belum tersedia di pasar.</p> <p>The corporation has policies and discloses them to prevent insider trading. The corporation has clear rules regarding any trading in corporate shares carried out by Directors, Commissioners, and insiders to ensure that anyone cannot profit directly or indirectly from information that is not/not yet available in the market.</p>	<p>Larangan <i>insider trading</i> diatur dalam Pedoman Etika Bisnis dan Etika Kerja yang berlaku bagi seluruh Insan Perseroan.</p> <p>The prohibition on insider trading is regulated in the Business Ethics and Work Ethics Guidelines, which apply to all Company Personnel.</p>
<p>7.2 Rapat Umum Pemegang Saham General Meeting of Shareholders</p>	
<p>7.3.1 Korporasi melakukan panggilan RUPS dengan agenda dan materi RUPS selengkap dan sedini mungkin (paling lambat 28 hari sebelum RUPS) untuk memberikan waktu dan materi yang cukup bagi pemegang saham untuk mempelajari dengan baik agenda rapat. Undangan rapat dan seluruh informasi RUPS diungkapkan melalui sarana elektronik seperti melalui situs web korporasi.</p> <p>The corporation summons the GMS with the GMS agenda and materials as complete and as early as possible (no later than 28 days before the GMS) to provide sufficient time and materials for shareholders to properly study the meeting agenda. Meeting invitations and all GMS information are disclosed via electronic means, such as through the corporate website.</p>	<p>Anggaran Dasar Perseroan menetapkan pemanggilan RUPS dilakukan dalam jangka waktu paling lambat 14 hari sebelum tanggal RUPS diadakan, dengan tidak memperhitungkan tanggal pemanggilan dan tanggal RUPS. Pemanggilan Rapat Umum Pemegang Saham dilakukan dengan melalui surat tercatat.</p> <p>The Company's Articles of Association stipulate that the summons for the GMS shall be made no later than 14 days before the date of the GMS, without considering the date of the summons and the date of the GMS. Summons for the General Meeting of Shareholders are made by registered letter.</p>



Rekomendasi Recommendations	Implementasi Implementation
<p>7.3.2 Korporasi memiliki dan mengungkapkan aturan dan prosedur yang memfasilitasi pemegang saham dalam berpartisipasi dan memberikan suara secara efektif di RUPS. The corporation has and discloses rules and procedures that facilitate shareholders in participating and voting effectively at the GMS.</p>	<p>Ketentuan mengenai prosedur yang memfasilitasi pemegang saham dalam berpartisipasi dan memberikan suara secara efektif di RUPS diatur dalam Anggaran Dasar Perseroan. Provisions regarding procedures that facilitate shareholders participation and voting effectively at the GMS are regulated in the Company's Articles of Association.</p>
<p>7.3.3 Pemegang saham berpartisipasi efektif dalam menetapkan penunjukan anggota Direksi dan Dewan Komisaris. Shareholders participate effectively in determining the appointment of members of the Board of Directors and Board of Commissioners.</p>	<p>Pemegang Saham telah menetapkan pedoman pengangkatan anggota Direksi dan Dewan Komisaris anak perusahaan, menetapkan pengangkatan dan komposisi anggota Direksi dan Dewan Komisaris, serta menetapkan pembagian tugas berdasarkan nomenklatur pada saat pengangkatan anggota Direksi dan Dewan Komisaris berdasarkan keputusan RUPS. Shareholders have established guidelines for the appointment of members of the Board of Directors and Board of Commissioners of subsidiaries, determined the appointment and composition of members of the Board of Directors and Board of Commissioners, and determined the division of duties based on nomenclature when appointing members of the Board of Directors and Board of Commissioners based on the GMS resolution.</p>
<p>7.3.4 Korporasi memastikan transparansi dan akuntabilitas auditor eksternal di RUPS. The corporation ensures transparency and accountability of external auditors at the GMS</p>	<p>Pengadaan Jasa Kantor Akuntan Publik dilakukan Bersama dalam lingkungan PT Pupuk Indonesia (Group). Dewan Komisaris telah melakukan proses evaluasi atas penunjukan Auditor Eksternal dan mengajukan kepada Pemegang Saham. Penetapan Auditor Eksternal dilakukan oleh Pemegang Saham berdasarkan Akta Berita Acara RUPS Kinerja. The procurement of Public Accounting Firm Services is carried out jointly within PT Pupuk Indonesia (group). The Board of Commissioners has carried out an evaluation process on the appointment of the External Auditor and submitted it to the Shareholders. The determination of the External Auditor is carried out by the Shareholders based on the Deed of Minutes of the Performance GMS.</p>
<p>7.3.5 Penyampaian hasil pemungutan suara dan ringkasan risalah RUPS secara lengkap diumumkan ke publik pada hari kerja berikutnya. Submission of voting results and a complete summary of the GMS minutes are announced to the public on the following working day.</p>	<p>Perseroan bukan merupakan Perusahaan Terbuka serta hanya memiliki 2 (dua) Pemegang Saham dengan pemegang saham mayoritas adalah PT Pupuk Indonesia (Persero) dengan persentase kepemilikan saham sebesar 99,9975% dan Yayasan Petrokimia Gresik dengan kepemilikan saham sebesar 0,0025%. Seluruh hasil suara/keputusan Pemegang Saham tidak wajib diungkapkan melalui situs web Perseroan. The Company is not a public company and only has 2 (two) shareholders, with the majority shareholders being PT Pupuk Indonesia (Persero) with a share ownership percentage of 99.9975% and the Petrokimia Gresik Foundation with a share ownership percentage of 0.0025%. All results of Shareholders' votes/decisions are not required to be disclosed on the Company's website.</p>

Prinsip 8: Penghargaan terhadap Pemangku Kepentingan Principle 8: Respect for Stakeholders

8.1 Keterlibatan Pemangku Kepentingan Kunci (*Stakeholder Engagement*) Key Stakeholders Engagement

<p>8.1.1 Korporasi melalui Sekretaris Korporasi melaksanakan komunikasi yang regular, transparan dan efektif dengan pemangku kepentingan kunci serta melibatkan mereka untuk memahami harapan dan keluhan mereka serta dampak korporasi terhadap mereka. The Corporation, through the Corporate Secretary, carries out regular, transparent, and effective communication with key stakeholders and involves them to understand their hopes and complaints as well as the impact of the corporation on them.</p>	<p>Sekretaris Perusahaan memiliki kewajiban dalam menyusun perencanaan, pelaksanaan, pengembangan dan evaluasi pengelolaan strategi komunikasi, hubungan masyarakat, media dan seluruh <i>stakeholders</i> Perseroan. Perseroan juga serta rutin melakukan survei kepuasan <i>stakeholder</i> dalam rangka menggali harapan dan keluhan kepada pihak yang terdampak operasional Perseroan. The Corporate Secretary has the obligation to plan, implement, develop, and evaluate the management of communication strategies, public relations, media, and all of the Company's stakeholders. The Company also regularly conducts stakeholder satisfaction surveys in order to explore the hopes and complaints of parties affected by the Company's operations.</p>
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Rekomendasi Recommendations	Implementasi Implementation
8.2 Integrasi Keberlanjutan dalam Model Bisnis Integration of Sustainability in Business Models	
<p>8.2.1 Dewan Komisaris bersama-sama dengan Direksi bertanggung jawab, akuntabel dan transparan atas governansi keberlanjutan, termasuk menetapkan strategi, prioritas, dan target keberlanjutan korporasi. Direksi dan Dewan Komisaris memasukkan pertimbangan keberlanjutan ketika menjalankan perannya, termasuk antara lain dalam pengembangan dan implementasi strategi korporasi, rencana bisnis, rencana aksi utama dan manajemen risiko.</p> <p>The Board of Commissioners, together with the Board of Directors, are responsible, accountable, and transparent for sustainability governance, including determining corporate sustainability strategies, priorities, and targets. The Board of Directors and Board of Commissioners include sustainability considerations when carrying out their roles, including, among others, in the development and implementation of corporate strategy, business plans, main action plans, and risk management.</p>	<p>Dewan Komisaris setiap bulan menyelenggarakan rapat bersama Direksi dalam rangka menjalankan tugas pengawasan untuk membahas isu strategis dan kinerja Perseroan dan memastikan operasional berjalan sesuai dengan prinsip-prinsip governansi yang berkelanjutan.</p> <p>The Board of Commissioners holds meetings with the Board of Directors every month in order to carry out supervisory duties to discuss strategic issues, the Company's performance, and ensure operations run in accordance with the principles of sustainable governance.</p>
8.3 Perlindungan terhadap Pemangku Kepentingan Protection of Stakeholders	
<p>8.3.1 Direksi memastikan dan mengungkapkan bahwa operasi korporasi mencerminkan penerapan standar etika, tanggung jawab sosial dan lingkungan yang tinggi di seluruh korporasi dan memastikan bahwa kebijakan dan prosedur yang tepat diterapkan untuk menghormati serta mematuhi hak-hak pemangku kepentingan.</p> <p>The Board of Directors ensures and discloses that corporate operations reflect the application of high standards of ethics and social and environmental responsibility throughout the corporation and ensure that appropriate policies and procedures are implemented to respect and comply with stakeholder rights.</p>	<p>Perseroan telah menerapkan standar etika perusahaan serta adanya kebijakan tanggung jawab sosial dan lingkungan dan melaksanakan tanggung jawab sosial dan lingkungan perusahaan. Perseroan juga memiliki indikator kinerja untuk mengukur keberhasilan pengelolaan tanggung jawab sosial dan pembinaan usaha kecil, serta telah melakukan evaluasi atas pencapaian indikator keberhasilan dengan terhadap target.</p> <p>The Company has implemented corporate ethical standards as well as a social and environmental responsibility policy and carries out corporate social and environmental responsibilities. The Company also has performance indicators to measure the success of managing social responsibility and developing small businesses and has evaluated the achievement of success indicators against targets.</p>
<p>8.3.2 Direksi mendorong karyawan bekerja untuk kepentingan jangka panjang korporasi dan mengedepankan keberlanjutan.</p> <p>The Board of Directors encourages employees to work for the long-term interests of the corporation and prioritizes sustainability.</p>	<p>Perseroan memiliki kebijakan pemberian insentif kepada karyawan berdasarkan <i>grade</i> sesuai dengan keputusan Direksi. Perseroan memiliki jumlah karyawan yang memadai dan memiliki pengetahuan, keterampilan, dan pengalaman yang memadai. Program pengelolaan dan pengembangan SDM mempertimbangkan unsur keberagaman, non diskriminatif, dan memberi kesempatan yang sama bagi seluruh karyawan.</p> <p>The Company has a policy of providing incentives to employees based on grade in accordance with the decisions of the Board of Directors. The Company has an adequate number of employees and has adequate knowledge, skills, and experience. The HR management and development program considers elements of diversity, is non-discriminatory, and provides equal opportunities for all employees.</p>



MONITORING GCG GCG MONITORING

PENANGGUNG JAWAB PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK

Penerapan tata kelola perusahaan yang baik pada dasarnya menjadi tanggung jawab seluruh elemen yang ada di lingkungan Perseroan, termasuk Pemegang Saham melalui Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi sebagai organ utama dalam tata kelola Perseroan maupun karyawan serta *stakeholder* lainnya. Untuk dapat memastikan kualitas penerapannya, Direksi melalui Surat Keputusan Direksi PT Petrokimia Gresik No. 0368/B/OT.02.01/14/SK/2020 tentang Penetapan Penunjukan Direktur sebagai Penanggung Jawab dalam Penerapan dan Pemantauan *Good Corporate Governance* (GCG) di PT Petrokimia Gresik, telah menetapkan bahwa Direktur Keuangan dan Umum ditunjuk sebagai penanggung jawab dalam penerapan dan pemantauan GCG yang secara operasionalnya dibantu oleh Sekretaris Perusahaan.

STRUKTUR GCG PT PETROKIMIA GRESIK

Sesuai Anggaran Dasar Perusahaan dan Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas (UU PT), struktur tata kelola perusahaan secara garis besar tercermin pada organ utama Perseroan, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiga organ utama dalam struktur GCG di Petrokimia Gresik telah menjalankan fungsi masing-masing sesuai dengan ketentuan yang berlaku atas dasar prinsip bahwa masing-masing organ bersifat independen dalam melaksanakan tugas, fungsi dan tanggung jawab hanya semata-mata untuk kepentingan Perseroan. Untuk memastikan terlaksananya pengelolaan Perseroan sesuai dengan prinsip-prinsip GCG dan peraturan perundang-undangan yang berlaku, ketiga organ perusahaan tersebut dibantu dengan organ pendukung yaitu:

- Komite Audit;
- Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko;
- Sekretaris Dewan Komisaris
- Satuan Pengawasan Intern; dan
- Sekretaris Perusahaan.

RESPONSIBILITY FOR THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE

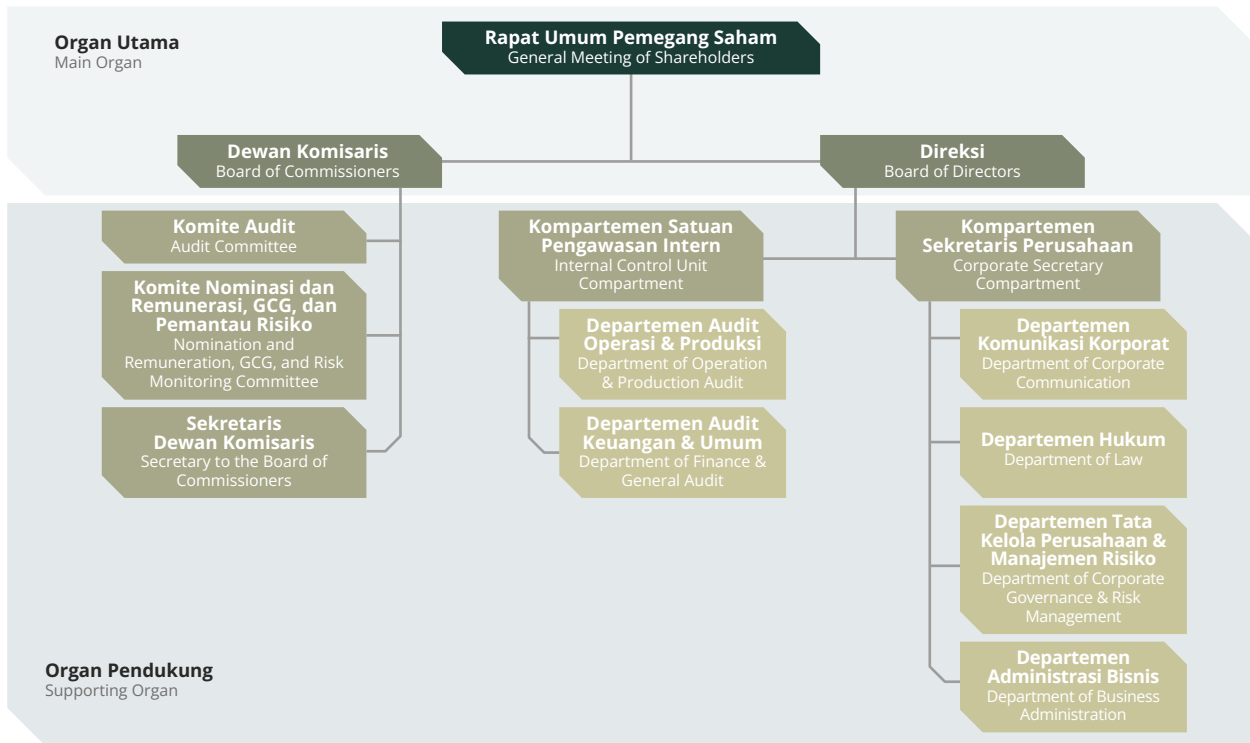
The implementation of good corporate governance is basically the responsibility of all elements within the Company, including Shareholders through the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors as the main organs of the Company's governance, as well as employees and other stakeholders. To ensure the quality of its implementation, the Board of Directors, through the Decree of the Board of Directors of PT Petrokimia Gresik No. 0368/B/OT.02.01/14/SK/2020 concerning Determination of the Appointment of Director as Responsible for Implementing and Monitoring Good Corporate Governance (GCG) at PT Petrokimia Gresik, has determined that the Director of Finance and General is appointed as the person responsible for implementing and monitoring GCG, which is operationally assisted by the Corporate Secretary.

GCG STRUCTURE OF PT PETROKIMIA GRESIK

In accordance with the Company's Articles of Association and Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies (UU PT), the corporate governance structure is broadly reflected in the main organs of the Company, namely the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. The three main organs in the GCG structure at Petrokimia Gresik have carried out their respective functions in accordance with applicable regulations based on the principle that each organ is independent in carrying out its duties, functions, and responsibilities solely for the interests of the Company. To ensure the implementation of the Company's management in accordance with GCG principles and applicable laws and regulations, the three company organs are assisted by supporting organs, namely:

- Audit Committee;
- Nomination and Remuneration, GCG, and Risk Monitoring Committee;
- Secretary to the Board of Commissioners
- Internal Control Unit; and
- Corporate Secretary.

Struktur Good Corporate Governance Structure of Good Corporate Governance



Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi merupakan organ utama yang menentukan pengelolaan, pengendalian dan pengarahan korporasi. Direksi sebagai pelaksana fungsi pengelolaan Perusahaan dibantu oleh organ di bawah Direksi yang terdiri dari Kompartemen Sekretaris Perusahaan, Kompartemen Satuan Pengawasan Intern, Departemen Tata Kelola Perusahaan dan Manajemen Risiko selaku serta Unit Kerja Lainnya sebagai organ pendukung tata Kelola Perusahaan. Dewan Komisaris juga membentuk organ pendukung yang terdiri dari Sekretaris Dewan Komisaris, Komite Audit, dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.

The GMS, the Board of Commissioners, and the Board of Directors are the main organs that determine the management, control, and direction of the corporation. The Board of Directors, as the implementer of the Company's management function, is assisted by organs under the Board of Directors consisting of the Corporate Secretary Compartment, Internal Audit Unit Compartment, Corporate Governance and Risk Management Department, as well as Other Work Units as supporting organs for Corporate Governance. The Board of Commissioners also formed supporting organs consisting of the Secretary of the Board of Commissioners, the Audit Committee, Nomination and Remuneration, GCG and Risk monitoring Committee.



RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

Rapat Umum Pemegang Saham (RUPS) merupakan organ kepemilikan yang memiliki wewenang tertinggi dalam menentukan keputusan strategis serta hal-hal lain yang tidak diserahkan kepada Dewan Komisaris atau Direksi. Sebagai organ utama tata Kelola Perusahaan, Pengambilan keputusan oleh RUPS dapat dilakukan dalam forum pertemuan secara fisik atau melalui surat keputusan RUPS yang ditetapkan secara sirkuler. RUPS secara khusus memiliki kewenangan di antaranya mengesahkan perubahan anggaran dasar, mengangkat dan memberhentikan Direksi dan Dewan Komisaris, menyetujui atau menolak rencana kerja Perseroan, menetapkan perhitungan alokasi laba Perseroan, mengevaluasi kinerja Dewan Komisaris dan Direksi, memberikan persetujuan atas laporan tahunan, menunjuk akuntan publik, serta menetapkan jumlah dan jenis Dewan Komisaris dan Direksi.

The GMS is the ownership organ that has the highest authority in determining strategic decisions and other matters that are not submitted to the Board of Commissioners or the Board of Directors. As the main organ of Corporate Governance, decision making by the GMS can be carried out in a physical meeting forum or through a circular GMS decision letter. The GMS specifically has authority, including ratifying changes to the articles of association, appointing and dismissing the Board of Directors and Board of Commissioners, approving or rejecting the Company's work plan, determining the calculation of the Company's profit allocation, evaluating the performance of the Board of Commissioners and the Board of Directors, giving approval to the annual report, appointing a public accountant, and determining the amount and type of compensation for the Board of Commissioners and the Board of Directors.

INFORMASI PEMEGANG SAHAM UTAMA DAN PENGENDALI INFORMATION OF MAIN AND CONTROLLING SHAREHOLDERS

Pemegang Saham Perseroan sebagian besar dimiliki oleh PT Pupuk Indonesia (Persero) dengan kepemilikan saham sebesar 99,9975%, sementara 0,0025% kepemilikan saham Perseroan dimiliki oleh Yayasan Petrokimia Gresik. Komposisi kepemilikan saham tersebut menjadikan PT Pupuk Indonesia (Persero) sebagai pemegang saham utama dan pengendali Perseroan.

The Company's shareholders are mostly owned by PT Pupuk Indonesia (Persero), with a share ownership of 99.9975%. Meanwhile, 0.0025% of the Company's share ownership is owned by the Petrokimia Gresik Foundation. This share ownership composition makes PT Pupuk Indonesia (Persero) the main and controlling shareholder of the Company.

Struktur Pemegang Saham Structure of Shareholders



HAK DAN KEWAJIBAN PEMEGANG SAHAM SHAREHOLDERS' RIGHTS AND OBLIGATIONS

Pemegang saham mayoritas dan minoritas memiliki hak yang sama sepanjang dalam anggaran dasar ditetapkan lain. Adapun hak-hak pemegang saham dimaksud adalah:

1. Hak untuk meminta diselenggarakan RUPS;
2. Hak untuk menghadiri dan memberikan suara dalam RUPS;
3. Hak untuk memperoleh informasi material mengenai Perseroan, secara tepat waktu, terukur, dan teratur;
4. Hak untuk menerima pembagian dari keuntungan Perseroan yang diperuntukkan bagi pemegang saham dalam bentuk dividen, dan sisa kekayaan hasil likuidasi, sebanding dengan jumlah saham/modal yang dimilikinya;
5. Setiap pemegang saham berhak untuk memperoleh salinan risalah RUPS;
6. Hak lainnya berdasarkan anggaran dasar dan peraturan perundang-undangan.

Kewajiban pemegang saham adalah:

1. Mematuhi ketentuan peraturan perundang-undangan dan/atau Anggaran Dasar.
2. Tidak melakukan kegiatan pengurusan dan pengawasan Perseroan yang telah dilimpahkan kepada Direksi dan Dewan Komisaris.
3. Tidak memanfaatkan Perseroan untuk kepentingan pribadi, keluarga, atau kelompok usahanya dengan semangat dan cara yang bertentangan dengan peraturan perundang-undangan dan kewajiban di bidang industri pupuk.
4. Melakukan evaluasi kinerja Direksi dan Dewan komisaris melalui mekanisme RUPS.

Majority and minority shareholders have the same rights as long as the articles of association stipulate otherwise. The rights of the shareholders in question are:

1. The right to request that a GMS be held;
2. The right to attend and vote at the GMS;
3. The right to obtain material information regarding the Company, in a timely, measurable, and regular manner;
4. The right to receive distribution of the Company's profits intended for shareholders in the form of dividends, and remaining assets from liquidation, in proportion to the number of shares/capital owned;
5. Every Shareholder has the right to obtain a copy of the GMS minutes;
6. Other rights based on the articles of association and statutory regulations.

Shareholders' obligations are:

1. Comply with the provisions of legislation and/or the articles of association.
2. Not carrying out management and supervision activities of the Company, which have been delegated to the Board of Directors and Board of Commissioners.
3. Do not use the Company for personal, family, or business group interests in a spirit and manner that is contrary to laws and regulations and fairness in the Fertilizer Industry sector.
4. Evaluate the performance of the Board of Directors and Board of Commissioners through the GMS mechanism.

WEWENANG PEMEGANG SAHAM SHAREHOLDERS' AUTHORITY

Sesuai pedoman GCG Perseroan dan peraturan perundang-undangan yang berlaku, pemegang saham mempunyai kewenangan:

1. Menyetujui atau menolak Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP);
2. Menetapkan perhitungan alokasi laba Perseroan untuk:
 - a. Laba yang ditahan dan cadangan;
 - b. Dividen kepada pemegang saham;
 - c. Tantiem/insentif kinerja Direksi, Dewan Komisaris, dan jasa operasi bagi karyawan.
3. Mengangkat dan memberhentikan Direksi dan Dewan Komisaris.
4. Menetapkan target kinerja masing-masing Direksi dan Dewan Komisaris.
5. Melakukan penilaian kinerja secara kolegal maupun individual masing-masing Direksi dan Dewan Komisaris.

In accordance with the Company's GCG Guidelines and applicable laws and regulations, Shareholders have the authority to:

1. Approve or reject the Company's Long Term Plan (RJPP) and Company Work and Budget Plan (RKAP);
2. Determine the calculation of company profit allocation for:
 - a. Retained earnings and reserves;
 - b. Dividends to shareholders;
 - c. Tantiem/performance incentives for the Board of Directors, the Board of Commissioner, and operational services for employee.
3. Appoint and dismiss the Board of Directors and the Board of Commissioners.
4. Determine performance targets for each Board of Directors and Board of Commissioners.
5. Conduct collegial and individual performance assessments of each Board of Directors and Board of Commissioners.



6. Menetapkan auditor eksternal untuk melakukan audit keuangan atas laporan keuangan.
 7. Menetapkan remunerasi Dewan Komisaris dan Direksi.
 8. Menetapkan kebijakan mengenai kemungkinan adanya konflik kepentingan yang terkait dengan Dewan Komisaris.
 9. Menetapkan jumlah maksimum jabatan Dewan Komisaris yang boleh dirangkap oleh seorang anggota Komisaris.
 10. Menetapkan jumlah maksimum jabatan Dewan Komisaris yang boleh dirangkap oleh Direksi pada anak perusahaan.
 11. Mendelegasikan kepada Dewan Komisaris tentang pembagian tugas dan wewenang anggota Direksi.
6. Determine an external auditor to conduct a financial audit of the financial statements
 7. Determine the remuneration of the Board of Commissioners and the Board of Directors.
 8. Establish a policy regarding possible conflicts of interest related to the Board of Commissioners.
 9. Determine the maximum number of Board of Commissioners positions that a Commissioner Member may hold concurrently.
 10. Determine the maximum number of Board of Commissioners positions that may be held concurrently by the Board of Directors in Subsidiaries.
 11. Delegate to the Board of Commissioners the division of duties and authority of members of the Board of Directors.

AKUNTABILITAS PEMEGANG SAHAM SHAREHOLDERS' ACCOUNTABILITY

1. Pemegang saham tidak mencampuri kegiatan operasional Perseroan yang menjadi tanggung jawab Direksi sesuai ketentuan anggaran dasar dan peraturan perundangan yang berlaku.
 2. Tata Kelola Perusahaan yang Baik dilaksanakan oleh pemegang saham sesuai dengan wewenang dan tanggung jawab.
 3. Pemegang saham memiliki tanggung jawab untuk memantau pelaksanaan GCG dalam proses pengelolaan Perseroan.
1. Shareholders do not interfere with the Company's operational activities, which are the responsibility of the Board of Directors, in accordance with the provisions of the Articles of Association and applicable laws and regulations.
 2. Good Corporate Governance is implemented by shareholders in accordance with their authority and responsibility.
 3. Shareholders have the responsibility to monitor the implementation of GCG in the Company management process.

KETENTUAN PENYELENGGARAAN RUPS PROVISIONS FOR HOLDING A GMS

Penyelenggaraan RUPS mengacu pada Anggaran Dasar Perseroan serta ketentuan sebagaimana dijelaskan dalam Pedoman Tata Kelola Perusahaan yang Baik (GCG Code). RUPS memiliki wewenang tersendiri, yang tidak diberikan kepada Direksi maupun Dewan Komisaris, dalam batas yang ditentukan dalam undang-undang dan/atau Anggaran Dasar Perseroan.

Sesuai dengan penyelenggaraannya, RUPS terdiri dari RUPS Tahunan terkait persetujuan RKAP dan persetujuan Laporan Tahunan, serta Rapat Umum Pemegang Saham Luar Biasa (RUPSLB) yang waktu penyelenggaraannya bisa terjadi di luar waktu RUPS Tahunan. Pelaksanaan RUPS mengacu pada ketentuan perundang-undangan dan Anggaran Dasar Perseroan tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham. Pemanggilan RUPS dilakukan dalam jangka waktu paling lambat 15 (lima belas) hari terhitung sejak tanggal permintaan penyelenggaraan RUPS diterima. Pemanggilan RUPS dilakukan melalui surat tercatat dengan mencantumkan tanggal, waktu, tempat, dan tata

The implementation of the GMS refers to the Company's Articles of Association and the provisions as explained in the Good Corporate Governance Guidelines (GCG Code). The GMS has its own authority, which is not granted to the Board of Directors or the Board of Commissioners, within the limits specified in the law and/or the Company's Articles of Association.

In accordance with its implementation, the GMS consists of the Annual GMS regarding the approval of the RKAP and approval of the Annual Report, as well as the Extraordinary General Meeting of Shareholders (EGMS), which can be held outside of the Annual GMS. The implementation of the GMS refers to statutory provisions and the Company's Articles of Association regarding the Planning and Implementation of the General Meeting of Shareholders. The summons for the GMS is made no later than 15 (fifteen) days from the date the request for holding the GMS is received. The summons for the GMS is made by registered letter stating the date, time, place, and procedures for the meeting, accompanied by

cara rapat disertai pemberitahuan bahwa bahan yang akan dibicarakan dalam RUPS tersedia di kantor Perseroan.

notification that the materials to be discussed at the GMS are available at the Company's office.

PENYELENGGARAAN RUPS TAHUNAN SELAMA TAHUN 2023

Sepanjang tahun 2023, Perseroan telah menyelenggarakan 4 (empat) kali RUPS, yaitu:

1. RUPS Pengesahan Rencana Kerja & Anggaran Perusahaan (RKAP) Tahun 2023 PT Petrokimia Gresik dan Rencana Kerja & Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) Tahun 2023 pada 26 Januari 2023.
2. RUPS Persetujuan Laporan Tahunan Tahun Buku 2022, pada 8 Juni 2023.
3. RUPS Luar Biasa.

THE ANNUAL GMS HOLDING IN 2023

Throughout 2023, the Company has held 4 (four) GMS, namely:

1. GMS Ratification of PT Petrokimia Gresik's 2023 Company Work Plan & Budget (RKAP) and 2023 Social and Environmental Responsibility Program Work Plan & Budget (RKA TJSL) on January 26, 2023.
2. GMS Approval of the Annual Report for the 2022 financial year on June 8, 2023.
3. Extraordinary GMS.

RUPS Pengesahan Rencana Kerja & Anggaran Perusahaan (RKAP) Tahun 2023 PT Petrokimia Gresik dan Rencana Kerja & Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) Tahun 2023

GMS Ratification of PT Petrokimia Gresik's 2023 Company Work Plan & Budget (RKAP) and 2023 Social and Environmental Responsibility Program Work Plan & Budget (RKA TJSL)

Pemanggilan Summon	Surat No. 00540/B/TU.00.01/100/DR/2023 Letter No. 00540/B/TU.00.01/100/DR/2023
Tanggal Date	Kamis, 26 Januari 2023 Thursday, January 26, 2023
Waktu Time	20.18–21.01 WIB 08.18–09.01 PM
Tempat Place	Ruang Rapat Salon 2, Lt. 22 Park Hyatt Salon Meeting Room 2, 22 nd Fl. Park Hyatt Jl. Kebon Sirih No. 17–19, Menteng, Jakarta

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Tahunan Notaris Lumassia, S.H., No. 04 tanggal 26 Januari 2023. Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen hingga akhir tahun 2023 adalah sebagai berikut

The results of the GMS resolutions have been stated in the Deed of Minutes of the Annual General Meeting of Shareholders, Notary Lumassia, S.H., No. 04, dated January 26, 2023. The results of the GMS resolutions that have been followed up by management until the end of 2023 are as follows

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
1	Pengesahan Rencana Kerja & Anggaran Perusahaan (RKAP) Tahun 2023 PT Petrokimia Gresik dan Rencana Kerja & Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) Tahun 2023. Ratification of PT Petrokimia Gresik's 2023 Company Work Plan & Budget (RKAP) and 2023 Social and Environmental Responsibility Program Work Plan & Budget (RKA TJSL).	Mengesahkan dan menyetujui RKAP tahun 2023 dan RKA Program TJSL yang telah disampaikan oleh Direksi Anak Perusahaan. Ratified and approved the 2023 RKAP and TJSL Program RKA which have been submitted by the Subsidiary's Board of Directors.	Sesuai dengan keputusan In accordance with the resolutions
2	Persetujuan Indikator Aspek Operasional Tahun 2023 untuk menghitung Tingkat Kesehatan Perusahaan (TKP) berdasarkan Keputusan Menteri BUMN No. KEP-100/MBU/2002 tanggal 4 Juni 2002. Approval of Operational Aspect Indicators for 2023 to calculate the Company's Health Level (TKP) based on the Decree of the Minister of SOE No. KEP-100/MBU/2002 dated June 4, 2002.	Menetapkan indikator aspek operasional pada tingkatan kesehatan Perseroan sebagai berikut: 1. Pencapaian produksi (bobot 5); 2. Efisiensi bahan Baku (bobot 5); 3. Produktivitas SDM (bobot 5). Determine operational aspect indicators at the Company health level as follows: 1. Production achievement (weight 5); 2. Raw material efficiency (weight 5); 3. HR productivity (weight 5).	Sesuai dengan keputusan In accordance with the resolutions



No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
3	<p>Penetapan <i>Key Performance Indicators</i> (KPI) Direksi tahun 2023, yang tertuang dalam kontrak Direksi tahun 2023 antara Direksi dan Dewan Komisaris dengan Pemegang Saham.</p> <p>Determination of Key Performance Indicators (KPI) for the Board of Directors in 2023, as stated in the 2023 Board of Directors' contract between the Board of Directors and Board of Commissioners and Shareholders.</p>	<p>Menyetujui dan mengesahkan kontrak Direksi (<i>Key Performance Indicators</i>) Direksi dan Dewan Komisaris dengan Pemegang Saham tahun 2023.</p> <p>Approved and Ratified the Board of Directors' Contract (<i>Key Performance Indicators</i>) between the Board of Directors and the Board of Commissioners with Shareholders in 2023.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>
4	<p>Penetapan <i>Key Performance Indicators</i> (KPI) Dewan Komisaris tahun 2023, yang tertuang dalam kontrak Direksi tahun 2023 antara Dewan Komisaris dengan Pemegang Saham.</p> <p>Determination of Key Performance Indicators (KPI) for the Board of Commissioners for 2023, as stated in the 2023 Board of Directors' Contract between the Board of Commissioners and Shareholders.</p>	<p>Menyetujui dan mengesahkan kontrak Dewan Komisaris (<i>Key Performance Indicators</i>) Dewan Komisaris dalam melakukan pengawasan terhadap Direksi atas pelaksanaan RKAP Perseroan tahun 2023.</p> <p>Approved and ratified the Board of Commissioners' Contract (<i>Key Performance Indicators</i>) for the Board of Commissioners in supervising the Board of Directors regarding the implementation of the Company's 2023 RKAP.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>

RUPS Persetujuan laporan Tahunan, Pengesahan Laporan Keuangan dan Laporan Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) Tahun 2022

GMS Approval of the Annual Report, Ratification of the Financial Statement and Social and Environmental Responsibility Program Report (RKA TJSL) for 2022

Pemanggilan Summon	Surat No. 03855/B/TU.00.01/100/DR/2023 Letter No. 03855/B/TU.00.01/100/DR/2023
Tanggal Date	Kamis, 8 Juni 2023 Thursday, June 8, 2023
Waktu Time	16.11–17.24 WIB 04.11–05.24 PM
Tempat Place	Gedung Pusri Lt. 8 Pusri Building 8 th Fl. Jl. Taman Anggrek Kemanggisan Jaya, Jakarta

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Tahunan Notaris Lumassia, S.H., No. 08 tanggal 8 Juni 2023. Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen hingga akhir tahun 2022 adalah sebagai berikut:

The results of the GMS resolutions have been stated in the Deed of Minutes of the Annual General Meeting of Shareholders, Notary Lumassia, S.H., No. 08 dated June 8, 2023. The results of the GMS resolutions that have been followed up by management until the end of 2022 are as follows:

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
1	<p>Persetujuan Laporan Tahunan Perseroan Tahun Buku 2022 termasuk Laporan Tugas Pengawasan Dewan Komisaris dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan serta Pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2022.</p>	<p>Menyetujui Laporan Tahunan Perseroan tahun buku 2022 termasuk Laporan Tugas Pengawasan Dewan Komisaris dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan serta mengesahkan Laporan Keuangan Konsolidasian Perseroan untuk tahun buku 2022 yang berakhir pada 31 Desember 2022, yang telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagaimana dimuat dalam laporannya No. 00306/2.1025/AU.1/04/17841/1/III/2023, tanggal 15 Maret 2023 dengan opini "wajar dalam semua hal yang material", sekaligus memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris atas tindakan pengurusan dan pengawasan perusahaan yang telah dijalankan dalam tahun buku yang berakhir pada tanggal 31 Desember 2022 sepanjang:</p> <ol style="list-style-type: none"> Tindakan tersebut termuat dalam Laporan Tahunan atau Laporan Keuangan yang telah diaudit KAP; Tindakan tersebut bukan merupakan tindakan pidana dan tidak melanggar kode etik dan/atau ketentuan peraturan perundang-undangan yang berlaku; Catatan KAP ditindaklanjuti dan diselesaikan secara tuntas; Laporan tahunan dan laporan keuangan yang disajikan tersebut telah memuat hal-hal dan kejadian-kejadian yang sesungguhnya sehingga tidak mengakibatkan kerugian bagi Perseroan dikemudian hari dan dalam hal laporan keuangan yang disediakan ternyata tidak benar, anggota Direksi dan anggota Dewan Komisaris Perseroan secara tanggung renteng bertanggung jawab terhadap pihak yang dirugikan; Bilamana dikemudian hari ditemukan penyalahgunaan kewenangan dan/ atau bertindak di luar kewenangannya dan perbuatan tersebut menimbulkan kerugian dan/atau bertentangan dengan kode etik dan/atau ketentuan peraturan perundang-undangan, maka pelunasan dan pembebasan sepenuhnya dari tanggung jawab (<i>volledig acquit et de charge</i>) tersebut dinyatakan tidak berlaku. 	<p>Sesuai dengan keputusan</p>



No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
	Approval of the Company's Annual Report for the 2022 Financial Year, including the Board of Commissioners' Supervisory Duties Report and the Social and Environmental Responsibility Program Implementation Report, as well as Ratification of the Company's Consolidated Financial Statement for the 2022 Financial Year.	<p>Approved the Company's Annual Report for the 2022 financial year, including the Supervisory Duties Report of the Board of Commissioners and the Report on the Implementation of the Social and Environmental Responsibility Program and ratified the Company's Consolidated Financial Statement for the 2022 financial year ending December 31, 2022, which has been audited by the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Partners as stated in their report No.00306/2.1025/AU.1/04/17841/1/III/2023, dated March 15, 2023 with an opinion of "fair in all material respects", as well as providing settlement and release full responsibility (<i>volledig acquit et de charge</i>) to the Board of Directors and Board of Commissioners for the Company's management and supervision actions that have been carried out in the financial year ending December 31, 2022 as long as:</p> <ol style="list-style-type: none"> These actions are contained in the Annual Report or financial statement that has been audited by PAF; This action does not constitute a criminal act and does not violate the code of ethics and/or provisions of applicable laws and regulations; PAF records are followed up and completed completely; The annual report and financial statement presented contain actual matters and events so that they do not result in losses for the Company in the future and in the event that the financial statements provided are found to be incorrect, members of the Board of Directors and members of the Board of Commissioners of the Company are jointly and severally responsible towards the aggrieved party; If in the future it is discovered that there is abuse of authority and/or acting outside of one's authority and these actions cause losses and/or are in conflict with the code of ethics and/or provisions of laws and regulations, then full repayment and release from responsibility (<i>volledig acquit et de charge</i>) shall be declared invalid. 	In accordance with the resolutions

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
2	<p>Pengesahan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2022.</p> <p>Ratification of the Financial Statement of the Micro and Small Business Funding Program (PUMK) for the 2022 Financial Year.</p>	<p>Mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) tahun buku 2022 yang berakhir pada tanggal 31 Desember 2022 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan yang telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagaimana dimuat dalam laporannya No. 00483/2.1025/AU.2/04/1784-1/1/III/2023 tanggal 30 Maret 2023, posisi keuangan Program Pendanaan Usaha Mikro dan Kecil PT Petrokimia Gresik tanggal 31 Desember 2022, laporan aktivitas dan arus kasnya untuk tahun yang berakhir pada tanggal tersebut, serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Pendanaan Usaha Mikro dan Usaha Kecil tahun buku 2022, sepanjang tindakan tersebut bukan merupakan tindak pidana dan telah tercermin dalam buku-buku laporan Perseroan.</p> <p>Ratified the Financial Statement of the Micro and Small Business Funding Program (PUMK) for the 2022 financial year ending on December 31, 2022, which is part of the Social and Environmental Responsibility Report that has been audited by the Public Accounting Firm (KAP) Tanudiredja, Wibisana, Rintis & Rekan as contained in the report No. 00483/2.1025/AU.2/04/1784-1/1/III/2023 dated March 30, 2023, financial position of PT Petrokimia Gresik Micro and Small Business Funding Program dated December 31, 2022, including activity and cash flow report for the year ending on that date, as well as providing full repayment and release of responsibility (<i>volledig acquit et de charge</i>) to the Board of Directors and Board of Commissioners of the Company's for actions in managing and supervising Micro and Small Business Funding for the 2022 Financial Year, as long as these actions does not constitute a criminal act and has been reflected in the Company's report books.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>
3	<p>Penetapan Penggunaan Laba Bersih Konsolidasian Perseroan Tahun Buku 2022.</p> <p>Determination of the Use of the Company's Consolidated Net Profit for the 2022 Financial Year.</p>	<p>Menyetujui dan menetapkan penggunaan laba tahun berjalan konsolidasi yang dapat diatribusikan kepada pemilik entitas induk Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2022.</p> <p>Approved and determined the use of consolidated profit for the current year attributable to the owners of the Company's parent entity for the financial year ending December 31, 2022.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>



No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
4	<p>Penetapan gaji/honorarium berikut fasilitas dan tunjangan lainnya untuk Direksi dan Dewan Komisaris Perseroan tahun buku 2023, serta tantiem/insentif kinerja/insentif khusus untuk Direksi dan Dewan Komisaris Perseroan atas kinerja tahun buku 2022 dan penetapan jasa operasi karyawan atas kinerja tahun buku 2022.</p> <p>Determination of salary/honorarium along with other facilities and allowances for the Company's Board of Directors and Board of Commissioners for the 2023 financial year, as well as bonuses/performance incentives/special incentives for the Company's Board of Directors and Board of Commissioners for the performance of the 2022 financial year and determination of employee operation services for the performance of the 2022 financial year.</p>	<p>a. Tantiem untuk Direksi dan Dewan Komisaris tahun buku 2022 serta gaji Direksi dan honorarium Dewan Komisaris untuk tahun buku 2023 akan ditetapkan kemudian secara terpisah dan tersendiri oleh Pupuk Indonesia selaku pemegang saham mayoritas.</p> <p>b. Menyetujui dan menetapkan jasa operasi karyawan atas kinerja tahun buku 2022. Ketetapan jasa operasi akan diberikan secara tersendiri dalam amplop tertutup dalam pelaksanaan RUPS ini dan merupakan bagian tidak terpisahkan dari RUPS tahunan. Jasa operasi agar diberikan kepada karyawan (termasuk karyawan penugasan) secara proporsional dengan memperhatikan masa kerja, kinerja dan tugas, serta tanggung jawab.</p> <p>a. Tantiem for the Board of Directors and the Board of Commissioners for the 2022 financial year, as well as the salaries of the Board of Directors and honorarium for the Board of Commissioners for the 2023 financial year, will be determined separately by Pupuk Indonesia as the majority shareholder.</p> <p>b. Approve and determine employee operational services for the performance of the 2022 financial year. Determination of operational services will be given separately in a closed envelope during the implementation of this GMS and is an inseparable part of the annual GMS. Operational services must be provided to employees (including assigned employees) proportionally, taking into account length of service, performance, and duties and responsibilities.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
5	<p>Penunjukan Kantor Akuntan Publik untuk mengaudit Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2023 serta Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023</p> <p>Appointment of a Public Accounting Firm to audit the Company's Consolidated Financial Statement for the 2023 Financial Year as well as the Financial Statement for the Micro and Small Business Funding Program (PUMK) for the 2023 Financial Year</p>	<p>a. Menunjuk kembali Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagai Kantor Akuntan Publik yang akan mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk tahun buku 2023.</p> <p>b. Menunjuk kembali Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagai Kantor Akuntan Publik yang akan mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk tahun buku 2023.</p> <p>c. Memberikan kuasa kepada Dewan Komisaris Perseroan untuk menetapkan imbalan jasa audit atau persyaratan lainnya bagi Kantor Akuntan Publik tersebut, serta menunjuk Kantor Akuntan Publik pengganti dalam hal Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan, karena sebab apapun, tidak dapat menyelesaikan audit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk tahun buku 2023, termasuk menetapkan imbalan jasa audit dan persyaratan lainnya bagi Kantor Akuntan Publik pengganti tersebut.</p> <p>a. Reappointed the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Rekan as the Public Accounting Firm that will audit the Company's Consolidated Financial Statement and the Financial Statement for the Micro and Small Business Funding Program (PUMK) for the 2023 financial year.</p> <p>b. Reappointed the Public Accounting Firm (PAF) Tanudiredja, Wibisana, Rintis & Rekan as the Public Accounting Firm that will audit the Company's Consolidated Financial Statement and the Financial Statement for the Micro and Small Business Funding Program (PUMK) for the 2023 financial year.</p> <p>c. Granted authority to the Company's Board of Commissioners to determine fees for audit services or other requirements for the Public Accounting Firm, as well as appoint a replacement Public Accounting Firm in the event that the Tanudiredja, Wibisana, Rintis & Rekan Public Accounting Firm, for whatever reason, are unable to complete the audit of the Company's Consolidated Financial Statements and Financial Statements for the Micro and Small Business Funding Program (PUMK) for the 2023 financial year, including determining fees for audit services and other requirements for the replacement Public Accounting Firm.</p>	<p>Sesuai dengan keputusan</p> <p>In accordance with the resolutions</p>



RUPS Luar Biasa Perubahan Susunan Anggota Direksi

Extraordinary GMS of Changes in the Composition of the Board of Directors Members

Pemanggilan Summon	Surat No. 06452/B/TU.00.01/100/DR/2023 Letter No. 06452/B/TU.00.01/100/DR/2023
Tanggal Date	Senin, 25 September 2023 Monday, September 25, 2023
Waktu Time	08.20–08.22 WIB 08.20–08.22 AM
Tempat Place	Ruang Rapat Kebomas, Gedung Pusri Lt. 3 Kebomas Meeting Room, Pusri Building, 3 rd Fl. Jl. Orchid Garden, Kemanggisan, Jakarta

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Tahunan Notaris Lumassia, S.H., No. 05 tanggal 25 September 2023. Hasil keputusan RUPS dengan hasil sebagai berikut:

The results of the GMS resolutions have been stated in the Deed of Minutes of the Annual General Meeting of Shareholders, Notary Lumassia, S.H., No. 05 dated September 25, 2023. The results of the GMS resolutions are as follows:

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
1	Perubahan Susunan Anggota Direksi.	<p>A. 1. Menunjuk surat pengunduran diri Bapak Budi Wahyu Soesilo tertanggal 27 Juli 2023 dengan ini menerima pengunduran diri dan selanjutnya mengukuhkan pemberhentian dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum Perseroan sejak tanggal 27 Juli 2023 disertai dengan ucapan terima kasih yang sebesar-besarnya atas jasa dan sumbangsuhnya terhadap Perseroan selama ini.</p> <p>2. Mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan terhitung sejak rapat ini ditutup untuk masa jabatan sesuai dengan ketentuan Anggaran Dasar Perseroan dan dengan ketentuan dapat diberhentikan sewaktu-waktu sesuai dengan ketentuan Anggaran Dasar Perseroan.</p> <p>B. Menegaskan kembali Direksi Perseroan saat ditutupnya rapat, yaitu sebagai berikut:</p> <ul style="list-style-type: none"> - Dwi Satriyo Annurogo: Direktur Utama - Digna Jatingsih: Direktur Operasi dan Produksi - Robby Setiabudi Madjid: Direktur Keuangan dan Umum. 	Sesuai dengan keputusan

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
	Changes in the Composition of Members of the Board of Directors.	<p>A. 1. Referring to Mr. Budi Wahyu Soesilo's resignation letter dated July 27, 2023, the Company hereby accepts the resignation and further confirms the honorable dismissal of Mr. Budi Wahyu Soesilo as Director of Finance and General of the Company from July 27, 2023, with gratitude for the services and contribution to the Company to date.</p> <p>2. Appointed Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company as of the closing of this Meeting for a term of office in accordance with the provisions of the Company's Articles of Association and with the provision that he can be dismissed at any time in accordance with the provisions of the Company's Articles of Association.</p> <p>B. Reaffirm the Company's Board of Directors at the closing of the Meeting as follows:</p> <ul style="list-style-type: none"> - Dwi Satriyo Annurogo: President Director - Digna Jatingingsih: Director of Operations and Production - Robby Setiabudi Madjid: Director of Finance and General 	In accordance with the resolutions

RUPS Luar Biasa Perubahan Susunan Anggota Dewan Komisaris **Extraordinary GMS of Changes in the Composition of the Board of Commissioners Members**

Pemanggilan Summon	Surat No. 06452/B/TU.00.01/100/DR/2023 Letter No. 06452/B/TU.00.01/100/DR/2023
Tanggal Date	Senin, 18 Desember 2023 Monday, December 18, 2023
Waktu Time	11.30-11.38 WIB 11.30-11.38 AM
Tempat Place	Ruang Rapat Kebomas, Gedung Pusri Lt. 3 Kebomas Meeting Room, Pusri Building, 3 rd Fl. Jl. Orchid Garden, Kemanggisan, Jakarta

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Tahunan Notaris Lumassia, S.H., No. 01 tanggal 19 Desember 2023. Hasil keputusan RUPS dengan hasil sebagai berikut:

The results of the GMS resolutions have been stated in the Deed of Minutes of the Annual General Meeting of Shareholders, Notary Lumassia, S.H., No. 01, dated December 19, 2023. The results of the GMS decisions are as follows:

No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
1	Perubahan Susunan Anggota Dewan Komisaris.	<p>a. Mengangkat Bapak Iqbal Billy Wahid sebagai Komisaris Independen Perseroan terhitung sejak rapat ini ditutup untuk masa jabatan sesuai dengan ketentuan Anggaran Dasar Perseroan dan dengan ketentuan dapat diberhentikan sewaktu-waktu sesuai dengan ketentuan Anggaran Dasar Perseroan.</p> <p>b. Menegaskan kembali Direksi Perseroan saat ditutupnya rapat, yaitu sebagai berikut:</p> <ul style="list-style-type: none"> - Tarcisius Nugroho Purwanto: Komisaris Utama - Bin Nahadi: Komisaris - Noer Fajrieansyah: Komisaris - Cecep Herawan: Komisaris - Iqbal Billy Wahid: Komisaris 	Sesuai dengan keputusan



No.	Mata Acara Agenda	Keputusan Resolutions	Tindak Lanjut Follow-up
	Changes in the Composition of Members of the Board of Commissioners.	a. Appointed Mr. Iqbal Billy Wahid as the Company's Independent Commissioner as of the closing of this meeting for a term of office in accordance with the provisions of the Company's Articles of Association, provided that he can be dismissed at any time in accordance with the provisions of the Company's Articles of Association. b. Reaffirm the Company's Board of Commissioners at the closing of the meeting as follows: <ul style="list-style-type: none"> - Tarcisius Nugroho Purwanto: President Commissioner - Bin Nahadi: Commissioner - Noer Fajrieansyah: Commissioner - Cecep Herawan: Commissioner - Iqbal Billy Wahid: Commissioner 	In accordance with the resolutions

Keputusan Pemegang Saham Secara Sirkuler Tahun 2023 Circular Shareholder Resolutions in 2023

No.	Tanggal Date	Perihal Subject	Tindak Lanjut Follow-up
1	15 Maret 2023 March 15, 2023	Penyampaian keputusan pemegang saham PT Petrokimia Gresik tentang persetujuan kerja sama bangun guna serah gedung hemodialisis. Delivery of the resolution of PT Petrokimia Gresik shareholders regarding approval of construction cooperation to hand over the hemodialysis building.	Telah ditindaklanjuti Has been followed up
2	15 September 2023 September 15, 2023	Penyampaian keputusan pemegang saham PT Petrokimia Gresik tentang penghapusbukuan aktiva tetap berupa bangunan lahan parkir sepeda motor Pabrik II dan Pabrik III. Delivery of the resolution of PT Petrokimia Gresik shareholders regarding the write-off of fixed assets in the form of motorcycle parking buildings for Plant II and Plant III.	Telah ditindaklanjuti Has been followed up
3	6 Oktober 2023 October 6, 2023	Pemberhentian dengan hormat anggota Dewan Komisaris Ibu Indira Chunda Thita. Honorable dismissal of members of the Board of Commissioners, Mrs. Indira Chunda Thita.	Sesuai dengan keputusan In accordance with the resolutions
4	20 Oktober 2023 October 20, 2023	Keputusan pemegang saham PT Petrokimia Gresik tentang ratifikasi pedoman. PT Petrokimia Gresik shareholder resolution regarding ratification of the guidelines.	Telah ditindaklanjuti Has been followed up
5	15 November 2023 November 15, 2023	Pemberhentian dengan hormat anggota Dewan Komisaris Bapak Ammarsjah. Honorable dismissal of members of the Board of Commissioners, Mr. Ammarsjah.	Sesuai dengan keputusan In accordance with the resolutions
6	11 Desember 2023 December 11, 2023	Penyampaian keputusan pemegang saham PT Petrokimia Gresik tentang persetujuan penghapusbukuan aset tanah di Medan. Delivery of the resolution of PT Petrokimia Gresik shareholders regarding approval of the write-off of land assets in Medan.	Telah ditindaklanjuti Has been followed up

KETENTUAN KUORUM RUPS

Kuorum kehadiran dan keputusan RUPS terhadap hal yang harus diputuskan dalam RUPS dilakukan dengan mengikuti ketentuan berdasarkan ketentuan yang berlaku di Anggaran Dasar Perusahaan. Jumlah kehadiran dalam RUPS selama tahun 2023 telah terpenuhi dan rapat adalah sah dan dapat mengambil keputusan-keputusan yang sah dan mengikat para pemegang saham untuk setiap mata acara. Seluruh

GMS QUORUM PROVISIONS

The GMS attendance quorum and decisions on matters to be decided at the GMS are carried out in accordance with the provisions based on the applicable provisions in the Company's Articles of Association. The number of attendances at the GMS in 2023 has been fulfilled, and the meeting is valid and can make decisions that are valid and binding on shareholders for each agenda item. All Circular Shareholder

Keputusan Pemegang Saham Secara Sirkuler Tahun 2023 telah diberitahu secara tertulis dan semua pemegang saham memberikan persetujuan mengenai usul yang diajukan secara tertulis serta menandatangani persetujuan tersebut.

PENGAMBILAN KEPUTUSAN DALAM RUPS

Pengambilan keputusan dalam RUPS dilakukan secara musyawarah untuk mufakat. Dalam hal keputusan berdasarkan musyawarah untuk mufakat tidak tercapai maka dilakukan dengan pemungutan suara sebagaimana diatur dalam Anggaran Dasar Perseroan. Pemegang saham juga dapat mengambil keputusan yang sah tanpa mengadakan RUPS fisik, dengan ketentuan semua pemegang saham telah diberitahu secara tertulis dan semua pemegang saham memberikan persetujuan mengenai usul yang diajukan secara tertulis serta menandatangani persetujuan tersebut. Keputusan tersebut memiliki kekuatan yang sama dengan keputusan yang diambil dengan sah dalam RUPS.

REALISASI KEPUTUSAN PEMEGANG SAHAM TAHUN 2023

Perseroan telah menindaklanjuti seluruh keputusan serta arahan pemegang saham tahun buku 2023, di antaranya terkait pengelolaan dan rencana pengembangan Perseroan sepanjang tahun 2023. Keputusan tersebut diberikan baik melalui keputusan RUPS RKAP, RUPS Persetujuan Laporan Tahunan, maupun Keputusan Pemegang Saham Secara Sirkuler. Tidak terdapat Keputusan Pemegang Saham tahun buku 2022 yang direalisasikan pada tahun 2023.

KEBIJAKAN KEPEMILIKAN SAHAM SHARE OWNERSHIP POLICY

Sebagai wujud penerapan GCG, PT Petrokimia Gresik memiliki kebijakan pelaporan kepemilikan saham Perseroan oleh Dewan Komisaris dan Direksi yang mengacu pada Peraturan Menteri BUMN No. PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Peraturan itu menegaskan bahwa Dewan Komisaris wajib melaporkan kepada Perseroan mengenai kepemilikan sahamnya dan/atau keluarganya pada Perusahaan dan perusahaan lain, termasuk setiap perubahannya.

Resolutions for 2023 have been notified in writing and have given their approval regarding the proposals submitted in writing and signed the agreement.

DECISION-MAKING AT THE GMS

Decision making at the GMS is carried out through deliberation to reach consensus. In the event that a decision based on deliberation to reach consensus is not reached, it will be carried out by voting as regulated in the Company's Articles of Association. Shareholders can also make valid decisions without holding a physical GMS, provided that all shareholders have been notified in writing and have given their approval regarding the proposal submitted in writing and signed the agreement. This decision has the same power as a decision legally taken at the GMS.

REALIZATION OF SHAREHOLDER RESOLUTIONS IN 2023

The Company has followed up on all Shareholders' Resolutions and directions for the 2023 financial year, including those related to the Company's management and development plans throughout 2023. These decisions were given either through RKAP GMS resolutions, Annual Report Approval GMS, or circular Shareholder Resolutions. There are no Shareholder Resolutions for the 2022 financial year that were realized in 2023.

As a form of GCG implementation, PT Petrokimia Gresik has a policy of reporting the Company's share ownership by the Board of Commissioners and Directors which refers to the Regulation of the Minister of SOEs No. PER-02/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The regulation emphasizes that the Board of Commissioners must report to the SOE regarding their and/or their family's share ownership in the Company and other companies, including any changes.



DEWAN KOMISARIS

Board of Commissioners

Dewan Komisaris menjalankan fungsi dan perannya sesuai dengan kebijakan tata kelola perusahaan di lingkungan Perseroan. Dewan Komisaris berwenang melakukan pengawasan dan memberi nasihat kepada Direksi atas kebijakan Direksi dan jalannya kegiatan pengurusan Perseroan pada umumnya berdasarkan Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas. Setiap anggota Dewan Komisaris tidak dapat bertindak sendiri-sendiri, melainkan berdasarkan keputusan Dewan Komisaris. Kedudukan masing-masing anggota Dewan Komisaris termasuk Komisaris Utama adalah setara. Tugas Komisaris Utama sebagai *primus inter pares* adalah mengkoordinasikan kegiatan Komisaris.

PERSYARATAN DAN PENGANGKATAN DEWAN KOMISARIS

PT Petrokimia Gresik memiliki persyaratan calon anggota Dewan Komisaris sebagaimana tercantum dalam Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku, persyaratan calon anggota Dewan Komisaris PT Petrokimia Gresik diatur sebagai berikut:

1. Orang perseorangan;
2. Cakap melakukan perbuatan hukum;
3. Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
4. Tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu perseroan/perum dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
5. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pencalonan.

NOMINASI DAN PENGUSULAN, PENGANGKATAN SERTA PEMBERHENTIAN DEWAN KOMISARIS

Anggota Dewan Komisaris diangkat dan diberhentikan oleh RUPS melalui proses yang transparan. Pengangkatan Dewan Komisaris diatur dalam ketentuan Anggaran Dasar, Undang-undang No. 40 tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan berdasarkan pada prinsip-prinsip profesionalisme dan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

The Board of Commissioners carries out its functions and roles in accordance with corporate governance policies within the Company. The Board of Commissioners has the authority to supervise and provide advice to the Board of Directors regarding the Board of Directors' policies and the running of the Company's management activities in general, based on Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies. Each member of the Board of Commissioners cannot act independently, but rather based on the resolution of the Board of Commissioners. The position of each member of the Board of Commissioners, including the President Commissioner, is equal. The duties of the President Commissioner as *primus inter pares* are to coordinate the activities of the Commissioner.

REQUIREMENTS AND APPOINTMENT OF THE BOARD OF COMMISSIONERS

PT Petrokimia Gresik has requirements for prospective members of the Board of Commissioners as stated in the Company's Articles of Association and applicable laws and regulations. The requirements for prospective members of the Board of Commissioners of PT Petrokimia Gresik are regulated as follows:

1. Individuals;
2. Capable of carrying out legal actions;
3. Never been declared bankrupt within 5 (five) years prior to appointment;
4. Never been a member of the Board of Directors or member of the Board of Commissioners/Supervisory Board who was found guilty of causing a company/perum to be declared bankrupt within 5 (five) years prior to appointment;
5. Never been convicted of committing a criminal offense that is detrimental to state finances and/or related to the financial sector within 5 (five) years prior to nomination.

NOMINATION AND PROPOSAL, APPOINTMENT AND DISMISSAL OF THE BOARD OF COMMISSIONERS

Members of the Board of Commissioners are appointed and dismissed by the GMS through a transparent process. The appointment of the Board of Commissioners is regulated in the provisions of the Articles of Association, Law No. 40 of 2007 concerning Limited Liability Companies, Minister of BUMN Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises and is based on the principles of professionalism and Good Corporate Governance).

Anggota Dewan Komisaris PT Petrokimia Gresik wajib memenuhi persyaratan, kemampuan, dan kepatutan sebagaimana diatur dalam Anggaran Dasar Perseroan. Pengangkatan anggota Dewan Komisaris dilakukan dengan mempertimbangkan integritas, dedikasi, memahami masalah manajemen yang berkaitan dengan fungsi salah satu manajemen, mempunyai pengetahuan yang memadai di bidang usaha Perseroan, serta memiliki waktu yang cukup dalam melaksanakan tugas serta persyaratan lain berdasarkan peraturan perundang-undangan.

Pengangkatan anggota Dewan Komisaris mulai berlaku efektif terhitung sejak tanggal sebagaimana ditetapkan dalam keputusan RUPS atau dalam hal RUPS tidak menetapkan maka pengangkatan tersebut mulai berlaku sejak penutupan RUPS.

Calon anggota Dewan Komisaris terpilih menandatangani surat pernyataan/pakta integritas yang berisi kesanggupan untuk menjalankan tugas dengan baik dan bersedia diberhentikan sewaktu-waktu berdasarkan alasan apapun yang dinilai tepat oleh RUPS, dan tidak menggugat atau mengajukan proses hukum sehubungan dengan pemberhentian tersebut. Beberapa tahapan seleksi calon anggota Dewan Komisaris sebelum diusulkan oleh Pemegang Saham yang memiliki wewenang untuk mengusulkan Dewan Komisaris dalam RUPS, dijabarkan sebagai berikut:

1. Penjaringan sumber bakal calon dilakukan oleh PT Pupuk Indonesia (Persero) untuk mencari bakal calon dari berbagai sumber) jika diperlukan dapat menunjuk lembaga profesional untuk dilakukan asesmen;
2. PT Pupuk Indonesia (Persero) melakukan evaluasi persyaratan formal dan persyaratan lain;
3. Penilaian pemenuhan persyaratan material oleh tim yang dibentuk Direksi PT Pupuk Indonesia (Persero) selaku Pemegang Saham;
4. Penetapan Dewan Komisaris berdasarkan keputusan RUPS.

Anggota Dewan Komisaris Perseroan dapat diberhentikan sewaktu-waktu berdasarkan RUPS dengan menyebutkan alasannya. Pemberhentian sewaktu-waktu dilakukan apabila yang bersangkutan, antara lain:

1. Tidak dapat melaksanakan tugasnya dengan baik;
2. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan Anggaran Dasar;
3. Terlibat dalam tindakan yang merugikan Perseroan dan/atau negara;
4. Melakukan tindakan yang melanggar etika dan/atau kepatutan yang seharusnya dihormati sebagai anggota Dewan Komisaris;
5. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap;
6. Mengundurkan diri.

Members of the Board of Commissioners of PT Petrokimia Gresik must fulfill the requirements, ability, and appropriateness as stipulated in the Company's Articles of Association. The appointment of members of the Board of Commissioners is carried out by considering Integrity, dedication, understanding management issues related to the function of one of the management, having sufficient knowledge in the field of the Company's business, and having sufficient time to carry out duties and other requirements based on statutory regulations.

The appointment of a member of the Board of Commissioners shall be effective as of the date as stipulated in the GMS Resolution or in the event that the GMS does not stipulate, such appointment shall be effective as of the closing of the GMS.

Candidates for elected members of the Board of Commissioners sign a statement / integrity pact containing the ability to carry out their duties properly and are willing to be dismissed at any time based on any reason deemed appropriate by the GMS, and do not sue or file legal proceedings in connection with the dismissal. Several stages of selection of candidates for the Board of Commissioners before being proposed by the Shareholders who have the authority to propose the Board of Commissioners in the GMS, are described as follows:

1. Screening of prospective candidates is carried out by PT Pupuk Indonesia (Persero) to find prospective candidates from various sources) if necessary, it can appoint a Professional Institution for assessment;
2. PT Pupuk Indonesia (Persero) evaluates the formal requirements and other requirements;
3. Assessment of the fulfillment of material requirements by a team formed by the Board of Directors of PT Pupuk Indonesia (Persero) as the Shareholder;
4. Determination of the Board of Commissioners based on the GMS Resolution.

Members of the Company's Board of Commissioners may be dismissed at any time by the GMS by stating the reason. Dismissal at any time is carried out if the person concerned, among others:

1. Unable to carry out his/her duties properly;
2. Not implementing the provisions of laws and regulations and/or the provisions of the Articles of Association;
3. Involved in actions that are detrimental to the Company and/or the state;
4. Conducting actions that violate ethics and/or propriety that should be respected as a member of the Board of Commissioners;
5. Declared guilty by a court decision that has permanent legal force;
6. Resigned.



Selain alasan pemberhentian tersebut, anggota Dewan Komisaris dapat diberhentikan oleh RUPS berdasarkan alasan lainnya yang dinilai tepat oleh RUPS demi kepentingan dan tujuan Perseroan.

Keputusan pemberhentian dengan alasan selain dinyatakan bersalah dengan keputusan pengadilan yang mempunyai kekuatan hukum yang tetap dan mengundurkan diri, diambil setelah yang bersangkutan diberi kesempatan membela diri. Penetapan pemberhentian anggota Dewan Komisaris dapat dilakukan dengan keputusan RUPS secara fisik dan keputusan seluruh Pemegang Saham di luar RUPS (sirkuler)

MASA JABATAN

Masa jabatan Dewan Komisaris adalah selama 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan. Jabatan Dewan Komisaris sewaktu-waktu dapat diberhentikan berdasarkan keputusan RUPS dengan alasan dan dilakukan berdasarkan kenyataan anggota Dewan Komisaris, antara lain:

1. Tidak dapat melaksanakan tugasnya dengan baik;
2. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan Anggaran Dasar Perseroan;
3. Terlibat dalam tindakan yang merugikan Perseroan dan/atau negara;
4. Melakukan tindakan yang melanggar etika dan/atau kepatuhan yang seharusnya dihormati sebagai anggota Dewan Komisaris;
5. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap;
6. Mengundurkan diri.

Sedangkan jabatan anggota Dewan Komisaris berakhir, apabila:

1. Meninggal dunia;
2. Masa jabatannya berakhir;
3. Diberhentikan berdasarkan Rapat Umum Pemegang Saham; dan/atau
4. Tidak lagi memenuhi persyaratan sebagai anggota Dewan Komisaris berdasarkan Anggaran Dasar Perseroan dan peraturan perundang-undangan lainnya.

KEBIJAKAN TERKAIT PENGUNDURAN DIRI DAN PEMBERHENTIAN DEWAN KOMISARIS

Pengunduran diri anggota Dewan Komisaris berdasarkan ketentuan pada Anggaran Dasar Perseroan adalah sebagai berikut:

1. Seorang anggota Dewan Komisaris berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksud tersebut kepada Perseroan dengan tembusan kepada Pemegang Saham, anggota

In addition to the reasons for dismissal, members of the Board of Commissioners may be dismissed by the GMS based on other reasons deemed appropriate by the GMS for the interests and objectives of the Company.

Dismissal decisions for reasons other than being found guilty by a court decision that has and resignation, is taken after the person concerned has been given the opportunity to defend himself/herself. Determination of the dismissal of a member of the Board of Commissioners can be made by a physical GMS decision and a decision of all Shareholders outside the GMS (circular).

TERM OF OFFICE

The term of office of the Board of Commissioners is 5 (five) years and can be reappointed for 1 (one) more term. The position of the Board of Commissioners can be dismissed at any time based on a GMS resolution for reasons and based on the facts of the members of the Board of Commissioners, including:

1. Unable to carry out his/her duties properly;
2. Failure to implement the provisions of laws and/or the provisions of the Company's articles of association;
3. Being involved in actions that are detrimental to the Company and/or the state;
4. Carrying out actions that violate the ethics and/or compliance that should be respected as a member of the Board of Commissioners;
5. Declared guilty by a court decision that has permanent legal force;
6. Resign.

Meanwhile, the term of office of a member of the Board of Commissioners ends if:

1. Deceased;
2. The term of office ends;
3. Dismissed based on the General Meeting of Shareholders; and/or
4. No longer meets the requirements as a member of the Board of Commissioners based on the Company's articles of association and other laws and regulations.

POLICY REGARDING RESIGNATION AND DISMISSAL OF THE BOARD OF COMMISSIONERS

Resignation of members of the Board of Commissioners based on the provisions in the Company's Articles of Association is as follows:

1. A member of the Board of Commissioners has the right to resign from his position by notifying the Company in writing of this intention with a copy to the Shareholders, other members of the Board of Commissioners, and the

Dewan Komisaris lainnya, dan Direksi paling lambat 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya. Apabila dalam surat pengunduran diri disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari tanggal surat diterima, maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.

2. Apabila sampai dengan tanggal yang diminta oleh anggota Dewan Komisaris yang bersangkutan atau dalam waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri, tidak ada keputusan dari RUPS, maka anggota Dewan Komisaris tersebut berhenti dengan sendirinya pada tanggal yang diminta tersebut di atas atau dengan lewatnya waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri diterima tanpa memerlukan persetujuan RUPS.

Anggota Dewan Komisaris dapat diberhentikan berdasarkan keputusan RUPS dengan menyebutkan alasannya. Pemberhentian anggota Dewan Komisaris dilakukan apabila berdasarkan kenyataan anggota Dewan Komisaris yang bersangkutan melakukan hal-hal sebagaimana diatur dalam Anggaran dasar Perusahaan. Termasuk apabila Dewan Komisaris terbukti terlibat dalam keadaan yang merugikan Perseroan atau negara, maka tindak lanjut yang dilakukan Perseroan mengacu pada ketentuan Perseroan.

KOMPOSISI DEWAN KOMISARIS

Jumlah anggota Dewan Komisaris PT Petrokimia Gresik adalah 6 (enam) orang yang terdiri dari 2 (dua) orang Komisaris Independen dan 4 (empat) orang Komisaris. Selanjutnya, pada bulan Desember, sesuai dengan arahan Pemegang Saham, jumlah anggota Dewan Komisaris PT Petrokimia Gresik adalah 5 (lima) orang yang terdiri dari 1 (satu) orang Komisaris Independen dan 4 (empat) orang Komisaris. Komposisi Dewan Komisaris PT Petrokimia Gresik periode Januari sampai dengan Desember 2023 sebagai berikut:

Board of Directors no later than 30 (thirty) days before the date of his/her resignation. If the resignation letter states that the effective date is less than 30 (thirty) days from the date the letter is received, then it is considered that the effective date of resignation is not stated.

2. In the event, by the date requested by the member of the Board of Commissioners concerned or within 30 (thirty) days from the date of the resignation request letter, there is no resolution from the GMS, then the member of the Board of Commissioners will automatically resign on the requested date in upon or with the expiry of 30 (thirty) days from the date the resignation request letter is received without requiring GMS approval.

Members of the Board of Commissioners can be dismissed based on a GMS resolution by stating the reasons. Dismissal of a member of the Board of Commissioners is carried out if it is based on the fact that the member of the Board of Commissioners concerned has done things as regulated in the Company's Articles of Association. In the event that the Board of Commissioners is proven to be involved in a situation that is detrimental to the Company or the country, then the follow-up action taken by the Company refers to the Company's provisions.

COMPOSITION OF THE BOARD OF COMMISSIONERS

The number of members of the Board of Commissioners of PT Petrokimia Gresik is 6 (six) people, consisting of 2 (two) Independent Commissioners and 4 (four) Commissioners. Subsequently, in December, in accordance with the direction of Shareholders, the number of members of the Board of Commissioners of PT Petrokimia Gresik is 5 (five) people, consisting of 1 (one) Independent Commissioner and 4 (four) Commissioners. The composition of the Board of Commissioners of PT Petrokimia Gresik for the period January to December 2023 is as follows:

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment
T. Nugroho Purwanto	President Komisaris President Commissioner	Akta Notaris Lumassia, S.H., No. 14 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H., No. 14 dated August 25, 2020
Bin Nahadi	Komisaris Commissioner	Akta Notaris Lumassia, S.H., No. 02 tanggal 27 Januari 2021 Notarial Deed of Lumassia, S.H., No. 02 dated January 27, 2021
Noer Fajrieansyah	Komisaris Commissioner	Akta Notaris Lumassia, S.H., No. 15 tanggal 12 Juni 2021 Notarial Deed of Lumassia, S.H., No. 15 dated June 12, 2021
Cecep Herawan	Komisaris Commissioner	Akta Notaris Lumassia, S.H., No. 15 tanggal 12 Juni 2021 Notarial Deed of Lumassia, S.H., No. 15 dated June 12, 2021
Iqbal Billy Wahid	Komisaris Independen Independent Commissioner	Akta Notaris Lumassia, S.H., No. 01 tanggal 19 Desember 2023 Notarial Deed of Lumassia, S.H., No. 01 dated December 19, 2023



Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment
Indira Chunda Thita Syahrul ¹⁾	Komisaris Independen Independent Commissioner	Akta Notaris Lumassia, S.H., No. 14 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H., No. 14 dated August 25, 2020
Ammarsjah ²⁾	Komisaris Independen Independent Commissioner	Akta Notaris Lumassia, S.H., No. 15 tanggal 12 Juni 2021 Notarial Deed of Lumassia, S.H., No. 15 dated June 12, 2021

Keterangan | Note:

- ¹⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 memberhentikan dengan hormat Sdri. Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- ²⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023 memberhentikan dengan hormat Sdr. Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.

KOMPOSISI KOMISARIS INDEPENDEN

Penetapan Komisaris Independen mengacu pada Undang-undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri Negara BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara. Kriteria Komisaris Independen yaitu tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi, dan/atau Pemegang Saham pengendali atau hubungan dengan Perseroan yang bersangkutan sehingga dapat mempengaruhi kemampuannya untuk bertindak independen.

Pada tahun 2023, terdapat beberapa kali perubahan komposisi Komisaris Independen PT Petrokimia Gresik berjumlah 2 (dua) orang Komisaris atau 33% dari 6 (enam) orang anggota Dewan Komisaris. Pada bulan Oktober 2023, salah seorang Komisaris Independen mengundurkan diri sehingga jumlah Komisaris Independen adalah 1 (satu) orang dari 5 (lima) orang anggota Dewan Komisaris atau 20%. Selanjutnya, pada bulan November 2023, terdapat pengunduran diri Komisaris Independen yang kemudian ditindaklanjuti dengan pengangkatan seorang Komisaris Independen menjadi 5 (lima) orang anggota Dewan Komisaris sehingga jumlah Komisaris Independen PT Petrokimia Gresik per akhir Desember 2023 adalah 1 (satu) orang dari 5 (lima) orang anggota Dewan Komisaris atau 20% dan telah sesuai dengan Ketentuan Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

PEDOMAN KERJA DEWAN KOMISARIS

Dalam menjalankan tugasnya, Dewan Komisaris telah memiliki Pedoman Kerja berupa Pedoman Kebijakan Dewan Komisaris dan Direksi atau *Board Policy Manual* (BPM) yang dilengkapi dengan *Corporate Policy Manual* (CPM) di mana pedoman tersebut mengacu pada Anggaran Dasar Perseroan serta peraturan perundang-undangan yang berlaku. BPM

COMPOSITION OF INDEPENDENT COMMISSIONERS

The appointment of an Independent Commissioner refers to Law No. 40 of 2007 concerning Limited Liability Companies and Regulation of the Minister of State for State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises. The criteria for an Independent Commissioner are that they have no financial, management, share ownership, and/or familial relationships with other members of the Board of Commissioners, members of the Board of Directors, and/or controlling shareholders or relationships with the Company concerned that could affect their ability to act independently.

In 2023, there were several changes to the composition of the Independent Commissioners of PT Petrokimia Gresik, totaling 2 (two) commissioners, or 33% of the 6 (six) members of the Board of Commissioners. In October 2023, one of the Independent Commissioners resigned, so the number of Independent Commissioners is 1 (one) person out of 5 (five) members of the Board of Commissioners, or 20%. Furthermore, in November 2023, there was a resignation of the Independent Commissioner, which was then followed up with the appointment of an Independent Commissioner to become 5 (five) members of the Board of Commissioners, so that the number of Independent Commissioners of PT Petrokimia Gresik as of the end of December 2023 was 1 (one) person out of 5 (five) members of the Board of Commissioners, or 20%, and are in accordance with the provisions of the Minister of SOE Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

BOARD OF COMMISSIONERS WORK GUIDELINES

In carrying out its duties, the Board of Commissioners has Work Guidelines in the form of Policy Guidelines for the Board of Commissioners and the Board of Directors, or Board Policy Manual (BPM), which is equipped with a Corporate Policy Manual (CPM), where these Guidelines refer to the Company's Articles of Association and applicable laws and regulations.

telah dimutakhirkan dan disahkan seluruh Dewan Komisaris dan seluruh Direksi pada tanggal 28 April 2021 sedangkan CPM pada tanggal 18 Oktober 2022. Muatan CPM mengatur teknis mekanisme kerja Dewan Komisaris dengan organ Perseroan.

Ketentuan yang diatur dalam BPM, antara lain:

1. Tugas dan kewajiban Dewan Komisaris;
2. Pertanggungjawaban Dewan Komisaris;
3. Rapat Dewan Komisaris;
4. Pengambilan keputusan;
5. Wewenang Dewan Komisaris;
6. Pendelegasian tugas dan wewenang Dewan Komisaris;
7. Hak Dewan Komisaris;
8. Organ pendukung Dewan Komisaris.

Ketentuan yang diatur dalam CPM, antara lain:

1. Mekanisme kerja Dewan Komisaris;
2. Mekanisme penyampaian laporan;
3. Mekanisme pemberian pengawasan dan arahan;
4. Mekanisme pemberian tanggapan dan persetujuan;
5. Tata tertib rapat;
6. Penilaian kinerja.

Dewan Komisaris melakukan *review* secara berkala terhadap pedoman tersebut dan dilakukan pemutakhiran dengan apabila dianggap perlu dengan memperhatikan kebutuhan Dewan Komisaris, perkembangan Perseroan, serta ketentuan peraturan perundang-undangan yang berlaku.

TUGAS, TANGGUNG JAWAB DAN WEWENANG DEWAN KOMISARIS

Dewan Komisaris bertugas memberikan pengawasan dan memberikan nasihat kepada Direksi sebagaimana diatur dalam Anggaran Dasar Perseroan dan Pedoman Kerja Dewan Komisaris dalam *Board Policy Manual* dan *Corporate Policy Manual*. Dewan Komisaris melaporkan pelaksanaan tugas, tanggung jawab dan kewenangannya kepada Rapat Umum Pemegang Saham. Setiap anggota Dewan Komisaris tidak dapat bertindak sendiri-sendiri, melainkan berdasarkan keputusan Dewan Komisaris. Untuk melaksanakan tugas dan tanggung jawab, lingkup pekerjaan Dewan Komisaris berdasarkan Anggaran Dasar Perseroan, antara lain:

1. Melakukan pengawasan terhadap kebijakan dan jalannya pengurusan pada umumnya baik mengenai Perseroan maupun usaha Perseroan yang dilakukan oleh Direksi serta memberikan nasihat kepada Direksi termasuk pengawasan terhadap pelaksanaan Rencana Jangka Panjang Perseroan, Rencana Kerja dan Anggaran Perseroan, ketentuan Anggaran Dasar dan keputusan Rapat Umum Pemegang Saham, serta peraturan

The BPM was updated and approved by the entire Board of Commissioners and Board of Directors on April 28, 2021, while the CPM was on October 18, 2022. The contents of the CPM regulate the technical working mechanisms of the Board of Commissioners and the Company's organs.

The provisions regulated in the BPM, include:

1. Duties and obligations of the Board of Commissioners
2. Accountability of the Board of Commissioners;
3. Board of Commissioners meeting;
4. Decision-making;
5. Authority of the Board of Commissioners;
6. Delegation of duties and authorities of the Board of Commissioners;
7. Rights of the Board of Commissioners;
8. Supporting organs of the Board of Commissioners.

The provisions regulated in the CPM, include:

1. Working mechanism of the Board of Commissioners;
2. Report submission mechanism;
3. Mechanism for providing supervision and direction;
4. Mechanism for providing feedback and approval;
5. Meeting rules of procedure;
6. Performance Assessment.

The Board of Commissioners periodically reviews the Guidelines and updates them if deemed necessary, considering the needs of the Board of Commissioners, the Company's developments, and the provisions of applicable laws and regulations.

DUTIES, RESPONSIBILITIES, AND AUTHORITY OF THE BOARD OF COMMISSIONERS

The Board of Commissioners is tasked with providing supervision and advice to the Board of Directors as stipulated in the Company's Articles of Association and the Board of Commissioners' Work Guidelines in the Board Policy Manual and Corporate Policy Manual. The Board of Commissioners reports the implementation of its duties, responsibilities and authorities to the General Meeting of Shareholders. Each member of the Board of Commissioners cannot act individually, but based on the decision of the Board of Commissioners. To carry out its duties and responsibilities, the scope of work of the Board of Commissioners based on the Company's Articles of Association, among others:

1. Supervise the policies and general management of both the Company and its business carried out by the Board of Directors and provide advice to the Board of Directors, including supervision of the implementation of the Company's Long Term Plan, Work Plan and Budget, as well as the provisions of the Articles of Association and Resolutions of the General Meeting of Shareholders, as well as applicable laws and regulations, for the interests



perundang-undangan yang berlaku, untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

2. Memberikan nasihat kepada Direksi dalam melaksanakan pengurusan Perseroan.
3. Meneliti dan menelaah Rencana Jangka Panjang Perseroan, Rencana Kerja dan Anggaran Perseroan, laporan berkala dan laporan tahunan yang dipersiapkan Direksi dan ditandatangani oleh Dewan Komisaris.
4. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru dan lampau kepada RUPS.
5. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberi nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan RUPS.

Wewenang Dewan Komisaris

Sesuai Anggaran Dasar Perseroan, kewenangan Dewan Komisaris adalah:

1. Melihat buku-buku, surat-surat, serta dokumen-dokumen lainnya, memeriksa kas untuk keperluan verifikasi dan lain-lain surat berharga dan memeriksa kekayaan Perseroan;
2. Memasuki pekarangan, gedung, dan kantor yang dipergunakan oleh Perseroan;
3. Meminta penjelasan dari Direksi dan/atau pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perseroan;
4. Mengetahui segala kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi;
5. Meminta Direksi dan/atau pejabat lainnya di bawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris;
6. Mengangkat dan memberhentikan Sekretaris Dewan Komisaris, jika dianggap perlu;
7. Memberhentikan sementara anggota Direksi sesuai dengan ketentuan Anggaran Dasar Perseroan.
8. Membentuk komite-komite lain selain Komite Audit, jika dianggap perlu dengan memperhatikan kemampuan Perseroan;
9. Menggunakan tenaga ahli untuk hal tertentu dan dalam jangka waktu tertentu atas beban Perseroan, jika dianggap perlu;
10. Melakukan tindakan pengurusan Perseroan dalam keadaan tertentu sesuai ketentuan Anggaran Dasar Perseroan.
11. Menghadiri rapat Direksi dan memberikan pandangan-pandangan terhadap hal-hal yang dibicarakan.
12. Melaksanakan kewenangan lainnya sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar, dan/atau Keputusan Rapat Umum Pemegang Saham.

of the Company and in accordance with the goals and objectives of the Company.

2. Provide advice to the Board of Directors in carrying out the management of the Company.
3. Research and review the Company's Long Term Plan, Work Plan and Budget, periodic reports, and annual reports prepared by the Board of Directors and signed by the Board of Commissioners.
4. Provide a report on the supervisory duties that have been carried out during the new and previous financial years to the GMS.
5. Carry out other obligations within the framework of supervisory and advisory duties, as long as they do not conflict with statutory regulations, articles of association, and/or GMS decisions.

Authority of the Board of Commissioners

In accordance with the Company's Articles of Association, the authority of the Board of Commissioners is:

1. View books, letters, and other documents; examine cash for verification purposes and other securities; and examine the Company's assets;
2. Entering the premises, buildings, and offices used by the Company;
3. Request an explanation from the Board of Directors and/or other officials regarding all issues relating to the management of the Company;
4. Know all policies and actions that have been and will be implemented by the Board of Directors;
5. Request the Board of Directors and/or other officials under the Board of Directors, with the knowledge of the Board of Directors, to attend meetings of the Board of Commissioners;
6. Appoint and dismiss the secretary of the Board of Commissioners, if deemed necessary;
7. Temporarily suspend members of the Board of Directors in accordance with the provisions of the Company's Articles of Association.
8. Form other committees besides the Audit Committee, if deemed necessary, taking into account the Company's capabilities;
9. Using experts for certain matters and within a certain period of time at the Company's expense, if deemed necessary;
10. Carry out actions to manage the Company in certain circumstances in accordance with the provisions of the Company's Articles of Association.
11. Attend Board of Directors meetings and provide views on matters discussed.
12. Carry out other authorities as long as they do not conflict with statutory regulations, Articles of Association, and/or Resolutions of the General Meeting of Shareholders.

Pendelegasian Wewenang Dewan Komisaris

Pendelegasian wewenang oleh seorang anggota Dewan Komisaris kepada anggota Dewan Komisaris lainnya melalui surat kuasa dengan tidak menghilangkan sifat pertanggungjawabannya, sedangkan Dewan Komisaris dapat menugaskan hal-hal yang berkenaan dengan kewenangannya kepada Organ Pendukung Dewan Komisaris.

Pembagian Tugas dan Tanggung Jawab Anggota Dewan Komisaris

Pembagian tugas dan tanggung jawab masing-masing Dewan Komisaris ditetapkan berdasarkan:

1. Surat Keputusan Dewan Komisaris No. 11/SK/06/99/DK/2021; dan
2. Surat Keputusan Dewan Komisaris No. 03/SK/01/99/DK/2024.

Dengan rincian pembagian tugas sebagai berikut:

- a. Pembagian tugas dan tanggung jawab berdasarkan susunan Dewan Komisaris sebelum ada pergantian susunan Dewan Komisaris berdasarkan SK No. 11/SK/06/99/DK/2021 sebagai berikut:

Nama & Jabatan Name & Position	Pembagian Tugas Division of Duties
T. Nugroho Purwanto (Komisaris Utama) (President Commissioner)	Melakukan koordinasi dengan segenap anggota Dewan Komisaris maupun perangkat Dewan Komisaris berkaitan dengan tugas dan wewenang Dewan Komisaris. Coordinate with all members of the Board of Commissioners and members of the Board of Commissioners regarding the duties and authority of the Board of Commissioners.
Indira Chunda Thita S. (Komisaris Independen) (Independent Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang pemasaran dan umum. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of marketing and general affairs.
Ammarsjah (Komisaris Independen) (Independent Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang produksi dan pengawasan internal Perseroan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of production and internal control of the Company.
Bin Nahadi (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang keuangan, akuntansi, dan tata kelola perusahaan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of finance, accounting, and corporate governance
Cecep Herawan (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang investasi dan pengembangan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of investment and development.
Noer Fajrieansyah (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang organisasi, SDM, dan teknologi informasi. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of organization, HR, and information technology.

- b. Pembagian tugas dan tanggung jawab berdasarkan susunan Dewan Komisaris setelah ada pergantian susunan Dewan Komisaris berdasarkan SK No. 03/SK/01/99/DK/2024 sebagai berikut:

Delegation of Authority of the Board of Commissioners

Delegation of authority by a member of the Board of Commissioners to another member of the Board of Commissioners through a power of attorney does not eliminate the nature of his or her responsibilities, while the Board of Commissioners can assign matters relating to its authority to the Supporting Organs of the Board of Commissioners.

Division of Duties and Responsibilities of Members of the Board of Commissioners

The division of duties and responsibilities of each Board of Commissioners is determined based on:

1. Decree of the Board of Commissioners No. 11/SK/06/99/DK/2021; and
2. Decree of the Board of Commissioners No. 03/SK/01/99/DK/2024.

The details of the division of duties are as follows:

- a. The division of duties and responsibilities is based on the composition of the Board of Commissioners prior to the change in the composition of the Board of Commissioners based on Decree No. 11/SK/06/99/DK/2021, as follows:

- b. The division of duties and responsibilities is based on the composition of the Board of Commissioners after there is a change in the composition of the Board of Commissioners based on Decree No. 03/SK/01/99/DK/2024 as follows:



Nama & Jabatan Name & Position	Pembagian Tugas Division of Duties
T. Nugroho Purwanto (Komisaris Utama) (President Commissioner)	Melakukan koordinasi dengan segenap anggota Dewan Komisaris maupun perangkat Dewan Komisaris berkaitan dengan tugas dan wewenang Dewan Komisaris. Coordinate with all members of the Board of Commissioners and members of the Board of Commissioners regarding the duties and authority of the Board of Commissioners.
Bin Nahadi (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang keuangan, akuntansi, dan tata kelola perusahaan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of finance, accounting, and corporate governance
Cecep Herawan (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang investasi dan pengembangan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of investment and development.
Noer Fajrieansyah (Komisaris) (Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang organisasi, SDM, teknologi informasi, dan Sekretaris Perusahaan. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of organization, HR, information technology, and Corporate Secretary.
Iqbal Billy Wahid (Komisaris Independen) (Independent Commissioner)	Menangani kegiatan yang berkaitan dengan tugas dan wewenang Dewan Komisaris meliputi dan tidak terbatas pada bidang tata kelola perusahaan, manajemen risiko, dan produksi. Handling activities related to the duties and authority of the Board of Commissioners including but not limited to the areas of corporate governance, risk management, and production.

INDEPENDENSI DEWAN KOMISARIS

Dalam menjalankan tugas dan tanggung jawabnya, Dewan Komisaris bertindak secara independen dan terbebas dari berbagai kepentingan. Oleh karena itu, Perseroan mengatur tentang independensi Dewan Komisaris melalui kewajiban untuk membuat Pernyataan Independensi dan Tidak Memiliki Benturan Kepentingan yang diperbarui setiap tahun. Pada tahun 2023, seluruh anggota Dewan Komisaris telah menandatangani Pernyataan Independensi dan Tidak Memiliki Benturan Kepentingan pada tanggal 3 Februari 2023. Pernyataan tersebut berisi pemenuhan pada faktor-faktor berikut:

1. Kepemilikan saham Dewan Komisaris
Seluruh anggota Dewan Komisaris tidak memiliki saham di PT Petrokimia Gresik dan perusahaan lain yang memiliki hubungan dengan PT Petrokimia Gresik.

INDEPENDENCE OF THE BOARD OF COMMISSIONERS

In carrying out its duties and responsibilities, the Board of Commissioners acts independently and is free from various interests. Therefore, the Company regulates the independence of the Board of Commissioners through the obligation to make a Statement of Independence and No Conflict of Interest, which is updated every year. In 2023, all members of the Board of Commissioners signed a Statement of Independence and No Conflict of Interest on February 3, 2023. This statement is in compliance with the following factors:

1. Share ownership of the Board of Commissioners
All members of the Board of Commissioners do not own shares in PT Petrokimia Gresik or other companies that are related to PT Petrokimia Gresik.

Nama Name	Jabatan Position	Kepemilikan Saham di PT Petrokimia Gresik Share Ownership in PT Petrokimia Gresik	Kepemilikan Saham di Perusahaan Lain Share Ownership in Other Companies	Keterangan Description
T. Nugroho Purwanto	Komisaris Utama President Commissioner	Nihil Nil	Nihil Nil	
Indira Chunda Thita ¹⁾	Komisaris Independen Independent Commissioner	Nihil Nil	Nihil Nil	
Bin Nahadi	Komisaris Commissioner	Nihil Nil	Nihil Nil	
Cecep Herawan	Komisaris Commissioner	Nihil Nil	Nihil Nil	
Ammarsjah ²⁾	Komisaris Commissioner	Nihil Nil	Nihil Nil	

Nama Name	Jabatan Position	Kepemilikan Saham di PT Petrokimia Gresik Share Ownership in PT Petrokimia Gresik	Kepemilikan Saham di Perusahaan Lain Share Ownership in Other Companies	Keterangan Description
Noer Fajrieansyah	Komisaris Independen Independent Commissioner	Nihil Nil	Nihil Nil	
Iqbal Billy Wahid	Komisaris Independen Independent Commissioner	Nihil Nil	Nihil Nil	

Keterangan | Note:

- ¹⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 memberhentikan dengan hormat Sdri. Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- ²⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023 memberhentikan dengan hormat Sdr. Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.

2. Hubungan Keluarga dan Hubungan Karyawan
Seluruh anggota Dewan Komisaris tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris lainnya, anggota Direksi, dan Pemegang Saham Pengendali.

2. Family Relationship and Employee Relationship
All members of the Board of Commissioners have no familial or financial relationships with other members of the Board of Commissioners, members of the Board of Directors, and Controlling Shareholders.

Nama Name	Hubungan Keluarga Familial Relationship			Hubungan Keuangan Financial Relationship		
	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholder	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholder
T. Nugroho Purwanto	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Indira Chunda Thita ¹⁾	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Bin Nahadi	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Ammarsjah ²⁾	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Cecep Herawan	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Noer Fajrieansyah	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Iqbal Billy Wahid	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No

Keterangan | Note:

- ¹⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 memberhentikan dengan hormat Sdri. Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- ²⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023 memberhentikan dengan hormat Sdr. Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.



3. Rangkap Jabatan Dewan Komisaris (2023–saat ini)

3. Concurrent Position on the Board of Commissioners (2023–present)

Nama Name	Jabatan di Petrokimia Gresik Position at Petrokimia Gresik	Jabatan di Perusahaan Induk Position in the Parent Company	Jabatan di Anak Perusahaan Position in Subsidiaries	Jabatan di Perusahaan/ Instansi Lain Position at Other Companies/ Agencies	Keterangan Description
T. Nugroho Purwanto	Komisaris Utama President Commissioner	Tidak No	Tidak No	Ada Yes	PT Petro Oxo Nusantara
Indira Chunda Thita ¹⁾	Komisaris Independen Independent Commissioner	Tidak No	Tidak No	Ada Yes	Wirawasta Entrepreneur
Bin Nahadi	Komisaris Commissioner	Tidak No	Tidak No	Ada Yes	Kementerian BUMN Ministry of SOE
Cecep Herawan	Komisaris Commissioner	Tidak No	Tidak No	Ada Yes	Kementerian Luar Negeri Ministry of Foreign Affairs
Ammarsjah ²⁾	Komisaris Independen Independent Commissioner	Tidak No	Tidak No	Ada Yes	Wirawasta Entrepreneur
Noer Fajriensyah	Komisaris Commissioner	Tidak No	Tidak No	Ada Yes	Kadin
Iqbal Billy Wahid	Komisaris Independen Independent Commissioner	Tidak No	Tidak No	Ada Yes	1. Komisaris RS KH Hasyim Asy'ari Commissioner of KH Hasyim Asy'ari Hospital 2. Wakil Rektor Universitas KH Hasyim Asy'ari Deputy Chancellor of KH Hasyim Asy'ari University 3. Komisaris PT DABN Commissioner of PT DABN

Keterangan | Note:

- ¹⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 memberhentikan dengan hormat Sdri. Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- ²⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023 memberhentikan dengan hormat Sdr. Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.

KEBIJAKAN KEBERAGAMAN DEWAN KOMISARIS

PT Petrokimia Gresik memiliki komposisi Dewan Komisaris yang beragam, baik dari latar pendidikan, pengalaman serta keahlian. Keberagaman ini tentunya memberikan nilai tambah bagi perusahaan dalam proses pengambilan keputusan yang lebih objektif dan komprehensif dikarenakan keputusan diambil dengan memperhatikan berbagai sudut pandang.

BOARD OF COMMISSIONERS DIVERSITY POLICY

PT Petrokimia Gresik has a diverse composition of the Board of Commissioners, both in terms of educational background, experience, and expertise. This diversity certainly provides added value for the Company in a more objective and comprehensive decision-making process because decisions are taken by considering various points of view.

Perseroan belum memiliki aturan tertulis yang mengatur keberagaman komposisi Dewan Komisaris dan Direksi, namun Perseroan berupaya menjaga keberagaman gender dan keahlian serta pengalaman anggota Dewan Komisaris dan Direksi yang mencakup di antaranya bidang keuangan, ekonomi, hukum, tata kelola, dan sumber daya manusia. Identifikasi keahlian Dewan Komisaris dan Direksi dilakukan berdasarkan latar belakang pendidikan, pengalaman kerja serta pelatihan yang pernah diikuti. Di samping itu, Perseroan juga berkomitmen untuk meningkatkan kompetensi Dewan Komisaris baik melalui *training*, *workshop*, dan kegiatan lainnya yang relevan untuk peningkatan kompetensi Dewan Komisaris.

Keberagaman komposisi Dewan Komisaris sebagaimana tercermin dalam bagan di bawah ini:

The Company does not yet have written regulations governing the diversity of the composition of the Board of Commissioners and the Board of Directors. However, the Company strives to maintain gender diversity and the expertise and experience of members of the Board of Commissioners and the Board of Directors, which include the areas of finance, economics, law, governance, and human resources. Identification of the expertise of the Board of Commissioners and the Board of Directors is carried out based on educational background, work experience, and training attended. In addition, the Company is also committed to improving the competency of the Board of Commissioners through training, workshops, and other relevant activities.

The diversity of the composition of the Board of Commissioners is reflected in the chart below:

Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
T. Nugroho Purwanto	Komisaris Utama President Commissioner	70	Laki-laki Male	S1 Ekonomi Bachelor of Economics	<ul style="list-style-type: none"> • Komisaris PT Petro Oxo Nusantara • Wakil Presiden Direktur PT Petro Oxo Nusantara • Komisaris Utama PT Petrosida Gresik • Direktur Komersil PT Petrokimia Gresik • Komisaris Utama PT Petrokimia Kayaku • Direktur Keuangan PT Petrokimia Gresik • Commissioner of PT Petro Oxo Nusantara • Vice President Director of PT Petro Oxo Nusantara • President Commissioner of PT Petrosida Gresik • Commercial Director of PT Petrokimia Gresik • President Commissioner of PT Petrokimia Kayaku • Finance Director of PT Petrokimia Gresik
Indira Chunda Thita ¹⁾	Komisaris Independen Independent Commissioner	44	Perempuan Female	<ul style="list-style-type: none"> • S1 Ekonomi • S2 Magister Manajemen • Bachelor of Economic • Master of Management 	<ul style="list-style-type: none"> • Wakil Ketua Kadin • Wiraswasta • Deputy Chairman of Kadin • Entrepreneur



Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
Bin Nahadi	Komisaris Commissioner	47	Laki-laki Male	<ul style="list-style-type: none"> • Sarjana Terapan Akuntansi STAN • S2 Master of Business Administration • PhD Asia Pacific Studies • STAN Bachelor of Applied Accounting • Master of Business Administration • PhD Asia Pacific Studies 	<ul style="list-style-type: none"> • Komisaris PT LEN Industri (Persero) • Asisten Deputi Bidang Keuangan Kementerian BUMN • Kepala Bidang Riset Kementerian BUMN • Sesdekom PT Pupuk Kalimantan Timur • Kepala Bidang Analisis Data Kementerian BUMN • Kasubbag Perencanaan Kementerian BUMN • Anggota Komite PT Sarinah • Commissioner of PT LEN Industri (Persero) • Assistant Deputy for Finance at the Ministry of SOE • Head of Research Division of the Ministry of SOE • Sesdekom PT Pupuk Kalimantan Timur • Head of Data Analysis Division of the Ministry of SOE • Head of Planning Subdivision of the Ministry of SOE • PT Sarinah Committee Member
Ammarsjah ²⁾	Komisaris Independen Independent Commissioner	58	Laki-laki Male	<ul style="list-style-type: none"> • S1 Teknik Elektro • S2 Administrasi Publik • Bachelor of Electrical Engineering • Master of Public Administration 	<ul style="list-style-type: none"> • Komisaris PT Pupuk Kujang Cikampek • Direktur Utama PT Cempaka Reka Cipta • Staf Khusus Menteri Perhubungan RI • Staf Khusus Menteri Kelautan dan Perikanan RI • Direktur PT Asiana Wang Tbk • Direktur PT Rustal Indonesia • Direktur PT Multi Servindo Prima • Commissioner of PT Pupuk Kujang Cikampek • President Director of PT Cempaka Reka Cipta • Special Staff of the Minister of Transportation of the Republic of Indonesia • Special Staff of the Minister of Maritime Affairs and Fisheries of the Republic of Indonesia • Director of PT Asiana Wang Tbk • Director of PT Rustal Indonesia • Director of PT Multi Servindo Prima

Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
Cecep Herawan	Komisaris Commissioner	57	Laki-laki Male	<ul style="list-style-type: none"> • S1 Hukum • S2 Hukum • Bachelor of Laws • Master of Law 	<ul style="list-style-type: none"> • Sekretaris Jenderal Kementerian Luar Negeri • Direktur Jenderal Informasi dan Diplomasi Publik Kementerian Luar Negeri • Wakil Duta Besar RI untuk Korea Selatan • Kepala Biro Umum/Perlengkapan Kementerian Luar Negeri • Secretary General of the Ministry of Foreign Affairs • Director General of Information and Public Diplomacy, Ministry of Foreign Affairs • Deputy Indonesian Ambassador to South Korea • Head of the General/Equipment Bureau of the Ministry of Foreign Affairs
Noer Fajriansyah	Komisaris Commissioner	40	Laki-laki Male	<ul style="list-style-type: none"> • S1 Manajemen • S1 Hukum • S2 Ilmu Administrasi • Bachelor of Management • Bachelor of Laws • Masters of Administrative Sciences 	<ul style="list-style-type: none"> • Direktur Kelembagaan PT Permodalan Nasional Madani • Komisaris Utama PT Pos Properti Indonesia • Direktur Hubungan Strategis dan Kelembagaan PT Pos (Persero) • Komisaris Utama PT Dharma Niaga Putera Steel • Direktur Sumber Daya Korporat PT Perusahaan Perdagangan Indonesia (Persero) • Komisaris PT Hotel Indonesia Natour • Senior Advisor SKK Migas • Professional Staff General Affair and External Relation (GA & ER) PT Antam Tbk • Institutional Director of PT Permodalan Nasional Madani • President Commissioner of PT Pos Properti Indonesia • Director of Strategic and Institutional Relations PT Pos (Persero) • President Commissioner of PT Dharma Niaga Putera Steel • Director of Corporate Resources PT perusahaan Perdagangan Indonesia (Persero) • Commissioner of PT Hotel Indonesia Natour • Senior Advisor SKK Migas • Professional Staff General Affairs and External Relations (GA & ER) PT Antam Tbk



Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
Iqbal Billy Wahid	Komisaris Independen Independent Commissioner	54	Laki-laki Male	<ul style="list-style-type: none"> S1 Manajemen S2 Manajemen Bachelor of Management Master of Management 	<ul style="list-style-type: none"> Komisaris RS KH Hasyim Asy'ari Komisaris PT DABN Wakil Rektor Universitas KH Hasyim Asy'ari Direktur PT Bina Investama Mandiri Manajer PT Trimuda Matra Mandiri Asuransi EKA Life Commissioner of KH Hospital Hasyim Asy'ari Commissioner of PT DABN Deputy Chancellor of KH Hasyim Asy'ari University Director of PT Bina Investama Mandiri Manager of PT Trimuda Matra Mandiri EKA Life Insurance

Keterangan | Note:

- RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023 memberhentikan dengan hormat Sdri. Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023 memberhentikan dengan hormat Sdr. Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.

RAPAT DEWAN KOMISARIS

Rapat Dewan Komisaris telah diagendakan sebelum tahun berjalan, sebagaimana tercantum dalam program kerja Dewan Komisaris tahun 2023. Sesuai Anggaran Dasar Perseroan, rapat Dewan Komisaris diadakan sekurang-kurangnya 1 (satu) kali dalam sebulan. Rapat Dewan Komisaris adalah sah dan berhak mengambil keputusan yang mengikat apabila dihadiri atau diwakili oleh lebih dari 1/2 (setengah) dari jumlah anggota Dewan Komisaris.

Bahan rapat disampaikan kepada peserta paling lambat 3 (tiga) hari sebelum rapat diselenggarakan atau dapat disesuaikan dengan tingkat kebutuhan dan kompleksitas materi rapat. Dalam hal terdapat rapat yang diselenggarakan di luar jadwal yang telah disusun, bahan rapat disampaikan kepada peserta paling lambat sebelum rapat diselenggarakan.

Sesuai program kerja Dewan Komisaris tahun 2023, dijelaskan pelaksanaan tugas pengawasan oleh Dewan Komisaris di antaranya dilakukan melalui mekanisme rapat yang terdiri dari Rapat Internal Dewan Komisaris dan Rapat Dewan Komisaris yang mengundang Direksi. Rapat Internal Dewan Komisaris dilaksanakan 1 (satu) kali dalam sebulan yang dihadiri oleh seluruh anggota Dewan Komisaris sedangkan Rapat Dewan Komisaris yang mengundang Direksi dilaksanakan setiap 1 (satu) bulan sekali yang dihadiri oleh seluruh Dewan Komisaris dan Direksi.

BOARD OF COMMISSIONERS MEETING

Board of Commissioners meetings have been scheduled before the current year, as stated in the Board of Commissioners' 2023 work program. In accordance with the Company's Articles of Association, Board of Commissioners meetings are held at least once a month. Board of Commissioners meetings are valid and have the right to make binding decisions if attended or represented by more than 1/2 (half) of the total members of the Board of Commissioners.

Meeting materials are delivered to participants no later than 3 (three) days before the meeting is held or can be adjusted to the level of need and complexity of the meeting material. In the event that a meeting is held outside the schedule that has been prepared, the meeting materials are delivered to the participants no later than before the meeting is held.

In accordance with the work program of the Board of Commissioners for 2023, it is explained that the implementation of supervisory duties by the Board of Commissioners is carried out through a meeting mechanism consisting of an Internal Meeting of the Board of Commissioners and a Meeting of the Board of Commissioners that invites the Board of Directors. Internal meetings of the Board of Commissioners are held once a month, attended by all members of the Board of Commissioners, while meetings of the Board of Commissioners to which the Board of Directors are invited are held once a month, attended by the entire Board of Commissioners and the Board of Directors.

Rapat Dewan Komisaris dipimpin oleh Komisaris Utama, dalam hal Komisaris Utama tidak dapat hadir atau berhalangan, rapat Dewan Komisaris dipimpin oleh seorang anggota Dewan Komisaris lainnya yang ditunjuk oleh Komisaris Utama. Dalam hal Komisaris Utama tidak melakukan penunjukan, maka anggota Dewan Komisaris yang paling lama menjabat sebagai anggota Dewan Komisaris bertindak sebagai pimpinan rapat. Dalam hal anggota Dewan Komisaris yang paling lama menjabat lebih dari satu orang, maka yang memimpin rapat adalah Dewan Komisaris yang tertua dalam usia.

Sesuai Anggaran Dasar Perseroan, rapat gabungan diselenggarakan oleh Dewan Komisaris dengan mengundang Direksi secara berkala 1 (satu) kali dalam sebulan, dengan agenda pembahasan di antaranya membahas progres kinerja Perseroan, isu-isu strategis Perseroan, atau aksi korporasi yang perlu diketahui/disetujui oleh Dewan Komisaris.

Dewan Komisaris senantiasa berkomitmen untuk hadir pada rapat Dewan Komisaris bersama Direksi baik yang dilaksanakan melalui luring maupun daring.

Sepanjang tahun 2023, Dewan Komisaris telah melaksanakan rapat internal sebanyak 12 kali dan rapat Dewan Komisaris yang mengundang Direksi sebanyak 12 kali dengan agenda dan tingkat kehadiran Dewan Komisaris sebagai berikut:

The Board of Commissioners meeting is chaired by the President Commissioner. In the event that the President Commissioner is unable to attend or is absent, the Board of Commissioners meeting is chaired by another member of the Board of Commissioners appointed by the President Commissioner. In the event that the President Commissioner does not make an appointment, the member of the Board of Commissioners who has served the longest as a member of the Board of Commissioners acts as chairman of the meeting. In the event that more than one member of the Board of Commissioners has served the longest, then the one who chairs the meeting is the one who is the oldest in age.

In accordance with the Company's Articles of Association, joint meetings are held by the Board of Commissioners by inviting the Board of Directors periodically once a month, with a discussion agenda including discussing the progress of the Company's performance, the Company's strategic issues, or corporate actions that need to be known/approved by the Board of Commissioners.

The Board of Commissioners is always committed to attending meetings of the Board of Commissioners with the Board of Directors, whether held offline or online.

Throughout 2023, the Board of Commissioners has held 12 internal meetings as well as 12 meetings of the Board of Commissioners with the Board of Directors, with the agenda and level of attendance of the Board of Commissioners as follows:

Rapat Internal Dewan Komisaris Tahun 2023 Internal Meeting of the Board of Commissioners in 2023

No.	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	BN	ICT	AMS	CHN	NFS	IBW
1	27 Januari 2023 January 27, 2023	<ol style="list-style-type: none"> Pembahasan surat masuk Dewan Komisaris; Pembahasan kinerja bulan Desember 2022 dan hingga Desember 2022; Progres pelaksanaan audit tahun buku 2022; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion of the Board of Commissioners' incoming letter; Discussion of performance for December 2022 and up to December 2022; Progress of audit implementation for the 2022 financial year; Other strategic issues. 	√	√	√	√	x	√	-



No.	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	BN	ICT	AMS	CHN	NFS	IBW
2	16 Februari 2023 February 16, 2023	1. Pembahasan surat masuk Dewan Komisaris; 2. Pembahasan kinerja bulan Januari 2023 dan hingga Januari 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. <i>Progress Assessment</i> GCG tahun 2022; 5. Progres penanganan pabrik; 6. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter; 2. Discussion of performance for January 2023 and up to January 2023; 3. Progress of audit implementation for financial year 2022; 4. GCG Progress Assessment in 2022; 5. Factory handling progress; 6. Other strategic issues	x	√	√	√	√	√	-
3	16 Maret 2023 March 16, 2023	1. Pembahasan surat masuk Dewan Komisaris; 2. Pembahasan kinerja bulan Februari 2023 dan hingga Februari 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. Isu strategis lainnya 1. Discussion of the Board of Commissioners' incoming letter; 2. Discussion of performance for February 2023 and up to February 2023; 3. Progress of audit implementation for the 2022 financial year; 4. Other strategic issues.	√	√	√	√	√	x	-
4	17 April 2023 April 17, 2023	1. Pembahasan surat masuk Dewan Komisaris; 2. Pembahasan kinerja bulan Maret 2023 dan hingga Maret 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. Isu strategis lainnya 1. Discussion of the Board of Commissioners' incoming letter; 2. Discussion of performance for March 2023 and up to March 2023; 3. Progress of audit implementation for the 2022 financial year; 4. Other strategic issues.	√	√	√	√	√	√	-
5	30 Mei 2023 May 30, 2023	1. Pembahasan surat masuk Dewan Komisaris; 2. Pembahasan kinerja bulan April 2023 dan hingga April 2023; 3. Isu strategis SDM PT Petrokimia Gresik; 4. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter; 2. Discussion of performance for April 2023 and up to April 2023; 3. PT Petrokimia Gresik HR strategic issues; 4. Other strategic issues.	√	√	√	√	√	√	-
6	27 Juni 2023 June 27, 2023	1. Pembahasan surat masuk Dewan Komisaris; 2. Pembahasan kinerja bulan Mei 2023 dan hingga Mei 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter; 2. Discussion of performance for May 2023 and up to May 2023; 3. Other strategic issues.	√	√	√	√	√	√	-

No.	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	BN	ICT	AMS	CHN	NFS	IBW
7	28 Juli 2023 July 28, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan Juni 2023 dan hingga Juni 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for June 2023 and up to June 2023; 3. Other strategic issues.	√	√	√	√	x	√	-
8	24 Agustus 2023 August 24, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan Juli 2023 dan hingga Juli 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for July 2023 and up to July 2023; 3. Other strategic issues.	√	√	√	x	x	√	-
9	22 September 2023 September 22, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan Agustus 2023 dan hingga Agustus 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for August 2023 and up to August 2023; 3. Other strategic issues.	√	√	-	x	x	√	-
10	24 Oktober 2023 October 24, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan September 2023 dan hingga September 2023; 3. <i>Area of Improvement</i> GCG; 4. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for September 2023 and up to September 2023; 3. GCG Area of Improvement; 4. Other strategic issues.	√	√	-	-	√	√	-
11	27 November 2023 November 27, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan Oktober 2023 dan hingga Oktober 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for October 2023 and up to October 2023; 3. Other strategic issues.	√	√	-	-	√	√	-
12	22 Desember 2023 December 22, 2023	1. Pembahasan surat masuk dan <i>pending matters</i> Dewan Komisaris; 2. Pembahasan kinerja bulan November 2023 dan hingga November 2023; 3. Isu strategis lainnya. 1. Discussion of the Board of Commissioners' incoming letter and pending matters; 2. Discussion of performance for November 2023 and up to November 2023; 3. Other strategic issues.	√	√	-	-	√	x	√

Keterangan | Note:

TNP : T. Nugroho Purwanto
BN : Bin Nahadi
ICT : Indira ChundaThita S.
AMS : Ammarsjah
CHN : Cecep Herawan
NFS : Noer Fajrieansyah
IBW : Iqbal Billy Wahid

√ : Hadir | Presence
x : Tidak hadir | Absence
- : Tidak menjabat | Not Serving



Rapat Dewan Komisaris yang Mengundang Direksi Tahun 2023

Meeting of the Board of Commissioners with the Board of Directors in 2023

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners							Direksi Board of Directors			
			TNP	BN	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
1	27 Januari 2023 January 27, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Desember 2022 dan hingga Desember 2022; 3. Progres pelaksanaan Audit tahun buku 2022; 4. Persiapan RUPS RKAP 2023; 5. Isu strategis lainnya 1. Follow up on previous meetings; 2. Discussion of performance for December 2022 and up to December 2022; 3. Progress of audit implementation for the 2022 financial year; 4. Preparation of the 2023 GMS RKAP; 5. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
2	17 Februari 2023 February 17, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Januari 2023 dan hingga Januari 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. <i>Progress Assessment</i> GCG tahun 2022; 5. Progres penanganan pabrik; 6. Isu strategis lainnya. 1. Follow up on previous meetings 2. Discussion of performance for January 2023 and up to January 2023; 3. Progress of audit implementation for the financial year 2022; 4. GCG Progress Assessment in 2022; 5. Factory handling progress; 6. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
3	17 Maret 2023 March 17, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Februari 2023 dan hingga Februari 2023; 3. Progres pelaksanaan audit tahun buku 2022 4. <i>Resume</i> kinerja IT tahun 2022 dan program kerja IT PG tahun 2023 terhadap <i>Information Technology Master Plan</i> (ITMP) PI Grup tahun 2023; 5. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion of performance for February 2023 and up to February 2023; 3. Progress of audit implementation for the financial year 2022; 4. Summary of IT performance in 2022 and IT PG work program in 2023 towards PI Group's Information Technology Master Plan (ITMP) in 2023; 5. Other strategic issues.	√	√	√	√	√	x	-	√	√	x	-

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners						Direksi Board of Directors				
			TNP	BN	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
4	18 April 2023 April 18, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Maret 2023 dan hingga Maret 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion of performance for March 2023 and up to March 2023; 3. Progress of audit implementation for the financial year 2022; 4. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
5	31 Mei 2023 May 31, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan April 2023 dan hingga April 2023; 3. Isu strategis SDM; 4. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion of performance for April 2023 and up to April 2023; 3. HR strategic issues; 4. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
6	27 Juni 2023 June 27, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Mei 2023 dan hingga Mei 2023; 3. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion of performance for May 2023 and up to May 2023; 3. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
7	28 Juli 2023 July 28, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Juni 2023 dan hingga Juni 2023; 3. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion of performance for June 2023 and up to June 2023; 3. Other strategic issues.											
8	24 Agustus 2023 August 24, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Juli 2023 dan hingga Juli 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion of performance for July 2023 and up to July 2023; 3. Other strategic issues.	√	√	√	√	x	√	-	√	√	-	-
9	25 September 2023 September 25, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Agustus 2023 dan hingga Agustus 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion of performance for August 2023 and up to August 2023; 3. Other strategic issues.	√	√	-	√	√	x	-	√	√	-	√
10	24 Oktober 2023 October 24, 2023	1. Pembahasan kinerja bulan September 2023 dan hingga September 2023; 2. Isu strategis lainnya. 1. Discussion of performance in September 2023 and up to September 2023; 2. Other strategic issues.	√	√	-	-	√	√	-	√	√	-	√



No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners							Direksi Board of Directors			
			TNP	BN	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
11	28 November 2023 November 28, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Oktober 2023 dan hingga Oktober 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion of performance in October 2023 and up to October 2023; 3. Other strategic issues.	√	√	-	-	√	√	-	√	√	-	√
12	22 Desember 2023 December 22, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan November 2023 dan hingga November 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion of performance for November 2023 and up to November 2023; 3. Other strategic issues.	√	√	-	-	√	√	√	√	√	-	√

Keterangan | Note:

TNP	: T. Nugroho Purwanto
BN	: Bin Nahadi
ICT	: Indira ChundaThita S.
AMS	: Ammarsjah
CHN	: Cecep Herawan
NFS	: Noer Fajrieansyah
IBW	: Iqbal Billy Wahid
DSA	: Dwi Satriyo Annurogo
DJ	: Digna Jatningsih
BWS	: Budi Wahju Soesilo
RSM	: Robby Setiabudi Madjid

√	: Hadir Presence
x	: Tidak hadir Absence
-	: Tidak menjabat Not Serving

Frekuensi dan Tingkat Kehadiran Dewan Komisaris dalam Rapat Tahun 2023

Frequency and Level of Attendance of the Board of Commissioners at 2023 Meetings

Nama Name	Rapat Internal Dewan Komisaris Internal Meeting of the Board of Commissioners		Rapat Dewan Komisaris yang Mengundang Direksi Board of Commissioners Meeting with the Board of Directors	
	Frekuensi Rapat Meeting Frequency	Tingkat Kehadiran Level of Attendance (%)	Frekuensi Rapat Meeting Frequency	Tingkat Kehadiran Level of Attendance (%)
T. Nugroho Purwanto	11	92	12	100
Bin Nahadi	12	100	12	100
Indira Chunda Thita	8	100	8	100
Ammarsjah	7	78	9	100
Noer Fajrieansyah	10	83	10	83
Cecep Herawan	8	67	11	92
Iqbal Billy Wahid	1	100	1	100

LAPORAN PELAKSANAAN TUGAS DEWAN KOMISARIS

Pengawasan dan Pemberian Nasihat atas Pengurusan Perseroan

Pengawasan dan pemberian nasihat atas kinerja berkala Perseroan diawali dengan penelaahan atas informasi mengenai kinerja bulanan Perseroan, baik melalui laporan bulanan, laporan lainnya yang relevan, maupun melalui

REPORT ON THE IMPLEMENTATION OF DUTIES OF THE BOARD OF COMMISSIONERS

Supervision and Provision of Advice on Company Management

Monitoring and providing advice on the Company's periodic performance begins with reviewing information regarding the Company's monthly performance, either through monthly reports, other relevant reports, or through direct visits and

kunjungan dan analisis langsung di lapangan. Penelaahan dilakukan Dewan Komisaris dengan dukungan Komite Audit dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko. Hasil penelaahan, pendapat dan saran Dewan Komisaris disampaikan kepada Direksi melalui rapat yang menyertakan Direksi maupun melalui surat.

Pengawasan dan pemberian nasihat Dewan Komisaris untuk memastikan target kinerja yang telah ditetapkan sehingga mampu memberikan imbal jasa yang memuaskan bagi pemegang saham dan pemangku kepentingan lainnya. Pengawasan yang dilakukan Dewan Komisaris di antaranya:

Fokus Pengawasan serta Realisasi Pelaksanaan Tugas dan Tanggung Jawab Dewan Komisaris pada Tahun 2023

Fokus pengawasan dan kegiatan Dewan Komisaris sebagaimana tercantum dalam RKA Dewan Komisaris tahun 2022 di antaranya adalah sebagai berikut:

1. Pengawasan dan pemberian nasihat terutama dalam bidang pemasaran, produksi, keuangan, sumber daya manusia, pengelolaan anak perusahaan, dan investasi;
2. Evaluasi dan analisis kinerja Perseroan;
3. Pengawasan aspek strategis Perseroan;
4. Pengawasan dan pemberian saran Dewan Komisaris atas RJPP dan RKAP;
5. Telaah isu-isu khusus;
6. Pengawasan tindak lanjut arahan Pemegang Saham dan hasil temuan audit;
7. Peninjauan lapangan dan proyek;
8. Peningkatan kualitas pengawasan Dewan Komisaris melalui pelatihan;
9. Evaluasi KPI korporat dan individual Direksi;
10. Pengawasan program teknologi informasi.

Selama tahun 2023, Dewan Komisaris melaksanakan tugas pengawasan dan kegiatan lain sesuai yang telah direncanakan dalam RKA Dewan Komisaris, di antaranya:

1. Pengawasan dan pemberian nasihat terutama dalam bidang pemasaran, produksi, keuangan, sumber daya manusia, pengelolaan anak perusahaan dan investasi;
2. Evaluasi dan analisis kinerja ;
3. Melaksanakan rapat secara berkala melalui rapat internal Dewan Komisaris, rapat bersama organ pendukung Dewan Komisaris dan rapat bersama Direksi;
4. Melaporkan hasil pengawasan Dewan Komisaris kepada Pemegang Saham melalui laporan tertulis berkala;
5. Mengawasi tindak lanjut arahan Pemegang Saham dan hasil temuan audit;
6. Mengawasi dan memberi saran atas RJPP dan RKAP;
7. Menyusun RKA Dewan Komisaris;

analysis in the field. The review was carried out by the Board of Commissioners with the support of the Audit Committee and the Nomination and Remuneration, GCG, and Risk Monitoring Committees. The results of the review, opinions, and suggestions of the Board of Commissioners are conveyed to the Board of Directors through meetings that include the Board of Directors or by letter.

Supervise and provide advice to the Board of Commissioners to ensure the performance targets that have been set are able to provide satisfactory returns for shareholders and other stakeholders. Supervision carried out by the Board of Commissioners includes:

Focus of Supervision and Realization of Implementation of Duties and Responsibilities of the Board of Commissioners in 2023

The focus of supervision and activities of the Board of Commissioners, as stated in the 2022 RKA of the Board of Commissioners, is as follows:

1. Supervising and providing advice, especially in the areas of marketing, production, finance, human resources, subsidiary management, and investment;
2. Evaluation and analysis of the Company's performance;
3. Supervision of the Company's strategic aspects;
4. Supervise and provide advice to the Board of Commissioners on RJPP and RKAP;
5. Examine specific issues;
6. Monitoring the follow-up on Shareholder directives and audit findings;
7. Field and project inspections;
8. Improving the quality of Supervision of the Board of Commissioners through training;
9. Evaluation of corporate and individual KPIs for the Board of Directors;
10. Supervision of information technology programs

In 2023, the Board of Commissioners carried out supervisory duties and other activities as planned in the Board of Commissioners' RKA, including:

1. Supervising and providing advice, especially in the areas of marketing, production, finance, human resources, subsidiary management, and investment;
2. Performance evaluation and analysis;
3. Hold regular meetings through internal meetings of the Board of Commissioners, meetings with supporting organs of the Board of Commissioners, and meetings with the Board of Directors;
4. Report the results of the Board of Commissioners' supervision to Shareholders through periodic written reports;
5. Oversee follow-up on Shareholder directives and audit findings;
6. Supervise and provide advice on RJPP and RKAP;
7. Prepare RKA for the Board of Commissioners;



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| <ol style="list-style-type: none"> 8. Kunjungan lapangan untuk observasi langsung atas kondisi operasi dan investasi di lapangan; 9. Memberikan rekomendasi; 10. Memberikan persetujuan atas aksi korporasi yang dilakukan Direksi; 11. Mengikuti pelatihan peningkatan kompetensi Dewan Komisaris; 12. Melakukan evaluasi kinerja Direksi dan Komite Dewan Komisaris; 13. Melakukan evaluasi KPI korporat dan KPI individual Direksi; 14. Pengawasan program teknologi informasi. | <ol style="list-style-type: none"> 8. Field visits for direct observation of operational and investment conditions in the field; 9. Provide recommendations; 10. Provide approval for corporate actions carried out by the Board of Directors; 11. Participate in training to improve the competency of the Board of Commissioners; 12. Evaluate the performance of the Board of Directors and Board of Commissioners Committees; 13. Evaluate corporate KPIs and individual KPIs for the Board of Directors; 14. Supervision of information technology programs. |
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Peretujuan dan Rekomendasi Dewan Komisaris

Selama tahun 2023 aksi korporasi yang dilakukan oleh Direksi yang memerlukan persetujuan tertulis dan rekomendasi dari Dewan Komisaris sesuai Anggaran Dasar adalah:

Approval and Recommendation of the Board of Commissioners

In 2023, corporate actions carried out by the Board of Directors that require written approval and recommendations from the Board of Commissioners in accordance with the Articles of Association are:

No.	Tanggal Surat Date of Letter	Perihal Subject
1	2 Januari 2023 January 2, 2023	Persetujuan Pelepasan Aktiva Tetap Bergerak Approval for Disposal of Movable Fixed Assets
2	2 Januari 2023 January 2, 2023	Persetujuan Pelepasan Aktiva Tetap Bergerak Approval for Disposal of Movable Fixed Assets
3	2 Januari 2023 January 2, 2023	Tindak Lanjut Surat Direksi Petrokimia Gresik Follow-up on Letter from the Board of Directors of Petrokimia Gresik
4	2 Januari 2023 January 2, 2023	Tanggapan Dewan Komisaris atas Permohonan Kerja Sama Pendayagunaan Aset untuk Jalur Pipa PT Petronika Response of the Board of Commissioners to the Request for Cooperation in Asset Utilization for the PT Petronika Pipeline
5	16 Januari 2023 January 16, 2023	Objek Pemeriksaan dalam Program Kerja Pengawasan Tahunan (PKPT) Tahun 20231 PT Petrokimia Gresik Inspection Objects in the 2023 Annual Supervision Work Program (PKPT) of PT Petrokimia Gresik
6	16 Januari 2023 January 16, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan November dan sampai dengan November 2022 Conclusions and Follow-up on the Results of the Board of Commissioners' Meetings on Performance in November and up to November 2022
7	19 Januari 2023 January 19, 2023	Rencana Mengikuti Program Pendidikan & Pelatihan bagi Organ Pendukung Dewan Komisaris Plan to Participate in Education & Training Programs for Supporting Organs of the Board of Commissioners
8	26 Januari 2023 January 26, 2023	Tanggapan Dewan Komisaris atas RKAP PT Petrokimia Gresik Tahun Buku 2023 The Board of Commissioners' Response to the RKAP of PT Petrokimia Gresik for the 2023 Financial Year
9	7 Februari 2023 February 7, 2023	Tanggapan Tertulis Penghapusbukuan Aset Tanah Eks HGB No. 2914 Tahun 2000 Medan Written Response to Write-Off of Land Assets Ex HGB No. 2914 of 2000 Medan
10	7 Februari 2023 February 7, 2023	Tanggapan Tertulis Dewan Komisaris atas Kerja Sama Pendayagunaan Aset untuk Lahan Parkir dan Tempat Penyimpanan Barang PT Petrokimia Kayaku Written Response from the Board of Commissioners on Cooperation in the Utilization of Assets for Parking Lots and Goods Storage Areas at PT Petrokimia Kayaku
11	15 Februari 2023 February 15, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Desember dan sampai dengan Desember 2022 Conclusions and Follow-up on the Results of the Board of Commissioners' Meetings on Performance for December and up to December 2022
12	15 Februari 2023 February 15, 2023	Pengambilalihan Saham PT Rekayasa Industri pada PT Pupuk Indonesia Utilitas Takeover of PT Rekayasa Industri's Shares in PT Pupuk Indonesia Utilitas

No.	Tanggal Surat Date of Letter	Perihal Subject
13	21 Februari 2023 February 21, 2023	Evaluasi <i>Key Performance Indicators</i> (KPI) Direksi PT Petrokimia Gresik Tahun 2022 (<i>Unaudited</i>) Evaluation of Key Performance Indicators (KPI) for the Board of Directors of PT Petrokimia Gresik in 2022 (Unaudited)
14	21 Februari 2023 February 21, 2023	Tanggapan Dewan Komisaris atas Pengajuan Biaya Melampaui RKAP 2022 The Board of Commissioners' Response to the Budget Proposal Exceeding the 2022 RKAP
15	24 Februari 2023 February 24, 2023	Permohonan Persetujuan dan Rekomendasi Kredit Investasi Proyek Phonska V Request for Approval and Recommendation for Phonska V Project Investment Credit
16	1 Maret 2023 March 1, 2023	Pelatihan dan Sertifikasi SNII SO 31000 <i>Qualified Risk Management Professional</i> (QRMP) SNII SO 31000 Qualified Risk Management Professional (QRMP) Training and Certification
17	2 Maret 2023 March 2, 2023	Persetujuan dan Tanggapan Tertulis Dewan Komisaris atas Permohonan Penghapusbukuan Aset Tetap Berupa Bangunan Tempat Parkir pada Pabrik II dan III Approval and Written Response from the Board of Commissioners regarding the Request to Write-off Fixed Assets in the Form of Parking Lots at Factories II and III
18	7 Maret 2023 March 7, 2023	Masukan atas Usulan Remunerasi dan Tantiem Input on Remuneration and Tantiem Proposals
19	7 Maret 2023 March 7, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Januari 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meeting on Performance for January 2023
20	12 April 2023 April 12, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Februari 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meeting on Performance for February 2023
21	12 April 2023 April 12, 2023	Pengambilalihan Saham PT ReKayasa Industri pada PT Pupuk Indonesia Utilitas Takeover of PT ReKayasa Industri's shares in PT Pupuk Indonesia Utilitas
22	27 April 2023 April 27, 2023	Laporan Keuangan Audit Tahun Buku 2022 Audited Financial Statement for Financial Year 2022
23	27 April 2023 April 27, 2023	Tanggapan Tertulis atas Permohonan Pelepasan Aset Tetap Perseroan Written Response to Request for Disposal of Company Fixed Assets
24	27 April 2023 April 27, 2023	Evaluasi Calon SVP Sekretaris Perusahaan dan Calon Direksi Anak Perusahaan PT Petrokimia Gresik Evaluation of Candidates for Corporate Secretary SVP and Candidates for the Board of Directors of the Subsidiary PT Petrokimia Gresik
25	3 Mei 2023 May 3, 2023	Usulan Jasa Operasi Karyawan, Remunerasi, dan Tantiem Direksi serta Dewan Komisaris PT Petrokimia Gresik Proposed Employee Operating Services, Remuneration, and Tantiem of the Board of Directors and the Board of Commissioners of PT Petrokimia Gresik
26	3 Mei 2023 May 3, 2023	Rencana Pengambilalihan Saham Perusahaan Internasional International Company Share Takeover Plan
27	8 Mei 2023 May 8, 2023	Usulan Penetapan Kantor Akuntan Publik (KAP) untuk Pelaksanaan Audit atas Laporan Keuangan Tahun Buku 2023 PT Petrokimia Gresik Proposal for the Determination of a Public Accounting Firm (PAF) to Carry Out an Audit of PT Petrokimia Gresik's 2023 Financial Statement
28	8 Mei 2023 May 8, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja bulan Maret 2023 Conclusions and Follow-up on the Results of the Board of Commissioners Meeting on Performance for March 2023
29	10 Mei 2023 May 10, 2023	Penyampaian Tanggapan Dewan Komisaris atas Kinerja Tahun 2022 dan Laporan Pengawasan Dewan Komisaris Tahun 2022 Submission of the Board of Commissioners' Response to the 2022 Performance and the 2022 Board of Commissioners Supervision Report
30	10 Mei 2023 May 10, 2023	Penyampaian Tanggapan Dewan Komisaris atas Kinerja Triwulan I Tahun 2023 dan Laporan Tugas Pengawasan Dewan Komisaris PT Petrokimia Gresik Triwulan I Tahun 2023 Submission of the Board of Commissioners' Response to the First Quarter Performance of 2023 and Report on the Board of Commissioners' Supervisory Duties of PT Petrokimia Gresik Quarter I of 2023
31	17 Mei 2023 May 17, 2023	Tanggapan Dewan Komisaris atas Usulan Pergantian Direksi Anak Perusahaan PT Petrokimia Gresik Response of the Board of Commissioners to the Proposal for the Change of the Board of Directors of the Subsidiary of PT Petrokimia Gresik
32	6 Juni 2023 June 6, 2023	Tanggapan Dewan Komisaris atas Kinerja PT Petrokimia Gresik Tahun Buku 2022 The Board of Commissioners' Response to the Performance of PT Petrokimia Gresik for the 2022 Financial Year



No.	Tanggal Surat Date of Letter	Perihal Subject
33	9 Juni 2023 June 9, 2023	Tanggapan Dewan Komisaris atas Usulan Pergantian SVP Sekretaris Perusahaan The Board of Commissioners' Response to the Proposal for the Replacement of SVP Corporate Secretary
34	12 Juni 2023 June 12, 2023	Rencana Mengikuti Program Pendidikan dan Pelatihan Organ Dewan Komisaris Plan to Participate in the Board of Commissioners Organ Education and Training Program
35	19 Juni 2023 June 19, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan April 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meeting on Performance for April 2023
36	27 Juni 2023 June 27, 2023	Kerja Sama Pendayagunaan Aset untuk Jalur Pipa PT Pertamina Gas Cooperation in Asset Utilization for the PT Pertamina Gas Pipeline
37	21 Juli 2023 July 21, 2023	Tanggapan Dewan Komisaris atas Usulan Pergantian Calon SVP Satuan Pengawasan Intern PT Petrokimia Gresik The Board of Commissioners' response to the proposal for the replacement of the Candidate for the Internal Audit Unit SVP of PT Petrokimia Gresik
38	21 Juli 2023 July 21, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Mei 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meeting on Performance for May 2023
39	24 Juli 2023 July 24, 2023	Penyampaian Surat Keputusan Dewan Komisaris PT Petrokimia Gresik tentang Pengangkatan Kembali Anggota Komite Audit Submission of the Decree of the Board of Commissioners of PT Petrokimia Gresik regarding the Reappointment of Audit Committee Members
40	25 Juli 2023 July 25, 2023	Laporan Pengangkatan Kembali Anggota Komite Audit PT Petrokimia Gresik Report on the Reappointment of Audit Committee Members of PT Petrokimia Gresik
41	25 Juli 2023 July 25, 2023	Penetapan Insentif Jasa Operasi (Bonus) Sekretariat Dewan Komisaris atas Kinerja Tahun Buku 2022 Determination of Operational Services Incentives (Bonus) for the Board of Commissioners Secretariat on Performance for the 2022 Financial Year
42	25 Juli 2023 July 25, 2023	Permohonan Dukungan Penyelesaian Permasalahan Karyawan PKWT PT Petrokimia Gresik Request for Support in Resolving Problems for PT Petrokimia Gresik PKWT Employees
43	27 Juli 2023 July 27, 2023	Penunjukan Pelaksana Tugas Direktur Keuangan dan Umum Appointment of Acting Director of Finance and General
44	14 Agustus 2023 August 14, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Juni 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meeting on Performance for June 2023
45	15 Agustus 2023 August 15, 2023	Penyampaian Tanggapan dan Pengawasan Dewan Komisaris atas Kinerja sampai dengan Triwulan II Tahun 2023 PT Petrokimia Gresik Submission of Responses and Supervision of the Board of Commissioners on Performance up to Quarter II 2023 PT Petrokimia Gresik
46	24 Agustus 2023 August 24, 2023	Rencana Kunjungan Kerja Dewan Komisaris Board of Commissioners Working Visit Plan
47	24 Agustus 2023 August 24, 2023	Permohonan Rekomendasi Proyek Dermaga A pada PT Petrokimia Gresik Request for Recommendation for the Pier A Project to PT Petrokimia Gresik
48	29 Agustus 2023 August 29, 2023	Kinerja Pabrik Amoniak IA Performance of Ammonia Plant IA
49	29 Agustus 2023 August 29, 2023	Persetujuan <i>Key Performance Indicators</i> (KPI) Direksi Individual PT Petrokimia Approval of Key Performance Indicators (KPI) for Individual Board of Directors of PT Petrokimia
50	12 September 2023 September 12, 2023	Laporan Pengunduran Diri sebagai Komisaris Independen Resignation Report as Independent Commissioner
51	13 September 2023 September 13, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Juli 2023 Conclusions and Follow-up to the Results of the Board of Commissioners' Meeting on Performance for July 2023
52	13 September 2023 September 13, 2023	Pergantian Calon Direktur Anak Perusahaan PT Petrokimia Gresik pada PT Petrosida Gresik Change of Candidate Director of Subsidiary of PT Petrokimia Gresik to PT Petrosida Gresik
53	13 September 2023 September 13, 2023	Tanggapan Tertulis Dewan Komisaris atas Kerja Sama Pendayagunaan Aset PT Petrokimia Gresik dengan PT Pupuk Indonesia (Persero) Written Response from the Board of Commissioners regarding Cooperation in the Utilization of PT Petrokimia Gresik's Assets with PT Pupuk Indonesia (Persero)

No.	Tanggal Surat Date of Letter	Perihal Subject
54	27 September 2023 September 27, 2023	Proyek Dermaga A Pier A Project
55	29 September 2023 September 29, 2023	Evaluasi Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan Triwulan II Tahun 2023 Evaluation of the Implementation of the Social and Environmental Responsibility Program in the Second Quarter of 2023
56	29 September 2023 September 29, 2023	Evaluasi atas Pelaksanaan Audit, Pemantauan Tindak Lanjut Hasil Audit, dan Arahan Pemegang Saham Semester I Tahun 2023 Evaluation of Audit Implementation, Monitoring Follow-up on Audit Results, and Shareholder Directions for Semester I 2023
57	29 September 2023 September 29, 2023	Kerja Sama Pendayagunaan Aset Wisma Puri Untuk Klinik ABK dan Aset Eks <i>Guest House</i> untuk RS Grha Husada oleh PT Petro Graha Medika Cooperation in the Utilization of Wisma Puri Assets for the ABK Clinic and Ex Guest House Assets for Grha Husada Hospital by PT Petro Graha Medika
58	29 September 2023 September 29, 2023	Tanggapan Tertulis atas Transaksi <i>Cessie</i> dengan PT Pupuk Indonesia (Persero) Written Response on Cessie's Transaction with PT Pupuk Indonesia (Persero)
59	6 Oktober 2023 October 6, 2023	Tanggapan Dewan Komisaris atas Rencana Divestasi Saham PT Petrocentral Milik PT Petrokimia Gresik The Board of Commissioners' Response on the Plan to Divest Shares in PT Petrocentral Owned by PT Petrokimia Gresik
60	6 Oktober 2023 October 6, 2023	Pembagian Tugas Dewan Komisaris dan Keanggotaan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik Division of Duties of the Board of Commissioners and Membership of the Nomination and Remuneration, GCG and Risk Monitoring Committees of PT Petrokimia Gresik
61	20 Oktober 2023 October 20, 2023	Tanggapan Dewan Komisaris atas Rancangan Awal RKAP Tahun 2024 Board of Commissioners' Response on the Preliminary Draft of the 2024 RKAP
62	21 Oktober 2023 October 21, 2023	Kesimpulan dan Tindak Lanjut Rapat Dewan Komisaris dan Direksi Kinerja Conclusion and Follow-up on the Meeting of the Board of Commissioners and the Board of Directors Performance
63	24 Oktober 2023 October 24, 2023	Penghapusbukuan Persediaan Barang Mati Berupa Kantong Pupuk Write-off of Dead Goods Inventory in the Form of Fertilizer Bags
64	24 Oktober 2023 October 24, 2023	Perubahan Struktur Organisasi PT Petrokimia Gresik Changes in the Organizational Structure of PT Petrokimia Gresik
65	24 Oktober 2023 October 24, 2023	Persetujuan dan Pengesahan <i>Board Policy Manual</i> PT Petrokimia Gresik Approval and Ratification of PT Petrokimia Gresik's Board Policy Manual
66	24 Oktober 2023 October 24, 2023	Telaah Sistem Teknologi Informasi Review of Information Technology Systems
67	26 Oktober 2023 October 26, 2023	Tanggapan Dewan Komisaris atas Pengajuan Biaya Melampaui RKAP 2023 The Board of Commissioners' Response on the Budget Proposal Exceeding the 2023 RKAP
68	8 November 2023 November 8, 2023	Rencana Mengikuti Kegiatan Pendidikan dan Pelatihan Plan to Participate in Education and Training Activities
69	8 November 2023 November 8, 2023	Kesimpulan dan Tindak Lanjut Rapat Dewan Komisaris Kinerja September 2023 Conclusions and Follow-up on the Board of Commissioners' Meeting on Performance for September 2023
70	8 November 2023 November 8, 2023	Tanggapan Dewan Komisaris atas Usulan <i>Debt to Equity Swap</i> pada PT Petro Jordan Abadi Board of Commissioners' response on the proposal for Debt to Equity Swap at PT Petro Jordan Abadi
71	20 November 2023 November 20, 2023	Peniadaan Jabatan <i>Senior Executive Vice President</i> PT Petrokimia Gresik Elimination of the position of Senior Executive Vice President of PT Petrokimia Gresik
72	20 November 2023 November 20, 2023	Penyampaian Tanggapan dan Laporan Pengawasan Dewan Komisaris PT Petrokimia Gresik Triwulan III Tahun 2023 Submission of Responses and Monitoring Reports of the Board of Commissioners of PT Petrokimia Gresik Quarter III 2023
73	20 November 2023 November 20, 2023	Evaluasi <i>Key Performance Indicators</i> (KPI) Direksi PT Petrokimia Gresik Evaluation of Key Performance Indicators (KPI) of the Board of Directors of PT Petrokimia Gresik



No.	Tanggal Surat Date of Letter	Perihal Subject
74	1 Desember 2023 December 1, 2023	Telaah atas Kebijakan Akuntansi dan Penyusunan Laporan Keuangan sesuai dengan Standar Akuntansi yang Berlaku Umum di Indonesia (SAK) Review of Accounting Policies and Preparation of Financial Statements in accordance with Generally Accepted Accounting Standards in Indonesia (SAK)
75	1 Desember 2023 December 1, 2023	Implementasi RJPP 2020 2024 untuk Realisasi Tahun 2023 sampai dengan Bulan September Implementation of RJPP 2020 2024 for realization until September 2023
76	1 Desember 2023 December 1, 2023	Evaluasi atas Kebijakan Mutu dan Pelayanan Evaluation of Quality and Service Policies
77	1 Desember 2023 December 1, 2023	Evaluasi Kebijakan Pengadaan Barang dan Jasa Evaluation of Goods and Services Procurement Policies
78	18 Desember 2023 December 18, 2023	Penyampaian Akta Pernyataan Keputusan Pemegang Saham PT Petrokimia Submission of Statement of Deed of Shareholder Resolution of PT Petrokimia Gresik
79	18 Desember 2023 December 18, 2023	Tanggapan Dewan Komisaris atas Pengajuan Biaya Melampaui RKAP 2023 The Board of Commissioners' Response on the Proposal of Budget Exceeding the 2023 RKAP
80	18 Desember 2023 December 18, 2023	Penghapusbukuan Persediaan Barang Mati Write-off of Dead Goods Inventory
81	18 Desember 2023 December 18, 2023	Telaah Sistem Teknologi Informasi Review of Information Technology Systems
82	18 Desember 2023 December 18, 2023	Kesimpulan dan Tindak Lanjut Rapat Dewan Komisaris dan Direksi Kinerja Bulan Agustus 2023 Conclusions and Follow-up on the Meeting of the Board of Commissioners and the Board of Directors on Performance for August 2023
83	18 Desember 2023 December 18, 2023	Perubahan Struktur Organisasi PT Petrokimia Gresik Changes in the Organizational Structure of PT Petrokimia Gresik
84	18 Desember 2023 December 18, 2023	Persetujuan dan Pengesahan <i>Board Policy Manual</i> Approval and Ratification of the Board Policy Manual
85	18 Desember 2023 December 18, 2023	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Bulan Oktober dan sampai dengan Oktober 2023 Conclusions and Follow-up on the Results of the Board of Commissioners' Meetings on Performance for October and up to October 2023
86	29 Desember 2023 December 29, 2023	Penyampaian Piagam Komite Audit Submission of the Audit Committee Charter
87	29 Desember 2023 December 29, 2023	Telaah terhadap Prosedur Reviu atas Informasi yang Dikeluarkan oleh Perseroan Study of Review Procedures for Information Issued by the Company
88	29 Desember 2023 December 29, 2023	Telaah atas Piagam Audit Internal Review of the Internal Audit Charter

Pengawasan Dewan Komisaris melalui Kunjungan Lapangan

Pengawasan Dewan Komisaris dengan melakukan kunjungan lapangan untuk melakukan analisis berdasarkan data observasi langsung atas kondisi operasi dan investasi di lapangan. Analisis dilakukan sebagai pendalaman atas analisis yang dihasilkan dalam rapat Dewan Komisaris, kunjungan lapangan ke beberapa daerah mengenai pengawasan stok, penanganan *Distribution Center* (DC) dan distribusi pupuk bersubsidi adalah sebagai berikut:

Supervision of the Board of Commissioners through Field Visits

Supervision of the Board of Commissioners by conducting field visits to carry out analysis based on direct observation data on operational and investment conditions in the field. The analysis was carried out as a deepening of the analysis produced in the Board of Commissioners meetings and field visits to several areas regarding stock monitoring, handling of Distribution Centers (DC), and distribution of subsidized fertilizers, as follows:

No.	Lokasi Location	Date Tanggal
1	Cianjur, Jawa Barat West Java	1–3 Maret 2023 March 1–3, 2023
2	Bandung, Jawa Barat West Java	10–11 Maret 2023 March 10–11, 2023
3	Gresik, Jawa Timur East Java	13–14 April 2023 April 13–14, 2023
4	Solo, Yogyakarta, & Surabaya	24–27 Agustus 2023 August 24–27, 2023
5	Gresik, Jawa Timur East Java	29 Agustus–3 September 2023 August 29–September 3, 2023
6	Banyuwangi, Surabaya, & Purbalingga/Banjarnegara	27 September–2 Oktober 2023 September 27–October 2, 2023
7	Gresik, Jawa Timur East Java	17–18 Okt 2023 October 17–18, 2023

Kunjungan Dewan Komisaris ke lapangan terkait dengan agenda antara lain:

1. Kunjungan ke Cianjur, Jawa Barat dilakukan dalam rangka panen raya dilakukan dalam rangka dukungan Dewan Komisaris atas program Makmur PT PI grup.
2. Sebagai bentuk perhatian Dewan Komisaris teknologi informasi dan investasi pada PT Petrokimia Gresik, Dewan Komisaris langsung memonitor server dan rencana pembangunan pelabuhan baru.
3. Kunjungan ke berbagai daerah, antara lain ke Banyuwangi, dilakukan bertemu muka dengan petani menerima keluhan dan masukan dari petani sekaligus mengedukasi petani terkait pupuk subsidi dan non subsidi. Pada forum tersebut disepakati untuk membentuk koperasi sebagai langkah konkret untuk penyediaan pupuk non subsidi di daerah tersebut.
4. Dewan Komisaris juga menyampaikan kepada petani di wilayah Purbalingga bahwa Pupuk Indonesia Group memiliki fasilitas gratis untuk melakukan uji kandungan hara tanah agar dosis pemupukan sesuai dengan kondisi tanah, yaitu Mobil Uji Tanah (MUT), sehingga meskipun alokasi pupuk subsidi terbatas, petani dapat menggunakan pupuk non subsidi secara tepat guna sesuai kebutuhan masing-masing lahan petani tersebut.
5. Dewan Komisaris juga bertemu dengan dinas Pertanian di Kabupaten Purbalingga sehingga memiliki keyakinan untuk membangun komitmen bersama PI Group terhadap praktik-praktik berkelanjutan, termasuk penggunaan pupuk yang bijak dan ramah lingkungan serta berkontribusi pada mitigasi perubahan iklim.
6. Kunjungan Dewan Komisaris ke Kios, distributor, dan gudang di Yogyakarta dan Solo untuk mengetahui secara langsung proses bisnis, kendala, dan menerima masukan dari pihak terkait. Dewan Komisaris juga mengunjungi Instalasi Penjernihan Air (IPA) Gunung Sari di Surabaya. IPA Gunung Sari digunakan sebagai pendukung operasional pabrik bahan baku dan pupuk yang diperkirakan membutuhkan air industri.

PROGRAM PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS

Guna meningkatkan kompetensi dan pengetahuan Dewan Komisaris dan sejalan dengan program pengembangan Dewan Komisaris sebagaimana tercantum dalam *Board Policy*

The Board of Commissioners' visit to the field is related to the agenda, including:

1. The visit to Cianjur, West Java, was carried out in the context of the main harvest in support of the Board of Commissioners for the PT PI group's Makmur program.
2. As a form of attention from the Board of Commissioners to information technology and investment in PT Petrokimia Gresik, the Board of Commissioners, directly monitors the server and plans for building a new port.
3. Visits to various regions, including Banyuwangi, were carried out to meet farmers face-to-face, receive complaints and input from farmers, and educate farmers regarding subsidized and non-subsidized fertilizers. At the forum, it was agreed to form a cooperative as a concrete step for providing non-subsidized fertilizer in the area.
4. The Board of Commissioners also conveyed to farmers in the Purbalingga area that Pupuk Indonesia Group has free facilities to carry out soil nutrient content tests so that fertilizer doses are appropriate to soil conditions, namely Soil Testing Cars (MUT), so that even though the allocation of subsidized fertilizer is limited, farmers can use fertilizer non-subsidies appropriately according to the needs of each farmer's land.
5. The Board of Commissioners also met with the Agriculture Department in Purbalingga Regency so that they have confidence in building a joint commitment with PI Group towards sustainable practices, including the use of wise and environmentally friendly fertilizers and contributing to climate change mitigation.
6. Visits by the Board of Commissioners to kiosks, distributors, and warehouses in Yogyakarta and Solo to find out directly about business processes and obstacles and receive input from related parties. The Board of Commissioners also visited the Gunung Sari Water Purification Installation (WTP) in Surabaya. Gunung Sari WTP is used to support the operations of raw material and fertilizer factories, which are estimated to require industrial water.

BOARD OF COMMISSIONERS COMPETENCY DEVELOPMENT PROGRAM

In order to improve the competency and knowledge of the Board of Commissioners and in line with the Board of Commissioners development program as stated in the



Manual dan Corporate Policy Manual, bahwa anggota Dewan Komisaris harus senantiasa menambah dan memutakhirkan pengetahuannya melalui kegiatan pelatihan, *workshop*, seminar dan *conference*, ataupun dalam bentuk kunjungan kerja serta *benchmark*, maka pada tahun 2023, realisasi program pelatihan yang dilakukan Dewan Komisaris yaitu:

Board Policy Manual and Corporate Policy Manual, namely that members of the Board of Commissioners must always improve and update their knowledge through training activities, workshops, seminars, and conferences, or in the form of work visits and benchmarks, the realization of the training program carried out by the Board of Commissioners in 2023, namely:

No.	Tanggal Date	Pelatihan Training	Peserta Participants
1	17 Februari 2023 February 17, 2023	Restrukturisasi/Klasterisasi/Holdingisasi BUMN Restructuring/Clustering/Holding of SOE	Bin Nahadi
2	21 Februari 2023 February 21, 2023	Internalisasi LHKPN "Transparansi dan Akurasi Pelaporan LHKPN sebagai Upaya Pencegahan Korupsi, Pengelolaan SDM, Pengawasan, dan Akuntabilitas Internalization of LHKPN "Transparency and Accuracy of LHKPN Reporting as an Effort to Prevent Corruption, Human Resource Management, Supervision and Accountability	1. T. Nugroho Purwanto 2. Ammarsjah 3. Bin Nahadi 4. Cecep Herawan 5. Indira Chunda Thita S. 6. Noer Fajrieansyah
3	30 Maret 2023 March 30, 2023	FGD Clean Ammonia Forum 2023	T. Nugroho Purwanto
4	10–11 Mei 2023 May 10–11, 2023	HR Tech Agenda Navigating the Paradigmas of People & Work	Indira Chunda Thita S.
5	22–24 Mei 2023 May 22–24, 2023	IFA Annual Conference 2023	1. T. Nugroho Purwanto 2. Ammarsjah
6	8 Juni 2023 June 8, 2023	<i>Knowledge Sharing</i> Pembinaan BUMN Knowledge Sharing SOE Development	Bin Nahadi
7	26 Juni 2023 June 26, 2023	Narasumber dan Panitia Seleksi Jabatan Pimpinan Tinggi Resource Persons and Selection Committee for High Leadership Positions	Cecep Herawan
8	14 Agustus 2023 August 14, 2023	Unconference PTPI	1. T. Nugroho Purwanto 2. Ammarsjah 3. Bin Nahadi 4. Indira Chunda Thita S.
9	29 Agustus 2023 August 29, 2023	Narasumber Pendidikan dan Pelatihan Sesparru Sesparru Education and Training Resource Person	Cecep Herawan
10	31 Agustus 2023 August 31, 2023	Narasumber: <i>Anticipation of TUNA in Order to Maintain the Company Sustainability base on ESG</i> Resource Person: Anticipation of TUNA in Order to Maintain the Company Sustainability Base On ESG	Bin Nahadi
11	13 September 2023 September 13, 2023	<i>Press Tour</i> Kementerian Keuangan Press Tour of the Ministry of Finance	Cecep Herawan
12	19–27 September 2023 September 19–27, 2023	Certified Risk Executive Leader (CREL)	T. Nugroho Purwanto
13	13–21 November 2023 November 13–21, 2023	Certified Risk Executive Leader (CREL)	Bin Nahadi
14	22–24 November 2023 November 22–24, 2023	Qualified Risk Governance Professional (QRGP)	1. Cecep Herawan 2. Noer Fajrieansyah

PROGRAM PENGENALAN DEWAN KOMISARIS

PT Petrokimia Gresik melaksanakan program pengenalan bagi anggota Dewan Komisaris yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis, rencana Perseroan ke depan, pedoman kerja, dan hal lainnya yang menjadi tanggung jawab Dewan Komisaris. Program pengenalan diatur dalam kebijakan *Corporate Policy Manual*.

BOARD OF COMMISSIONERS INDUCTION PROGRAM

PT Petrokimia Gresik carries out an induction program for new members of the Board of Commissioners with the aim of providing an overview of business activities, future company plans, work guidelines, and other matters that are the responsibility of the Board of Commissioners. The induction program is regulated in the *Corporate Policy Manual*.

Materi pengenalan diberikan oleh SVP Sekretaris Perusahaan kepada anggota Dewan Komisaris yang baru. Materi program pengenalan di antaranya meliputi pelaksanaan prinsip-prinsip GCG, gambaran umum Perseroan, serta penjelasan mengenai tugas dan tanggung jawab Direksi dan Dewan Komisaris. Selain pemaparan atas Perseroan, dalam program pengenalan juga disampaikan dokumen penunjang di antaranya RKAP, RJPP, Standar Etika, *Board Policy Manual*, *Corporate Policy Manual*, *Charter* Komite, serta isu-isu strategis Perseroan. Guna lebih memahami secara langsung proses bisnis Perseroan, program pengenalan juga dapat dilakukan kunjungan langsung ke unit-unit bisnis Perseroan.

Pada tahun 2023, terdapat pengangkatan Dewan Komisaris yaitu Bapak Iqbal Billy Wahid, baru pada bulan Desember 2023, namun program pengenalan kepada Dewan Komisaris baru terlaksana pada tanggal 22 Januari 2024.

KEBIJAKAN DAN PENENTUAN REMUNERASI DEWAN KOMISARIS

Remunerasi anggota Dewan Komisaris diberikan berdasarkan ketentuan yang telah ditetapkan oleh Pemegang Saham.

Dewan Komisaris berhak atas gaji bulanan dan tunjangan lain. Di samping itu, Dewan Komisaris juga mendapatkan bagian tantiem atas kinerja dan pencapaian Perseroan yang besarnya ditentukan oleh Pemegang Saham dalam RUPS.

Perseroan memberikan remunerasi kepada Dewan Komisaris dengan memperhatikan tanggung jawab dan capaian kinerja dari masing-masing anggota. Besaran remunerasi ditetapkan untuk menjaga mekanisme *check and balance* antara kedua Organ Perseroan tersebut agar tetap terjaga. Remunerasi Dewan Komisaris ditetapkan oleh RUPS PT Petrokimia Gresik sebagai agenda pada saat pengesahan Laporan Tahunan *Audited*. Berdasarkan kajian yang disusun Direksi, Dewan Komisaris berdasarkan reviu Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko, mengusulkan honorarium, tunjangan, fasilitas, dan tantiem kepada RUPS untuk selanjutnya ditetapkan oleh RUPS.

Struktur Remunerasi Dewan Komisaris

Jenis penghasilan anggota Dewan Komisaris terdiri dari:

- a. Honorarium
- b. Tunjangan yang terdiri dari:
 - tunjangan hari raya keagamaan;
 - tunjangan transportasi;
 - asuransi purna jabatan.

Introductory materials are provided by the Corporate Secretary SVP to new members of the Board of Commissioners. The introductory program material includes the implementation of GCG principles, an overview of the Company and an explanation of the duties and responsibilities of the Board of Directors and Board of Commissioners. Apart from presenting the Company, the introduction program also provides supporting documents, including RKAP, RJPP, Ethical Standards, the Board Policy Manual, Corporate Policy Manual, Committee Charter, and the Company's strategic issues. In order to better understand the Company's business processes directly, the induction program can also be carried out through direct visits to the Company's business units.

In 2023, there was an appointment to the Board of Commissioners, namely Mr. Iqbal Billy Wahid, on December 2023; however, the induction program for the new Board of Commissioners was newly implemented on January 22, 2024.

POLICY AND DETERMINATION OF REMUNERATION OF THE BOARD OF COMMISSIONERS

Remuneration for members of the Board of Commissioners is given based on the provisions determined by the Shareholders.

The Board of Commissioners is entitled to a monthly salary and other allowances. In addition, the Board of Commissioners also receives a portion of the bonus for the Company's performance and achievements, the amount of which is determined by the Shareholders at the GMS.

The Company provides remuneration to the Board of Commissioners by considering the responsibilities and performance achievements of each member. The amount of remuneration is determined to maintain the check and balance mechanism between the two Company Organs. The remuneration of the Board of Commissioners is determined by the GMS of PT Petrokimia Gresik as an agenda item at the time of ratification of the Audited Annual Report. Based on the study prepared by the Board of Directors, the Board of Commissioners, based on the review of the Nomination and Remuneration, GCG, and Risk Monitoring Committees, proposes honorarium, allowances, facilities, and bonuses to the GMS to be subsequently determined by the GMS.

Remuneration Structure of the Board of Commissioners

The types of income for members of the Board of Commissioners consist of:

- a. Honorarium
- b. Allowances consisting of:
 - religious holiday allowance;
 - transportation allowance;
 - post-service insurance.



- c. Fasilitas yang terdiri dari:
- fasilitas kesehatan;
 - fasilitas bantuan hukum.
- d. Biaya operasional lain-lain, yang terdiri dari:
- pakaian seragam;
 - keanggotaan perkumpulan profesi.
- e. Tantiem/insentif kinerja, di mana di dalam tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*) sesuai arahan Pemegang Saham.
- c. Facilities consisting of:
- medical facility;
 - legal aid facilities.
- d. Other Operational Costs, which consist of:
- uniform
 - membership in professional associations
- e. Tantiem/performance incentive, where additional tantiem can be given in the form of a Long Term Incentive (LTI) according to the direction of the Shareholders.

Besaran Remunerasi Dewan Komisaris Tahun 2023

The Amount of Remuneration for the Board of Commissioners in 2023

Komposisi Remunerasi Remuneration Composition	Komisaris Utama President Commissioner	Anggota Komisaris Member of the Board of Commissioners
Gaji Bulanan Monthly Salary (Rp)	101.587.500	91.428.750
Gaji Tahunan Annual Salary (Rp)	1.462.860.000	1.316.574.000
Tunjangan Hari Raya Religious Holiday allowance (Rp)	101.587.500	91.428.750
Tunjangan Komunikasi Communications Allowance	-	-
Tunjangan Pakaian Clothing Allowance	sesuai kebutuhan at cost	
Tunjangan Transportasi Transportation Allowance (Rp)	20.317.500	18.285.750
Asuransi Purna Jabatan Post-Service Insurance (Rp)	304.765.500	274.286.250
Fasilitas Kesehatan Medical Facility	sesuai kebutuhan at cost	
Fasilitas Perkumpulan Profesi Professional Association Facilities	sesuai kebutuhan at cost	
Fasilitas Bantuan Hukum dan Perlindungan Hukum Legal Aid and Legal Protection Facilities	sesuai kebutuhan at cost	
Tantiem/Insentif Kinerja Tantiem/Performance Incentives	Akan diputuskan dalam RUPS Kinerja Tahun Buku 2023 It will be decided at the 2023 Financial Year Performance GMS	

BONUS KINERJA DAN NON-KINERJA DEWAN KOMISARIS

Bonus Kinerja yang diterima Dewan Komisaris berupa jumlah tantiem yang diterima.

RENCANA RAPAT DEWAN KOMISARIS DAN RAPAT DIREKSI 2024

Sebagaimana Anggaran Dasar Perseroan telah diatur ketentuan mengenai pelaksanaan Rapat Dewan Komisaris dan Rapat Direksi. Untuk lebih meningkatkan koordinasi dan pengambilan keputusan yang lebih efektif, maka untuk tahun 2024, sesuai program kerja Dewan Komisaris internal dan Rapat Dewan Komisaris yang mengundang Direksi akan dilaksanakan pada setiap bulan berjalan dengan agenda rapat di antaranya membahas tentang Laporan Bulanan Kinerja Perseroan, evaluasi hasil rapat sebelumnya serta tindak lanjut atas arahan dan/atau keputusan Dewan Komisaris dan/atau tindak lanjut yang dilaksanakan oleh Direksi serta hal-hal lain yang dianggap perlu sesuai tugas dan fungsi pengawasan Dewan Komisaris.

BOARD OF COMMISSIONERS' PERFORMANCE AND NON-PERFORMANCE BONUS

The performance bonus received by the Board of Commissioners is in the form of the tantiem amount received.

PLANS FOR 2024 BOARD OF COMMISSIONERS MEETINGS AND BOARD OF DIRECTORS MEETINGS

As stated in the Company's Articles of Association, provisions regarding the implementation of Board of Commissioners Meetings and Board of Directors Meetings are regulated. To further improve coordination and more effective decision-making, in 2024, in accordance with the work program of the internal Board of Commissioners and the Board of Commissioners meeting with the Board of Directors, which will be held every month, the meeting agenda will include discussing the Company's Monthly Performance Report, evaluating the results of previous meetings, and following up on the direction and/or decision of the Board of Commissioners and/or follow-up carried out by the Board of Directors, as well as other matters deemed necessary in accordance with the duties and supervisory functions of the Board of Commissioners.

Rapat Direksi di tahun 2024 direncanakan akan dilaksanakan minimal sekali setiap 1 (satu) bulan. Agenda rapat di antaranya membahas tentang Laporan Bulanan masing-masing Direktorat, Penetapan Kebijakan Strategis Perseroan, Kinerja Operasional, Strategi Perseroan, serta hal-hal lain yang dianggap perlu sesuai tugas dan fungsi Direksi.

PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI

Penilaian Kinerja Dewan Komisaris

Sesuai Pedoman Tata Kelola Perusahaan yang Baik PT Petrokimia Gresik, penilaian kinerja Dewan Komisaris diatur sebagai berikut:

1. Dewan Komisaris memenuhi *Key Performance Indicators* (KPI) Dewan Komisaris yang telah disetujui Pemegang Saham.
2. Dewan Komisaris melaporkan hasil pencapaian KPI Dewan Komisaris kepada Pemegang Saham.

Kriteria Evaluasi Kinerja Dewan Komisaris

Kriteria evaluasi kinerja Dewan Komisaris dan individu anggota Dewan Komisaris ditetapkan dalam RUPS Pengesahan RKAP 2023 dan dievaluasi realisasinya dalam RUPS Persetujuan Laporan Tahunan Perseroan. Indikator untuk evaluasi kinerja Dewan Komisaris adalah sebagai berikut:

1. Aspek Proses Bisnis Internal (30%)
 - a. Rapat Dewan Komisaris;
 - b. Rata-rata jangka waktu pemberian tanggapan dan rekomendasi atas rancangan RKAP;
 - c. Rata-rata jangka waktu pemberian keputusan atas permintaan persetujuan dari Direksi.
2. Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%)
 - a. Rapat Dewan Komisaris-Direksi;
 - b. Kunjungan dan analisis anggota Dewan Komisaris ke lapangan;
 - c. Kehadiran dalam acara RUPS;
 - d. Penyampaian tanggapan atas kinerja triwulanan kepada RUPS;
 - e. Penyampaian laporan tugas pengawasan kepada RUPS.
3. Aspek Pembelajaran dan Pertumbuhan (10%)

Pelatihan/pembelajaran yang diikuti oleh anggota Dewan Komisaris.
- D. Aspek Kontribusi Akhir terhadap Kinerja Perusahaan (10%)

Kontribusi pengawasan dan penasihat Dewan Komisaris terhadap KPI Direksi.

The Board of Directors meeting in 2024 is planned to be held at least once every month. The meeting agenda includes discussing the Monthly Reports of each Directorate, the Determination of the Company's Strategic Policies, Operational Performance, Strategy and other matters deemed necessary according to the duties and functions of the Board of Directors.

PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

Performance Assessment of the Board of Commissioners

In accordance with PT Petrokimia Gresik's Good Corporate Governance Guidelines, the performance assessment of the Board of Commissioners is regulated as follows:

1. The Board of Commissioners fulfills the Key Performance Indicators (KPI) of the Board of Commissioners, which have been approved by Shareholders.
2. The Board of Commissioners reports the results of the Board of Commissioners' KPI achievements to the Shareholders.

Board of Commissioners Performance Assessment Criteria

The performance assessment criteria for the Board of Commissioners and individual members of the Board of Commissioners are determined in the 2023 RKAP Approval GMS, and their realization is evaluated in the Company Annual Report Approval GMS. Indicators for assessing the performance of the Board of Commissioners are as follows:

1. Aspects of Internal Business Process (30%)
 - a. Board of Commissioners Meeting;
 - b. Average time period for providing responses and recommendations on the draft RKAP;
 - c. Average time period for providing decisions upon request for approval from the Board of Directors.
2. Aspects of Implementation of Supervision and Advice Duties (50%)
 - a. Board of Commissioners-Board of Directors meeting;
 - b. Visit and analysis of Board of Commissioners members in the field;
 - c. Attendance at the GMS;
 - d. Submitting responses on quarterly performance to the GMS;
 - e. Submission of supervisory duties report to the GMS.
- C. Aspects of Learning and Growth (10%)

Training/learning attended by members of the Board of Commissioners.
- D. Aspects of Final Contribution to the Company's Performance (10%)

Supervision and advisory contribution of the Board of Commissioners to the KPI of the Board of Directors.



Pihak yang Melakukan Penilaian Kinerja Dewan Komisaris

Penilaian Kinerja Dewan Komisaris dilakukan melalui *self-assessment* atas kinerja Dewan Komisaris dan dilaporkan serta dipertanggungjawabkan dalam RUPS. Penilaian kinerja Dewan Komisaris didasarkan pada KPI Dewan Komisaris tahun 2023 yang telah disahkan dalam RUPS.

Hasil Penilaian Kinerja Dewan Komisaris Tahun 2023

Penilaian Kinerja Dewan Komisaris dilakukan melalui *self-assessment* atas kinerja Dewan Komisaris dan dilaporkan serta dipertanggungjawabkan dalam RUPS.

The Party Conducting the Performance Assessment of the Board of Commissioners

The performance assessment of the Board of Commissioners is carried out through a self-assessment of the performance of the Board of Commissioners and is reported and accounted for at the GMS. The performance assessment of the Board of Commissioners is based on the 2023 KPI of the Board of Commissioners, which has been ratified at the GMS.

Results of the 2023 Board of Commissioners Performance Assessment

The performance assessment of the Board of Commissioners is carried out through a self-assessment of the performance of the Board of Commissioners and is reported and accounted for at the GMS.

No.	Indikator Kinerja Utama Key Performance Indicators	Deskripsi Indikator Indicator Description	Satuan Unit	Sifat Nature	Bobot Weight (%)	Target	Realisasi Realization	Skor Score
Aspek Proses Bisnis Internal (30%) Aspects of Internal Business Process (30%)								0,30
1	Rapat Dewan Komisaris Board of Commissioners Meeting	Internal Dewan Komisaris dan dapat mengundang Organ Pendukung Dewan Komisaris Internal Board of Commissioners and can invite supporting organs of the Board of Commissioners	Kali Times	Minimum	10	12	12	0,10
2	Rata-rata Jangka Waktu Pemberian Tanggapan dan Rekomendasi atas Rancangan RKAP Average Time Period for Providing Responses and Recommendations on the Draft RKAP	Harus disampaikan 30 hari setelah dokumen RKAP telah disampaikan secara lengkap Must be submitted 30 days after the complete RKAP document has been submitted	Hari Days	Maksimum Maximum	10	30	30	0,10
3	Rata-rata Jangka Waktu Pemberian Keputusan atas Permintaan Persetujuan dari Direksi Average Time Period for Providing Decisions Upon Request for Approval from the Board of Directors	Harus disampaikan 30 hari setelah dokumen permintaan telah disampaikan secara lengkap Must be submitted 30 days after the request documents have been submitted completely	Hari Days	Maksimum Maximum	10	30	30	0,10
Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%) Aspects of Implementation of Supervision and Advice Duties (50%)								0,78
4	Rapat Dewan Komisaris-Direksi Board of Commissioners-Board of Directors Meeting	Jumlah rapat yang menyertakan Direksi Number of meetings that include the Board of Directors	Kali Times	Minimum	10	12	12	0,10
5	Kunjungan Anggota Dewan Komisaris ke Lapangan Visit of Members of the Board of Commissioners to the Field	Jumlah kunjungan Dewan Komisaris ke lokasi usaha/ lokasi proyek/investasi Number of Board of Commissioners visits to business locations/project/ investment locations	Frekuensi Frequency	Minimum	10	6	20	0,33
6	Kehadiran dalam RUPS Attendance at the GMS	Cukup jelas Quite clear	Frekuensi Frequency	Minimum	10	2	3	0,15

No.	Indikator Kinerja Utama Key Performance Indicators	Deskripsi Indikator Indicator Description	Satuan Unit	Sifat Nature	Bobot Weight (%)	Target	Realisasi Realization	Skor Score
7	Penyampaian Tanggapan atas Kinerja Triwulanan RUPS Submission of Responses on the GMS Quarterly Performance	Triwulan ke-4 masuk dalam Tanggapan Tahunan The 4 th quarter is included in the Annual Response	Laporan Report	Minimum	10	4	4	0,10
8	Penyampaian Laporan Tugas Pengawasan kepada RUPS Submission of Supervisory Duties Report to the GMS	Cukup jelas Quite clear	Laporan Report	Minimum	10	4	4	0,10
Aspek Pembelajaran dan Pertumbuhan (10%) Aspects of Learning and Growth (10%)								
9	Pelatihan/Anggota Pembelajaran Dewan Komisaris Training/Learning for Members of the Board of Commissioners	Jumlah seminar/pelatihan yang diikuti Dewan Komisaris Number of seminars/training attended by the Board of Commissioners	Frekuensi Frequency	Minimum	10	6	15	0,25
Aspek Kontribusi Akhir terhadap Kinerja Perseroan (10%) Aspects of Final Contribution to the Company Performance (10%)								
10	Kontribusi Pengawasan dan Penasihatian Dewan Komisaris terhadap KPI Direksi The Board of Commissioners' Supervision and Advisory Contribution to the Board of Directors' KPI	Skor KPI Direksi The Board of Directors' KPI scores	Skor Score	Minimum	10	100	100	0,10

Penilaian Kinerja Direksi

Penilaian atas Pencapaian *Key Performance Indicator* (KPI) telah dilaksanakan dengan mengacu pada target kinerja yang telah disepakati bersama dalam kontrak manajemen antara Kuasa Pemegang Saham Perseroan (PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik) dengan Komisaris dan Direksi Perseroan tahun 2023 berdasarkan KPI.

Kriteria Penilaian

Dalam pelaksanaannya, penilaian atas KPI Kolegial terbagi menjadi 5 (lima) perspektif sebagai berikut:

1. Nilai Ekonomi dan Sosial untuk Indonesia;
2. Inovasi Model Bisnis;
3. Kepemimpinan Teknologi;
4. Peningkatan Investasi;
5. Pengembangan Talenta.

Hasil Penilaian Kinerja Direksi Tahun 2023

Berdasarkan hasil evaluasi dari Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan, maka diperoleh hasil skor *Key Performance Indicator* (KPI) PT Petrokimia Gresik tahun 2023 secara kolegial sebesar 100,23% dengan rincian sebagai berikut:

Performance Assessment of the Board of Directors

Assessment of the Achievement of Key Performance Indicators (KPI) has been carried out with reference to the performance targets that have been mutually agreed upon in the Management Contract between the Shareholders of the Company (PT Pupuk Indonesia (Persero) and the Petrokimia Gresik Foundation) and the Board of Commissioners and the Board of Directors of the Company in 2023 based on KPI.

Assessment Criteria

In its implementation, the assessment of the Collegial KPI is divided into 5 (five) perspectives, as follows:

1. Economic and Social Value for Indonesia;
2. Business Model Innovation;
3. Technology Leadership;
4. Increased Investment;
5. Talent Development.

Results of the Board of Directors' Performance Assessment in 2023

Based on the assessment results from the Tanudiredja, Wibisana, Rintis & Partners Public Accounting Firm, the 2023 PT Petrokimia Gresik Key Performance Indicator (KPI) score collegially obtained was 100.23% with the following details:



No.	KPI	Satuan Unit	Skor Score
Perspektif Nilai Ekonomi dan Sosial untuk Indonesia Economic and Social Value Perspective for Indonesia			
1	Gap ROIC to WACC	%	1,25
2	Sustainable Financial Position		
	- Interest Bearing Debt to EBITDA	Kali Times	4,40
	- Interest Bearing Debt to Invested Capital		4,40
3	Kontribusi Laba Bersih Anak dan Perusahaan Afiliasi Net Profit Contribution of Subsidiaries and Affiliated Companies	Rp miliar billion	2,76
4	Cashflow From Operation (CFO)	Rp miliar billion	5,50
5	Nilai Transaksi Distributor dan UMKM-Program PADI Distributor and MSME Transaction Value-PADI Program	Rp miliar billion	5,28
Investasi Model Bisnis Business Model Innovation			
6	Luasan Lahan Program Agrosolution Agrosolution Program Land Area	Hektare Hectare	5,50
7	COGM Pupuk COGM Fertilizer		
	- COGM Urea	Rp per ton	6,60
	- COGM NPK	Rp per ton	4,00
8	Nilai Pendapatan Produk Komersil Commercial Product Income Value		
	- Agrosolution	Rp miliar billion	2,20
	- Korporasi Corporate	Rp miliar billion	2,20
	- Non Pupuk Non-Fertilizer	Rp miliar billion	4,40
9	SGA to Sales	%	4,26
10	Streamlining Lini Bisnis PI Group PI Group Business Line Streamlining	%	5,00
Kepemimpinan Teknologi Technology Leadership			
11	Manufacturing Excellence		
	- Penurunan emisi karbon PI Grup PI Group carbon emission reduction	Ton CO ₂	5,50
	- Penurunan downtime pabrik Amonia dan Urea Ammonia and Urea plant downtime reduction	&	3,98
12	Nilai <i>Gross Merchandise Value</i> (GMV) <i>Agrosolution</i> Agrosolution Gross Merchandise Value (GMV)	Rp miliar billion	8,80
Peningkatan Investasi Increased Investment			
13	Pelaksanaan Investasi Pengembangan Implementation of Development Investment		
	- Progres pabrik Phonska V Phonska V factory progress	%	5,50
	- Progres pabrik Soda Ash Soda Ash factory progress	%	5,50
Pengembangan Talenta Talent Development			
14	Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko Risk Management Organ Qualification Fulfillment Ratio	%	5,50
15	Implementasi Transformasi SDM Implementation of HR Transformation		
	- Implementasi roadmap SDM HR roadmap implementation	%	4,40
	- Rasio <i>Top Talent</i> Muda dalam <i>Nominated Talent</i> Ratio of Top Young Talent to Nominated Talent	%	2,20
	- Rasio perempuan dalam <i>Nominated Talent</i> Ratio of Female to Nominated Talent	%	1,10
			100,23

Kriteria Evaluasi Kinerja Direksi

Berdasarkan Surat Kementerian BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, maka setiap perusahaan BUMN diwajibkan membuat *Key Performance Indicators* (KPI) Manajemen dan menjadi suatu Kontrak Manajemen antara Pemegang Saham dengan Direksi BUMN.

Kontrak Manajemen merupakan kesanggupan manajemen untuk mencapai target-target yang telah disepakati oleh kedua belah pihak yaitu Pemegang Saham dengan Direksi dan Dewan Komisaris. Target-target yang telah disepakati bersama tertuang dalam Kontrak Manajemen berdasarkan KPI mencakup perspektif keuangan dan pasar, perspektif fokus pelanggan, perspektif efektivitas produk dan proses, perspektif fokus tenaga kerja dan perspektif kepemimpinan, tata kelola, dan tanggung jawab kemasyarakatan.

Perhitungan pencapaian KPI PT Petrokimia Gresik tahun 2023 didasarkan pada:

1. Undang-Undang Negara Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas.
2. Surat Sekretaris Kementerian BUMN No. S-08/S.MBU/2013 tanggal 16 Januari 2013 tentang Penyampaian Pedoman Penentuan KPI dan Kriteria Penilaian Kinerja Unggul (KPKU) pada BUMN.
3. Surat Direktur Utama PT Pupuk Indonesia (Persero) No. U1466/A00.UM/2016 berdasarkan SK Menteri BUMN No. KEP101/MBU/2002 tentang Penyusunan Rencana Kerja dan Anggaran.
4. Surat Direktur Keuangan dan Investasi PT Pupuk Indonesia (Persero) No. 16947/A/OT/B33/ET/2022 tentang Pengesahan KPI Individu Direksi Anak Perusahaan tahun 2022, tanggal 5 September 2022.

Board of Directors Performance Assessment Criteria

Based on the Letter of the Ministry of SOE No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, every SOE Company is required to create Management Key Performance Indicators (KPI) and become a Management Contract between Shareholders and the SOE Board of Directors.

The Management Contract is management's ability to achieve targets agreed upon by both parties, namely shareholders, the Board of Directors, and the Board of Commissioners. The mutually agreed targets are contained in the Management Contract based on KPI, including financial and market perspectives, customer focus perspectives, product and process effectiveness perspectives, workforce focus perspectives and leadership, governance and social responsibility perspectives.

The calculation of PT Petrokimia Gresik's 2023 KPI achievement is based on:

1. Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies.
2. Letter from the Secretary of the Ministry of SOE No. S-08/S.MBU/2013 dated January 16, 2013 concerning Submission of Guidelines for Determining KPIs and Criteria for Evaluation of Superior Performance (KPKU) in SOE.
3. Letter from the President Director of PT Pupuk Indonesia (Persero) No. U1466/A00.UM/2016 based on the Decree of the Minister of SOE No. KEP101/MBU/2002 concerning the Preparation of Work Plans and Budgets.
4. Letter from the Director of Finance and Investment of PT Pupuk Indonesia (Persero) No. 16947/A/OT/B33/ET/2022 concerning Ratification of Individual KPI for the Board of Directors of Subsidiaries for 2022, dated September 5, 2022.



5. Kontrak Manajemen antara Pemegang Saham, Dewan Komisaris, dan Direksi PT Petrokimia Gresik tahun 2022, tanggal 27 Januari 2022.

Pihak yang Melakukan *Assessment*

Sesuai dengan Surat Kementerian BUMN No. SK PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman tata kelola dan kegiatan korporasi signifikan BUMN, maka Direksi Perusahaan diwajibkan membuat *Key Performance Indicator* (KPI) Manajemen yang dijadikan Kontrak Manajemen antara Pemegang Saham dengan Direksi tersebut dan Panduan pengelolaan KPI No. 2/A/HK/B30/SE/2024 tanggal 2 Januari 2024 perihal penyampaian pedoman pengelolaan KPI Manajemen PT Pupuk Indonesia (Persero) Grup, Nomor Dokumen PI-KIN-PD-003 Rev.4. Dasar pelaksanaan adalah Perjanjian tentang Jasa Akuntan Publik PT Pupuk Indonesia (Persero) Grup Tahun Buku 2022 antara PT Pupuk Indonesia (Persero) dengan Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan No. 281/A/HK/A12/SP/2023 tanggal 2 Oktober 2023 dan amandemennya No. 00196/A/PA/A12/SP/2024, yang salah satu bentuk dan ruang lingkup pekerjaannya yaitu melakukan Evaluasi Tingkat Pencapaian *Key Performance Indicator* (KPI).

Kontrak Manajemen merupakan kesanggupan manajemen untuk mencapai target-target yang telah disepakati oleh kedua belah pihak yaitu Pemegang Saham dengan Direksi dan Dewan Komisaris. Target-target yang telah disepakati bersama tertuang dalam Kontrak Manajemen berdasarkan *Key Performance Indicators* (KPI) mencakup perspektif nilai ekonomi, dan sosial untuk Indonesia, perspektif inovasi model bisnis, perspektif kepemimpinan teknologi, perspektif peningkatan investasi, dan perspektif pengembangan talenta.

5. Management Contract between Shareholders, the Board of Commissioners, and the Board of Directors of PT Petrokimia Gresik for 2022, January 27, 2022.

The Party Conducting the *Assessment*

In accordance with the Letter of the Ministry of SOE No. SK PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of SOE, the Company's Board of Directors are required to create Management Key Performance Indicators (KPI), which are used as Management Contracts between Shareholders with the Board of Directors, and KPI Management Guide No. 2/A/HK/B30/SE/2024 dated January 2, 2024 regarding the submission of KPI management guidelines for PT Pupuk Indonesia (Persero) Group, Document Number PI-KIN-PD-003 Rev.4. The basis for implementation is the Agreement on Public Accounting Services for PT Pupuk Indonesia (Persero) Group for Financial Year 2022 between PT Pupuk Indonesia (Persero) and Tanudiredja, Wibisana, Rintis & Rekan Public Accounting Firm No. 281/A/HK/A12/SP/2023 dated October 2, 2023, and amendment No. 00196/A/PA/A12/SP/2024. One of the forms and scopes of work is evaluating the level of achievement of Key Performance Indicators (KPI).

The Management Contract is management's ability to achieve targets agreed upon by both parties, namely shareholders, the Board of Directors, and the Board of Commissioners. The mutually agreed targets are contained in the Management Contract based on Key Performance Indicators (KPI), including an economic and social value perspective for Indonesia, a business model innovation perspective, a technology leadership perspective, an investment increase perspective, and a talent development perspective.

ORGAN PENDUKUNG KINERJA DEWAN KOMISARIS

Board of Commissioners' Performance Supporting Organs

Dalam rangka memastikan pelaksanaan fungsi pengawasan berjalan dengan baik, Dewan Komisaris PT Petrokimia Gresik dibantu oleh Komite Audit dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko. Kedua Komite tersebut bertugas mengawasi langsung pengelolaan Perseroan dilakukan dengan benar termasuk pada aspek tata kelola maupun manajemen risiko.

In order to ensure that the implementation of the supervisory function runs smoothly, the Board of Commissioners of PT Petrokimia Gresik is assisted by the Audit Committee and the Nomination and Remuneration, GCG, and Risk Monitoring Committees. The two committees are tasked with directly supervising whether the Company's management is carried out correctly, including aspects of governance and risk management.

KOMITE AUDIT AUDIT COMMITTEE

Komite Audit bertanggung jawab kepada Dewan Komisaris dan membantu Dewan Komisaris dalam pelaksanaan tugasnya agar pengelolaan Perusahaan dapat berlangsung dengan efisien dan efektif melalui sistem dan pelaksanaan pengawasan yang kompeten dan independen.

The Audit Committee is responsible to the Board of Commissioners and assists the Board of Commissioners in carrying out its duties so that the management of the Company can take place efficiently and effectively through a competent and independent monitoring system and implementation.

STRUKTUR KOMITE AUDIT

Komite Audit diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada Pemegang Saham. Persyaratan dan masa kerja anggota Komite Audit telah memenuhi ketentuan peraturan-peraturan perundang-undangan dan diatur dalam *Committee Audit Charter*, meliputi memiliki integritas yang tinggi, latar belakang pendidikan akuntansi dan keuangan, pengetahuan yang cukup untuk membaca dan memahami laporan keuangan serta persyaratan lainnya.

AUDIT COMMITTEE STRUCTURE

The Audit Committee is appointed and dismissed by the Board of Commissioners and reported to the Shareholders. The requirements and terms of service for members of the Audit Committee have met the provisions of laws and regulations and are regulated in the Audit Committee Charter, including having high integrity, an educational background in accounting and finance, sufficient knowledge to read and understand financial statements, and other requirements.

SUSUNAN ANGGOTA KOMITE AUDIT

Susunan anggota Komite Audit Perseroan terdiri dari seorang Ketua dan seorang Wakil Ketua yang merupakan anggota Dewan Komisaris dan dua orang anggota yang memiliki pengetahuan dan kemampuan di bidang audit, hukum, dan keuangan. Pada tahun 2023, terdapat pengunduran diri anggota Komisaris yang juga sebagai Wakil Ketua Komite Audit yaitu Bapak Ammarsjah pada 18 Oktober 2023, maka susunan anggota sebagai berikut:

COMPOSITION OF AUDIT COMMITTEE MEMBERS

The composition of the Company's Audit Committee consists of a Chairman and a Vice Chairman who are members of the Board of Commissioners and two members who have knowledge and abilities in the areas of audit, law, and finance. In 2023, there was the resignation of the member of the Commissioner who is also the Vice Chairman of the Audit Committee, namely Mr. Ammarsjah, on October 18, 2023, so the composition of the members is as follows:



No.	Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment
1	Bin Nahadi	Ketua Chairman	SK Dewan Komisaris No. 06/SK/04/99/DK/2021 tanggal 26 April 2021 Decree of the Board of Commissioners No. 06/SK/04/99/DK/2021 dated April 26, 2021
2	Ammarsjah ¹⁾	Wakil Ketua Vice Chairman	SK Dewan Komisaris No. 12/SK/07/99/DK/2021 tanggal 13 Juli 2021 Decree of the Board of Commissioners No. 12/SK/07/99/DK/2021 dated July 13, 2021
3	Bambang Setiobroto	Anggota Member	SK Dewan Komisaris No. 05/SK/09/99/DK/2022 tanggal 30 September 2022 Decree of the Board of Commissioners No. 05/SK/09/99/DK/2022 dated September 30, 2022
4	Sutan Rambun Pamenan	Anggota merangkap Sekretaris Member concurrently Secretary	SK Dewan Komisaris No. 01/SK/07/99/DK/2023 tanggal 12 Juli 2023 Decree of the Board of Commissioners No. 01/SK/07/99/DK/2023 dated July 12, 2023

Keterangan | Note:

RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H., No. 11, tanggal 15 November 2023 memberhentikan Sdr Ammarsjah sebagai Komisaris Independen sehingga berakhir pula jabatan beliau sebagai Wakil Ketua Komite Audit Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H., No. 11, November 15, 2023, dismissing Mr. Ammarsjah as an Independent Commissioner, ending his position as Vice Chairman of the Audit Committee

PROFIL KOMITE AUDIT

PROFILE OF THE AUDIT COMMITTEE

**BIN NAHADI**

Ketua Komite Audit
Chairman of the Audit Committee

Usia | Age
47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Ketua Komite Audit berdasarkan SK Dewan Komisaris No. 06/SK/04/99/DK/2021 tanggal 26 April 2021 tentang Pengangkatan Ketua Komite Audit PT Petrokimia Gresik.

Appointed as Chairman of the Audit Committee pursuant to Board of Commissioners Decree No. 06/SK/04/99/DK/2021, dated April 26, 2021, regarding the appointment of the Chairman of the Audit Committee of PT Petrokimia Gresik.

Lahir di Boyolali, 12 Februari 1976. Memperoleh gelar Sarjana Akuntansi dari Sekolah Tinggi Akuntansi Negara (STAN) (1999), MBA dari University of The Thai Chamber of Commerce (2005) dan PhD dari Ritsumeikan Asia Pacific University (2013). Berkarir di Kementerian BUMN sejak tahun 1996 hingga saat ini.

RANGKAP JABATAN

- Asisten Deputi bidang keuangan Kementerian BUMN
- Ketua Komite Audit PT Petrokimia Gresik

SERTIFIKASI

Certified Risk Executive Leader (CREL)

Born on February 12, 1976, in Boyolali. He obtained a Bachelor of Accounting degree from the State College of Accountancy (STAN) in 1999, an MBA from the University of the Thai Chamber of Commerce in 2005, and a PhD from Ritsumeikan Asia Pacific University in 2013. From 1996 to the present, he has worked for the Ministry of SOEs.

CONCURRENT POSITION

- Assistant Deputy for Finance at the Ministry of SOE
- Chairman of the Audit Committee of PT Petrokimia Gresik

CERTIFICATION

Certified Risk Executive Leader (CREL)



AMMARSJAH

Wakil Ketua merangkap Anggota Komite Audit
Deputy Chair and concurrently member of the Audit Committee

Usia | Age
58 tahun pada akhir tahun buku 2023
58 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Wakil Ketua merangkap Anggota Komite Audit berdasarkan SK Dewan Komisaris No. 12/SK/07/99/DK/2021 tanggal 13 Juli 2021 tentang Pengangkatan Wakil Ketua Komite Audit dan Penetapan Susunan Keanggotaan Komite Audit PT Petrokimia Gresik sampai tanggal 18 Oktober 2023.

Appointed as Deputy Chair and concurrently member of the Audit Committee by Decree of the Board of Commissioners No. 12/SK/07/99/DK/2021 dated July 13, 2021, regarding the Appointment of the Deputy Chairman of the Audit Committee and Determination of the Membership Composition of the Audit Committee of PT Petrokimia Gresik until October 18, 2023.

Lahir di Medan, 18 Maret 1965. Menempuh pendidikan S1 Teknik Elektro di Institut Teknologi Bandung (1984-1989) dan S2 Administrasi Publik di Universitas Indonesia (2011-2013). Mengawali karir di PT Bukaka Kujang Prima (1992-1998) dan pernah menjadi Staf Khusus Menteri Kelautan dan Perikanan RI (2004-2009) dan Staf Khusus Menteri Perhubungan RI (2009-2012).

Born in Medan on March 18, 1965. He completed S1 in Electrical Engineering at the Bandung Institute of Technology (1984-1989) and S2 in Public Administration at the University of Indonesia (2011-2013). He began his career at PT Bukaka Kujang Prima (1992-1998) and later served as Special Staff to the Minister of Maritime Affairs and Fisheries of the Republic of Indonesia (2004-2009) and the Minister of Transportation of the Republic of Indonesia (2009-2012).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI:

-

CERTIFICATION:

-



BAMBANG SETIOBROTO

Anggota Komite Audit
Member of the Audit Committee

Usia | Age
67 tahun pada akhir tahun buku 2023
67 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi anggota Komite Audit berdasarkan SK Dewan Komisaris No. 06/SK/10/99/DK/2020 tanggal 2 Oktober 2020 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit PT Petrokimia Gresik.

Appointed as a member of the Audit Committee based on the Decree of the Board of Commissioners No. 06/SK/10/99/DK/2020 dated October 2, 2020 regarding the Dismissal and Appointment of Members of the Audit Committee of PT Petrokimia Gresik.

Menempuh pendidikan S1 Teknik Fisika di Institut Teknologi Sepuluh Nopember Surabaya (1980) dan S1 Ilmu Hukum Universitas Gresik (1998), serta Magister Hukum Bisnis Universitas Airlangga Surabaya (2002). Lama berkarier di PT Petrokimia Gresik (1980-2010) dan jabatan terakhir sebagai Direktur SDM & Umum, menjadi Komisaris Utama PT Petrokimia Kayaku (2010-2011) dan Direktur PT Petro Hidro Optima (2014-2017).

Born in Surabaya on August 4, 1956. He studied Engineering Physics at the Sepuluh Nopember Institute of Technology Surabaya (1980), Bachelor of Law from Gresik University (1998), and Masters in Business Law at Airlangga University Surabaya (2002). Long career at PT Petrokimia Gresik (1980-2010) and last position as Director of Human Resources and General, becoming President Commissioner of PT Petrokimia Kayaku (2010-2011) and Director of PT Petro Hidro Optima (2014-2017).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

SERTIFIKASI

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

CERTIFICATION

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection



SUTAN RAMBUN PAMENAN

Sekretaris merangkap Anggota Komite Audit
Secretary and concurrently Member of the Audit Committee

Usia | Age
62 tahun pada akhir tahun buku 2023
62 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Sekretaris merangkap Anggota Komite Audit berdasarkan SK Dewan Komisaris No. 10/SK/06/99/DK/2021 tanggal 11 Juni 2021 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit PT Petrokimia Gresik.

Appointed as Secretary and concurrently Member of the Audit Committee based on the Decree of the Board of Commissioners No. 10/SK/06/99/DK/2021 dated June 11, 2021 concerning Dismissal and Appointment of Members of the Audit Committee of PT Petrokimia Gresik.

Lahir di Jakarta, 19 Juni 1961. Menempuh pendidikan D3 di Sekolah Tinggi Akuntansi Negara (STAN) (1982) dan Universitas Udayana (1999). Mengawali karier di Kantor Akuntan Negara Denpasar tahun 1982 dan sejak 1983 hingga 2021 berkariër di Badan Pengawasan Keuangan dan Pembangunan (BPKP).

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

SERTIFIKASI

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

Born in Jakarta on June 19, 1961. He studied D3 at the State College of Accountancy (STAN) (1982) and Udayana University (1999). He started his career at the Denpasar State Accounting Firm in 1982, and from 1983 to 2021, he worked at the Financial and Development Supervisory Agency (BPKP).

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

CERTIFICATION

- Certification in Audit Committee Practices (CACP)
- Fraudulent Financial Statement Detection

INDEPENDENSI KOMITE AUDIT

Dalam mengangkat Komite Audit, Dewan Komisaris tidak hanya mempertimbangkan persyaratan material saja, namun juga terhadap independensi anggota Komite Audit dalam hal hubungan dengan Dewan Komisaris dan Direksi, tidak memiliki hubungan dengan kepengurusan baik usaha, saham di Perseroan serta syarat lainnya mengenai tidak menjabat sebagai pengurus politik.

Independensi Komite Audit tersebut dimaksudkan bahwa Komite Audit bersifat independen sehingga dapat bertindak independen dalam melaksanakan audit, dengan ketentuan sebagaimana dalam tabel sebagai berikut:

INDEPENDENCE OF THE AUDIT COMMITTEE

In appointing the Audit Committee, the Board of Commissioners not only considers material requirements but also the independence of the Audit Committee members in terms of their relationship with the Board of Commissioners and the Board of Directors, not having any relationship with the management of the business, shares in the Company and other conditions regarding not serving as political administrators.

The independence of the Audit Committee means that the Audit Committee is independent so that it can act independently in carrying out audits, with the provisions as in the following table:

Aspek Independensi Independency Aspects	Bin Nahadi	Ammarsjah	Bambang Setiobroto	Sutan Rambun Pamenan
Tidak memiliki hubungan dengan Dewan Komisaris dan Direksi. Has no relationship with the Board of Commissioners or the Board of Directors.	√	√	√	√
Tidak memiliki hubungan dalam kepengurusan di PT Petrokimia Gresik, anak perusahaan, maupun perusahaan patungan. Has no relationship with the management of PT Petrokimia Gresik, subsidiaries, or joint ventures.	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit Has no familial relationship with the Board of Commissioners, the Board of Directors, and/or fellow members of the Audit Committee	√	√	√	√
Tidak menjabat sebagai pengurus partai politik maupun pejabat pemerintah Not serving as a political party administrator or government official	√	√	√	√

Komite Audit wajib menjaga kerahasiaan dokumen, data, dan informasi perusahaan, baik dari pihak internal maupun pihak eksternal dan hanya digunakan untuk kepentingan pelaksanaan tugasnya. Untuk menjamin independensi anggota Komite Audit, PT Petrokimia Gresik menerapkan beberapa kriteria khusus terhadap anggota Komite Audit yaitu: bukan karyawan dari Perseroan, tidak memiliki saham pada Perseroan, memiliki perilaku dan pemikiran yang independen dan tidak memiliki benturan kepentingan dengan Perseroan.

PEDOMAN KERJA KOMITE AUDIT

Dalam melaksanakan tugas, tanggung jawab, dan kewajibannya, Komite Audit telah dilengkapi dengan Pedoman Kerja yang ditetapkan dalam Piagam Komite Audit (*Audit Committee Charter*) yang dimutakhirkan secara berkala. Revisi terakhir dilakukan pada tanggal 29 Desember 2023.

Adapun isi dari Piagam Komite Audit adalah sebagai berikut:

1. Latar belakang, maksud tujuan dan dasar hukum;
2. Organisasi Komite Audit;
3. Tugas, tanggung jawab, dan wewenang;
4. Kode etik dan mekanisme kerja;
5. Pemberlakuan dan pemutakhiran piagam komite serta evaluasi kinerja.

TUGAS DAN TANGGUNG JAWAB KOMITE AUDIT

Komite Audit bertugas untuk memberikan pendapat kepada Dewan Komisaris terhadap laporan atau hal-hal yang disampaikan oleh Direksi kepada Dewan Komisaris, mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris, dan melaksanakan tugas-tugas lain yang berkaitan dengan tugas Dewan Komisaris, sebagai berikut:

Tugas Komite Audit

1. Membantu Dewan Komisaris untuk memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas eksternal auditor dan internal auditor;
2. Menilai pelaksanaan kegiatan hasil audit yang dilaksanakan oleh Satuan Pengawasan Intern maupun auditor eksternal;
3. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan Perseroan;
4. Melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris serta tugas-tugas Dewan Komisaris lainnya;
5. Melakukan telaahan atas kebijakan/rancangan sistem teknologi informasi dan pelaksanaannya;
6. Melakukan telaahan atas kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan PSAK;

The Audit Committee is obliged to maintain the confidentiality of the Company's documents, data, and information, both internal and external, and is only used for the purposes of carrying out its duties. To ensure the independence of Audit Committee members, PT Petrokimia Gresik applies several special criteria to Audit Committee members, namely: not being employees of the Company, not owning shares in the Company, having independent behavior and thinking, and having no conflict of interest with the Company.

AUDIT COMMITTEE CHARTER

In carrying out its duties, responsibilities, and obligations, the Audit Committee has been equipped with Work Guidelines stipulated in the Audit Committee Charter, which are updated periodically. The last revision was made on December 29, 2023.

The contents of the Audit Committee Charter are as follows:

1. Background, objective, and legal basis;
2. Audit Committee organization;
3. Duties, responsibilities, and authorities;
4. Code of ethics and work mechanisms;
5. Implementation and updating of the committee charter and performance assessment.

DUTIES AND RESPONSIBILITIES OF THE AUDIT COMMITTEE

The Audit Committee is tasked with providing opinions to the Board of Commissioners regarding reports or matters submitted by the Board of Directors to the Board of Commissioners, identifying matters that require the attention of the Board of Commissioners, and carrying out other tasks related to the duties of the Board of Commissioners, as follows:

Duties of the Audit Committee

1. Assist the Board of Commissioners to ensure the effectiveness of the internal control system and the effectiveness of carrying out the duties of external auditors and internal auditors;
2. Assess the implementation of activities and the results of audits carried out by the Internal Audit Unit and external auditors;
3. Ensure that there are satisfactory evaluation procedures for all information released by the Company;
4. Identify matters that require the attention of the Board of Commissioners as well as other duties of the Board of Commissioners;
5. Review the information technology system policy/design and its implementation;
6. Review accounting policies and prepare financial statements in accordance with PSAK;



7. Melakukan telaahan atas kebijakan pengadaan barang/jasa dan pelaksanaannya;
8. Melakukan telaahan atas kepatuhan terhadap RKAP dan RJPP;
9. Melakukan telaahan atas persetujuan/rekomendasi Dewan Komisaris terhadap permohonan yang diajukan Direksi;
10. Melakukan telaahan atas gejala menurunnya kinerja Perseroan;
11. Selain tugas sebagaimana dimaksud, Dewan Komisaris dapat memberikan penugasan lain kepada Komite Audit yang ditetapkan dalam Piagam Komite Audit.

Tanggung Jawab Komite Audit

1. Menyelenggarakan rapat secara teratur:
 - a. Komite Audit mengadakan rapat rutin setiap bulan sekali;
 - b. Selain rapat rutin, Komite Audit dapat mengadakan rapat sesuai kebutuhan;
 - c. Dalam setiap rapat, Komite Audit dapat mengundang/dihadiri pihak terkait yang diperlukan (unit kerja/komite lainnya);
 - d. Setiap rapat Komite Audit dituangkan dalam risalah rapat yang ditandatangani oleh seluruh anggota Komite Audit yang hadir;
 - e. Kuorum rapat adalah minimum dihadiri oleh 2/3 (dua pertiga) dari anggota Komite Audit. Jika tidak memenuhi kuorum, rapat ditangguhkan dan diagendakan kembali.
2. Menyampaikan laporan triwulanan dan tahunan kepada Dewan Komisaris yang menyajikan aktivitas kegiatan Komite Audit dan masalah-masalah signifikan yang membutuhkan perhatian Dewan Komisaris serta rekomendasi Komite Audit.
3. Menyiapkan data yang akan dimasukkan ke dalam Laporan Pengawasan Tahunan Dewan Komisaris yang antara lain merinci kegiatan yang telah dilaksanakan oleh Komite Audit.
4. Membuat laporan khusus kepada Dewan Komisaris apabila diminta.

MASA TUGAS KOMITE AUDIT

Masa jabatan anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris paling lama (3) tiga tahun dan dapat diperpanjang satu kali selama 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

RAPAT KOMITE AUDIT

Rapat Komite Audit terdiri dari rapat rutin yang diselenggarakan setiap 1 (satu) bulan sekali dan rapat non-rutin yang dilaksanakan setiap saat sesuai dengan kebutuhan.

7. Review the goods/services procurement policy and its implementation;
8. Review compliance with RKAP and RJPP;
9. Review the approval/recommendation of the Board of Commissioners regarding applications submitted by the Board of Directors;
10. Review the symptoms of the Company's performance decline;
11. In addition to the duties as intended, the Board of Commissioners may provide other assignments to the Audit Committee as stipulated in the Audit Committee Charter.

Responsibilities of the Audit Committee

1. Hold meetings regularly:
 - a. The Audit Committee holds regular meetings once every month;
 - b. Apart from regular meetings, the Audit Committee can hold meetings as needed;
 - c. At each meeting, the Audit Committee can invite/attend necessary related parties (work units/other committees);
 - d. Each Audit Committee meeting is outlined in the minutes of the meeting, which are signed by all Audit Committee members present;
 - e. The minimum meeting quorum is attended by 2/3 (two-thirds) of the Audit Committee members. If the quorum is not met, the meeting is adjourned and rescheduled.
2. Submit quarterly and annual reports to the Board of Commissioners presenting the activities of the Audit Committee and significant issues that require the attention of the Board of Commissioners, as well as recommendations from the Audit Committee.
3. Prepare data to be included in the Board of Commissioners' Annual Monitoring Report, which, among other things, details the activities carried out by the Audit Committee.
4. Make special reports to the Board of Commissioners if requested.

TERM OF OFFICE OF THE AUDIT COMMITTEE

The term of office of members of the Audit Committee who are not members of the Board of Commissioners is a maximum of (3) three years and can be extended once for 1 (one) time for a 2 (two) year term of office, without prejudice to the right of the Board of Commissioners to dismiss them at any time.

AUDIT COMMITTEE MEETING

Audit Committee meetings consist of regular meetings held 1 (one) a month and non-routine meetings held at any time as needed.

Nama Name	Frekuensi Rapat Meeting Frequency	Kehadiran Attendance	Tingkat Kehadiran Attendance Level (%)
Bin Nahadi	12	12	100
Ammarsjah	9	9	100
Bambang Setiobroto	12	12	100
Sutan Rambun Pamenan	11	12	92

Agenda dan Kehadiran Rapat Komite Audit

Agenda and Attendance of Audit Committee Meetings

No.	Tanggal Date	Perihal Subject	Agenda Rapat Meeting Agenda	BN	AMS	BSO	STP
1	20 Januari 2023 January 20, 2023	Undangan Rapat Kinerja Bulan Desember 2022 Invitation to the December 2022 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Desember 2022 dan sampai dengan Desember 2022; Progres pelaksanaan audit tahun buku 2022; Persiapan RUPS RKAP tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for December 2022 and up to December 2022; Progress of audit implementation for the financial year 2022; Preparation of the 2023 GMS RKAP; Other strategic issues. 	√	√	√	√
2	16 Februari 2023 February 16, 2023	Undangan Rapat Kinerja Bulan Januari 2023 Invitation to the January 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Januari 2023 dan sampai dengan Januari 2023; Progres pelaksanaan audit tahun buku 2022; Progress Assessment GCG tahun 2022; Progres penanganan pabrik; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for January 2023 and up to January 2023; Progress of audit implementation for the financial year 2023; GCG Progress Assessment in 2022; Factory handling progress; Other strategic issues. 	√	√	√	√
3	16 Maret 2023 March 16, 2023	Undangan Rapat Kinerja Bulan Februari 2023 Invitation to February 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Februari 2023 dan sampai dengan Februari 2023; Progres pelaksanaan audit tahun buku 2022; Kinerja IT tahun 2022 dan program kerja IT PG tahun 2023 terhadap <i>Information Technology Master Plan (ITMP)</i> PI Grup tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion of performance in February 2023 and up to February 2023; Progress of audit implementation for the financial year 2022; IT performance in 2022 and IT PG work program in 2023 towards PI Group's Information Technology Master Plan (ITMP) in 2023; Other strategic issues. 	√	√	√	√



No.	Tanggal Date	Perihal Subject	Agenda Rapat Meeting Agenda	BN	AMS	BSO	STP
4	17 April 2023 April 17, 2023	Undangan Rapat Kinerja Bulan Maret 2023 Invitation to March 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Maret 2023 dan sampai dengan Maret 2023; Progress pelaksanaan audit tahun buku 2022; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for March 2023 and up to March 2023; Progress of audit implementation for the financial year 2022; Other strategic issues. 	√	√	√	x
5	30 Mei 2023 May 30, 2023	Undangan Rapat Kinerja Bulan April 2023 Invitation to April 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan April 2023 dan sampai dengan April 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for April 2023 and up to April 2023; Other strategic issues. 	√	√	√	√
6	26 Juni 2023 June 26, 2023	Undangan Rapat Kinerja Bulan Mei 2023 Invitation to May 2023 Performance Meeting	<ol style="list-style-type: none"> Tindak lanjut rapat sebelumnya; Pembahasan kinerja bulan Mei 2023 dan sampai dengan Mei 2023; Isu atrategis lainnya. <ol style="list-style-type: none"> Follow-up on the previous meeting; Discussion on performance for May and up to May 2023; Other strategic issues. 	√	√	√	√
7	25 Juli 2023 July 25, 2023	Undangan Rapat Kinerja Bulan Juni 2023 Invitation to June 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Juni dan sampai dengan Juni 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for June and up to June 2023; Other strategic issues. 	√	√	√	√
8	18 Agustus 2023 August 18, 2023	Undangan Rapat Kinerja Bulan Juli 2023 Invitation to July 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Juli 2023 dan sampai dengan Juli 2023; Progres pemeriksaan BPK RI; Tindak lanjut temuan dan rekomendasi Auditor; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for July 2023 and up to July 2023; Progress of BPK RI examination; Follow up on Auditor findings and recommendations; Other strategic issues. 	√	√	√	√
9	22 September 2023 September 22, 2023	Undangan Rapat Kinerja Bulan Agustus 2023 Invitation to August 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan Agustus 2023 dan sampai dengan Agustus 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for August 2023 and up to August 2023; Other strategic issues. 	√	√	√	√
10	23 Oktober 2023 October 23, 2023	Undangan Rapat Kinerja Bulan September 2023 Invitation to September 2023 Performance Meeting	<ol style="list-style-type: none"> Pembahasan kinerja bulan September 2023 dan sampai dengan September 2023 Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for September 2023 and up to September 2023 Other strategic issues. 	√	x	√	√

No.	Tanggal Date	Perihal Subject	Agenda Rapat Meeting Agenda	BN	AMS	BSO	STP
11	27 November 2023 November 27, 2023	Undangan Rapat Kinerja Bulan Oktober 2023 Invitation to October 2023 Performance Meeting	1. Pembahasan kinerja bulan Oktober 2023 dan sampai dengan Oktober 2023; 2. Isu strategis lainnya. 1. Discussion on performance for October 2023 and up to October 2023; 2. Other strategic issues.	√	x	√	√
12	21 Desember 2023 December 21, 2023	Undangan Rapat Kinerja Bulan November 2023 Invitation to November 2023 Performance Meeting	1. Pembahasan kinerja bulan November 2023 dan sampai dengan November 2023 2. Isu strategis lainnya. 1. Discussion on performance for November 2023 and up to November 2023 2. Other strategic issues.	√	x	√	√

Keterangan | Note:

BN : Bin Nahadi
 AMS : Ammarsjah
 BSO : Bambang Setiobroto
 STP : Sutan Rambun Pamenan

√ : Hadir | Presence
 x : Tidak hadir | Absence
 - : Tidak menjabat | Not Serving

LAPORAN DAN TELAAH KOMITE

Selama tahun 2023, Komite Audit telah melaksanakan tugas dan tanggung jawabnya untuk memastikan efektivitas pelaksanaan audit internal dan eksternal, mengevaluasi dan memberikan masukan kepada Dewan Komisaris terkait materi bulanan (Laporan Kinerja Perseroan yang disampaikan oleh Direksi), memberikan saran atas *draft* RKAP, evaluasi RJPP, dan efektivitas pengendalian internal dan lainnya. Komite Audit juga melakukan pertemuan rutin dan diskusi dengan Pejabat *Grade I* di Perseroan dan selanjutnya memberikan masukan kepada Dewan Komisaris atas surat-surat masuk yang diterima Dewan Komisaris melalui telaah Komite Audit. Untuk memastikan hasil telaah tersebut, Komite Audit juga melakukan pemantauan melalui kunjungan ke lapangan/lokasi. Selain hasil telaah yang dilakukan, Komite Audit juga menyusun laporan kegiatan secara berkala pada Triwulan I, II, III, dan IV tahun 2023 yang disampaikan kepada Dewan Komisaris.

PROGRAM PENGEMBANGAN KOMPETENSI KOMITE AUDIT

Komite Audit PT Petrokimia Gresik senantiasa mengikuti berbagai kegiatan pengembangan kompetensi untuk meningkatkan kemampuan dalam melaksanakan tugas dan fungsinya. Pada tahun 2023, program pengembangan kompetensi yang diikuti oleh Komite Audit PT Petrokimia Gresik adalah sebagai berikut:

COMMITTEE REPORT AND REVIEW

In 2023, the Audit Committee carried out its duties and responsibilities to ensure the effectiveness of the implementation of internal and external audits, evaluate and provide input to the Board of Commissioners regarding monthly material (the Company's Performance Reports submitted by the Board of Directors), provide suggestions on the RKAP draft, RJPP evaluation, the effectiveness of internal controls, and others. The Audit Committee also holds regular meetings and discussions with Grade I Officials in the Company and then provides input to the Board of Commissioners regarding incoming letters received by the Board of Commissioners through review by the Audit Committee. To ensure the results of this review, the Audit Committee also carries out monitoring through field/location visits. In addition to the results of the review carried out, the Audit Committee also prepares regular activity reports in Quarters I, II, III, and IV 2023, which are submitted to the Board of Commissioners.

AUDIT COMMITTEE COMPETENCY DEVELOPMENT PROGRAM

The Audit Committee of PT Petrokimia Gresik always participates in various competency development activities to improve its ability to carry out its duties and functions. In 2023, the competency development program participated in by the PT Petrokimia Gresik Audit Committee is as follows:



No.	Tanggal Date	Seminar/Pelatihan Seminar/Training	Peserta Participants
1	21 Januari 2023 January 21, 2023	Seminar dan Bedah Buku Manajemen Risiko Korupsi Seminar and Book Review on Corruption Risk Management	Sutan Rambun Pamenan
2	22–24 Mei 2023 May 22–24, 2023	IFA Annual Conference 2023	Ammarsjah
3	17 Juni 2023 June 17, 2023	Fraudulent Financial Statement Detection	- Bambang Setiobroto - Sutan Rambun Pamenan
4	13–21 November 2023 November 13–21, 2023	Certified Risk Executive Leader	Bin Nahadi
5	28–30 November 2023 November 28–30, 2023	Certification in Audit Committee Practices (CACP)	- Bambang Setiobroto - Sutan Rambun Pamenan

REMUNERASI KOMITE AUDIT

Penentuan jumlah remunerasi Komite Audit ditetapkan dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan Keputusan Dewan Komisaris No. 02/SK/03/99/DK/2022 tanggal 1 Maret 2022 tentang Penghasilan Organ Pendukung Dewan Komisaris PT Petrokimia Gresik yang mengatur bahwa penghasilan anggota Komite Audit, yakni berupa honorarium maksimal sebesar 12,5% (dua belas koma lima persen) dari gaji Direktur Utama Perseroan dengan ketentuan pajak ditanggung Perseroan dan tidak diperkenankan menerima penghasilan lain selain honorarium tersebut.

Anggota Dewan Komisaris yang menjadi Ketua/anggota Komite Audit tidak diberikan penghasilan tambahan dari jabatan tersebut.

AUDIT COMMITTEE REMUNERATION

Determination of the amount of remuneration for the Audit Committee is stipulated by referring to the Regulation of the Minister of SOE No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises and Decree of the Board of Commissioners No. 02/SK/03/99/DK/2022 dated March 1, 2022 concerning Income of Supporting Organs of the Board of Commissioners of PT Petrokimia Gresik, which regulates that the income of members of the Audit Committee, namely in the form of a maximum honorarium of 12.5% (twelve point five percent) of the salary of the Company's President Director with the provisions that taxes are borne by the Company and are not permitted to receive income other than the honorarium.

Members of the Board of Commissioners who are Chairman/members of the Audit Committee are not given additional income from this position.

Remunerasi yang Diterima Komite Audit Tahun 2023 Remuneration received by the Audit Committee in 2023

dalam rupiah | in rupiah

Nama Name	Jabatan Position	Periode Period	Honorarium Bulanan Monthly Honorarium	Honorarium Tahunan Annual Honorarium	Tunjangan Hari Raya Festive Allowance
Bin Nahadi	Ketua Chairman	2023	-	-	-
Ammarsjah	Wakil Ketua Vice Chairman	2023	-	-	-
Sutan Rambun Pamenan	Sekretaris merangkap Anggota Secretary concurrent Member	2023	28.218.750	338.625.000	28.218.750
Bambang Setiobroto	Anggota Member	2023	28.218.750	338.625.000	28.218.750

Bin Nahadi dan Ammarsjah tidak mendapat honorarium bulanan karena merangkap sebagai Dewan Komisaris.
Bin Nahadi and Ammarsjah do not receive a monthly honorarium because they also serve on the Board of Commissioners.

REKOMENDASI KOMITE AUDIT

Sebagai bagian dari tugas dan tanggung jawabnya, Komite Audit memberikan laporan dan rekomendasi kepada Dewan Komisaris atas tugas rutin dan penugasan khusus yang diberikan oleh Dewan Komisaris.

AUDIT COMMITTEE RECOMMENDATIONS

As part of its duties and responsibilities, the Audit Committee provides reports and recommendations to the Board of Commissioners regarding routine tasks and special assignments given by the Board of Commissioners.

No.	Tanggal Date	Perihal Subject
1	11 Januari 2023 January 11, 2023	Usulan objek pemeriksaan dalam Program Kerja Pengawasan Tahunan (PKPT) tahun 2023 Proposal for audit objects in the 2023 Annual Supervision Work Program (PKPT)
2	18 Januari 2023 January 18, 2023	Permohonan persetujuan kerja sama pendayagunaan aset untuk lahan parkir dan tempat penyimpanan barang PT Petrokimia Kayaku Request for approval on asset utilization cooperation for PT Petrokimia Kayaku parking lot and goods storage area
3	18 Januari 2023 January 18, 2023	Tanggapan tertulis penghapusbukuan aset tanah eks HGB No. 2914 tahun 2000 Medan Written response to write-off of land assets ex HGB No. 2914 of 2000 Medan
4	20 Januari 2023 January 20, 2023	Tanggapan tertulis atas permohonan persetujuan rencana pembelian saham PT Pupuk Indonesia Utilitas milik PT Rekayasa Industri Written response to request for approval on plan to purchase shares of PT Pupuk Indonesia Utilitas owned by PT Rekayasa Industri
5	26 Januari 2023 January 26, 2023	Telaah kinerja bulan Desember dan sampai dengan Desember 2023 Performance review for December and up to December 2023
6	8 Februari 2023 February 8, 2023	Persetujuan penghapusbukuan aset bangunan area lahan parkir pabrik II dan III Approval of write-off of building assets in factory parking area II and III
7	13 Februari 2023 February 13, 2023	Tanggapan tertulis atas pengajuan biaya melampaui RKAP 2022 Written response to proposal of budget exceeding the 2022 RKAP
8	14 Februari 2023 February 14, 2023	Telaah atas laporan penjualan barang tidak terpakai 2021–2022 Review of the 2021–2022 unused goods sales report
9	14 Februari 2023 February 14, 2023	Telaah atas <i>executive summary</i> laporan final kajian divestasi saham PT Petrocentral dan PT Petrowidada Review of the executive summary of the final report on the study of PT Petrocentral and PT Petrowidada share divestment
10	16 Februari 2023 February 16, 2023	Telaah kinerja bulan Januari dan sampai dengan Januari 2023 Performance review for January and up to January 2023
11	17 Maret 2023 March 17, 2023	Telaah kinerja bulan Februari 2023 Performance review for February 2023
12	7 April 2023 April 7, 2023	Telaah atas <i>due diligence</i> Jordan Review of Jordan's due diligence
13	7 April 2023 April 7, 2023	Telaah atas rencana sewa tanah Pertagas Review of the Pertagas land lease plan
14	7 April 2023 April 7, 2023	Tanggapan atas pelepasan aset Perseroan di Medan Response to the disposal of the Company's assets in Medan
15	7 April 2023 April 7, 2023	Laporan Manajemen tahun buku 2022 Management Report for financial year 2022
16	7 April 2023 April 7, 2023	Telaah hasil audit tahun buku 2022 Review the results of the 2022 financial year audit
17	17 April 2023 April 17, 2023	Telaah kinerja bulan Maret 2023 Performance review for March 2023
18	2 Mei 2023 May 2, 2023	Evaluasi KAP PAF Evaluation
19	17 Mei 2023 May 17, 2023	Telaah laporan audit tahun buku 2022 untuk evaluasi kinerja, kepatuhan, dan IC, TJSI, KPI, serta ML Review of the 2022 financial year audit report to evaluate performance, compliance, and IC, TJSI, KPI, and ML
20	22 Juni 2023 June 22, 2023	Kerja sama Pertagas Pertagas Cooperation
21	28 Juni 2023 June 28, 2023	Telaah kinerja bulan Mei 2023 Performance review for May 2023



No.	Tanggal Date	Perihal Subject
22	11 Juli 2023 July 11, 2023	Telaah dan rekomendasi calon SVP SPI Review and recommendations for SPI SVP candidates
23	28 Juli 2023 July 28, 2023	Telaah kinerja bulan Juni 2023 Performance review for June 2023
24	9 Agustus 2023 August 9, 2023	Telaah atas kinerja Pabrik Amonia 1A Performance review of the Ammonia Plant 1A
25	24 Agustus 2023 August 24, 2023	Pengantar telaah kinerja bulan Juli 2023 Introduction to performance review for July 2023
26	23 September 2023 September 23, 2023	Telaah kerja sama sewa aset Graha Phonska Review of Graha Phonska asset leasing cooperation
27	23 September 2023 September 23, 2023	Telaah atas pelaksanaan Audit Internal, pemantauan tindak lanjut hasil Audit Internal dan Eksternal, serta arahan Pemegang Saham semester I tahun 2023 Review of the implementation of Internal Audit, monitoring of follow-up results of Internal and External Audit, and directions of Shareholders in semester I of 2023
28	24 September 2023 September 24, 2023	Telaah <i>cessie</i> Review of <i>cessie</i>
29	25 September 2023 September 25, 2023	Telaah pendayagunaan aset Wisma Puri Review of Wisma Puri asset utilization
30	25 September 2023 September 25, 2023	Telaah atas pelaksanaan Program TJSJ semester I tahun 2023 Review of the implementation of the TJSJ Program semester I 2023
31	25 September 2023 September 25, 2023	Telaah proyek pembangunan Dermaga A Review of the Pier A development project
32	26 September 2023 September 26, 2023	Rencana divestasi Petrocentral Petrocentral divestment plan
33	10 Oktober 2023 October 10, 2023	Telaah persediaan barang mati kantong pupuk Review of fertilizer bag dead goods inventory
34	19 Oktober 2023 October 19, 2023	Telaah atas sistem TI Review of IT systems
35	20 Oktober 2023 October 20, 2023	Telaah atas rencana RKAP 2024 Review of the 2024 RKAP plan
36	24 Oktober 2023 October 24, 2023	Tanggapan tertulis atas pengajuan biaya melampaui RKAP 2023 Written response to proposal of budget exceeding the 2023 RKAP
37	22 November 2023 November 22, 2023	Telaah atas kebijakan akuntansi dan penyusunan Laporan Keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SAK) Review of accounting policies and preparation of Financial Statements in accordance with generally accepted accounting standards in Indonesia (SAK)
38	22 November 2023 November 22, 2023	Telaah RJPP Review of RJPP
39	22 November 2023 November 22, 2023	Telaah kebijakan mutu dan pelayanan Review of quality and service policy
40	22 November 2023 November 22, 2023	Telaah pengadaan barang/jasa Review of procurement of goods/services
41	28 November 2023 November 28, 2023	Telaah kinerja bulan Oktober 2023 Performance review for October 2023
42	21 Desember 2023 December 21, 2023	Telaahan atas Piagam Komite Audit Review of the Audit Committee Charter
43	21 Desember 2023 December 21, 2023	Telaah prosedur revidi atas informasi yang dikeluarkan oleh Perseroan Study of the review procedures for information issued by the Company
44	21 Desember 2023 December 21, 2023	Telaahan atas Piagam Audit Internal Review of the Internal Audit Charter
45	21 Desember 2023 December 21, 2023	Telaah kinerja bulan November 2023 Performance review for November 2023

KOMITE NOMINASI DAN REMUNERASI, *GOOD CORPORATE GOVERNANCE* DAN PEMANTAU RISIKO

NOMINATION AND REMUNERATION COMMITTEE, *GOOD CORPORATE GOVERNANCE* AND RISK MONITORING

Komite Nominasi dan Remunerasi, *Good Corporate Governance* (GCG) dan Pemantau Risiko berperan membantu Dewan Komisaris dalam melaksanakan fungsi dan tugas pengawasan umum atas Perseroan dan memberikan nasihat dalam penerapan Nominasi dan Remunerasi, GCG dan Pemantau Risiko kepada Direksi.

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada Pemegang Saham. Persyaratan dan masa kerja anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko telah memenuhi ketentuan peraturan perundang-undangan dan diatur dalam Piagam Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko, meliputi memiliki integritas yang tinggi; kemampuan, pengalaman, latar belakang pendidikan, dan keahlian dalam bidang GCG, hukum, keuangan, dan manajemen risiko; serta persyaratan lainnya.

MASA JABATAN KOMITE NOMINASI & REMUNERASI, GCG DAN PEMANTAU RISIKO

Masa jabatan anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko yang bukan merupakan anggota Dewan Komisaris adalah paling lama (3) tiga tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

SUSUNAN ANGGOTA KOMITE NOMINASI & REMUNERASI, GCG DAN PEMANTAU RISIKO

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko terdiri dari seorang Ketua dan seorang Wakil Ketua yang juga merupakan anggota Dewan Komisaris, dan 2 (dua) orang anggota. Saat ini, susunan anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik berdasarkan Keputusan Dewan Komisaris sebagai berikut:

The Nomination and Remuneration, Good Corporate Governance (GCG) and Risk Monitoring Committee plays a role in assisting the Board of Commissioners in carrying out general supervisory functions and duties over the Company and providing advice in the implementation of Nomination and Remuneration, GCG, and Risk Monitoring to the Board of Directors.

The Nomination and Remuneration, GCG and Risk Monitoring Committees are appointed and dismissed by the Board of Commissioners and reported to the Shareholders. The requirements and terms of service for members of the Nomination and Remuneration, Good Corporate Governance, and Risk Monitoring Committee have complied with statutory provisions and are regulated in the Nomination and Remuneration, GCG and Risk Monitoring Committee Charter, including having high integrity, ability, experience, educational background, and expertise in the areas of GCG, law, finance, and risk management, as well as other requirements.

TERM OF SERVICE OF THE NOMINATION & REMUNERATION, GCG AND RISK MONITORING COMMITTEE

The term of office of members of the Nomination and Remuneration, Good Corporate Governance, and Risk Monitoring Committee who are not members of the Board of Commissioners is a maximum of (3) three years and can be extended once for a 2 (two) year term of office, without prejudice to the right of the Board of Commissioners to dismiss them at anytime.

COMPOSITION OF MEMBERS OF THE NOMINATION & REMUNERATION, GCG AND RISK MONITORING COMMITTEES

The Nomination and Remuneration, GCG and Risk Monitoring Committee consists of a Chairman and a Vice Chairman who are also members of the Board of Commissioners, and two members. Currently, the composition of the Nomination and Remuneration, GCG and Risk Monitoring Committee members of PT Petrokimia Gresik is based on the Decree of the Board of Commissioners as follows:



No.	Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Periode Period
1	Indira Chunda Thita	Ketua Chairman	SK Dewan Komisaris No. 03/SK/02/99/DK/2021 tanggal 9 Februari 2021 Board of Commissioners Decree No. 03/SK/02/99/DK/2021 dated February 9, 2021	9 Februari 2021–6 Oktober 2023 February 9, 2021–October 6, 2023
2	Noer Fajrieansyah	Wakil Ketua Vice Chairman	SK Dewan Komisaris No. 13/SK/07/99/DK/2021 tanggal 13 Juli 2021 Board of Commissioners Decree No. 13/SK/07/99/DK/2021 dated July 13, 2021	13 Juli 2021–saat ini July 13, 2021–present
3	Ida Farida Noer	Sekretaris merangkap Anggota Secretary concurrently Member	SK Dewan Komisaris No. 01/SK/01/99/DK/2022 tanggal 29 Januari 2022 Board of Commissioners Decree No. 01/SK/01/99/DK/2022 dated January 29, 2022	29 Januari 2022–saat ini January 29, 2022–present
4	Yana Nurahmad Haerudin	Anggota Member	SK Dewan Komisaris No. 03/SK/03/99/DK/2022 tanggal 1 Maret 2022 Board of Commissioners Decree No. 03/SK/03/99/DK/2022 dated March 1, 2022	1 Maret 2022–saat ini March 1, 2022–present

RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H., No. 01, tanggal 6 Oktober 2023 menyetujui pengunduran diri Sdri. Indira Chunda Thita sebagai Komisaris Independen pada tanggal 12 September 2023 sekaligus memberhentikan yang bersangkutan, dengan demikian berakhir pula jabatan yang bersangkutan sebagai Ketua Komite Nominasi, Remunerasi, GCG dan Pemantau Risiko
Circular GMS, which was then stipulated in Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, approved the resignation of Ms. Indira Chunda Thita as Independent Commissioner on September 12, 2023 and at the same time dismissed the person concerned, thereby ending her position as Chairman of the Nomination, Remuneration, GCG and Risk Monitoring Committee.

PROFIL ANGGOTA KOMITE NOMINASI & REMUNERASI, GCG DAN PEMANTAU RISIKO

PROFILE OF MEMBERS OF THE NOMINATION & REMUNERATION, GCG AND RISK MONITORING COMMITTEE



INDIRA CHUNDA THITA SYAHRUL

Ketua Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko
Chairman of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age
44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Ketua Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 03/SK/02/99/DK/2021 tanggal 9 Februari 2021 tentang Pengangkatan Ketua Komite Good Corporate Governance, Sumber Daya Manusia, Pemantau Manajemen Risiko dan Investasi Dewan Komisaris PT Petrokimia Gresik. Selanjutnya pada tanggal 10 Agustus 2021, terdapat perubahan nomenklatur Komite Dewan Komisaris menjadi Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 14/SK/08/99/DK/2021 tanggal 10 Agustus 2021 tentang Perubahan Nomenklatur Komite Dewan Komisaris PT Petrokimia Gresik dan Pengangkatan Keanggotaan Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko PT Petrokimia Gresik. Berakhir tanggal 6 Oktober 2023.

Appointed as Chairman of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee based on the Decree of the Board of Commissioners No. 03/SK/02/99/DK/2021 dated February 9, 2021 concerning Appointment of the Chairman of the Good Corporate Governance Committee, Human Resources, Risk Management Monitoring and Investment to the Board of Commissioners of PT Petrokimia Gresik. Furthermore, on August 10, 2021, there was a change in the nomenclature of the Committee for the Board of Commissioners to become the Nomination and Remuneration, GCG, and Risk Monitoring Committee based on the Decree of the Board of Commissioners No. 14/SK/08/99/DK/2021 dated August 10, 2021 concerning Changes in the Nomenclature of the Committees of the Board of Commissioners of PT Petrokimia Gresik and Appointment of Membership of the Nomination and Remuneration, GCG, which ended on October 6, 2023.

Lahir di Jakarta, 17 April 1979. Meraih gelar Sarjana S1 dari Fakultas Ekonomi Universitas Hasanuddin Makassar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S2) dari Universitas Hasanuddin Makassar pada tahun 2007.

RANGKAP JABATAN

Tidak memiliki rangkap jabatan di PT Petrokimia Gresik maupun di perusahaan lain.

SERTIFIKASI

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Born in Jakarta on April 17, 1979. She obtained a Bachelor's degree from the Faculty of Economics at Hasanuddin University Makassar in 2003. She completed her postgraduate education (S2) from Hasanuddin University Makassar in 2007.

CONCURRENT POSITION

Do not hold concurrent positions at PT Petrokimia Gresik or other companies.

CERTIFICATION

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NOER FAJRIEANSYAH

Wakil Ketua merangkap Anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko

Deputy Chairperson concurrently Member of the Nomination and Remuneration, GCG and Risk Monitoring

Usia | Age

40 tahun pada akhir tahun buku 2023
40 years as per end of fiscal 2023

Warga Negara | Citizenship

Indonesia

Diangkat menjadi Wakil Ketua merangkap Anggota Komite GCG, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 13/SK/07/99/DK/2021 tanggal 13 Juli 2021 tentang Pemberhentian dan Pengangkatan Keanggotaan Komite GCG, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi PT Petrokimia Gresik. Selanjutnya pada tanggal 10 Agustus 2021, terdapat perubahan nomenklatur Komite Dewan Komisaris menjadi Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 14/SK/08/99/DK/2021 tanggal 10 Agustus 2021 tentang Perubahan Nomenklatur Komite Dewan Komisaris PT Petrokimia Gresik dan Pengangkatan Keanggotaan Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko PT Petrokimia.

Appointed as Deputy Chairperson concurrently Member of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee based on Decree of the Board of Commissioners No. 13/SK/07/99/DK/2021 dated July 13, 2021 concerning Dismissal and Appointment of Membership of the Good Corporate Governance, Human Resources, Risk Management, and Investment Monitoring Committee of PT Petrokimia Gresik. Furthermore, on August 10, 2021, there was a change in the nomenclature of the Committee for the Board of Commissioners to become the Nomination and Remuneration, GCG, and Risk Monitoring Committee based on the Decree of the Board of Commissioners No. 14/SK/08/99/DK/2021 dated August 10, 2021 concerning Changes in the Nomenclature of Committees for the Board of Commissioners of PT Petrokimia Gresik and Appointment of Membership of the Nomination and Remuneration, GCG, and Risk Monitoring Committees of PT Petrokimia Gresik.

Lahir di Jakarta, 4 Februari 1983. Menyelesaikan pendidikan sarjana S1 Hukum di Universitas Indonesia (UI) dan pendidikan S2 Ilmu Administrasi di Universitas Prof. Dr. Moestopo. Saat ini sedang menyelesaikan pendidikan S3 Ilmu Administrasi di Universitas Brawijaya.

Born in Jakarta on February 4, 1983. He completed his bachelor's degree in law at the University of Indonesia (UI) and his master's degree in administration at Prof. Dr. Moestopo. He is currently completing his doctoral degree in Administrative Science at Brawijaya University.

RANGKAP JABATAN

Ketua Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik

CONCURRENT POSITION

Chairman of the Nomination and Remuneration, GCG, and Risk Monitoring Committee of PT Petrokimia Gresik

SERTIFIKASI

Qualified Risk Governance Professional (QRGP)

CERTIFICATION

Qualified Risk Governance Professional (QRGP)



IDA FARIDA NOER

Sekretaris merangkap Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko

Secretary and Member of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age

47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship

Indonesia

Diangkat sebagai Sekretaris merangkap Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 01/SK/01/99/DK/2022 tanggal 29 Januari 2022 sampai sekarang.

Appointed Secretary and Member of the Nomination and Remuneration, GCG, and Risk Oversight Committees by Decree of the Board of Commissioners No. 01/SK/01/99/DK/2022, dated January 29, 2022, until now.

Lahir di Palopo, 27 Januari 1970. Menempuh pendidikan English Literature di Universitas Hasanuddin Makassar dan S2 Manajemen di Universitas Hasanuddin Makassar. Mengawali karir di Schlumberger Wireline & Testing sebagai Staf Rekrutmen. Saat ini menjabat sebagai Ketua Asosiasi Pengusaha Perancang Mode Indonesia Provinsi Sulawesi Selatan.

Born on January 27, 1970, in Palopo. She studied English Literature at Hasanuddin Makassar University and Master of Management at Hasanuddin University Makassar. She began her career as a Recruitment Staff at Schlumberger Wireline & Testing. She currently chairs the Indonesian Fashion Designer Entrepreneurs Association of South Sulawesi Province.

RANGKAP JABATAN

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CONCURRENT POSITION

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SERTIFIKASI

Qualified Risk Management Professional (QRMP)

CERTIFICATION

Qualified Risk Management Professional (QRMP)



YANA NURAHMAD HAERUDIN

Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko
Member of the Nomination and Remuneration, GCG, and Risk Monitoring Committee

Usia | Age
47 tahun pada akhir tahun buku 2023
47 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat sebagai Anggota Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko berdasarkan SK Dewan Komisaris No. 03/SK/03/99/DK/2022 tanggal 1 Maret 2022 sampai sekarang.

Appointed as a Member of the Nomination and Remuneration, GCG, and Risk Oversight Committee based on the Decree of the Board of Commissioners No. 03/SK/03/99/DK/2022 dated March 1, 2022 until now.

Lahir di Karawang, 3 Juni 1976. Menyelesaikan Pendidikan S1 Kedokteran di Universitas Yarsi Jakarta dan S2 Manajemen di UNSIKA Karawang. Saat ini menjabat sebagai SVP Umum PT Pupuk Indonesia (Persero).

Born in Karawang on June 3, 1976. He completed his Bachelor of Medicine at Yarsi University, Jakarta, and his Master of Management at UNSIKA Karawang. Currently, he serves as General SVP of PT Pupuk Indonesia (Persero).

RANGKAP JABATAN
SVP Umum PT Pupuk Indonesia (Persero)

CONCURRENT POSITION
General SVP of PT Pupuk Indonesia (Persero)

SERTIFIKASI
Certified GRC Oversight Professional

CERTIFICATION
Certified GRC Oversight Professional

INDEPENDENSI ANGGOTA KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko yang berasal dari pihak independen tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan Dewan Komisaris, Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan Perusahaan, yang dapat mempengaruhi kemampuan bertindak independen.

INDEPENDENCE OF MEMBERS OF THE NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEES

Members of the Nomination and Remuneration, GCG and Risk Monitoring Committees who come from independent parties do not have financial, management, share ownership, and/or familial relationships with the Board of Commissioners, the Board of Directors, and/or Controlling Shareholders or relationships with the Company, which could influence their ability to act independently.

Independensi tersebut baik dalam melaksanakan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris PT Petrokimia Gresik. Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko wajib menyampaikan laporan tertulis kepada Dewan Komisaris secara berkala mengenai hasil penugasannya maupun laporan khusus yang berisi temuan yang diperkirakan dapat mengganggu kegiatan Perseroan.

This independence is both in carrying out their duties and in reporting and is directly responsible to the Board of Commissioners of PT Petrokimia Gresik. The Nomination & Remuneration, GCG and Risk Monitoring Committees are required to submit written reports to the Board of Commissioners periodically regarding the results of their assignments, as well as special reports containing findings that are expected to disrupt the Company's activities.

Aspek Independensi Independency Aspects	Indira Chunda Thita	Noer Fajrieansyah	Ida Farida	Yana Nurahmad Herudin
Tidak memiliki hubungan dengan Dewan Komisaris dan Direksi. Has no relationship with the Board of Commissioners or the Board of Directors.	√	√	√	√
Tidak memiliki hubungan dalam kepengurusan di PT Petrokimia Gresik, anak perusahaan, maupun perusahaan patungan. Has no relationship with the management of PT Petrokimia Gresik, subsidiaries, or joint ventures.	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit Has no familial relationship with the Board of Commissioners, the Board of Directors, and/or fellow members of the Audit Committee	√	√	√	√

Aspek Independensi Independency Aspects	Indira Chunda Thita	Noer Fajrieansyah	Ida Farida	Yana Nurahmad Herudin
Tidak menjabat sebagai pengurus partai politik maupun pejabat pemerintah Not serving as a political party administrator or government official	√	√	√	√

Ida Farida memiliki hubungan keluarga dengan Indira Chunda Thita, namun pada 12 September 2023 telah mengundurkan diri sebagai Komisaris, sehingga saat ini Ida Farida tidak memiliki hubungan keluarga dengan Komisaris.
Ida Farida has familial relationship with Indira Chunda Thita, but on September 12, 2023 she resigned as a Commissioner, so currently Ida Farida has no familial relationship with the Commissioner.

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko wajib menjaga kerahasiaan dokumen, data, dan informasi Perseroan, baik dari pihak internal maupun pihak eksternal dan hanya digunakan untuk kepentingan pelaksanaan tugasnya. Untuk menjamin independensi anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko, PT Petrokimia Gresik menerapkan beberapa kriteria khusus terhadap anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko, yaitu: bukan karyawan dari Perseroan, tidak memiliki saham pada Perseroan, memiliki perilaku dan pemikiran yang independen, dan tidak memiliki benturan kepentingan dengan Perseroan.

PEDOMAN KERJA KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Dalam melaksanakan tugas, tanggung jawab, dan kewajibannya, Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko telah dilengkapi dengan Pedoman Kerja yang ditetapkan dalam Piagam Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko yang dimutakhirkan secara berkala. Revisi terakhir dilakukan pada tanggal 29 Oktober 2021.

Adapun isi dari Piagam Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko adalah sebagai berikut:

1. Latar belakang, maksud tujuan, dan dasar hukum;
2. Organisasi Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko;
3. Tugas, tanggung jawab, dan wewenang;
4. Etika dan mekanisme kerja;
5. Pernerlakuan dan pemutakhiran Piagam Komite Nominasi dan Remunerasi serta evaluasi kinerja.

LINGKUP PERANAN KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Dalam menjalankan tugasnya, Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko memiliki Piagam Komite yang dimutakhirkan secara berkala. Pemutakhiran terakhir pada bulan Oktober 2021 yang telah ditetapkan berdasarkan Surat Keputusan Dewan Komisaris No. 14/SK/08/99/DK/2021 tanggal 10 Agustus 2021 tentang Perubahan Nomenklatur Komite Dewan Komisaris

The Nomination and Remuneration, GCG and Risk Monitoring Committees are obliged to maintain the confidentiality of company documents, data and information, both from internal and external parties and only use them for the purposes of carrying out their duties. To ensure the independence of members of the Nomination and Remuneration, GCG and Risk Monitoring Committees, PT Petrokimia Gresik applies several special criteria to members of the Nomination and Remuneration, GCG and Risk Monitoring Committees, namely: not employees of the Company, not owning shares in the Company, having independent behavior and thinking and having no conflict of interest with the Company.

THE NOMINATION AND REMUNERATION COMMITTEE, GCG AND RISK MONITORING CHARTER

In carrying out their duties, responsibilities, and obligations, the Nomination and Remuneration, GCG, and Risk Monitoring Committee has been equipped with Work Guidelines stipulated in the Nomination and Remuneration, GCG, and Risk Monitoring Committee Charter, which is updated regularly. The last revision was made on October 29, 2021.

The contents of the Nomination and Remuneration, GCG, and Risk Monitoring Committee Charter are as follows:

1. Background, objectives, and legal basis;
2. Organization of Nomination and Remuneration, GCG, and Risk Monitoring Committee;
3. Duties, responsibilities, and authorities;
4. Ethics and work mechanisms;
5. Implementation and updating of the Nomination and Remuneration Committee Charter and performance assessment.

SCOPE OF THE ROLE OF THE NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEE

In carrying out their duties, the Nomination and Remuneration, GCG and Risk Monitoring Committees have a Committee Charter that is updated regularly. The last update was in October 2021, which was determined based on the Decree of the Board of Commissioners No. 14/SK/08/99/DK/2021 dated August 10, 2021, concerning Changes in the Nomenclature of the Committees of the Board of Commissioners of



PT Petrokimia Gresik dan Pengangkatan Keanggotaan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik.

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko di PT Petrokimia Gresik bertugas melakukan fungsi dan tugas pengawasan umum atas Perseroan dan memberikan nasihat dalam penerapan Nominasi dan Remunerasi, GCG dan Pemantau Risiko kepada Direksi.

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko berperan dalam melakukan fungsi pengawasan (*oversight roles*) dalam perspektif Nominasi dan Remunerasi, GCG dan Pemantau Risiko terhadap hal-hal berikut ini:

1. Nominasi dan Remunerasi
Meninjau dan mengawasi pelaksanaan Manajemen Sumber Daya Manusia dalam kaitannya dengan Rancangan Pengelolaan dan Pengembangan Sumber Daya Manusia khususnya tentang manajemen karier, sistem, dan prosedur nominasi, promosi mutasi dan demosi, dan memberikan masukan terhadap pengembangan baik di lingkup Direksi maupun Dewan Komisaris.
2. Kinerja Operasional
Meninjau pelaksanaan kegiatan dan kinerja operasional yang relevan dengan ruang lingkup penerapan manajemen risiko, SDM dan GCG, sebagaimana yang ditetapkan dalam Rencana Kerja dan Anggaran Perseroan tahunan.
3. Manajemen Risiko
Meninjau dan mengawasi efektivitas pelaksanaan manajemen risiko, serta meninjau hasil kajian risiko bisnis yang dilakukan oleh Direksi.
4. Investasi
Meninjau dan mengawasi efektivitas dan efisiensi pelaksanaan investasi, baik rutin maupun pengembangan.
5. Aktivitas Kemitraan
Meninjau dan mengawasi rencana kerja dan kegiatan mitra kerja di manajemen yaitu Departemen TKP & MR, Kompartemen SDM dan Kepala Proyek serta memberikan nasihat atau saran pada saat diperlukan.
6. *Corporate Governance*
Meninjau kecukupan pemantauan atas ketaatan terhadap peraturan perundang-undangan yang berlaku, dan etika usaha serta memastikan tidak adanya benturan kepentingan.

TUGAS DAN TANGGUNG JAWAB KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko bertugas untuk memberikan pendapat kepada Dewan

PT Petrokimia Gresik and Appointment of Membership to the Nomination and Remunerati on, GCG and Risk Monitoring Committee of PT Petrokimia Gresik

The Nomination and Remunerati on, Good Corporate Governance, and Risk Monitoring Committee at PT Petrokimia Gresik is tasked with carrying out general supervisory functions and duties over the Company and providing advice on the implementation of Nomination and Remunerati on, GCG, and Risk Monitoring to the Board of Directors.

The Nomination and Remunerati on, GCG and Risk Monitoring Committee plays a role in carrying out supervisory functions (*oversight roles*) from the perspective of Nomination and Remunerati on, Good Corporate Governance, and Risk Monitoring regarding the following matter:

1. Nominasi dan Remunerasi
Review and supervise the implementation of Human Resources Management in relation to the Human Resources Management and Development Plan, especially regarding career management, nomination systems and procedures, transfer promotions and demotions, and provide input on developments within both the Board of Directors and the Board of Commissioners.
2. Operational Performance
Review the implementation of activities and operational performance that are relevant to the scope of implementation of risk management, HR, and GCG, as stipulated in the annual Company work plan and budget.
3. Risk Management
Review and supervise the effectiveness of risk management implementation, as well as reviewing the results of business risk studies conducted by the Board of Directors.
4. Investment
Review and supervise the effectiveness and efficiency of investment implementation, both routine and development.
5. Partnership Activities
Review and supervise the work plans and activities of work partners in management, namely the TKP & MR Department, HR Compartment, and Project Head, and provide advice or suggestions when needed.
6. Corporate Governance
Review the adequacy of monitoring compliance with applicable laws and regulations and business ethics and ensure that there are no conflicts of interest.

DUTIES AND RESPONSIBILITIES OF THE NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEE

The Nomination and Remunerati on, GCG, and Risk Monitoring Committees are tasked with providing opinions to the Board

Komisaris terhadap laporan atau hal-hal yang disampaikan oleh Direksi kepada Dewan Komisaris, mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris, dan melaksanakan tugas-tugas lain yang berkaitan dengan tugas Dewan Komisaris dan bertanggung jawab untuk:

1. Menyampaikan laporan tertulis kepada Dewan Komisaris paling sedikit sekali dalam satu kuartal, yang menyajikan aktivitas dan masalah-masalah signifikan yang membutuhkan perhatian Dewan Komisaris serta rekomendasi Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.
2. Melaporkan kegagalan signifikan Direksi dalam melaksanakan rekomendasi Dewan Komisaris yang diminta oleh Dewan Komisaris untuk dipantau oleh Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.
3. Menyiapkan laporan yang akan dimasukkan ke dalam laporan tahunan yang antara lain merinci kegiatan yang telah dilaksanakan oleh Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.
4. Membuat laporan khusus kepada Dewan Komisaris apabila diminta.
5. Membantu Dewan Komisaris dalam proses penunjukan Auditor Eksternal yang akan melakukan audit laporan keuangan, khususnya yang berkaitan dengan aspek GCG dan manajemen risiko.
6. Rapat internal Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.
7. Rapat dengan Dewan Komisaris.
8. Atas persetujuan Dewan Komisaris, dapat meminta pandangan lain dari pihak luar untuk membantu memberikan petunjuk teknis dan lain-lain atas biaya Perseroan.

RAPAT KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Rapat Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko terdiri dari rapat rutin yang diselenggarakan setiap bulan sekali dan rapat non-rutin yang dilaksanakan setiap saat sesuai dengan kebutuhan.

of Commissioners regarding reports or matters submitted by the Board of Directors to the Board of Commissioners, identifying matters that require the attention of the Board of Commissioners, and carrying out other related duties of the Board of Commissioners, as well as being responsible for:

1. Submit a written report to the Board of Commissioners at least once a quarter that presents significant activities and problems that require the attention of the Board of Commissioners, as well as recommendations from the Nomination and Remuneration, GCG and Risk Monitoring Committees.
2. Reporting the significant failure of the Board of Directors in implementing the Board of Commissioners' recommendations requested by the Board of Commissioners to be monitored by the Nomination and Remuneration, GCG and Risk Monitoring Committee.
3. Prepare reports to be included in the annual report, which, among other things, detail the activities carried out by the Nomination and Remuneration, GCG and Risk Monitoring Committees.
4. Make special reports to the Board of Commissioners if requested.
5. Assist the Board of Commissioners in the process of appointing an External Auditor who will audit financial statements, especially those related to GCG and risk management aspects.
6. Internal meetings of the Nomination and Remuneration, GCG and Risk Monitoring Committees.
7. Meeting with the Board of Commissioners.
8. With the approval of the Board of Commissioners, to request other views from outside parties to help provide technical and other guidance at the Company's expense.

NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEE MEETINGS

The Nomination and Remuneration, GCG and Risk Monitoring Committee meetings consist of regular meetings held once a month and non-routine meetings held at any time as needed.

Nama Name	Frekuensi Rapat Meeting Frequently	Kehadiran Attendance	Tingkat Kehadiran Attendance (%)	Keterangan Description
Indira Chunda Thita	8	8	100	Diberhentikan dengan hormat melalui RUPS 6 Oktober 2023, dengan menyetujui pengunduran diri per 12 September 2023 Honorably dismissed through the GMS on October 6, 2023, by agreeing to resign as of September 12, 2023
Noer Fajrieansyah	12	9	75	
Ida Farida	12	12	100	
Yana Nurahmad Haerudin	12	9	75	



Agenda dan Kehadiran pada Rapat Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko

Agenda and Attendance at Nomination and Remuneration, GCG and Risk Monitoring Committee Meetings

No.	Tanggal Date	Agenda Rapat Meeting Agenda	ICT	NFS	IFN	YNH
1	20 Januari 2023 January 20, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Desember 2022 dan sampai dengan Desember 2022; Progres pelaksanaan audit tahun buku 2022; Persiapan RUPS RKAP tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for December 2022 and up to December 2022; Progress of audit implementation for the financial year 2022; Preparation of the 2023 GMS RKAP; Other strategic issues. 	√	x	√	√
2	16 Februari 2023 February 16, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Januari 2023 dan sampai dengan Januari 2023; Progres pelaksanaan audit tahun buku 2022; Progress Assessment GCG tahun 2022; Progres penanganan pabrik; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for January 2023 and up to January 2023; Progress of audit implementation for the financial year 2022; GCG Progress Assessment in 2022; Factory handling progress; Other strategic issues. 	√	√ SKU	√	√
3	16 Maret 2023 March 16, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Februari 2023 dan sampai dengan Februari 2023; Progres pelaksanaan audit tahun buku 2022; Kinerja IT tahun 2022 dan program kerja IT PG tahun 2023 terhadap <i>Information Technology Master Plan</i> (ITMP) PI Grup tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for February 2023 and up to February 2023; Progress of audit implementation for the financial year 2022; IT performance in 2022 and IT PG work program in 2023 towards PI Group's Information Technology Master Plan (ITMP) in 2023; Other strategic issues. 	√	√ SKU	√	√
4	17 April 2023 April 17, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Maret 2023 dan sampai dengan Maret 2023 Progres pelaksanaan audit tahun buku 2022; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for March 2023 and up to March 2023 Progress of audit implementation for the financial year 2022; Other strategic issues. 	√	√	√	√
5	30 Mei 2023 May 30, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan April 2023 dan sampai dengan April 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for April 2023 and up to April 2023; Other Strategic Issues. 	√	√	√	√
6	26 Juni 2023 June 26, 2023	<ol style="list-style-type: none"> Tindak lanjut rapat sebelumnya; Pembahasan kinerja bulan Mei dan sampai dengan Mei 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Follow-up on the previous meeting; Discussion on performance for May and up to May 2023; Other strategic issues. 	√	√	√	√

No.	Tanggal Date	Agenda Rapat Meeting Agenda	ICT	NFS	IFN	YNH
7	25 Juli 2023 July 25, 2023	1. Pembahasan kinerja bulan Juni dan sampai dengan Juni 2023; 2. Isu strategis lainnya. 1. Discussion on performance for June and up to June 2023; 2. Other strategic issues.	√	√ SKU	√	√
8	18 Agustus 2023 August 18, 2023	1. Pembahasan kinerja bulan Juli 2023 dan sampai dengan Juli 2023; 2. Progress pemeriksaan BPK RI; 3. Tindak lanjut temuan dan rekomendasi Auditor; 4. Isu strategis lainnya. 1. Discussion on performance for July 2023 and up to July 2023; 2. Progress of BPK RI examination; 3. Follow up on Auditor findings and recommendations; 4. Other strategic issues.	√	√	√	√
9	22 September 2023 September 22, 2023	1. Pembahasan kinerja bulan Agustus 2023 dan sampai dengan Agustus 2023; 2. Isu strategis lainnya. 1. Discussion on performance for August 2023 and up to August 2023; 2. Other strategic issues.	x	√	√	x
10	23 Oktober 2023 October 23, 2023	1. Pembahasan kinerja bulan September 2023 dan sampai dengan September 2023; 2. Isu strategis lainnya. 1. Discussion on performance for September 2023 and up to September 2023; 2. Other strategic issues.	x	√	√	√
11	27 November 2023 November 27, 2023	1. Pembahasan kinerja bulan Oktober 2023 dan sampai dengan Oktober 2023; 2. Isu strategis lainnya. 1. Discussion on performance for October 2023 and up to October 2023; 2. Other strategic issues.	x	x	√	x
12	21 Desember 2023 December 21, 2023	1. Pembahasan kinerja bulan November 2023 dan sampai dengan November 2023; 2. Isu strategis lainnya. 1. Discussion on performance for November 2023 and up to November 2023; 2. Other strategic issues.	x	x	√	√

Keterangan | Note:

ICT : Indira Chunda Thita
 NFS : Noer Fajrieansyah
 IFN : Ida Farida
 YNH : Yana Nurahmad Haerudin

√ : Hadir | Presence
 x : Tidak hadir | Absence

REKOMENDASI KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Sebagai bagian dari tugas dan tanggung jawabnya, Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko memberikan laporan dan rekomendasi kepada Dewan Komisaris atas tugas rutin dan penugasan khusus yang diberikan oleh Dewan Komisaris.

RECOMMENDATIONS OF THE NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEES

As part of their duties and responsibilities, the Nomination and Remuneration, Good Corporate Governance, and Risk Monitoring Committee provides reports and recommendations to the Board of Commissioners regarding routine tasks and special assignments given by the Board of Commissioners.



No.	Tanggal Date	Perihal Subjects
1	22 Januari 2023 January 22, 2023	Telaah Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko atas sumber daya manusia dan investasi PT Petrokimia Gresik bulan Desember 2022 Nomination and Remuneration, GCG and Risk Monitoring Committee review of human resources and investment of PT Petrokimia Gresik in December 2022
2	15 Februari 2023 February 15, 2023	Telaah atas kinerja bulan Januari dan sampai dengan Januari 2023 Review of performance for January and up to January 2023
3	16 Maret 2023 March 16, 2023	Telaah atas kinerja bulan Februari dan sampai dengan Februari 2023 Review of performance for February and up to February 2023
4	17 April 2023 April 17, 2023	Telaah atas kinerja bulan Maret dan sampai dengan Maret 2023 Review of performance for March and up to March 2023
5	25 April 2023 April 25, 2023	Telaah remunerasi Direksi dan Dewan Komisaris tahun 2023, tantiem Direksi dan Dewan Komisaris, serta jasa produksi karyawan tahun 2022 Review of remuneration for the Board of Directors and the Board of Commissioners in 2023, tantiem for the Board of Directors and the Board of Commissioners and employee production services in 2022
6	30 Mei 2023 May 30, 2023	Telaah kinerja bulan April 2023 Review of performance for April 2023
7	26 Juni 2023 June 26, 2023	Telaah kinerja bulan Mei 2023 Review of performance for May 2023
8	17 Juli 2023 July 17, 2023	Telaah pegawai PKWT Review of PKWT employees
9	28 Juli 2023 July 28, 2023	Telaah kinerja bulan Juni 2023 Review of performance for June 2023
10	15 Agustus 2023 August 15, 2023	Telaah KPI individual Direksi Review of the Board of Directors' individual KPIs
11	Agustus 2023 August 2023	Telaah kinerja Juli 2023 Review of performance for July 2023
12	11 September 2023 September 11, 2023	Telaah dermaga A Review of pier A
13	9 Oktober 2023 October 9, 2023	Telaah usulan struktur organisasi BOD-1 PT Petrokimia Gresik Review of of the proposal for organizational structure of PT Petrokimia Gresik's BOD-1
14	11 Oktober 2023 October 11, 2023	Telaah usul <i>Board Policy Manual</i> Review of the proposal for Board Policy Manual
15	25 Oktober 2023 October 25, 2023	Telaah atas usul DES PJA Review of th proposal for DES PJA
16	25 Oktober 2023 October 25, 2023	Telaah AOI GCG Review of AOI GCG
17	27 Oktober 2023 October 27, 2023	Telaah KPI Review of KPI
18	22 November 2023 November 22, 2023	Telaah CPM Review of CPM
19	21 Desember 2023 December 21, 2023	Telaah perangkat utama GCG Review of the main GCG tools

PROGRAM PENGEMBANGAN KOMPETENSI KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO

Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik senantiasa mengikuti berbagai kegiatan pengembangan kompetensi untuk meningkatkan kemampuan dalam melaksanakan tugas dan fungsinya. Selama tahun 2023, program pengembangan kompetensi yang diikuti oleh Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko PT Petrokimia Gresik adalah sebagai berikut:

COMPETENCY DEVELOPMENT PROGRAM FOR THE NOMINATION AND REMUNERATION COMMITTEE, GCG AND RISK MONITORING

The Nomination and Remuneration, GCG and Risk Monitoring Committee of PT Petrokimia Gresik always participates in various competency development activities to improve its ability to carry out its duties and functions. In 2023, the competency development program participated in by the Nomination and Remuneration, GCG and Risk Monitoring Committee of PT Petrokimia Gresik is as follows:

No.	Tanggal Date	Perihal Subjects	Peserta Participants
1	21 Januari 2023 January 21, 2023	Seminar dan Bedah Buku Manajemen Risiko Korupsi Seminar and Book Review on Corruption Risk Management	Ida Farida
2	6–10 Maret 2023 March 6–10, 2023	Pelatihan dan Sertifikasi SNII SO 31000 Qualified Risk Management Professional (QRMP) SNII SO 31000 Qualified Risk Management Professional (QRMP) Training and Certification	Ida Farida
3	10–11 Mei 2023 May 10–11, 2023	HR Tech Agenda Navigating The Paradigmas of People & Work	Indira Chunda Tihita
4	9–13 November 2023 November 9–13, 2023	Certified GRC Oversight Professional	Yana Nurahmad Herudin
5	22 & 28 November 2023 November 22 & 28, 2023	Qualified Risk Governance Professional (QRGP)	Noer Fajriensyah

REMUNERASI KOMITE NOMINASI DAN REMUNERASI GCG DAN PEMANTAU RISIKO

Penentuan jumlah remunerasi Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko ditetapkan dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan Keputusan Dewan Komisaris No. 02/SK/03/99/DK/2022 tanggal 1 Maret 2022 tentang Penghasilan Organ Pendukung Dewan Komisaris PT Petrokimia Gresik yang mengatur bahwa penghasilan anggota Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko, yakni berupa honorarium maksimal sebesar 12,5% (dua belas koma lima persen) dari gaji Direktur Utama Perseroan dengan ketentuan pajak ditanggung Perseroan dan tidak diperkenankan menerima penghasilan lain selain honorarium tersebut.

Anggota Dewan Komisaris yang menjadi Ketua/anggota Komite Audit tidak diberikan penghasilan tambahan dari jabatan tersebut.

REMUNERATION OF THE NOMINATION AND REMUNERATION, GCG, AND RISK MONITORING COMMITTEE

Determination of the amount of remuneration for the Nomination and Remuneration, GCG, and Risk Monitoring Committees is determined by referring to the Regulation of the Minister of SOE No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises and Decree of the Board of Commissioners No. 02/SK/03/99/DK/2022 dated March 1, 2022 concerning Income of Supporting Organs of the Board of Commissioners of PT Petrokimia Gresik, which regulates that the income of members of the Nomination and Remuneration, GCG, and Risk Monitoring Committees, namely in the form of a maximum honorarium of 12.5% (twelve point five percent) of the salary of the President Director of the Company provided that taxes are borne by the Company and is not permitted to receive any other income other than the honorarium.

Members of the Board of Commissioners who are Chairman/ members of the Audit Committee are not given additional income from this position.

Remunerasi yang Diterima Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko Tahun 2023

Remuneration received by the Nomination and Remuneration, GCG, and Risk Monitoring Committees in 2023

dalam rupiah | in rupiah

Nama Name	Jabatan Position	Periode Period	Honorarium Bulanan Monthly Honorarium	Honorarium Tahunan Annual Honorarium	Tunjangan Hari Raya Festive Allowance
Indira Chunda Thita	Ketua Chairman	2023	-	-	-
Noer Fajriensyah	Wakil Ketua Vice Chairman	2023	-	-	-
Ida Farida	Sekretaris merangkap Anggota Secretary concurrent Member	2023	30.505.875	366.070.500	30.505.875
Yana Nurahmad Herudin	Anggota Member	2023	30.505.875	366.070.500	30.505.875

Indira Chunda Thita dan Noer Fajriensyah tidak mendapat honorarium bulanan karena merangkap sebagai Dewan Komisaris.
Indira Chunda Thita and Noer Fajriensyah do not receive a monthly honorarium because they also serve on the Board of Commissioners.



AGENDA RAPAT KOORDINASI KOMITE AUDIT, KOMITE NOMINASI DAN REMUNERASI, GCG DAN PEMANTAU RISIKO DENGAN PEJABAT GRADE I

Penilaian Dewan Komisaris terhadap Kinerja Komite di Bawah Dewan Komisaris

Dalam menjalankan fungsi pengawasan, Dewan Komisaris PT Petrokimia Gresik dibantu oleh Komite Audit serta Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko.

Sepanjang tahun 2023, Dewan Komisaris telah melakukan pengamatan terhadap kinerja kedua komite tersebut, di antaranya pelaporan tertulis, pelaksanaan rapat serta telaah/rekomendasi yang diberikan, Dewan Komisaris menilai Komite Audit dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko telah melaksanakan tugas dan tanggung jawabnya dengan baik. Penilaian kinerja Komite dilakukan secara *self-assessment* didasarkan atas realisasi laporan pelaksanaan tugas komite sesuai dengan tanggung jawab masing-masing, rekomendasi yang diberikan dan frekuensi kehadiran rapat yang dilakukan Komite sehingga dapat membantu fungsi pengawasan dan pemberian nasihat Dewan Komisaris.

AGENDA FOR COORDINATION MEETING OF THE AUDIT COMMITTEE, NOMINATION AND REMUNERATION, GCG AND RISK MONITORING COMMITTEE WITH GRADE I OFFICIALS

Board of Commissioners' Assessment of the Performance of Committees under the Board of Commissioners

In carrying out its supervisory function, the Board of Commissioners of PT Petrokimia Gresik is assisted by the Audit Committee as well as the Nomination and Remuneration, GCG and Risk Monitoring Committee.

Throughout 2023, the Board of Commissioners has observed the performance of the two committees, including written reporting, meeting implementation, and reviews/recommendations provided. The Board of Commissioners assesses that the Audit Committee and the Nomination and Remuneration, GCG and Risk Monitoring Committee have carried out their duties and responsibilities well. The Committee's performance assessment is based on the realization of reports on the implementation of the committee's duties in accordance with their respective responsibilities, recommendations given, and the frequency of meetings held by the Committee so that it can assist the supervisory and advisory functions of the Board of Commissioners.

No.	Tanggal Date	Agenda Rapat Meeting Agenda
1	20 Januari 2023 January 20, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Desember 2022 dan sampai dengan Desember 2022; Progress pelaksanaan audit tahun buku 2022; Persiapan RUPS RKAP tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for December 2022 and up to December 2022; Progress of audit implementation for the financial year 2022; Preparation of the 2023 GMS RKAP; Other strategic issues.
2	16 Februari 2023 February 16, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Januari 2023 dan sampai dengan Januari 2023; Progress pelaksanaan audit tahun buku 2022; Progress Assessment GCG Tahun 2022; Progress penanganan pabrik; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for January 2023 and up to January 2023; Progress of audit implementation for the financial year 2022; GCG Progress Assessment in 2022; Factory handling progress; Other strategic issues
3	16 Maret 2023 March 16, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan Februari 2023 dan sampai dengan Februari 2023; Progress pelaksanaan audit tahun buku 2022; Kinerja IT tahun 2022 dan program kerja IT PG tahun 2023 terhadap <i>Information Technology Master Plan (ITMP)</i> PI Grup tahun 2023; Isu strategis lainnya. <ol style="list-style-type: none"> Discussion on performance for February 2023 and up to February 2023; Progress of audit implementation for the financial year 2022; IT performance in 2022 and IT PG work program in 2023 towards PI Group's Information Technology Master Plan (ITMP) in 2023; Other strategic issues.

No.	Tanggal Date	Agenda Rapat Meeting Agenda
4	17 April 2023 April 17, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan Maret 2023 dan sampai dengan Maret 2023; 2. Progress pelaksanaan audit tahun buku 2022; 3. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for March 2023 and up to March 2023; 2. Progress of audit implementation for the financial year 2022; 3. Other strategic issues.
5	30 Mei 2023 May 30, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan April 2023 dan sampai dengan April 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for April 2023 and up to April 2023; 2. Other strategic issues.
6	26 Juni 2023 June 26, 2023	<ol style="list-style-type: none"> 1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Mei dan sampai dengan Mei 2023; 3. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Follow-up on the previous meeting; 2. Discussion on performance for May and up to May 2023; 3. Other strategic issues.
7	25 Juli 2023 July 25, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan Juni dan sampai dengan Juni 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for June and up to June 2023; 2. Other strategic issues.
8	18 Agustus 2023 August 18, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan Juli 2023 dan sampai dengan Juli 2023; 2. Progres pemeriksaan BPK RI; 3. Tindak lanjut temuan dan rekomendasi Auditor; 4. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for July 2023 and up to July 2023; 2. Progress of BPK RI examination; 3. Follow up on Auditor findings and recommendations; 4. Other strategic issues.
9	22 September 2023 September 22, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan Agustus 2023 dan sampai dengan Agustus 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for August 2023 and up to August 2023; 2. Other strategic issues.
10	23 Oktober 2023 October 23, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan September 2023 dan sampai dengan September 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for September 2023 and up to September 2023; 2. Other strategic issues.
11	27 November 2023 November 27, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan Oktober 2023 dan sampai dengan Oktober 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for October 2023 and up to October 2023; 2. Other strategic issues.
12	21 Desember 2023 December 21, 2023	<ol style="list-style-type: none"> 1. Pembahasan kinerja bulan November 2023 dan sampai dengan November 2023; 2. Isu strategis lainnya. <ol style="list-style-type: none"> 1. Discussion on performance for November 2023 and up to November 2023; 2. Other strategic issues.



DIREKSI

Board of Directors

Merupakan organ Perseroan yang bertanggung jawab penuh secara kolegal atas pengurusan Perseroan untuk kepentingan dan tujuan Perseroan serta mewakili Perseroan baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar.

Masing-masing anggota Direksi dapat melaksanakan tugas pengambilan keputusan sesuai dengan pembagian tugas dan wewenangnya, namun pelaksanaan tugas oleh masing-masing anggota Direksi merupakan tanggung jawab bersama. Kedudukan masing-masing, termasuk Direktur Utama, adalah setara dan tugas Direktur Utama mengkoordinasikan seluruh kegiatan Direksi. Direksi wajib dan beritikad baik serta bertanggung jawab penuh menjalankan tugas pengurusan Perseroan dengan tetap memperhatikan keseimbangan kepentingan seluruh pihak yang berkepentingan dengan aktivitas Perseroan. Direksi wajib tunduk kepada ketentuan, peraturan perundang-undangan yang berlaku, Anggaran Dasar, tata kelola perusahaan, dan keputusan RUPS.

PERSYARATAN DAN PENGANGKATAN DIREKSI

PG memiliki kriteria persyaratan calon anggota Direksi sebagaimana dalam Anggaran Dasar di mana Direksi adalah orang yang memenuhi persyaratan sebagai berikut:

1. Orang perseorangan;
2. Cakap melakukan perbuatan hukum;
3. Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan;
4. Tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu perseroan/perum dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
5. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pengangkatan.

NOMINASI DAN PENGUSULAN, PENGANGKATAN, SERTA PEMBERHENTIAN DIREKSI

Direksi diangkat dan diberhentikan oleh RUPS melalui proses yang transparan. Pengangkatan Direksi diatur dalam ketentuan Anggaran Dasar, Undang-undang No. 40 tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan berdasarkan

The Board of Directors is a Company organ that is fully responsible, in a collegial manner, for the management of the Company for the interests and objectives of the Company and represents the Company both inside and outside the court in accordance with the provisions of the Articles of Association.

Each member of the Board of Directors can carry out decision-making duties in accordance with their division of duties and authority. However, the implementation of duties by each member of the Board of Directors is a shared responsibility. The positions of each person, including the President Director, are equal, and the duties of the President Director are to coordinate all activities of the Board of Directors. The Board of Directors is obliged to act in good faith and be fully responsible for carrying out the duties of managing the Company while still paying attention to the balance of interests of all parties interested in the Company's activities. The Board of Directors is obliged to comply with the provisions, applicable laws and regulations, Articles of Association, corporate governance, and GMS resolutions.

REQUIREMENTS AND APPOINTMENT OF THE BOARD OF DIRECTORS

PG has criteria for the requirements for prospective members of the Board of Directors as stated in the Articles of Association, where the Board of Directors is a person who meets the following requirements:

1. Individuals;
2. Capable of carrying out legal actions;
3. Never been declared bankrupt within 5 (five) years prior to nomination;
4. Never been a member of the Board of Directors or member of the Board of Commissioners/Supervisory Board who was found guilty of causing a company/perum to be declared bankrupt within 5 (five) years prior to appointment;
5. Never been convicted of committing a criminal act that is detrimental to state finances and/or related to the financial sector within 5 (five) years prior to appointment.

NOMINATION AND PROPOSAL, APPOINTMENT, AND DISMISSAL OF DIRECTORS

The Board of Directors is appointed and dismissed by the GMS through a transparent process. The appointment of the Board of Directors is governed by the provisions of the Articles of Association, Law No. 40 of 2007 on Limited Liability Companies and Regulation of the Minister of SOEs No. PER-3/MBU/03/2023 on Organs and Human Resources

pada prinsip-prinsip profesionalisme dan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

Direksi PT Petrokimia Gresik wajib memenuhi persyaratan, kemampuan dan kepatutan sebagaimana diatur dalam Anggaran Dasar Perseroan dan memperhatikan keahlian, pengalaman serta persyaratan lain berdasarkan peraturan perundang-undangan.

Pengangkatan Direksi mulai berlaku efektif terhitung sejak tanggal sebagaimana ditetapkan dalam Keputusan RUPS atau dalam hal RUPS tidak menetapkan maka pengangkatan tersebut mulai berlaku sejak penutupan RUPS.

Calon Direksi terpilih menandatangani surat pernyataan/pakta integritas yang berisi kesanggupan untuk menjalankan tugas dengan baik dan bersedia diberhentikan sewaktu-waktu berdasarkan alasan apa pun yang dinilai tepat oleh RUPS, dan tidak menggugat atau mengajukan proses hukum sehubungan dengan pemberhentian tersebut.

Beberapa tahapan seleksi calon Direksi sebelum diusulkan oleh Pemegang Saham yang memiliki wewenang untuk mengusulkan Direksi dalam RUPS, dijabarkan sebagai berikut:

1. Penjaringan sumber bakal calon dilakukan oleh PT Pupuk Indonesia (Persero) untuk mencari bakal calon dari berbagai sumber, jika diperlukan dapat menunjuk lembaga profesional untuk dilakukan asesmen;
2. PT Pupuk Indonesia (Persero) melakukan evaluasi persyaratan formal dan persyaratan lain;
3. Penilaian pemenuhan persyaratan material oleh tim yang dibentuk Direksi PT Pupuk Indonesia (Persero) selaku Pemegang Saham;
4. Penetapan Direksi berdasarkan Keputusan RUPS.

Direksi Perseroan dapat diberhentikan sewaktu-waktu berdasarkan RUPS dengan menyebutkan alasannya. Pemberhentian sewaktu-waktu dilakukan apabila yang bersangkutan, antara lain:

1. Tidak dapat memenuhi kewajibannya yang telah disepakati dalam kontrak manajemen;
2. Tidak dapat melaksanakan tugasnya dengan baik;
3. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan Anggaran Dasar;
4. Terlibat dalam tindakan yang merugikan Perseroan dan/atau negara;
5. Melakukan tindakan yang melanggar etika dan/atau kepatutan yang seharusnya dihormati sebagai Direksi;
6. Dinyatakan bersalah dengan putusan pengadilan yang mempunyai kekuatan hukum yang tetap;
7. Mengundurkan diri.

of State-Owned Enterprises and is based on the principles of professionalism and Good Corporate Governance

The Board of Directors of PT Petrokimia Gresik must fulfill the requirements, ability and appropriateness as stipulated in the Company's Articles of Association and pay attention to expertise, experience and other requirements based on statutory regulations.

The appointment of the Board of Directors shall be effective as of the date as stipulated in the GMS Resolution or in the event that the GMS does not stipulate, the appointment shall be effective as of the closing of the GMS.

Elected candidates for the Board of Directors sign a statement letter/integrity pact containing the ability to carry out their duties properly and are willing to be dismissed at any time based on any reason deemed appropriate by the GMS, and not to sue or file legal proceedings in connection with the dismissal.

Several stages of selection of candidates for the Board of Directors before being proposed by Shareholders who have the authority to propose the Board of Directors in the GMS, are described as follows:

1. Screening of prospective candidates is carried out by PT Pupuk Indonesia (Persero) to find prospective candidates from various sources) if necessary, it can appoint a professional institution for assessment;
2. PT Pupuk Indonesia (Persero) evaluates the formal requirements and other requirements;
3. Assessment of the fulfillment of material requirements by a team formed by the Board of Directors of PT Pupuk Indonesia (Persero) as the Shareholder;
4. Determination of the Board of Directors based on the GMS Resolution.

The Board of Directors of the Company may be dismissed at any time by the GMS by stating the reasons. Dismissal at any time is carried out if the person concerned, among others:

1. Unable to fulfill his/her obligations as agreed in the management contract;
2. Unable to carry out his/her duties properly;
3. Not implementing the provisions of laws and regulations and/or the provisions of the Articles of Association;
4. Involved in actions that are detrimental to the Company and/or the state;
5. Performing actions that violate ethics and/or propriety that should be respected as Directors;
6. Declared guilty by a court decision that has permanent legal force;
7. Resigned



Selain alasan pemberhentian tersebut, Direksi dapat diberhentikan oleh RUPS berdasarkan alasan lainnya yang dinilai tepat oleh RUPS demi kepentingan dan tujuan Perseroan.

Keputusan pemberhentian dengan alasan selain dinyatakan bersalah dengan keputusan pengadilan yang mempunyai kekuatan hukum yang tetap dan mengundurkan diri, diambil setelah yang bersangkutan diberi kesempatan membela diri. Penetapan pemberhentian Direksi dapat dilakukan dengan keputusan RUPS secara fisik dan keputusan seluruh Pemegang Saham di luar RUPS (sirkuler).

MASA JABATAN DIREKSI

Anggota Direksi diangkat untuk jangka waktu 5 (lima) tahun terhitung sejak ditetapkan oleh RUPS Luar Biasa yang mengangkatnya. Pengangkatan Direksi tidak mengurangi hak dari RUPS untuk sewaktu-waktu memberhentikan sebelum masa jabatannya berakhir. Setelah masa jabatannya berakhir, Direksi tersebut dapat diangkat kembali oleh RUPS untuk 1 (satu) kali masa jabatan.

KEBIJAKAN TERKAIT PENGUNDURAN DIRI DAN PEMBERHENTIAN DIREKSI

Pengunduran diri Anggota Direksi berdasarkan ketentuan pada Anggaran Dasar Perusahaan adalah sebagai berikut:

1. Seorang anggota Direksi berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis mengenai maksudnya tersebut kepada Perseroan dengan tembusan Pemegang Saham, Dewan Komisaris, dan anggota Direksi Perseroan lainnya paling lambat 30 (tiga puluh) hari sebelum tanggal pengunduran dirinya. Apabila dalam surat pengunduran diri disebutkan tanggal efektif kurang dari 30 (tiga puluh) hari dari tanggal surat diterima, maka dianggap tidak menyebutkan tanggal efektif pengunduran diri.
2. Apabila sampai dengan tanggal yang diminta oleh anggota Direksi yang bersangkutan atau dalam waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri, tidak ada keputusan RUPS, maka anggota Direksi tersebut berhenti pada tanggal yang diminta atau dengan lewatnya waktu 30 (tiga puluh) hari sejak tanggal surat permohonan pengunduran diri diterima tanpa memerlukan persetujuan RUPS.

Anggota Direksi dapat diberhentikan berdasarkan keputusan RUPS dan diberhentikan sementara waktu oleh Dewan Komisaris dengan menyebutkan alasannya. Pemberhentian anggota Direksi dilakukan apabila berdasarkan kenyataan anggota Direksi yang bersangkutan melakukan hal-hal sebagaimana diatur dalam Anggaran dasar Perseroan.

In addition to the reasons for dismissal, the Board of Directors may be dismissed by the GMS based on other reasons deemed appropriate by the GMS for the interests and objectives of the Company.

Dismissal decisions for reasons other than being found guilty by a court decision that has and resignation, is taken after the person concerned has been given the opportunity to self-defense. Determination of the dismissal of the Board of Directors can be made by a physical GMS decision and a decision of all Shareholders outside the GMS (circular).

TERM OF SERVICE OF THE BOARD OF DIRECTORS

Members of the Board of Directors are appointed for a period of 5 (five) years from the date determined by the Extraordinary GMS that appointed them. The appointment of the Board of Directors does not prejudice the right of the GMS to dismiss them at any time before their term of office ends. After the term of office ends, the Board of Directors can be reappointed by the GMS for 1 (one) term of office.

POLICY REGARDING RESIGNATION AND DISMISSAL OF THE BOARD OF DIRECTORS

Resignation of members of the Board of Directors based on the provisions in the Company's Articles of Association is as follows:

1. A member of the Board of Directors has the right to resign from his/her position by notifying the Company in writing of his/her intention with a copy to the Shareholders, the Board of Commissioners and other members of the Company's Board of Directors no later than 30 (thirty) days before the date of his/her resignation. If the resignation letter states that the effective date is less than 30 (thirty) days from the date the letter is received, then it is considered that the effective date of resignation is not stated.
2. In the event that by the date requested by the member of the Board of Directors concerned or within 30 (thirty) days from the date of the letter of resignation request, there is no GMS resolution, then the member of the Board of Directors will resign on the requested date or after 30 (thirty) days from the date the resignation request letter is received without requiring GMS approval.

Members of the Board of Directors can be dismissed based on a GMS resolution and temporarily dismissed by the Board of Commissioners by stating the reasons. Dismissal of a member of the Board of Directors is carried out based on the fact that the member of the Board of Directors concerned has done things as regulated in the Company's Articles

Termasuk apabila Direksi terbukti terlibat dalam tindakan yang merugikan Perseroan atau negara, maka tindak lanjut yang dilakukan Perseroan mengacu pada ketentuan Perseroan.

KOMPOSISI DIREKSI

Komposisi dan jumlah anggota Direksi ditetapkan oleh RUPS dengan memperhatikan visi misi dan rencana strategis PG untuk memungkinkan pengambilan keputusan yang efektif, tepat dan cepat serta dapat bertindak secara independen.

Pada tahun 2023, komposisi Direksi PT Petrokimia Gresik tidak mengalami perubahan. Komposisi Direksi PT Petrokimia Gresik periode 1 Januari–31 Desember 2023 adalah sebagai berikut:

Nama Name	Jabatan Position	Domisili Domicile	Dasar Pengangkatan Basis of Appointment	Periode Period
Dwi Satriyo Annurogo	Direktur Utama President Director	Gresik	Akta Notaris Lumassia, S.H. No. 15 tanggal 25 Agustus 2020 Notarial Deed of Lumassia, S.H. No. 15 dated August 25, 2020	Ke-1 1 st
Digna Jatiningih	Direktur Operasi dan Produksi Director of Operations and Production	Gresik	Akta Notaris Lumassia, S.H. No. 06 tanggal 22 Oktober 2019 Notarial Deed of Lumassia, S.H. No. 06 dated October 22, 2019	Ke-1 1 st
Robby Setiabudi Madjid ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Gresik	Akta Notaris Lumassia, S.H. No. 5 tanggal 25 September 2023 Notarial Deed of Lumassia, S.H. No. 05 dated September 25, 2023	Ke-1 1 st
Budi Wahyu Soesilo ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Gresik	Akta Notaris Lumassia, S.H. No. 03 tanggal 16 Februari 2021 Notarial Deed of Lumassia, S.H. No. 03 dated February 16, 2020	Ke-1 1 st

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.

Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

TUGAS DAN KEWAJIBAN DIREKSI

Direksi bertugas dan bertanggung jawab secara kolejal dalam mengelola Perseroan. Tugas dan tanggung jawab sebagaimana tertuang dalam Anggaran Dasar Perseroan di antaranya menjalankan segala tindakan yang berkaitan dengan pengurusan Perseroan untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan serta mewakili Perseroan, baik di dalam maupun di luar pengadilan tentang segala hal dan segala kejadian dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar, dan/atau Keputusan Rapat Umum Pemegang Saham. Tugas Direksi diatur dalam *Board Policy Manual*.

of Association. In the event that the Board of Directors is proven to be involved in actions that are detrimental to the Company or the country, then the follow-up action taken by the Company refers to the Company's provisions.

COMPOSITION OF THE BOARD OF DIRECTORS

The composition and number of members of the Board of Directors are determined by the GMS by considering PG's vision, mission, and strategic plans to enable effective, precise, and fast decision-making and to be able to act independently.

In 2023, the composition of the Board of Directors of PT Petrokimia Gresik did not change. The composition of the Board of Directors of PT Petrokimia Gresik for the period January 1–December 31, 2023 is as follows:

DUTIES AND OBLIGATIONS OF THE BOARD OF DIRECTORS

The Board of Directors is responsible and collegial in managing the Company. Duties and responsibilities as stated in the Company's Articles of Association include carrying out all actions related to the management of the Company for the interests of the Company and in accordance with the goals and objectives of the Company as well as representing the Company, both inside and outside the court, regarding all matters and all events with limitations as regulated in statutory regulations, Articles of Association, and/or Resolutions of the General Meeting of Shareholders. The duties of the Board of Directors are regulated in the *Board Policy Manual*.



KEWENANGAN DIREKSI

Sesuai Anggaran Dasar Perseroan, kewenangan yang dimiliki Direksi adalah:

1. Menetapkan kebijakan kepengurusan Perseroan dengan ketentuan bahwa Pemegang Saham Mayoritas berwenang menetapkan kebijakan untuk bidang-bidang tertentu;
2. Melaksanakan kepengurusan Perseroan, dengan ketentuan bahwa terhadap penyelenggaraan bidang-bidang di Perseroan, antara lain sebagai berikut: pemasaran dan penjualan, penelitian dan pengembangan, *supply chain management* dan *cost management*, pengadaan barang dan/atau jasa, *finance* dan audit, manajemen risiko dan kepatuhan, manajemen talenta dan pengembangan sumber daya manusia yang terintegrasi, hukum, serta bidang lainnya yang diatur dan ditetapkan oleh Pemegang Saham Mayoritas.
3. Mengatur penyerahan kekuasaan Direksi kepada seorang atau beberapa orang anggota Direksi untuk mengambil keputusan atas nama Direksi atau mewakili Perseroan di dalam dan di luar pengadilan;
4. Mengatur penyerahan kekuasaan Direksi kepada seorang atau beberapa orang pekerja Perseroan baik sendiri-sendiri maupun bersama-sama atau kepada orang lain, untuk mewakili Perseroan di dalam dan di luar pengadilan;
5. Mengatur ketentuan-ketentuan tentang kepegawaian Perseroan termasuk penetapan gaji, pensiun atau jaminan hari tua, dan penghasilan lain bagi pekerja Perseroan berdasarkan peraturan perundang-undangan yang berlaku dengan ketentuan penetapan gaji, pensiun atau jaminan hari tua, dan penghasilan lain bagi pekerja yang melampaui kewajiban yang ditetapkan peraturan perundang-undangan, wajib mendapatkan persetujuan tertulis terlebih dahulu dari Pemegang Saham Mayoritas;
6. Mengangkat dan memberhentikan pekerja Perseroan berdasarkan peraturan kepegawaian Perseroan dan peraturan perundang-undangan yang berlaku;
7. Mengangkat dan memberhentikan Sekretaris Perusahaan Perseroan serta membentuk Satuan Pengawas Intern;
8. Melakukan segala tindakan dan perbuatan lainnya mengenai pengurusan maupun pemilik kekayaan Perseroan, mengikat Perseroan dengan pihak lain dan atau pihak lain dengan Perseroan, serta mewakili Perseroan di dalam dan di luar pengadilan tentang segala hal dan segala kejadian dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan atau Keputusan Rapat Umum Pemegang Saham.

KEWAJIBAN DIREKSI

1. Mengusahakan dan menjamin terlaksananya usaha dan kegiatan Perseroan sesuai dengan maksud dan tujuan serta kegiatan usahanya;

AUTHORITY OF THE BOARD OF DIRECTORS

In accordance with the Company's Articles of Association, the authority of the Board of Directors is:

1. Determine the Company's management policies with the provision that the Majority Shareholders have the authority to determine policies for certain areas;
2. Carry out the management of the Company, provided that the management of the areas in the Company includes, among others, the following: marketing and sales, research and development, supply chain management and cost management, procurement of goods and/or services, finance and audit, risk management and compliance, integrated talent management and human resource development, law, and other fields that are regulated and determined by the Majority Shareholders.
3. Regulate the transfer of the powers of the Board of Directors to one or several members of the Board of Directors to make decisions on behalf of the Board of Directors or represent the Company inside and outside the court;
4. Regulate the transfer of the powers of the Board of Directors to one or several employees of the Company, either individually, collegially, or to other people, to represent the Company inside and outside the court;
5. Regulate the provisions regarding the Company's personnel, including the determination of salaries, pensions, or old age security and other income for Company workers, based on applicable laws and regulations, as well as the provisions for determining salaries, pensions, or old age security and other income for workers that exceed their obligations stipulated by statutory regulations, must obtain mandatory prior written approval from the Majority Shareholders;
6. Appoint and dismiss Company employees based on the Company's personnel regulations and applicable laws and regulations;
7. Appoint and dismiss the Company's Corporate Secretary and establish an Internal Supervisory Unit;
8. Carry out all actions and other conducts regarding the management and ownership of the Company's assets, bind the Company with other parties and/or other parties with the Company, and represent the Company inside and outside the court regarding all matters and all events with limitations as regulated in the statutory regulations, Articles of Association and/or Resolutions of the General Meeting of Shareholders.

BOARD OF DIRECTORS' OBLIGATIONS

1. Strive for and ensure the implementation of the Company's business and activities in accordance with its goals, objectives, and business activities;

2. Melaksanakan kebijakan yang ditetapkan oleh Pemegang Saham Mayoritas;
3. Menyiapkan pada waktunya Rencana Jangka Panjang Perseroan, Rencana Kerja dan Anggaran Perseroan, dan perubahannya serta menyampaikannya kepada Dewan Komisaris dan Pemegang Saham untuk mendapatkan pengesahan Rapat Umum Pemegang Saham;
4. Memberikan penjelasan kepada Rapat Umum Pemegang Saham mengenai Rencana Jangka Panjang Perseroan dan Rencana Kerja dan Anggaran Perseroan;
5. Membuat daftar Pemegang Saham, Daftar Khusus, Risalah Rapat Umum Pemegang Saham, dan Risalah Rapat Direksi;
6. Membuat Laporan Tahunan sebagai wujud pertanggungjawaban Perseroan, serta dokumen keuangan Perseroan sebagaimana dimaksud dalam undang-undang tentang dokumen Perseroan;
7. Menyusun Laporan Keuangan berdasar standar Akuntansi Keuangan dan menyerahkan kepada Akuntan Publik untuk diaudit;
8. Menyampaikan Laporan Tahunan termasuk Laporan Keuangan kepada Rapat Umum Pemegang Saham untuk disetujui dan disahkan;
9. Memberikan penjelasan kepada Rapat Umum Pemegang Saham mengenai Laporan Tahunan;
10. Menyampaikan neraca dan laporan laba rugi yang telah disahkan oleh Rapat Umum Pemegang Saham kepada Menteri yang membidangi Hukum dan Hak Asasi Manusia sesuai dengan ketentuan peraturan perundang-undangan;
11. Menyampaikan laporan perubahan susunan Pemegang Saham, Direksi, dan Dewan Komisaris kepada Menteri yang membidangi Hukum dan Hak Asasi Manusia;
12. Memelihara daftar Pemegang Saham, Daftar Khusus, Risalah Rapat Umum Pemegang Saham, Risalah Rapat Dewan Komisaris dan Risalah Rapat Direksi, Laporan Tahunan, dan dokumen keuangan Perseroan sebagaimana diatur dalam Anggaran Dasar Perseroan;
13. Menyimpan di tempat kedudukan Perseroan: Daftar Pemegang Saham, Daftar Khusus, Risalah Rapat Umum Pemegang Saham, Risalah Rapat Dewan Komisaris, dan Risalah Rapat Direksi, Laporan Tahunan dan dokumen keuangan Perseroan serta dokumen Perseroan lainnya sebagaimana diatur dalam Anggaran Dasar Perseroan;
14. Menyusun sistem akuntansi sesuai dengan standar akuntansi keuangan dan berdasar prinsip-prinsip pengendalian intern, terutama fungsi pengurusan, pencatatan, penyimpanan, dan pengawasan;
15. Memberikan laporan berkala menurut cara dan waktu sesuai dengan ketentuan yang berlaku, serta laporan lainnya setiap kali diminta oleh Dewan Komisaris dan/ atau Pemegang saham;
2. Implementing policies determined by the Majority Shareholders;
3. Prepare in a timely manner the Company's Long Term Plan, Work Plan and Budget, and any amendments thereto, and submit them to the Board of Commissioners and Shareholders for approval by the General Meeting of Shareholders;
4. Provide an explanation to the General Meeting of Shareholders regarding the Company's Long Term Plan and Work Plan and Budget;
5. Make a list of Shareholders, Special List, minutes of the General Meeting of Shareholders, and minutes of the meeting of the Board of Directors;
6. Prepare an Annual Report as a form of the Company's accountability, as well as the Company's financial documents as intended in the law concerning the Company documents;
7. Prepare Financial Statements based on Financial Accounting standards and submit them to the Public Accountant for audit;
8. Submit the Annual Report including the Financial Statement to the General Meeting of Shareholders for approval and ratification;
9. Provide explanations to the General Meeting of Shareholders regarding the Annual Report;
10. Submit the balance sheet and profit and loss report, which have been approved by the General Meeting of Shareholders, to the Minister in Charge of Law and Human Rights in accordance with the provisions of statutory regulations;
11. Submit a report on changes to the composition of Shareholders, the Board of Directors and the Board of Commissioners to the Minister in Charge of Law and Human Rights;
12. Maintain the list of Shareholders, Special List, Minutes of General Meeting of Shareholders, Minutes of Meetings of the Board of Commissioners and Minutes of Meetings of the Board of Directors, Annual Report and financial documents of the Company as regulated in the Company's Articles of Association;
13. Store at the Company's place of residence: the Register of Shareholders, Special Register, Minutes of General Meeting of Shareholders, Minutes of Meetings of the Board of Commissioners, and Minutes of Meetings of the Board of Directors, Annual Report and company financial documents, as well as other Company documents as regulated in the Company's Articles of Association;
14. Develop an accounting system in accordance with financial accounting standards and based on the principles of internal control, especially the functions of management, recording, storage, and supervision;
15. Provide periodic reports according to the method and time in accordance with applicable regulations, as well as other reports whenever requested by the Board of Commissioners and/or Shareholders;



16. Menyiapkan susunan organisasi Perseroan lengkap dengan perincian tugasnya;
17. Memberikan penjelasan tentang segala hal yang ditanyakan atau yang diminta anggota Dewan Komisaris dan para Pemegang Saham;
18. Menyusun dan menetapkan *blue print* Organisasi Perseroan;
19. Menjalankan kewajiban-kewajiban lainnya sesuai dengan ketentuan yang diatur dalam Anggaran Dasar Perseroan dan yang ditetapkan oleh Rapat Umum Pemegang Saham berdasarkan peraturan perundang-undangan.

16. Prepare the Company's organizational structure, complete with details of its duties;
17. Provide explanations regarding all matters asked or requested by members of the Board of Commissioners and Shareholders;
18. Prepare and determine the Company's Organization blue print;
19. Carry out other obligations in accordance with the provisions stipulated in the Company's Articles of Association and determined by the General Meeting of Shareholders based on statutory regulations.

RUANG LINGKUP TUGAS DAN TANGGUNG JAWAB MASING-MASING ANGGOTA DIREKSI

Pembagian tugas dan tanggung jawab setiap anggota Direksi ditetapkan berdasarkan nama jabatan masing-masing anggota Direksi sebagaimana ditetapkan dalam pengangkatan anggota Direksi oleh Rapat Umum Pemegang Saham. Selanjutnya Direksi menetapkan pembagian tugas dan tanggung jawab setiap anggota Direksi sebagaimana tercantum dalam *Board Policy Manual*, yaitu:

SCOPE OF DUTIES AND RESPONSIBILITIES OF EACH MEMBER OF THE BOARD OF DIRECTORS

The division of duties and responsibilities of each member of the Board of Directors is determined based on the position name of each member of the Board of Directors as determined in the appointment of members of the Board of Directors by the General Meeting of Shareholders. Furthermore, the Board of Directors determines the division of duties and responsibilities of each member of the Board of Directors as stated in the Board Policy Manual, namely:

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
Dwi Satriyo Annurogo Direktur Utama President Director	<ol style="list-style-type: none"> 1. Memastikan penyusunan Rencana Jangka Panjang (RJP), Rencana Kerja dan Anggaran Tahunan Perusahaan (RKAP), dan rencana kerja lainnya beserta perubahannya disampaikan kepada Dewan Komisaris untuk mendapat persetujuan dan selanjutnya menyampaikan kepada Rapat Umum Pemegang Saham (RUPS) untuk mendapatkan pengesahan sesuai dengan jadwal/waktu yang telah ditentukan. Ensure the preparation of the Long-term Plan (RJP), the Company's Annual Work Plan and Budget (RKAP), and other work plans and their amendments and submit them to the Board of Commissioners for approval, and then submit them to the General Meeting of Shareholders (GMS) for approval in accordance with the predetermined schedule/time. 2. Memastikan pengkoordinasian penyelenggaraan dan pemeliharaan pembukuan dan administrasi Perseroan sesuai dengan kelaziman yang berlaku bagi suatu Perseroan. Ensure the coordination of the implementation and maintenance of the Company's bookkeeping and administration in accordance with the norms that apply to the Company. 3. Memastikan pengkoordinasian penyusunan sistem akuntansi Perseroan sesuai dengan Pernyataan Standar Akuntansi Keuangan (PSAK) dan peraturan-peraturan Pemerintah yang terkait serta berdasarkan prinsip-prinsip pengendalian intern, terutama dalam fungsi pengurusan, pencatatan, penyimpanan, dan pengawasan. Ensure coordination of the preparation of the Company's accounting system in accordance with the Statement of Financial Accounting Standards (PSAK) and related Government regulations and based on the principles of internal control, especially in the management, recording, storage, and supervision functions. 4. Memastikan pengelolaan bidang Audit Intern dan Sekretaris Perusahaan untuk mendukung kepatuhan pada ketentuan yang berlaku, dan untuk membangun citra Perseroan yang positif bagi <i>Stakeholders</i>. Ensure the management of Internal Audit and Corporate Secretary to support compliance with applicable regulations and to build a positive company image for Stakeholders. 5. Memastikan penyusunan Laporan Tahunan sebagai wujud pertanggungjawaban pengelolaan Perseroan, serta penyusunan dokumen keuangan Perseroan sesuai dengan Undang-undang tentang Dokumen Perseroan. Ensure the preparation of the Annual Report as a form of accountability for the Company's management, as well as the preparation of the Company's financial documents in accordance with the Law on Company Documents. 6. Memastikan Laporan Tahunan dan Laporan Keuangan yang telah diaudit oleh Akuntan Publik disampaikan kepada RUPS untuk meminta persetujuan dan pengesahan. Ensure that the Annual Report and Financial Statements that have been audited by a Public Accountant are submitted to the GMS to request approval and ratification.

Nama dan Jabatan
Name and Position

Tugas dan Tanggung Jawab
Duties and Responsibilities

7. Memastikan pemberian penjelasan kepada RUPS mengenai RJP, RKAP, dan Laporan Tahunan serta penjelasan tentang segala hal kepada anggota Dewan Komisaris dan para Pemegang Saham sesuai dengan peraturan yang berlaku.
Ensure that explanations are provided to the GMS regarding the RJP, RKAP, and Annual Report, as well as explanations regarding all matters to members of the Board of Commissioners and Shareholders in accordance with applicable regulations.
8. Memastikan penyusunan dan penyampaian laporan secara berkala maupun insidental atas pelaksanaan dan pencapaian target Rencana Kerja Perusahaan serta laporan lainnya kepada Dewan Komisaris dan/atau Pemegang Saham serta pihak yang berkepentingan sesuai dengan ketentuan yang berlaku.
Ensure the preparation and submission of periodic and incidental reports on the implementation and achievement of the Company's Work Plan targets as well as other reports to the Board of Commissioners and/or Shareholders and interested parties in accordance with applicable regulations.
9. Menyampaikan neraca dan laporan laba rugi yang telah disahkan oleh RUPS kepada Menteri yang membidangi Hukum dan Hak Asasi Manusia sesuai dengan ketentuan peraturan perundang-undangan.
Submit the balance sheet and profit and loss report, which have been approved by the GMS, to the Minister in Charge of Law and Human Rights in accordance with the provisions of statutory regulations.
10. Menyampaikan Laporan Perubahan Susunan Pemegang Saham, Direksi, dan Dewan Komisaris kepada Menteri yang membidangi Hukum dan Hak Asasi Manusia.
Submitting a Report on Changes in the Composition of Shareholders, the Board of Directors, and the Board of Commissioners to the Minister in charge of Law and Human Rights.
11. Memastikan penyusunan struktur organisasi Perseroan di seluruh Direktorat Perseroan beserta perincian tugasnya.
Ensure the preparation of the Company's organizational structure for all of the Company's Directorates, along with details of their duties.
12. Memastikan penerapan Kebijakan Sistem Manajemen Mutu (SMM), Sistem Manajemen Lingkungan (SML), Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3), Sistem Manajemen Risiko, *Good Corporate Governance* (GCG), dan Sistem Manajemen Pengamanan (SMP) dan sistem manajemen lainnya yang berlaku di Perseroan.
Ensure the implementation of the Quality Management System (SMM), Environmental Management System (SML), Occupational Safety and Health Management System (OHSMS), Risk Management System, Good Corporate Governance (GCG), Security Management System (SMP), and other management system that apply to the Company.
13. Memastikan pertanggungjawaban penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku.
Ensure full personal responsibility for errors or omissions made in carrying out their duties in accordance with applicable regulations.
14. Memastikan setiap anggota Direksi secara tanggung renteng bertanggung jawab atas kerugian akibat kepailitan yang terjadi karena kesalahan atau kelalaian Direksi dan kekayaan Perseroan tidak cukup untuk menutup kerugian tersebut.
Ensure that each member of the Board of Directors is collegially and severally responsible for losses resulting from bankruptcy that occur due to errors or negligence of the Board of Directors and that the Company's assets are insufficient to cover these losses.
15. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi/lembaga pemerintah, swasta, dan masyarakat sekitar Perseroan.
Ensure the development and improvement of good relations with government agencies/institutions, the private sector, and the community around the Company.
16. Melakukan evaluasi atas operasional bisnis Perseroan yang dilakukan secara periodik atau sesuai kebutuhan Perseroan, untuk memastikan segala tindakan atau langkah operasional Perseroan berikutnya memberikan manfaat yang lebih baik bagi Perseroan dan/atau *Stakeholders* Perseroan.
Evaluate the Company's business operations periodically or according to the Company's needs to ensure that all subsequent Company operational actions or steps provide better benefits for the Company and/or the Company's Stakeholders.
17. Memastikan pelaksanaan kewajiban-kewajiban lainnya sesuai dengan ketentuan-ketentuan yang diatur dalam Anggaran Dasar dan yang ditetapkan oleh RUPS serta peraturan perundang-undangan yang berlaku.
Ensure the implementation of other obligations in accordance with the provisions stipulated in the Articles of Association and determined by the GMS, as well as applicable laws and regulations.



Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
Digna Jatiningsih Direktur Operasi dan Produksi Director of Operations and Production	<ol style="list-style-type: none"> <li data-bbox="497 333 1436 577">1. Memastikan penyusunan RJP, RKAP, dan rencana kerja lainnya beserta perubahannya di bidang operasional produksi, perencanaan dan pengendalian pemeliharaan, teknologi, pengembangan, mitra bisnis, dan jasa pelayanan pabrik serta menyampaikannya kepada Dewan Komisaris untuk mendapat persetujuan dan selanjutnya menyampaikan kepada RUPS untuk mendapatkan pengesahan sesuai dengan jadwal/waktu yang telah ditentukan. Ensure the preparation of RJP, RKAP, and other work plans, along with changes in the areas of production operations, maintenance planning and control, technology, development, business partners, and factory services, and submit them to the Board of Commissioners for approval, and then submit them to the GMS to obtain appropriate approval with a predetermined schedule/time. <li data-bbox="497 586 1436 853">2. Memastikan pemberian pertanggungjawaban dan penjelasan tentang pengelolaan Perseroan termasuk mengenai RJP, RKAP, Laporan Tahunan, dan penjelasan tentang segala hal yang berkaitan di bidang operasional produksi, perencanaan dan pengendalian pemeliharaan, teknologi, pengembangan, mitra bisnis, dan jasa pelayanan pabrik kepada RUPS dan kepada Dewan Komisaris serta Pemegang Saham sesuai dengan peraturan yang berlaku. Ensure the provision of accountability and explanations regarding the Company's management including RJP, RKAP, Annual Reports and explanations regarding all matters relating to production operations, maintenance planning and control, technology, development, business partners, and factory services to the GMS and to the Board Commissioners and Shareholders in accordance with applicable regulations. <li data-bbox="497 862 1436 1106">3. Memastikan penyusunan dan penyampaian laporan secara berkala maupun insidental atas pelaksanaan Rencana Kerja Perusahaan serta laporan lainnya terkait bidang operasional produksi, perencanaan dan pengendalian pemeliharaan, teknologi, pengembangan, mitra bisnis, dan jasa pelayanan pabrik kepada Dewan Komisaris dan/atau Pemegang Saham serta pihak yang berkepentingan sesuai dengan ketentuan yang berlaku. Ensure the preparation and submission of periodic and incidental reports on the implementation of the Company's Work Plan, as well as other reports related to the areas of production operations, maintenance planning and control, technology, development, business partners, and factory services, to the Board of Commissioners and/or Shareholders and related parties interests in accordance with applicable regulations. <li data-bbox="497 1115 1436 1216">4. Memastikan penyusunan struktur organisasi di lingkup Direktorat Operasi dan Produksi beserta perincian tugasnya. Ensure the preparation of the organizational structure within the Operations and Production Directorate, along with details of their duties. <li data-bbox="497 1225 1436 1326">5. Memastikan penerapan kebijakan SMM, SML, SMK3, Sistem Manajemen Risiko, GCG, SMP, dan sistem manajemen lainnya yang berlaku di Perseroan. Ensure the implementation of SMM, SML, OHSMS, Risk Management System, GCG, SMP, and other management systems policies that apply to the Company. <li data-bbox="497 1335 1436 1435">6. Memastikan bertanggung jawab penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku. Ensure full personal responsibility for errors or omissions made in carrying out their duties in accordance with applicable regulations. <li data-bbox="497 1444 1436 1590">7. Mempertanggungjawabkan secara renteng atas kerugian akibat kepailitan yang terjadi karena kesalahan atau kelalaian Direksi dan kekayaan Perseroan tidak cukup untuk menutup kerugian tersebut. Take collegial responsibility for losses resulting from bankruptcy that occur due to errors or negligence of the Board of Directors, and the Company's assets are not sufficient to cover these losses. <li data-bbox="497 1599 1436 1700">8. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi/lembaga pemerintah, swasta, dan masyarakat sekitar Perseroan. Ensure the development and improvement of good relations with government agencies/institutions, the private sector, and the community around the Company. <li data-bbox="497 1709 1436 1850">9. Memastikan pelaksanaan kewajiban-kewajiban lainnya sesuai dengan ketentuan-ketentuan yang diatur dalam Anggaran Dasar dan yang ditetapkan oleh RUPS berdasarkan peraturan perundang-undangan yang berlaku. Ensure the implementation of other obligations in accordance with the provisions stipulated in the Articles of Association and determined by the GMS based on applicable laws and regulations.

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
<p>Robby Setiabudi Madjid Direktur Keuangan dan Umum Director of Finance and General</p>	<ol style="list-style-type: none"> <li data-bbox="454 324 1402 604"> <p>1. Memastikan RJP, RKAP, dan rencana kerja lainnya beserta perubahannya di bidang administrasi keuangan, perencanaan dan pengendalian usaha, pengelolaan sumber daya manusia, teknik, umum, serta kegiatan operasional Audit Intern, Sekretaris Perusahaan, dan transformasi bisnis serta menyampaikannya kepada Dewan Komisaris untuk mendapat persetujuan, dan selanjutnya menyampaikannya kepada RUPS untuk mendapatkan pengesahan sesuai dengan jadwal/waktu yang telah ditentukan. Ensure RJP, RKAP, and other work plans, along with changes in financial administration, business planning and control, human resource management, engineering, general, and operational activities for Internal Audit, Corporate Secretary, and business transformation, and submit them to the Board of Commissioners for approval, and then submit them to the GMS to obtain approval according to the predetermined schedule/time.</p> <li data-bbox="454 604 1402 907"> <p>2. Memastikan pemberian pertanggungjawaban dan penjelasan tentang pengelolaan Perseroan, termasuk mengenai RJP, RKAP, Laporan Tahunan, dan penjelasan tentang segala hal yang berkaitan di bidang administrasi keuangan perencanaan dan pengendalian usaha, pengelolaan sumber daya manusia, teknik, umum, serta kegiatan operasional bidang Audit Intern, Sekretaris Perusahaan, dan transformasi bisnis kepada RUPS dan kepada Dewan Komisaris serta Pemegang Saham sesuai dengan peraturan yang berlaku. Ensure the provision of accountability and explanations regarding the Company's management, including RJP, RKAP, Annual Reports and explanations regarding all matters relating to financial administration, business planning and control, human resource management, engineering, and general, as well as operational activities in the areas of Internal Audit, Corporate Secretary, and business transformation, to the GMS and to the Board of Commissioners and Shareholders in accordance with applicable regulations.</p> <li data-bbox="454 907 1402 1209"> <p>3. Memastikan penyusunan dan penyampaian laporan secara berkala maupun insidental atas pelaksanaan Rencana Kerja Perusahaan serta laporan lainnya terkait di bidang administrasi keuangan, perencanaan dan pengendalian usaha, pengelolaan sumber daya manusia, teknik, umum serta kegiatan operasional bidang audit intern, Sekretaris Perusahaan, dan transformasi bisnis kepada Dewan Komisaris dan/atau Pemegang Saham serta pihak yang berkepentingan sesuai dengan ketentuan yang berlaku. Ensure the preparation and submission of periodic and incidental reports on the implementation of the Company's Work Plan, as well as other reports related to the areas of financial administration, business planning & control, human resource management, engineering, and general, as well as operational activities in the areas of internal audit, Corporate Secretary, and business transformation, to the Board of Commissioners and/or Shareholders and interested parties in accordance with applicable regulations.</p> <li data-bbox="454 1209 1402 1310"> <p>4. Memastikan penyusunan struktur organisasi di lingkup Direktorat Keuangan dan Umum beserta perincian tugasnya. Ensure the preparation of the organizational structure within the scope of the Finance and General Directorate, along with details of its duties.</p> <li data-bbox="454 1310 1402 1422"> <p>5. Memastikan penerapan kebijakan SMM, SML, SMK3, Sistem Manajemen Risiko, GCG, SMP, dan sistem manajemen lainnya yang berlaku di Perseroan. Ensure the implementation of SMM, SML, OHSMS, Risk Management System, GCG, SMP, and other management systems policies that apply in the Company.</p> <li data-bbox="454 1422 1402 1534"> <p>6. Memastikan bertanggung jawab penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku. Ensure full personal responsibility for errors or omissions made in carrying out their duties in accordance with applicable regulations.</p> <li data-bbox="454 1534 1402 1691"> <p>7. Mempertanggungjawabkan secara renteng atas kerugian akibat kepailitan yang terjadi karena kesalahan atau kelalaian Direksi dan kekayaan Perseroan tidak cukup untuk menutup kerugian tersebut. Take collegial responsibility for losses resulting from bankruptcy which occur due to errors or negligence of the Board of Directors and the Company's assets are not sufficient to cover these losses.</p> <li data-bbox="454 1691 1402 1803"> <p>8. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi pemerintah, swasta, dan masyarakat sekitar Perseroan. Ensure the development and improvement of good relations with government agencies, the private sector, and the community around the Company.</p> <li data-bbox="454 1803 1402 1955"> <p>9. Memastikan terlaksananya pengelolaan pendanaan Perseroan untuk memenuhi kebutuhan dana guna mendukung kelancaran operasional Perseroan maupun untuk mendukung investasi pengembangan Perseroan. Ensure that the Company's funding management is implemented to meet funding needs to support the smooth operation of the Company and to support investment in the Company's development.</p>



Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
	<p>10. Memastikan pelaksanaan dan pemeliharaan pembukuan dan administrasi Perseroan sesuai dengan kelaziman yang berlaku bagi suatu perusahaan. Ensure the implementation and maintenance of the Company bookkeeping and administration in accordance with the norms that apply to a company.</p>
	<p>11. Memastikan penyusunan sistem akuntansi Perseroan sesuai dengan PSAK dan peraturan-peraturan pemerintah yang terkait serta berdasarkan prinsip-prinsip pengendalian intern, terutama fungsi pengurusan, pencatatan, penyimpanan, dan pengawasan. Ensure that the Company's accounting system is prepared in accordance with PSAK and related government regulations and based on the principles of internal control, especially the functions of management, recording, storage, and supervision.</p>
	<p>12. Memastikan pengkoordinasian kegiatan operasional Audit Intern, Sekretaris Perusahaan, dan transformasi bisnis untuk mendukung kepatuhan pada ketentuan yang berlaku dan untuk membangun citra Perseroan yang positif bagi <i>Stakeholder</i>. Ensure coordination of operational activities of Internal Audit, Corporate Secretary and Business Transformation to support compliance with applicable regulations and build a positive image of the Company for Stakeholders.</p>
	<p>13. Memastikan pelaksanaan kewajiban-kewajiban lainnya sesuai dengan ketentuan-ketentuan yang diatur dalam Anggaran Dasar dan yang ditetapkan oleh RUPS berdasarkan peraturan perundang-undangan yang berlaku. Ensure the implementation of other obligations in accordance with the provisions stipulated in the Articles of Association and determined by the GMS based on applicable laws and regulations.</p>

Tindakan Direksi yang Memerlukan Persetujuan Dewan Komisaris

1. Penggantian Dewan Komisaris dan Direksi anak perusahaan/perusahaan patungan;
2. Anggaran Perseroan;
3. Pendayagunaan aset Perseroan;
4. Penghapusbukuan/pelepasan aktiva bergerak;
5. Penggunaan obligasi/pinjaman jangka menengah-panjang;
6. Kredit investasi;
7. Proyek investasi dan pengembangan;
8. Perubahan struktur organisasi dan tata nilai Perseroan;
9. Perubahan atas visi dan misi Perseroan;
10. Pembagian jasa operasi dan tantiem.

Tindakan Direksi yang memerlukan Persetujuan Pemegang Saham

Tahun 2023, terdapat beberapa tindakan Direksi yang harus mendapatkan persetujuan tertulis dari Pemegang Saham, di antaranya:

1. Penggantian Dewan Komisaris dan Direksi anak perusahaan/perusahaan patungan;
2. Perubahan struktur organisasi dan tata nilai Perseroan;
3. Anggaran Perseroan;
4. Proyek investasi dan pengembangan;
5. Persetujuan impor dan ekspor pupuk;
6. Promosi dan mutasi Pejabat *Grade 1*;
7. Pembagian jasa operasi dan tantiem;
8. Obligasi;
9. Pendayagunaan aset Perseroan;
10. Izin tugas belajar di luar negeri;
11. Kenaikan gaji karyawan.

The Board of Directors' actions that Require Approval from the Board of Commissioners

1. Replacement of the Board of Commissioners and the Board of Directors of Subsidiaries/Joint Venture Companies;
2. The Company's budget;
3. Utilization of the Company's assets;
4. Write-off/disposal of moving assets;
5. Use of medium-long term bonds/loans;
6. Investment credit;
7. Investment and development projects;
8. Changes in organizational structure and the Company's values;
9. Changes to the Company's vision and mission;
10. Distribution of operational service and tantiem.

The Board of Directors' Actions that Require Shareholder Approval

In 2023, there were actions by the Board of Directors that must obtain written approval from Shareholders, including:

1. Replacement of the Board of Commissioners and the Board of Directors of subsidiaries/joint venture companies;
2. Changes in organizational structure and the Company's Values;
3. The Company's budget;
4. Investment and development projects;
5. Approval of the import and export of fertilizer;
6. Promotion and transfer of Grade 1 Officials;
7. Distribution of operational services and tantiem;
8. Bonds;
9. Utilization of the Company's assets;
10. Overseas study assignment permit;
11. Increase in employee salaries.

INDEPENDENSI DIREKSI

PG mengatur independensi Direksi dalam menjalankan tugas dan tanggung jawabnya dengan bertindak secara independen dan terbebas dari berbagai kepentingan. Oleh karena itu, PG mengatur independensi Direksi melalui pernyataan yang dibuat setiap tahun sekali tentang Daftar Khusus dan Tidak Memiliki Benturan Kepentingan dengan pemenuhan pada faktor-faktor berikut:

1. Kepemilikan saham Direksi
Seluruh anggota Direksi tidak memiliki saham di PT Petrokimia Gresik dan perusahaan lain yang memiliki hubungan dengan PT Petrokimia Gresik.

INDEPENDENCE OF THE BOARD OF DIRECTORS

PG regulates the independence of the Board of Directors in carrying out their duties and responsibilities by acting independently and free from various interests. Therefore, PG regulates the independence of the Board of Directors through a statement made once a year regarding the Special List and No Conflict of Interest by fulfilling the following factors:

1. The Board of Directors' share ownership
All members of the Board of Directors do not own shares in PT Petrokimia Gresik or other companies that are related to PT Petrokimia Gresik.

Nama Name	Jabatan Position	Kepemilikan Saham di PT Petrokimia Gresik Share Ownership in PT Petrokimia Gresik	Kepemilikan Saham di Perusahaan Lain Share Ownership in Other Companies
Dwi Satriyo Annurogo	Direktur Utama President Director	Nihil Nil	Nihil Nil
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	Nihil Nil	Nihil Nil
Budi Wahyu Soesilo ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Nihil Nil	Nihil Nil
Robby Setiabudi Madjid ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Nihil Nil	Nihil Nil

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

2. Hubungan keluarga dan hubungan keuangan
Seluruh anggota Direksi tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris, anggota Direksi lainnya dan Pemegang Saham Pengendali

2. Familial relationship and financial relationship
All members of the Board of Directors have no familial or financial relationships with members of the Board of Commissioners, other members of the Board of Directors and Controlling Shareholders

Nama Name	Hubungan Keluarga Familial Relationship			Hubungan Keuangan Financial Relationship		
	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholder	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholder
Dwi Satriyo Annurogo	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Digna Jatningsih	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Budi Wahyu Soesilo ¹⁾	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Robby Setiabudi Madjid ¹⁾	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.



3. Rangkap jabatan Direksi

3. Concurrent Position on the Board of Directors

Nama Name	Jabatan di Petrokimia Gresik Position at Petrokimia Gresik	Jabatan di Perusahaan Induk Position in the Parent Company	Jabatan di Anak Perusahaan Position in Subsidiaries	Jabatan di Perusahaan/ Instansi Lain Position at Other Companies/ Agencies
Dwi Satriyo Annurogo	Direktur Utama President Director	Tidak No	Tidak No	Tidak No
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	Tidak No	Tidak No	Tidak No
Budi Wahyu Soesilo ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Tidak No	Tidak No	Tidak No
Robby Setiabudi Madjid ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	Tidak No	Tidak No	Tidak No

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

Setiap anggota Direksi membuat pernyataan independensi yang diperbarui setiap tahun. Anggota Direksi juga berkewajiban untuk melaporkan apabila terjadi perubahan status yang mempengaruhi independensinya termasuk apabila terdapat perubahan kepemilikan saham baik pribadi atau keluarga dan/atau perusahaan lain.

Each member of the Board of Directors makes a statement of independence, which is updated annually. Members of the Board of Directors are also obliged to report if there is a change in status that affects their independence, including if there is a change in share ownership, whether personal or family, and/or another company.

No.	Kriteria Criteria	DSA	DJ	BWS	RSM
1	Kepemilikan Saham: Share Ownership:				
	Kepemilikan saham pribadi di PT Petrokimia Gresik Personal share ownership in PT Petrokimia Gresik	x	x	x	x
	Kepemilikan saham oleh keluarga di PT Petrokimia Gresik Family share ownership in PT Petrokimia Gresik	x	x	x	x
	Kepemilikan saham pribadi di perusahaan lain Personal share ownership in other companies	x	x	x	x
	Kepemilikan saham keluarga di perusahaan lain Family share ownership in other companies	x	x	x	x
2	Hubungan keluarga sedarah, semenda Blood family relationship, marriage	x	x	x	x
3	Rangkap jabatan sebagai: Concurrent position as:				
	Direksi pada BUMN Board of Directors at SOE	x	x	x	x
	Dewan Komisaris BUMN Board of Commissioners at SOE	x	x	x	x
	Pengurus Politik Political Administrator	x	x	x	x
	Jabatan lain yang menimbulkan benturan kepentingan Other positions that give rise to a conflict of interest	x	x	x	x
4	Menghindari Benturan Kepentingan Avoiding Conflicts of Interest	√	√	√	√

Keterangan | Note:

DSA : Dwi Satriyo Annurogo
DJ : Digna Jatningsih
BWS : Budi Wahyu Soesilo
RSM : Robby Setiabudi Madjid

√ : Ya | Yes
x : Tidak | No

KEBERAGAMAN DIREKSI

PT Petrokimia Gresik memiliki komposisi Direksi yang beragam, baik dari latar pendidikan, pengalaman, serta keahlian. Keberagaman ini tentunya memberikan nilai tambah bagi Perseroan dalam proses pengambilan keputusan yang lebih objektif dan komprehensif dikarenakan keputusan diambil dengan memperhatikan berbagai sudut pandang.

Perseroan belum memiliki aturan tertulis yang mengatur keberagaman komposisi Direksi, namun Perseroan berupaya menjaga keberagaman gender dan keahlian serta pengalaman Direksi yang mencakup di antaranya bidang keuangan, ekonomi, hukum, tata kelola, dan sumber daya manusia. Identifikasi keahlian Direksi dilakukan berdasarkan latar belakang pendidikan, pengalaman kerja, serta pelatihan yang pernah diikuti. Di samping itu, Perseroan juga berkomitmen untuk meningkatkan kompetensi Direksi baik melalui *training*, *workshop*, serta kegiatan lainnya yang relevan untuk peningkatan kompetensi Direksi.

Pengangkatan anggota Direksi telah mempertimbangkan kompetensi, kandidat dan telah mengacu pada peraturan perundang-undangan yang berlaku.

Keberagaman komposisi Direksi sebagaimana tercermin dalam bagan di bawah ini:

DIVERSITY OF THE BOARD OF DIRECTORS

PT Petrokimia Gresik has a diverse composition of the Board of Directors, both in terms of educational background, experience, and expertise. This diversity certainly provides added value for the Company in a more objective and comprehensive decision-making process because decisions are taken by considering various points of view.

The Company does not yet have written regulations governing the diversity of the composition of the Board of Directors. However, the Company strives to maintain gender diversity and the expertise and experience of members of the Board of Directors, which include the areas of finance, economics, law, governance, and human resources. Identification of the expertise of the Board of Directors is carried out based on educational background, work experience, and training attended. In addition, the Company is also committed to improving the competency of the Board of Directors through training, workshops, and other relevant activities.

The appointment of members of the Board of Directors has considered competency and candidates and has referred to applicable laws and regulations.

The diversity of the composition of the Board of Directors is reflected in the chart below:

Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
Dwi Satriyo Annurogo	Direktur Utama President Director	55	Laki-laki Male	<ul style="list-style-type: none"> • S1 Teknik Kimia • S2 Teknik Kimia • Bachelor of Chemical Engineering • Masters of Chemical Engineering 	<ul style="list-style-type: none"> • Direktur Utama PT Petrokimia Gresik • Direktur Utama PTPN XI • Direktur Utama PTPN X • Direktur Produksi, Teknik dan Pengembangan PT Pupuk Iskandar Muda • GM Pabrik III PT Petrokimia Gresik • President Director of PTPetrokimia Gresik • President Director of PTPN XI • President Director of PTPN X • Director of Production, Engineering and Development of PT Pupuk Iskandar Muda • GM Factory III PT Petrokimia Gresik



Nama Name	Jabatan Position	Usia (Tahun) Age (Year)	Jenis Kelamin Gender	Pendidikan Education	Pengalaman Kerja Work Experience
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	55	Perempuan Female	<ul style="list-style-type: none"> S1 Teknik Kimia S2 Manajemen Teknik Industri Bachelor of Chemical Engineering Master of Industrial Engineering Management 	<ul style="list-style-type: none"> Direktur Operasi dan Produksi PT Petrokimia Gresik Direktur Pemasaran PT Petrokimia Gresik Direktur Operasi PT Pupuk Indonesia Energi SVP Perencanaan Korporat PT Pupuk Indonesia (Persero) Director of Operations and Production of PT Petrokimia Gresik Marketing Director of PT Petrokimia Gresik Operations Director of PT Pupuk Indonesia Energi Corporate Planning SVP of PT Pupuk Indonesia (Persero)
Budi Wahyu Soesilo ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	49	Laki-laki Male	<ul style="list-style-type: none"> S1 Akuntansi S2 Business and Management Bachelor of Accounting Master of Business and Management 	<ul style="list-style-type: none"> Direktur Keuangan dan Umum PT Petrokimia Gresik Sekretaris Perusahaan PT Pupuk Indonesia (Persero) Sekretaris Perusahaan PT Pupuk Kalimantan Timur Director of Finance and General of PT Petrokimia Gresik Corporate Secretary of PT Pupuk Indonesia (Persero) Corporate Secretary of PT Pupuk Kalimantan Timur
Robby Setiabudi Madjid ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	44	Laki-laki Male	<ul style="list-style-type: none"> S1 Akuntansi S2 Finance Bachelor of Accounting Master of Finance 	<ul style="list-style-type: none"> Manager Keuangan PT Petrokimia Gresik Manager Pengadaan Barang PT Petrokimia Gresik Direktur Keuangan PT Gresik Cipta Sejahtera Direktur Keuangan PT Pupuk Indonesia Pangan SVP Pengadaan Strategis PT Pupuk Indonesia (Persero) Finance Manager PT Petrokimia Gresik Goods Procurement Manager PT Petrokimia Gresik Finance Director of PT Gresik Cipta Sejahtera Finance Director of PT Pupuk Indonesia Pangan Strategic Procurement SVP of PT Pupuk Indonesia (Persero)

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

Berdasarkan Anggaran Dasar Perseroan, Direksi wajib mengadakan Rapat Direksi secara berkala 1 (satu) kali dalam setiap bulan atau setiap waktu bilamana dipandang perlu oleh seorang atau lebih anggota Direksi atau atas permintaan tertulis dari seorang atau lebih anggota Dewan Komisaris. Rapat Direksi adalah sah dan berhak mengambil keputusan yang sah dan mengikat apabila dihadiri dan atau diwakilkan oleh lebih dari 1/2 (setengah) dari jumlah anggota Direksi.

Based on the Company's Articles of Association, the Board of Directors is obliged to hold regular Board of Directors Meetings once per month or at any time if deemed necessary by one or more members of the Board of Directors or upon written request from one or more members of the Board of Commissioners. A Board of Directors meeting is valid and has the right to make legal and binding decisions if attended and/or represented by more than 1/2 (half) of the total members of the Board of Directors.

Bahan rapat disampaikan kepada peserta rapat paling lambat 3 (tiga) hari sebelum rapat diselenggarakan. Dalam hal terdapat rapat yang diselenggarakan di luar jadwal yang telah disusun, bahan rapat disampaikan kepada peserta rapat paling lambat sebelum rapat diselenggarakan.

Rapat Direksi dipimpin oleh Direktur Utama, dalam hal Direktur Utama tidak hadir atau berhalangan, maka salah seorang Direktur yang ditunjuk secara tertulis oleh Direktur Utama yang memimpin Rapat Direksi. Dalam hal Direktur Utama tidak melakukan penunjukan, maka salah seorang Direktur yang terlama dalam jabatan sebagai anggota Direksi yang memimpin Rapat Direksi. Dalam hal Direktur yang paling lama menjabat sebagai anggota Direksi lebih dari 1 (satu) orang, maka Direktur yang memimpin rapat Direksi adalah Direktur yang tertua dalam usia.

Meeting materials are delivered to meeting participants no later than 3 (three) days before the meeting is held. In the event that a meeting is held outside the schedule that has been prepared, the meeting materials are delivered to the meeting participants no later than before the meeting is held.

The Board of Directors Meeting is chaired by the President Director. In the event that the President Director is absent or unable to attend, then one of the Directors appointed in writing by the President Director will chair the Board of Directors Meeting. In the event that the President Director does not make an appointment, then one of the Directors who has served the longest as a member of the Board of Directors will chair the Board of Directors Meeting. In the event that the Director who has served as a member of the Board of Directors the longest is more than 1 (one) person, then the Director who chairs the Board of Directors meeting is the Director who is the oldest in age.

Frekuensi dan Tingkat Kehadiran Direksi

Frequency and Level of Attendance of the Board of Directors

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Kehadiran Attendance (%)
Dwi Satriyo Annurogo	Direktur Utama President Director	12	12	100
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	12	11	92
Budi Wahyu Soesilo ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	12	9	75
Robby Setiabudi Madjid ¹⁾	Direktur Keuangan dan Umum Director of Finance and General	3	3	100

Keterangan | Note:

¹⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

Agenda Rapat Direksi & Kehadiran Direksi

Agenda of the Board of Directors' Meeting & Attendance of the Board of Directors

No.	Tanggal Date	Agenda Rapat Meeting Agenda	DSA	DJ	BWS	RSM
1	17 Januari 2023 January 17, 2023	1. <i>Refreshing</i> materi rapat monitoring kinerja oleh PT Pupuk Indonesia (Persero); 2. Pembahasan kinerja sampai dengan bulan Desember 2022; 3. Lain-lain. 1. Refreshing performance monitoring meeting materials by PT Pupuk Indonesia (Persero); 2. Discussion on performance until December 2022; 3. Others.	√	√	√	x
2	13 Februari 2023 February 13, 2023	1. Pembahasan kinerja sampai dengan bulan Januari 2023; 2. Lain-lain. 1. Discussion on performance until January 2023; 2. Others.	√	√	√	x



No.	Tanggal Date	Agenda Rapat Meeting Agenda	DSA	DJ	BWS	RSM
3	13 Maret 2023 March 13, 2023	1. Pembahasan kinerja sampai dengan bulan Februari 2023; 2. <i>Refreshing</i> arahan rapat monitoring kinerja; 3. <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; 4. Lain-lain. 1. Discussion on performance until February 2023; 2. Refreshing direction of performance monitoring meeting; 3. Refreshing direction of the Board of Commissioners-the Board of Directors meeting; 4. Others.	√	√	√	x
4	13 April 2023 April 13, 2023	1. Pembahasan kinerja sampai dengan bulan Maret 2023; 2. <i>Refreshing</i> arahan rapat monitoring kinerja; 3. <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; 4. Persiapan pemeriksaan pendapatan biaya investasi BPK RI AKN VII; 5. Lain-lain. 1. Discussion on performance until March 2023; 2. Refreshing direction of performance monitoring meeting; 3. Refreshing direction of the Board of Commissioners-the Board of Directors meeting; 4. Preparation of audit of investment cost revenue by BPK RI AKN VII; 5. Others.	√	√	√	x
5	12 Mei 2023 May 12, 2023	1. Pembahasan kinerja sampai dengan bulan April 2023; 2. <i>Refreshing</i> arahan rapat monitoring kinerja; 3. <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; 4. Lain-lain. 1. Discussion on performance until April 2023; 2. Refreshing direction of performance monitoring meeting; 3. Refreshing direction of the Board of Commissioners-the Board of Directors meeting; 4. Others.	√	√	√	x
6	23 Juni 2023 June 23, 2023	1. <i>Refreshing</i> arahan rapat monitoring kinerja; 2. <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; 3. Lain-lain. 1. Refreshing direction of performance monitoring meeting; 2. Refreshing direction of the Board of Commissioners-the Board of Directors meeting; 3. Others.	√	√	√	x
7	27 Juli 2023 July 27, 2023	1. <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; 2. Lain-lain. 1. Refreshing direction of the Board of Commissioners-the Board of Directors meeting; 2. Others.	√	√	√	x
8	22 Agustus 2023 August 22, 2023	1. <i>Refreshing</i> materi rapat monitoring kinerja bulan Juli 2023; 2. Lain-lain. 1. Refreshing performance monitoring meeting materials of July 2023; 2. Others.	√	√	-	x

No.	Tanggal Date	Agenda Rapat Meeting Agenda	DSA	DJ	BWS	RSM
9	21 September 2023 September 21, 2023	<ol style="list-style-type: none"> Pembahasan kinerja sampai dengan bulan Agustus 2023; <i>Refreshing</i> arahan rapat monitoring kinerja bulan Agustus 2023; <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; Lain-lain. <ol style="list-style-type: none"> Discussion on performance until August 2023; Refreshing direction of performance monitoring meetings of August 2023; Refreshing direction of the Board of Commissioners-the Board of Directors meeting. Others. 	√	√	-	x
10	18 Oktober 2023 October 18, 2023	<ol style="list-style-type: none"> Pembahasan kinerja bulan September dan sampai dengan September 2023; <i>Refreshing</i> arahan rapat monitoring kinerja bulan September 2023; <i>Refreshing</i> arahan rapat Dewan Komisaris-Direksi; Lain-lain. <ol style="list-style-type: none"> Discussion on performance of September and until September 2023; Refreshing direction of performance monitoring meeting of September 2023; Refreshing direction of the Board of Commissioners-the Board of Directors meeting; Others. 	√	√	-	√
11	27 November 2023 November 27, 2023	<ol style="list-style-type: none"> <i>Refreshing</i> materi rapat Dewan Komisaris-Direksi; <i>Refreshing</i> materi rapat monitoring; Lain-lain. <ol style="list-style-type: none"> Refreshing of the Board of Commissioners-the Board of Directors meeting materials; Refreshing of monitoring meeting materials; Others. 	√	√	-	√
12	15 Desember 2023 December 15, 2023	<ol style="list-style-type: none"> Rapat kinerja bulan November dan sampai dengan November 2023 dan prognosis kinerja sampai dengan Desember 2023; Realisasi KPI 2023; RKAP 2024; <i>Roadmap Net Zero Emission</i>; Rapat monitoring kinerja bersama PI; Lain-lain. <ol style="list-style-type: none"> Meeting performance of November and until November 2023 and prognoses performance until December 2023; KPI 2023 Realization; RKA of 2024; Roadmap Net Zero Emission; Performance monitoring meeting with PI; Others; 	√	√	-	√

Keterangan | Note:

DSA : Dwi Satriyo Annurogo
DJ : Digna Jatiningih
BWS : Budi Wahyu Soesilo
RSM : Robby Setiabudi Madjid

√ : Hadir | Presence
x : Tidak hadir | Absence
- : Tidak menjabat | Not Serving

PROGRAM PENGEMBANGAN KOMPETENSI DIREKSI

Program Pengembangan Kompetensi bagi Direksi dimaksudkan agar Direksi dapat selalu memperbarui informasi tentang perkembangan terkini dari *core business* Perseroan dan pengetahuan lain yang terkait dengan pelaksanaan tugas Direksi. Program Pengembangan

BOARD OF DIRECTORS COMPETENCY DEVELOPMENT PROGRAM

The Competency Development Program for the Board of Directors is intended so that the Board of Directors can always update information about the latest developments in the Company's core business and other knowledge related to the implementation of the Board of Directors' duties. The



Kompetensi bagi Direksi dilakukan secara berkelanjutan dimaksudkan untuk meningkatkan kompetensi dan kapabilitas Direksi dalam rangka pelaksanaan fungsi tugas dan tanggung jawabnya. Pengembangan kompetensi bagi Direksi dapat berupa *Sharing Knowledge*, *Workshop*, dan *Conference* yang dapat dilaksanakan oleh internal Perseroan, maupun instansi dalam negeri dan luar negeri.

Competency Development Program for the Board of Directors is carried out on an ongoing basis and is intended to increase the competency and capability of the Board of Directors in carrying out their duties and responsibilities. Competency development for the Board of Directors can take the form of Knowledge Sharing, Workshops, and Conferences, which can be carried out by the Company internally as well as by institutions within the country and abroad.

Sepanjang tahun 2023, program pengembangan kompetensi yang diikuti Direksi adalah sebagai berikut:

Throughout 2023, the competency development programs participated in by the Board of Directors are as follows:

Nama dan Jabatan Name and Position	Tema Pengembangan Kompetensi Competency Development Theme	Tempat dan Tanggal Place and Date	Penyelenggara Organizer
I Ketut Rusnaya SEVP Operasi SEVP Operations	Center for Hydrogen Safety Europe Conference 2023	Belanda, 9–11 Mei 2023 Netherlands, May 9–11, 2023	AICHe
	<i>Sharing Knowledge</i> Peningkatan <i>Awareness</i> Pencegahan <i>Fraud</i> dan FGD asesmen Kapabilitas SPI dengan metode <i>Internal Audit Capability Model (IACM)</i> Sharing Knowledge of Fraud Prevention Awareness Improvement and FGD assessment of SPI Capability using the Internal Audit Capability Model (IACM) method	Gresik, 8 September 2023 Gresik, September 8, 2023	BPKP
Dwi Satriyo Annurogo Direktur Utama President Director	IFA Annual Conference 2023	Prague, 22–24 Mei 2023 Prague, May 22–24, 2023	IFA
	Certified Risk Executive Leader	Online & Jakarta, 18–27 September 2023 Online & Jakarta, September 18–27, 2023	BPKP
	<i>Sharing Knowledge</i> Peningkatan <i>Awareness</i> Pencegahan <i>Fraud</i> dan FGD asesmen Kapabilitas SPI dengan metode <i>Internal Audit Capability Model (IACM)</i> Sharing Knowledge of Fraud Prevention Awareness Improvement and FGD assessment of SPI Capability using the Internal Audit Capability Model (IACM) method	Gresik, 8 September 2023 Gresik, September 8, 2023	BPKP
Digna Jatningsih Direktur Operasi dan Produksi Director of Operations and Production	IFA Annual Conference 2023	Prague, 22–24 Mei 2023 Prague, May 22–24, 2023	IFA
	<i>Sharing Knowledge</i> Peningkatan <i>Awareness</i> Pencegahan <i>Fraud</i> dan FGD asesmen Kapabilitas SPI dengan metode <i>Internal Audit Capability Model (IACM)</i> Sharing Knowledge of Fraud Prevention Awareness Improvement and FGD assessment of SPI Capability using the Internal Audit Capability Model (IACM) method	Gresik, 8 September 2023 Gresik, September 8, 2023	BPKP
	IFA Crosroads Asia Pasific	Bangkok, 10–12 Oktober 2023 Bangkok, October 10–12, 2023	IFA
	Certified Risk Executive Leader (CREL)	Hybrid & Jakarta, 13–21 November 2023 Hybrid & Jakarta, November 13–21, 2023	BPKP

Nama dan Jabatan Name and Position	Tema Pengembangan Kompetensi Competency Development Theme	Tempat dan Tanggal Place and Date	Penyelenggara Organizer
Robby Setiabudi Madjid Direktur Keuangan dan Umum Director of Finance and General	Certified Risk Executive Leader (CREL)	Hybrid & Jakarta, 13–21 November 2023 Hybrid & Jakarta, November 13–21, 2023	BPKP
	Sertifikasi Teknisi Ahli Akuntansi Accounting Expert Technician Certification	Hybrid & Universitas Airlangga, 20–27 Desember 2023 Hybrid & Airlangga University, December 20–27, 2023	IAI

PROGRAM PENGENALAN DIREKSI

PG melakukan program pengenalan bagi anggota Direksi yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis rencana Perseroan ke depan serta menjadi pedoman kerja dan hal lain yang menjadi tanggung jawab Direksi.

Program pengenalan diatur dalam *Board Policy Manual* dan *Corporate Policy Manual* di mana dalam pedoman tersebut diatur materi pengenalan diberikan oleh Sekretaris Perusahaan kepada anggota Direksi yang baru. Materi program pengenalan di antaranya meliputi pelaksanaan prinsip-prinsip GCG, gambaran umum Perseroan, penjelasan mengenai tugas dan tanggung jawab Direksi dan Dewan Komisaris. Selain pemaparan atas Perseroan, dalam program pengenalan juga disampaikan dokumen penunjang, di antaranya RKAP, RJPP, Standar Etika, *Board Policy Manual*, *Corporate Policy Manual*, serta isu-isu strategis Perseroan. Guna lebih memahami secara langsung proses bisnis Perseroan, program pengenalan juga dapat dilakukan kunjungan langsung ke unit-unit bisnis Perseroan.

Pada tahun 2023, terdapat program pengenalan kepada Direksi baru yaitu Bapak Robby Setiabudi Madjid pada tanggal 2 Oktober 2023.

PEDOMAN KERJA DIREKSI

Untuk mengatur hubungan kerja antara Direksi dan Dewan Komisaris agar tercipta pengelolaan Perseroan secara profesional, transparan dan efisien, serta tercipta suatu pola hubungan kerja yang lebih baik antara kedua organ perusahaan tersebut, maka sesuai dengan kesepakatan bersama antara Direksi dan Dewan Komisaris, PT Petrokimia Gresik telah menyusun suatu *Board Manual*, yang terdiri dari *Board Policy Manual* dan *Corporate Policy Manual*. Hasil pemutakhiran *Board Manual* untuk disesuaikan dan dimutakhirkan sesuai dengan perkembangan dan ketentuan yang berlaku pada tanggal 10 September 2022 (*Corporate Policy Manual*) dan 28 April 2021 (*Board Policy Manual*).

BOARD OF DIRECTORS INDUCTION PROGRAM

PG carries out an induction program for new members of the Board of Directors with the aim of providing an overview of the Company's future business activities plan as well as work guidelines and other matters that are the responsibility of the Board of Directors.

The induction program is regulated in the Board Policy Manual and Corporate Policy Manual, where the guidelines regulate the induction material provided by the Corporate Secretary to new members of the Board of Directors. The introductory program material includes the implementation of GCG principles, a general overview of the Company, an explanation of the duties and responsibilities of the Board of Directors and Board of Commissioners. Apart from presenting the Company, the induction program also presented supporting documents, including RKAP, RJPP, Ethical Standards, the Board Policy Manual, and the Corporate Policy Manual, as well as the Company's strategic issues. In order to better understand the Company's business processes directly, the induction program can also be carried out through direct visits to the Company's business units.

In 2023, there was an induction program for the new Director, namely Mr. Robby Setiabudi Madjid, on October 2, 2023.

BOARD OF DIRECTORS WORK GUIDELINES

In order to regulate the working relationship between the Board of Directors and the Board of Commissioners to create professional, transparent, and efficient management of the Company, as well as a better working relationship pattern between the two company organs, in accordance with the collegial agreement between the Board of Directors and the Board of Commissioners, PT Petrokimia Gresik has prepared a Board Manual, consisting of a Board Policy Manual and a Corporate Policy Manual. The results of the Board Manual update are to be adjusted and updated in accordance with developments and regulations in effect on September 10, 2022 (Corporate Policy Manual) and April 28, 2021 (Board Policy Manual).



Board Manual adalah petunjuk tata laksana tugas dan wewenang Direksi dan Dewan Komisaris yang menjelaskan tahap-tahap aktivitas masing-masing secara terstruktur, sistematis, mudah dipahami, dan dapat dijalankan. *Board Manual* mencantumkan antara lain tugas, kewajiban, wewenang, hak, etika jabatan, evaluasi, kinerja, serta pengaturan rapat dan tata cara hubungan korespondensi antara Direksi dan Dewan Komisaris. Di samping itu, *Board Manual* juga mengatur pola hubungan antar organ Perseroan dan mengatur mekanisme kerja organ Perseroan, yaitu Direksi, Dewan Komisaris, dan Pemegang Saham.

Hubungan kerja Direksi dengan Dewan Komisaris dilaksanakan berdasarkan prinsip-prinsip dasar sebagai berikut:

1. Direksi menghormati tugas dan wewenang Dewan Komisaris untuk melakukan pengawasan dan memberikan nasihat terhadap kebijakan pengelolaan Perseroan sebagaimana telah diatur dalam peraturan perundang-undangan maupun Anggaran Dasar Perseroan.
2. Setiap hubungan kerja antara Direksi dengan Dewan Komisaris merupakan hubungan yang bersifat formal kelembagaan, yang dilandasi oleh suatu mekanisme hubungan kerja yang baku atau korespondensi yang dapat dipertanggungjawabkan.

Board Manual adalah upaya Perseroan menjalankan Prinsip Akuntabilitas, yaitu untuk memperjelas tugas dan tanggung jawab Dewan Komisaris dan Direksi pada BUMN sesuai ketentuan UU No. 40 tahun 2007 tentang Perseroan Terbatas.

Board Manual juga merupakan Pedoman Kebijakan Dewan Komisaris dan Direksi dan disusun untuk digunakan sebagai:

1. Panduan bagi Direksi menjalankan proses *governance*.
2. Panduan bagi Direksi dalam menjalankan tugas, wewenang dan tanggung jawabnya.
3. Pedoman pengukuran kinerja Direksi.
4. Panduan untuk menentukan kriteria Direksi.
5. Panduan tata kerja hubungan Direksi, Dewan Komisaris, dan Pemegang Saham.
6. Panduan Direksi dalam memberikan informasi yang material dan relevan kepada Dewan Komisaris dan Pemegang Saham.

The Board Manual is a guide to the duties and authority of the Board of Directors and the Board of Commissioners, which explains the stages of each activity in a structured, systematic, easy-to-understand and easily implemented manner. The Board Manual includes, among other things, duties, obligations, authority, rights, office ethics, evaluation, performance, and meeting arrangements and procedures for correspondence relations between the Board of Directors and the Board of Commissioners. In addition, the Board Manual also regulates the pattern of relationships between the Company's organs and the work mechanisms of the Company's organs, namely the Board of Directors, Board of Commissioners, and Shareholders.

The working relationship between the Board of Directors and the Board of Commissioners is carried out based on the following basic principles:

1. The Board of Directors respects the duties and authority of the Board of Commissioners to supervise and provide advice on the Company's management policies as regulated in statutory regulations and the Company's Articles of Association.
2. Every working relationship between the Board of Directors and the Board of Commissioners is a formal institutional relationship that is based on a standard working relationship mechanism or accountable correspondence.

The Board Manual is the Company's effort to implement the Principle of Accountability, namely to clarify the duties and responsibilities of the Board of Commissioners and the Board of Directors of SOE in accordance with the provisions of Law No. 40 of 2007 concerning Limited Liability Companies.

The Board Manual is also a Policy Guide for the Board of Commissioners and the Board of Directors and is prepared for use as:

1. Guidance for the Board of Directors in carrying out the Governance Process.
2. Guidance for the Board of Directors in carrying out their duties, authority, and responsibilities.
3. Guidelines for measuring the performance of the Board of Directors.
4. Guidance for determining the criteria for the Board of Directors.
5. Guidance for the working procedures for the relationship between the Board of Directors, Board of Commissioners, and Shareholders.
6. Guidance for the Board of Directors in providing material and relevant information to the Board of Commissioners and Shareholders.

RAPAT DIREKSI

Berdasarkan Anggaran Dasar Perseroan, Direksi wajib mengadakan rapat Direksi secara berkala 1 (satu) kali dalam setiap bulan atau setiap waktu bilamana dipandang perlu oleh seorang atau lebih anggota Direksi atau atas permintaan tertulis dari seorang atau lebih anggota Dewan Komisaris. Rapat Direksi adalah sah dan berhak mengambil keputusan yang sah dan mengikat apabila dihadiri dan atau diwakilkan oleh lebih dari 1/2 (setengah) dari jumlah anggota Direksi.

Bahan rapat disampaikan kepada peserta rapat paling lambat 3 (tiga) hari sebelum rapat diselenggarakan. Dalam hal terdapat rapat yang diselenggarakan di luar jadwal yang telah disusun, bahan rapat disampaikan kepada peserta rapat paling lambat sebelum rapat diselenggarakan.

Rapat Direksi dipimpin oleh Direktur Utama, dalam hal Direktur Utama tidak hadir atau berhalangan, maka salah seorang Direktur yang ditunjuk secara tertulis oleh Direktur Utama yang memimpin Rapat Direksi. Dalam hal Direktur Utama tidak melakukan penunjukan, maka salah seorang Direktur yang terlama dalam jabatan sebagai anggota Direksi yang memimpin Rapat Direksi. Dalam hal Direktur yang paling lama menjabat sebagai anggota Direksi lebih dari 1 (satu) orang, maka Direktur yang memimpin rapat Direksi adalah Direktur yang tertua dalam usia.

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB ANGGOTA DIREKSI SELAMA TAHUN 2023

Selama tahun 2023, Direksi telah melaksanakan tugas yang bersifat strategis antara lain:

1. Menyiapkan RJPP 2024–2028;
2. Menyusun RKAP 2023;
3. Menyusun Laporan Tahunan 2023;
4. Menyelenggarakan RUPS Kinerja Tahun Buku 2023;
5. Menyelenggarakan RUPS RKAP Tahun 2023;
6. Melaksanakan arahan RUPS Kinerja Tahun Buku 2022 dan RUPS RKAP Tahun 2023;
7. Melaksanakan proyek-proyek pengembangan strategis;
8. Melaksanakan program transformasi bisnis;
9. Melakukan identifikasi risiko dan menyusun strategi upaya pengendalian risiko;
10. Melakukan *review* terhadap struktur organisasi;
11. Menyelenggarakan kegiatan Konvensi Inovasi Petrokimia Gresik (KIPG);
12. Menerapkan Sistem Manajemen Terintegrasi;
13. Melaksanakan penilaian *Good Corporate Governance* (GCG);
14. Melakukan pengawasan atas kinerja anak perusahaan;
15. Mendorong internalisasi dan implementasi tata nilai perusahaan AKHLAK.

BOARD OF DIRECTORS MEETING

Based on the Company's Articles of Association, the Board of Directors is obliged to hold regular Board of Directors meetings once per month or at any time if deemed necessary by one or more members of the Board of Directors or upon written request from one or more members of the Board of Commissioners. A Board of Directors meeting is valid and has the right to make legal and binding decisions if attended and/or represented by more than 1/2 (half) of the total members of the Board of Directors.

Meeting materials are delivered to meeting participants no later than 3 (three) days before the meeting is held. In the event that a meeting is held outside the schedule that has been determined, the meeting materials are delivered to the meeting participants no later than before the meeting is held.

The Board of Directors Meeting is chaired by the President Director. In the event that the President Director is absent or unable to attend, then one of the Directors appointed in writing by the President Director will chair the Board of Directors Meeting. In the event that the President Director does not make an appointment, then one of the Directors who has served the longest as a member of the Board of Directors will chair the Board of Directors Meeting. In the event that the Director who has served as a member of the Board of Directors the longest is more than 1 (one) person, then the Director who chairs the Board of Directors meeting is the Director who is the oldest in age.

IMPLEMENTATION OF THE DUTIES AND RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS IN 2023

In 2023, the Board of Directors carried out strategic duties, including:

1. Prepare the 2024-2028 RJPP;
2. Prepare the 2023 RKAP;
3. Prepare the 2023 Annual Report;
4. Holding the 2023 Financial Year Performance GMS;
5. Organize the 2023 RKAP GMS;
6. Implement the directions of the 2022 Financial Year Performance GMS and the 2023 RKAP GMS;
7. Implement strategic development projects;
8. Implement a business transformation program;
9. Identify risks and develop risk control strategies;
10. Review the organizational structure;
11. Organizing Petrokimia Gresik Innovation Convention (KIPG) activities;
12. Implement an Integrated Management System;
13. Carry out Good Corporate Governance (GCG) assessments
14. Supervise the performance of subsidiaries;
15. Encourage the internalization and implementation of AKHLAK company values.



KEPUTUSAN-KEPUTUSAN DIREKSI

Anggota Direksi telah mengeluarkan berbagai keputusan baik di bidang keuangan, pengembangan, operasional, *human capital*, dan CSR. Surat Keputusan (SK) Direksi yang dihasilkan selama tahun 2023, antara lain:

1. Pengelompokan unit kerja ke dalam *job family*.
2. Peraturan rotasi karyawan.
3. Penetapan promosi/mutasi karyawan.
4. Penetapan/perubahan struktur organisasi.
5. Penetapan kamus *soft competency*.
6. Program pascakerja karyawan.
7. Pemberian penghargaan kesetiaan dan pin purna bakti bagi karyawan.
8. Pelaksanaan program *Corporate Social Responsibility* (CSR).

KEBIJAKAN DAN PENENTUAN REMUNERASI DIREKSI

Kebijakan dan penentuan remunerasi Direksi diberikan berdasarkan ketentuan yang ditetapkan Pemegang Saham. Direksi mendapatkan remunerasi berupa gaji bulanan dan tunjangan lain serta tantiem. Besaran remunerasi diusulkan Direksi dan ditetapkan oleh Pemegang Saham dalam RUPS. Sedangkan besaran tantiem ditetapkan Pemegang Saham dalam RUPS memperhatikan pencapaian *Key Performance Indicator* (KPI) dan tingkat kesehatan Perseroan.

Jenis penghasilan anggota Direksi, terdiri dari:

1. Gaji;
2. Tunjangan yang terdiri dari:
 - Tunjangan hari raya keagamaan;
 - Tunjangan perumahan;
 - Asuransi purna jabatan.
3. Fasilitas yang terdiri dari:
 - Kendaraan dinas;
 - Fasilitas kesehatan;
 - Fasilitas bantuan hukum.

Tantiem/Insentif Kinerja, di mana di dalam tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*) sesuai arahan Pemegang Saham.

Besaran Remunerasi Direksi Tahun 2023

The Amount of Remuneration for the Board of Directors in 2023

Komposisi Remunerasi Remuneration Composition	Direktur Utama President Director	Anggota Direksi Member of the Board of Directors
Gaji Bulanan Monthly Salary (Rp)	244.047.000	207.439.950
Gaji Tahunan Annual Salary (Rp)	2.928.564.000	2.489.279.400
Tunjangan Hari Raya Religious Holiday allowance (Rp)	244.047.000	207.439.950

THE BOARD OF DIRECTORS' DECREE

Members of the Board of Directors issued various decrees in the areas of finance, development, operations, human capital, and CSR. The Decree of the Board of Directors (SK) produced in 2023 includes:

1. Grouping work units into job families.
2. Employee rotation regulations.
3. Determination of employee promotions/transfers.
4. Determination/change of organizational structure.
5. Determination of a soft competency dictionary.
6. Employee post-employment program.
7. Providing loyalty awards and retirement pins for employees.
8. Implementation of the Corporate Social Responsibility (CSR) program.

POLICY AND DETERMINATION OF BOARD OF DIRECTORS' REMUNERATION

Policies and the determination of remuneration for the Board of Directors are provided based on provisions determined by Shareholders. The Board of Directors receive remuneration in the form of a monthly salary and other allowances as well as bonuses. The amount of remuneration is proposed by the Board of Directors and determined by the Shareholders at the GMS. Meanwhile, the amount of the bonus is determined by shareholders at the GMS, considering the achievement of Key Performance Indicators (KPIs) and the Company's health level.

Types of income for members of the Board of Directors consist of:

1. Salary;
2. Allowance consisting of:
 - Religious holiday allowance;
 - Housing benefit;
 - Retirement insurance.
3. Facilities consisting of:
 - Official vehicles;
 - Medical facility;
 - Legal aid facility.

Tantiem/Performance Incentive, where additional Tantiem can be given in the form of a Long-Term Incentive (LTI) according to the direction of the Shareholders.

Komposisi Remunerasi Remuneration Composition	Direktur Utama President Director	Anggota Direksi Member of the Board of Directors
Tunjangan Komunikasi Communications Allowance	sesuai kebutuhan at cost	
Tunjangan Pakaian Clothing Allowance	sesuai kebutuhan at cost	
Kendaraan Dinas Official Vehicles	1 (satu) unit mobil 1 (one) unit of car	
Tunjangan Perumahan Housing Benefit (Rp)	22.500.000/bulan month	
Asuransi Purna Jabatan Post-Service Insurance (Rp)	732.141.000	622.319.850
Tunjangan Transportasi Transportation Allowance (Rp)	48.809.400	41.487.990
Fasilitas Kesehatan Medical Facility	sesuai kebutuhan at cost	
Fasilitas Perkumpulan Profesi Professional Association Facilities	sesuai kebutuhan at cost	
Fasilitas <i>Membership</i> Membership Facilities	sesuai kebutuhan at cost	
Fasilitas Bantuan Hukum dan Perlindungan Hukum Legal Aid and Legal Protection Facilities	sesuai kebutuhan at cost	
Fasilitas Biaya Representasi Representation Fee Facilities	dalam bentuk <i>corporate credit card</i> in the form of corporate credit card	
Tantiem/Insentif Kinerja Tantiem/Performance Incentives	Akan diputuskan dalam RUPS Kinerja Tahun Buku 2023 It will be decided at the 2023 Financial Year Performance GMS	

BONUS KINERJA DAN NON-KINERJA DIREKSI

Bonus Kinerja yang diterima Direksi mengacu kepada jumlah tantiem yang diterima

BOARD OF DIRECTORS' PERFORMANCE AND NON-PERFORMANCE BONUS

The performance bonuses received by the Board of Directors refer to the amount of tantiem received.

PENILAIAN ATAS KINERJA KOMITE DI BAWAH DIREKSI

PG tidak memiliki komite yang berada di bawah Direksi.

ASSESSMENT OF THE PERFORMANCE OF COMMITTEES UNDER THE BOARD OF DIRECTORS

PG does not have a committee that is under the Board of Directors.

HUBUNGAN DEWAN KOMISARIS DAN DIREKSI

Dalam mewujudkan fungsi *check and balance* di Perseroan, Dewan Komisaris dan Direksi memiliki hubungan dalam pelaksanaan tugas dan tanggung jawabnya sebagaimana diamanatkan dalam Anggaran Dasar Perseroan, Manual Kerja dan Kebijakan Dewan Komisaris dan Direksi (*Board Policy Manual*) serta peraturan perundang-undangan yang berlaku. Hubungan Dewan Komisaris dan Direksi dapat mencakup tetapi tidak terbatas pada hal-hal antara lain, sebagai berikut:

1. Dewan Komisaris menyetujui secara tertulis usulan Direksi mengenai RJPP, RKAP, pengangkatan dan pemberhentian SVP Satuan Pengawasan Intern (SPI) dan SVP Sekretaris Perusahaan, serta hal-hal lain sebagaimana tercantum dalam Anggaran Dasar dan peraturan perundang-undangan yang berlaku.
2. Direksi wajib menyampaikan laporan berkala kepada Dewan Komisaris sebagai fungsi pengawasan Dewan Komisaris terhadap kebijakan pengurusan Perseroan serta bersama-sama dengan Direksi menyampaikan Laporan Tahunan kepada RUPS.

RELATIONSHIP OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

In realizing the check and balance function in the Company, the Board of Commissioners and the Board of Directors have a relationship in carrying out their duties and responsibilities as mandated in the Company's Articles of Association, Work Manual, and Policy for the Board of Commissioners and the Board of Directors (Board Policy Manual), as well as applicable laws and regulations. The relationship between the Board of Commissioners and the Board of Directors may include, but is not limited to, among others, the following:

1. The Board of Commissioners approves in writing the Board of Directors' proposals regarding the RJPP, RKAP, appointment and dismissal of the Internal Audit Unit (SPI) SVP and Corporate Secretary SVP, as well as other matters as stated in the Articles of Association and applicable laws and regulations.
2. The Board of Directors is obliged to submit periodic reports to the Board of Commissioners as a function of monitoring the Board of Commissioners regarding the Company's management policies, and together with the Board of Directors, submit an Annual Report to the GMS.



3. Dewan Komisaris wajib mengadakan rapat bersama Direksi dalam rangka mengikuti perkembangan kegiatan Perseroan, memberikan pendapat, saran, dan nasihat kepada Direksi dalam melakukan pengurusan Perseroan.
 4. Bersama-sama dengan Direksi melakukan kajian Visi dan Misi Perusahaan.
 5. Apabila diperlukan Dewan Komisaris dibantu Direksi dalam proses penunjukan calon Auditor Eksternal sesuai dengan ketentuan pengadaan barang dan jasa, dan penunjukan penilai (asesor) independen dalam proses asesmen penerapan GCG di Perusahaan.
 6. Dewan Komisaris berhak memperoleh akses atas informasi Perseroan secara tepat waktu, terukur dan lengkap.
 7. Dengan pemberitahuan terlebih dahulu sebelumnya, Dewan Komisaris dapat menghadiri rapat Direksi dan memberikan pandangan-pandangan terhadap hal-hal yang dibicarakan.
 8. Hal-hal lainnya sebagaimana tercantum dalam *Board Policy Manual* serta Anggaran Dasar Perseroan dan peraturan perundang-undangan.
3. The Board of Commissioners is obliged to hold meetings with the Board of Directors in order to follow developments in the Company's activities and provide opinions, suggestions, and advice to the Board of Directors in managing the Company.
 4. Together with the Board of Directors, conduct a review of the Company's Vision and Mission.
 5. If necessary, the Board of Commissioners is assisted by the Board of Directors in the process of appointing candidates for External Auditors in accordance with the provisions for the procurement of goods and services and the appointment of independent appraisers (assessors) in the process of assessing the implementation of GCG in the Company.
 6. The Board of Commissioners has the right to obtain access to the Company's information in a timely, measurable and complete manner.
 7. With prior notification, the Board of Commissioners may attend Board of Directors meetings and provide views on matters discussed.
 8. Other matters as stated in the Board Policy Manual as well as the Company's Articles of Association and statutory regulations.

RAPAT DEWAN KOMISARIS YANG MENGUNDANG DIREKSI

Sesuai Anggaran Dasar Perseroan, rapat gabungan diselenggarakan oleh Dewan Komisaris dengan mengundang Direksi secara berkala 1 (satu) kali dalam sebulan, dengan agenda pembahasan di antaranya membahas progres kinerja Perseroan, isu-isu strategis Perseroan, atau aksi korporasi yang perlu diketahui/disetujui oleh Dewan Komisaris.

Kehadiran Dewan Komisaris dalam Rapat Dewan Komisaris yang mengundang Direksi tahun 2023 dijelaskan sebagai berikut:

MEETING OF THE BOARD OF COMMISSIONERS INVITING THE BOARD OF DIRECTORS

In accordance with the Company's Articles of Association, joint meetings are held by the Board of Commissioners by inviting the Board of Directors periodically once a month, with a discussion agenda including discussing the progress of the Company's performance, the Company's strategic issues, or corporate actions that need to be known/approved by the Board of Commissioners.

The attendance of the Board of Commissioners at the Board of Commissioners Meeting, which invites the Board of Directors in 2023, is explained as follows:

Frekuensi dan Tingkat Kehadiran Rapat Gabungan Frequency and Level of Attendance of Joint Meetings

Nama Name	Rapat Dewan Komisaris yang Mengundang Direksi Meeting of the Board of Commissioners Inviting the Board of Directors		
	Frekuensi Rapat Meeting Frequency	Jumlah Kehadiran Number of Attendance	Kehadiran (%) Attendance (%)
Dewan Komisaris Board of Commissioners			
T. Nugroho Purwanto	12	12	100
Bin Nahadi	12	12	100
Indira Chunda Thita ¹⁾	12	11	92
Ammarsjah ²⁾	12	12	100
Noer Fajrieansyah	12	11	92
Cecep Herawan	12	10	83
Iqbal Billy Wahid ³⁾	1	1	100

Nama Name	Rapat Dewan Komisaris yang Mengundang Direksi Meeting of the Board of Commissioners Inviting the Board of Directors		
	Frekuensi Rapat Meeting Frequency	Jumlah Kehadiran Number of Attendance	Kehadiran (%) Attendance (%)
Direksi Board of Directors			
Dwi Satriyo Annurogo	12	12	100
Digna Jatningsih	12	10	83
Budi Wahyu Soesilo ⁴⁾	12	12	100
Robby Setiabudi Madjid ⁴⁾	4	4	100

Keterangan | Note:

- ¹⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 01, tanggal 6 Oktober 2023, memberhentikan dengan hormat Ibu Indira Chunda Thita sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 01, October 6, 2023, honorably dismissing Ms. Indira Chunda Thita as Independent Commissioner.
- ²⁾ RUPS Sirkuler, yang kemudian ditetapkan dalam Akta Notaris Lumassia, S.H. No. 11, tanggal 15 November 2023, memberhentikan dengan hormat Bapak Ammarsjah sebagai Komisaris Independen.
Circular GMS, which was then stipulated in the Notarial Deed of Lumassia, S.H. No. 11, November 15, 2023, honorably dismissing Mr. Ammarsjah as Independent Commissioner.
- ³⁾ Berdasarkan Akta Notaris Lumassia, S.H., No. 01 tanggal 19 Desember 2023, mengangkat Bapak Iqbal Billy Wahid sebagai Komisaris.
Notarial Deed of Lumassia, S.H., No. 01 dated December 19, 2023, appointing Mr. Iqbal Billy Wahid as Commissioner.
- ⁴⁾ Berdasarkan Akta Notaris Lumassia, S.H. No. 05, tanggal 25 September 2023 memberhentikan dengan hormat Bapak Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum dan mengangkat Bapak Robby Setiabudi Madjid sebagai Direktur Keuangan dan Umum Perseroan.
Based on the Notarial Deed of Lumassia, S.H. No. 05, September 25, 2023, honorably dismissing Mr. Budi Wahyu Soesilo as Director of Finance and General and appointing Mr. Robby Setiabudi Madjid as Director of Finance and General of the Company.

Agenda dan Kehadiran dalam Rapat Gabungan Agenda and Attendance at Joint Meeting

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners							Direksi Board of Directors			
			TNP	BNH	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
1	27 Januari 2023 January 27, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Desember 2022 dan sampai dengan Desember 2022; 3. Progres pelaksanaan audit tahun buku 2022; 4. Persiapan RUPS RKAP 2023; 5. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for December 2022 and up to December 2022; 3. Progress of Audit implementation for the the 2022 financial year; 4. Preparation of the 2023 RKAP GMS; 5. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
2	17 Februari 2023 February 17, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Januari 2023 dan sampai dengan Januari 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. <i>Progress Assessment</i> GCG tahun 2022; 5. Progres penanganan pabrik; 6. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for January 2023 and up to January 2023; 3. Progress of audit implementation for the financial year 2022; 4. GCG Progress Assessment in 2022; 5. Factory handling progress; 6. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-



No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners							Direksi Board of Directors			
			TNP	BNH	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
3	17 Maret 2023 March 17, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Februari 2023 dan sampai dengan Februari 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. <i>Resume</i> kinerja IT tahun 2022 dan program kerja IT PG tahun 2023 terhadap <i>Information Technology Master Plan (ITMP)</i> PI Grup tahun 2023; 5. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion on performance for February 2023 and up to February 2023; 3. Progress of audit implementation for the financial year 2022; 4. Summary of IT performance in 2022 and IT PG work program in 2023 towards PI Group's Information Technology Master Plan (ITMP) in 2023; 5. Other strategic issues.	√	√	√	√	√	x	-	√	√	x	-
4	18 April 2023 April 18, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Maret 2023 dan sampai dengan Maret 2023; 3. Progres pelaksanaan audit tahun buku 2022; 4. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion on performance for March 2023 and up to March 2023; 3. Progress of audit implementation for the financial year 2022; 4. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
5	31 Mei 2023 May 31, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan April 2023 dan sampai dengan April 2023; 3. Isu strategis SDM; 4. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion on performance for March 2023 and up to March 2023; 3. Progress of audit implementation for the financial year 2022; 4. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
6	27 Juni 2023 June 27, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Mei 2023 dan sampai dengan Mei 2023; 3. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion on performance for May 2023 and up to May 2023; 3. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-
7	28 Juli 2023 July 28, 2023	4. Tindak lanjut rapat sebelumnya; 5. Pembahasan kinerja bulan Juni 2023 dan sampai dengan Juni 2023; 6. Isu strategis lainnya. 1. Follow-up on previous meetings; 2. Discussion on performance for June 2023 and up to June 2023; 3. Other strategic issues.	√	√	√	√	√	√	-	√	√	√	-

No.	Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners						Direksi Board of Directors				
			TNP	BNH	ICT	AMS	CHN	NFS	IBW	DSA	DJ	BWS	RSM
8	24 Agustus 2023 August 24, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Juli 2023 dan sampai dengan Juli 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for July 2023 and up to July 2023; 3. Other strategic issues.	√	√	√	√	x	√	-	√	√	√	-
9	25 September 2023 September 25, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Agustus 2023 dan sampai dengan Agustus 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for August 2023 and up to August 2023; 3. Other strategic issues.	√	√	-	√	√	x	-	√	√	-	√
10	24 Oktober 2023 October 24, 2023	1. Pembahasan kinerja bulan September 2023 dan sampai dengan September 2023; 2. Isu strategis lainnya. 1. Discussion on performance for September 2023 and up to September 2023; 2. Other strategic issues.	√	√	-	-	√	√	-	√	√	-	√
11	28 November 2023 November 28, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan Oktober 2023 dan sampai dengan Oktober 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for October 2023 and up to October 2023; 3. Other strategic issues.	√	√	-	-	√	√	-	√	√	-	√
12	22 Desember 2023 December 22, 2023	1. Tindak lanjut rapat sebelumnya; 2. Pembahasan kinerja bulan November 2023 dan sampai dengan November 2023; 3. Isu strategis lainnya. 1. Follow up on previous meetings; 2. Discussion on performance for November 2023 and up to November 2023; 3. Other strategic issues.	√	√	-	-	√	√	√	√	√	-	√

Keterangan | Note:

Dewan Komisaris | Board of Commissioners

TNP : T. Nugroho Purwanto
BNH : Bin Nahadi
ICT : Indira ChundaThita
AMS : Ammarsjah
CHN : Cecep Herawan
NFS : Noer Fajrieansyah
IBW : Iqbal Billy Wahid

Direksi | Board of Directors

DSA : Dwi Satriyo Annurogo
DJ : Digna Jatningsih
BWS : Budi Wahyu Soesilo
RMS : Robby Setiabudi Madjid

√ : Hadir | Presence
x : Tidak hadir | Absence
- : Tidak menjabat | Not Serving



Rencana Rapat Dewan Komisaris dan Rapat Direksi 2023

Sebagaimana Anggaran Dasar Perseroan telah diatur ketentuan mengenai pelaksanaan Rapat Dewan Komisaris dan Rapat Direksi. Untuk lebih meningkatkan koordinasi dan pengambilan keputusan yang lebih efektif, maka untuk tahun 2023, sesuai program kerja Dewan Komisaris Internal dan Rapat Dewan Komisaris yang mengundang Direksi akan dilaksanakan pada setiap minggu ke-4 pada bulan berjalan dengan agenda rapat di antaranya membahas tentang Laporan Bulanan Kinerja Perusahaan, Evaluasi hasil rapat sebelumnya serta tindak lanjut atas arahan dan/atau keputusan Dewan Komisaris dan/atau tindak lanjut yang dilaksanakan oleh Direksi serta hal-hal lain yang dianggap perlu sesuai tugas dan fungsi pengawasan Dewan Komisaris.

Rapat Direksi di tahun 2023 direncanakan akan dilaksanakan minimal sekali setiap 1 (satu) bulan. Agenda rapat di antaranya membahas tentang Laporan Bulanan masing-masing Direktorat, Penetapan Kebijakan Strategis Perusahaan, Kinerja Operasional, Strategi Perusahaan serta hal-hal lain yang dianggap perlu sesuai tugas dan fungsi Direksi.

Plans for 2023 Board of Commissioners Meetings and Board of Directors Meetings

As stated in the Company's Articles of Association, provisions regarding the implementation of Board of Commissioners Meetings and Board of Directors Meetings are regulated. To further improve coordination and more effective decision-making, in 2023, according to the work program of the Internal Board of Commissioners, meetings of the Board of Commissioners, which invite the Board of Directors, will be held every 4th week of the month, with the meeting agenda including discussing the Company's monthly performance report, evaluating the results of previous meetings, and following up on the direction and/or decisions of the Board of Commissioners and/or actions carried out by the Board of Directors, as well as other matters deemed necessary in accordance with the duties and supervisory functions of the Board of Commissioners.

The Board of Directors meeting in 2023 is planned to be held at least once per month. The meeting agenda includes discussing the Monthly Reports of each Directorate, the Determination of the Company's Strategic Policies, Operational Performance, Strategy, and other matters deemed necessary according to the duties and functions of the Board of Directors.

SEKRETARIS PERUSAHAAN

Corporate Secretary

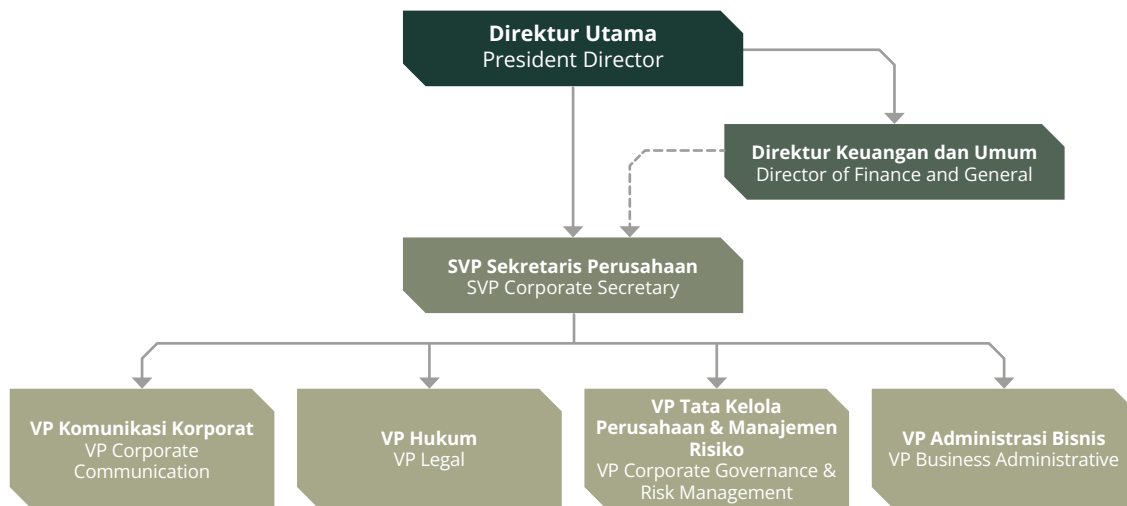
Sekretaris Perusahaan PT Petrokimia Gresik memiliki fungsi dan tanggung jawab antara lain memastikan Perseroan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG; memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris secara berkala dan/atau sewaktu-waktu; sebagai penghubung antara Perseroan dengan Pemegang Saham serta Pemangku Kepentingan lainnya (*Liaison Officer*); dan menatausahakan serta menyimpan dokumen Perseroan, termasuk Daftar Pemegang Saham, Daftar Khusus, dan risalah rapat Direksi, rapat Dewan Komisaris, dan RUPS.

SVP Sekretaris Perusahaan diangkat dan diberhentikan melalui Keputusan Direksi berdasarkan mekanisme internal PG dengan persetujuan Dewan Komisaris. Oleh karena itu, struktur organisasi Sekretaris Perusahaan berada di bawah langsung Direktur Utama

The Corporate Secretary of PT Petrokimia Gresik has functions and responsibilities, including ensuring that the Company complies with regulations regarding disclosure requirements in line with the implementation of GCG principles; providing information required by the Board of Directors and the Board of Commissioners periodically and/or at any time; acting as a liaison between the Company and Shareholders and other Stakeholders (*Liaison Officer*); and administering and storing company documents, including the Shareholders Register, Special Register, and minutes of Board of Directors' meetings, Board of Commissioners meetings, and GMS.

SVP Corporate Secretary is appointed and dismissed through a Board of Directors Decree based on PG's internal mechanism with approval from the Board of Commissioners. Therefore, the organizational structure of the Corporate Secretary is directly under the President Director

Kedudukan dan Struktur Organisasi Sekretaris Perusahaan Position and Organizational Structure of the Corporate Secretary





PROFIL SVP SEKRETARIS PERUSAHAAN

PROFILE OF SVP CORPORATE SECRETARY



YUSUF WIBISONO

SVP Sekretaris Perusahaan
SVP Corporate Secretary

Usia | Age

53 tahun pada akhir tahun buku 2023
53 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Menjabat sebagai Sekretaris Perusahaan sejak tanggal 1 November 2017 berdasarkan SK Direksi No. 0408/NK.00.02.03/SK/2017 tanggal 24 Oktober 2017 dan berakhir pada tanggal 3 Juli 2023.

Served as Corporate Secretary beginning November 1, 2017 under Directors Decree No. 0408/NK.00.02.03/SK/2017 dated October 24, 2017, and ending July 3, 2023.

Lahir di Kediri, 10 Juni 1970. Memperoleh gelar Sarjana Teknik dari Universitas Brawijaya Malang pada tahun 1994. Mengawali karier di PT Petrokimia Gresik pada tahun 1994. Pernah menjabat sebagai Manager Audit Operasional (2013–2014), Manager Hubungan Masyarakat (2014–2017) dan Manager Corporate Social Responsibility (Mei–Oktober 2017), Komisaris RS Graha Medika (RSPG) (2017–2018), Komisaris Utama PT Kawasan Industri Gresik (2018–2021), dan Komisaris Utama PT Gresik Cipta Sejahtera (2018–2021).

Born in Kediri on June 10, 1970. He graduated from Brawijaya University in Malang with a Bachelor of Engineering degree in 1994. He began his career with PT Petrokimia Gresik in 1994. He previously worked as the Operational Audit Manager (2013–2014), Public Relations Manager (2014–2017), and Corporate Social Responsibility Manager (May–October 2017), Commissioner of Gresik Graha Medika Hospital (RSPG) (2017–2018), President Commissioner of PT Kawasan Industri Gresik (2018–2021), and President Commissioner of PT Gresik Cipta Sejahtera (2018–2021).



ADITYO WIBOWO

SVP Sekretaris Perusahaan
SVP Corporate Secretary

Usia | Age

44 tahun pada akhir tahun buku 2023
44 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi Senior Vice President Sekretaris Perusahaan berdasarkan SK Direksi No. 0104/B/NK.02.05/03/SK/2023 tanggal 15 Oktober 2023.

Appointed as Senior Vice President Corporate Secretary under Directors' Decree No.0104/B/NK.02.05/03/SK/2023, dated October 15, 2023.

Lahir di Jakarta pada 23 Januari 1979. Memperoleh gelar sarjana Ekonomi Perusahaan dari Universitas Trisakti Jakarta (2002). Mengawali karier di PT Petrokimia Gresik pada tahun 2009. Pernah menjabat sebagai Direktur Keuangan PT Aneka Jasa Grhadika (2016–2019), Bendahara Pengurus Koperasi Karyawan Keluarga Besar Petrokimia Gresik (2019–2021) dan Direktur Keuangan pada PT Petrokopindo Cipta Selaras (2021–2023).

Born in Jakarta on January 23, 1979. He received his bachelor's degree in Corporate Economics from Trisakti University in Jakarta (2002). He began his career with PT Petrokimia Gresik in 2009. He worked as Finance Director of PT Aneka Jasa Grhadika (2016–2019), Treasurer of the Petrokimia Gresik Large Family Employee Cooperative Management (2019–2021), and Finance Director of PT Petrokopindo Cipta Selaras (2021–2023).

TUGAS DAN TANGGUNG JAWAB SEKRETARIS PERUSAHAAN

Berdasarkan Dokumen Profil Jabatan SVP Sekretaris Perusahaan No. B10200.A02-S fungsi dan tugas SVP Sekretaris Perusahaan, yaitu:

1. Memutuskan dan/atau menetapkan kebijakan fungsi hukum, tata kelola dan manajemen risiko, komunikasi korporat, serta administrasi dan kesekretariatan.
2. Mengarahkan dan mengawasi pelaksanaan kegiatan pendampingan hukum dalam proses pemeriksaan awal maupun lanjutan dan/atau penyelidikan atau penyidikan untuk kepentingan Perseroan di aparat/lembaga penegakan hukum tertentu, kecuali permasalahan pajak dan pengadilan pajak.
3. Mengawasi pembuatan kajian hukum untuk mendukung pengambilan keputusan.
4. Mengawasi Kegiatan penyusunan kajian legal audit/legal *due diligence* sesuai kebutuhan Perseroan.
5. Mengawasi dan mengevaluasi program pencegahan kecurangan/*fraud* di Perseroan.
6. Mengawasi dan mengevaluasi pelaksanaan kegiatan GCG.
7. Mengawasi dan mengevaluasi pelaksanaan kegiatan manajemen risiko.
8. Mengawasi pelaksanaan kegiatan komunikasi yang berhubungan dengan pemangku kepentingan eksternal.
9. Mengawasi pelaksanaan kegiatan komunikasi dengan pemangku kepentingan internal.
10. Mengelola penyampaian Laporan Tahunan sebagai media komunikasi kepada *stakeholder* dalam memenuhi fungsi keterbukaan informasi.
11. Mengawasi dan mengevaluasi kegiatan kesekretariatan dan kearsipan untuk memastikan tertib administrasi dan korespondensi.
12. Mengawasi dan mengevaluasi pelaksanaan aktivitas yang mendukung RUPS dan kegiatan strategis Direksi lainnya.
13. Mengawasi dan mengevaluasi penerapan *Corporate Identity*.
14. Mengawasi dan mengevaluasi pengurusan perizinan produk dan operasional Perseroan.
15. Mengelola laporan fungsi hukum, tata kelola dan manajemen risiko, komunikasi korporat, administrasi, lisensi bisnis dan kesekretariatan.

KEGIATAN SEKRETARIS PERUSAHAAN SELAMA TAHUN 2023

Dalam menjalankan kegiatan selama tahun 2023, Sekretaris Perusahaan mengacu pada tugas dan tanggung jawab yang tertuang dalam Peraturan Menteri Negara BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Anggaran Dasar Perusahaan, dengan rincian sebagai berikut:

DUTIES AND RESPONSIBILITIES OF THE CORPORATE SECRETARY

Based on SVP Corporate Secretary Position Profile Document No. B10200.A02-S, the functions and duties of the SVP Corporate Secretary are:

1. Decide and/or establish policies for legal, governance, risk management, corporate communications, and administration and secretarial functions.
2. Direct and supervise the implementation of legal assistance activities in the process of initial and follow-up examinations and/or inquiries or investigations for the interests of the Company with certain law enforcement officials/institutions, except for tax matters and tax courts.
3. Oversee the creation of legal studies to support decision-making.
4. Supervise activities for preparing legal audit/legal due diligence studies according to the Company's needs.
5. Supervise and evaluate fraud prevention programs in the Company.
6. Supervise and evaluate the implementation of GCG activities.
7. Supervise and evaluate the implementation of risk management activities.
8. Oversee the implementation of communication activities related to external stakeholders.
9. Oversee the implementation of communication activities with internal stakeholders.
10. Manage the delivery of the Annual Report as a communication medium to stakeholders in fulfilling the function of information disclosure.
11. Supervise and evaluate secretarial and archival activities to ensure orderly administration and correspondence.
12. Supervise and evaluate the implementation of activities that support the GMS and other strategic activities of the Board of Directors.
13. Supervise and evaluate the implementation of Corporate Identity.
14. Supervise and evaluate the processing of product licensing and the Company's operations.
15. Manage legal, governance, risk management, corporate communications, administration, business licensing, and secretarial function reports

CORPORATE SECRETARY ACTIVITIES IN 2023

In carrying out activities in 2023, the Corporate Secretary refers to the duties and responsibilities contained in State Minister for State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and the Company's Articles of Association, with the following details:



1. Memastikan agar PG mematuhi peraturan tentang persyaratan keterbukaan, yaitu memberikan informasi yang materiil dan relevan serta tepat waktu kepada *stakeholders*.

Selama tahun 2023, Sekretaris Perusahaan telah melaksanakan kegiatan sebagai berikut:

No.	Kegiatan Activities	Periode Period
1	Penyampaian Laporan Manajemen Bulanan Submission of Monthly Management Reports	Bulanan Monthly
2	Penyampaian Laporan Manajemen Triwulanan Submission of Quarterly Management Reports	Triwulanan Quarterly
3	Penyampaian Laporan Manajemen Tahunan Submission of Annual Management Reports	Tahunan Annual
4	Informasi yang disajikan dalam <i>website</i> Perseroan Information presented on the Company's website	Bulanan Monthly
5	Penyiapan <i>Press Release</i> untuk Direksi Preparation of Press Releases for the Board of Directors	Setiap saat Everytime
6	Penyampaian informasi lainnya Submission of other information	Setiap saat Everytime

2. Sebagai *Liaison Officer*, yaitu menjalankan tugas sebagai pejabat penghubung antara Direksi dengan Dewan Komisaris, Pemegang Saham, dan pemangku kepentingan lainnya.

Selama tahun 2023, Sekretaris Perusahaan telah mengorganisasikan dan mengkoordinasikan beberapa kegiatan, antara lain:

No.	Kegiatan Activities	Keterangan Description
1	Rapat Direksi Meeting of the Board of Directors	Penyiapan materi dan tindak lanjut arahan Direksi Preparation of materials and follow-up on the Board of Directors' directions
2	Rapat Direksi dan Dewan Komisaris Meeting of the Board of Directors and the Board of Commissioners	Penyiapan materi dan tindak lanjut arahan Dewan Komisaris Preparation of materials and follow-up on the Board of Commissioners' directions
3	Rapat Umum Pemegang Saham General Meeting of Shareholders	Penyiapan materi 1. RUPS Tahunan (RUPS Kinerja) 2. RUPS Luar Biasa Material preparation 1. Annual GMS (Performance GMS) 2. Extraordinary GMS
4	Press Conference	Mewakili Perseroan memberikan keterangan kepada media Representing the Company in providing information to the media
5	Rapat Dengar Pendapat Dewan (RDPD), <i>Focus Group Discussion</i> , atau Rapat Lainnya Board Hearing Meeting (RDPD), Focus Group Discussion, or Other Meetings	FGD dengan mitra bisnis PT Petrokimia Gresik FGD with business partner of PT Petrokimia Gresik
6	Menerima kunjungan Welcome visits	Menerima kunjungan tamu Perseroan Welcome visits from the Company's guests
7	Melaporkan pelaksanaan tugas Reporting on the implementation of duties	Laporan Bulanan Kinerja Sekretaris Perusahaan Monthly Report on Corporate Secretary Performance

1. Ensuring that PG complies with regulations regarding disclosure requirements, namely providing material, relevant, and timely information to stakeholders.

In 2023, the Corporate Secretary carried out the following activities:

2. As a *Liaison Officer*, namely carrying out duties as a liaison officer between the Board of Directors and the Board of Commissioners, Shareholders and other Stakeholders.

In 2023, the Corporate Secretary organized and coordinated several activities, including:

No.	Kegiatan Activities	Keterangan Description
8	Mewakili Direksi dan Manajemen Representing the Board of Directors and Management	1. Narasumber dalam forum 2. Penerimaan penghargaan 1. Resource person in the forum 2. Acceptance of awards
9	Melaksanakan Program Pengenalan Direksi dan Dewan Komisaris baru Implementing the Induction Program for the new Board of Directors and the Board of Commissioners	1. Program Pengenalan Direksi baru yaitu Bapak Robby Sebagai Direktur Keuangan dan Umum. 2. Program Pengenalan Komisaris Independen yaitu Bapak Iqbal Billy Wahid. 1. New Directors Induction Program, namely Mr. Robby as Director of Finance and General. 2. Independent Commissioner induction Program, namely Mr. Iqbal Billy Wahid.
10	Sosialisasi GCG GCG Socialization	Sosialisasi atas standar etika Perusahaan, anti gratifikasi, LHKPN <i>anti-fraud</i> , benturan kepentingan, anti penyuapan, <i>compliance</i> , dan <i>whistleblowing system</i> . Socialization of the Company's ethics standards, anti-gratification, anti-fraud LHKPN, conflict of interest, anti-bribery, compliance, and whistleblowing system.

3. Menjalankan fungsi penatausahaan dan pendokumentasian, pemeliharaan dan penyimpanan dokumen-dokumen Perseroan.

Selama tahun 2023, Sekretaris Perusahaan telah melaksanakan kegiatan pendokumentasian, antara lain:

3. Carry out administrative functions and documentation, maintaining and storing the Company's documents.

In 2023, the Corporate Secretary carried out documentation activities, including:

No.	Kegiatan Activities	Keterangan Description
1	Daftar Pemegang Saham List of Shareholders	Terdokumentasi Documented
2	Daftar Khusus Special List	Terdokumentasi dan di-review setiap tahun Documented and reviewed annually
3	Risalah RUPS GMS Minutes	Terdokumentasi Documented

Selain itu, Sekretaris Perusahaan juga menghadiri beberapa rapat rutin dalam rangka pelaksanaan tugas dan mendampingi Direksi selama tahun 2023, sebagai berikut:

In addition, the Corporate Secretary also attended several regular meetings in order to carry out its duties and accompany the Board of Directors in 2023, as follows:

Tugas Duties	Kegiatan Activities
Rutin Routine	1. Rapat Direksi Meeting of the Board of Directors
	2. Rapat Direksi dengan Dewan Komisaris Meeting of the Board of Directors with the Board of Commissioners
	3. Rapat Anggaran Budget Meeting
	4. Rapat Direktorat Directorate Meeting
	5. Sidang SP2K3 dan P2K3 SP2K3 and P2K3 Hearing
	6. Pendampingan Direksi Accompany the Board of Directors



Tugas Duties	Kegiatan Activities
Terkait Tugas Sekretaris Perusahaan Related to Corporate Secretary Duties	1. Penyusunan Laporan Tahunan Preparation of Annual Report
	2. Rapat koordinasi dengan Pupuk Indonesia Group Coordination meeting with Pupuk Indonesia Group
	3. Rapat koordinasi dengan <i>stakeholder</i> Coordination meeting with stakeholders
	4. Menghadiri sosialisasi dan seminar Attend socialization and seminars
	5. Mengikuti pelatihan dan <i>workshop</i> pengembangan kompetensi Participate in competency development training and workshops
	6. Penyerahan bantuan perusahaan Delivery of the Company's assistance
	7. Penerapan Tata Kelola Perusahaan yang Baik Implementation of Good Corporate Governance
	8. Penerapan Manajemen Risiko Implementation Risk Management
	9. Penerapan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 Implementation of the Anti-Bribery Management System (SMAP) ISO 37001:2016
	10. Rapat internal dengan Unit Kerja Internal meetings with Work Units

PENGEMBANGAN KOMPETENSI

Program pengembangan kompetensi yang diikuti SVP Sekretaris Perusahaan PT Petrokimia Gresik selama tahun 2023, sebagai berikut:

COMPETENCY DEVELOPMENT

The competency development program that the Corporate Secretary SVP of PT Petrokimia Gresik participated in 2023 is as follows:

Tanggal Date	Tema Theme	Penyelenggara Organizer
5 Januari 2023 January 5, 2023	<i>Focus Group Discussion Key Behaviour</i> Kamus Kompetensi BUMN untuk Pejabat <i>Grade I</i> Focus Group Discussion of SOE Competency Dictionary Key Behaviour for Grade I Officials	PT Daya Dimensi Indonesia
18 Oktober 2023 October 18, 2023	<i>Workshop BUMN Spokeperson Masterclass "Becoming a Bold"</i> SOE Spokeperson Masterclass Workshop "Becoming a Bold"	Kementerian BUMN Ministry of SOE
30 Oktober 2023 October 30, 2023	Pelatihan dan Sertifikasi GRC Professional (CGRCP) GRC Professional (CGRCP) Training and Certification	CRMS
7 Desember 2023 December 7, 2023	Workshop Enhancing Strategic Management Capabilities	PT Petrokimia Gresik

EVALUASI KINERJA SEKRETARIS PERUSAHAAN

Penilaian Kinerja Sekretaris Perusahaan PG berdasarkan Penilaian Kinerja Akhir (PAK). Berikut hasil penilaian kinerja PAK pada tahun 2023.

EVALUATION OF CORPORATE SECRETARY PERFORMANCE

PG Corporate Secretary Performance Assessment is based on the Final Performance Assessment (PAK). The following are the results of PAK's performance assessment in 2023.

Indikator Indicator	Skor Score
Indeks Maturitas Budaya AKHLAK AKHLAK Cultural Maturity Index	8,80
Internal Customer Satisfaction (ICSI)	7,70
Lost Time Injury Frequency Rate (LTIFR)	5,50
Survei kepuasan <i>stakeholder</i> terhadap kinerja komunikasi Perusahaan Stakeholder satisfaction survey on the Company's communication performance	16,50

Indikator Indicator	Skor Score
Persentase biaya operasional terhadap anggaran Percentage of operational costs to budget	5,38
Persentase <i>gap</i> realisasi investasi rutin terhadap anggaran Percentage of gap routine investment realization to budget	2,00
Persentase keterlibatan karyawan dalam inovasi Percentage of employee involvement in innovation	5,50
Persentase pemenuhan layanan lisensi bisnis dan Kesekretariatan Direksi Percentage of fulfillment of business license services and the Board of Directors Secretariat	5,50
Persentase pembinaan kinerja Percentage of performance coaching	16,50
Persentase <i>Sales General Administration</i> (SGA) terhadap penjualan Percentage of Sales General Administration (SGA) to sales	4,34
Persentase tercapainya fungsi litigasi, korporasi, audit hukum dan dukungan hukum bisnis dalam rangka memastikan legalitas operasional Perseroan Percentage of achievement of litigation, corporate, legal audit and business legal support functions in order to ensure the legality of the Company's operations	16,50
Implementasi Tata Kelola Perusahaan, Manajemen Risiko, dan Kepatuhan (Skor Asesmen GCG) Implementation of Corporate Governance, Risk Management, and Compliance (GCG Assessment Score)	3,30
Implementasi Tata Kelola Perusahaan, Manajemen Risiko, dan Kepatuhan (Waktu Pemenuhan LHKPN) Implementation of Corporate Governance, Risk Management, and Compliance (LHKPN Fulfillment Time)	3,27
Implementasi Tata Kelola Perusahaan, Manajemen Risiko, dan Kepatuhan (Pemenuhan Target <i>Risk Maturity Index</i> /RMI) Implementation of Corporate Governance, Risk Management, and Compliance (Meeting the Risk Maturity Index (RMI) Target)	3,00
Implementasi Tata Kelola Perusahaan, Manajemen Risiko, dan Kepatuhan (% Penurunan Tingkat Risiko Utama Perusahaan) Implementation of Corporate Governance, Risk Management, and Compliance (% Decrease in the Company's Main Risk Level)	3,30
Implementasi Tata Kelola Perusahaan, Manajemen Risiko, dan Kepatuhan (% Rasio Pemenuhan Kualifikasi Organ Pengelola Risiko) Implementation of Corporate Governance, Risk Management, and Compliance (% Risk Management Organ Qualification Fulfillment Ratio)	3,00
	104,59



AUDIT INTERNAL/SATUAN PENGAWASAN INTERN

Internal Audit/Internal Control Unit

Fungsi audit internal dan pengawasan di PT Petrokimia Gresik dijalankan oleh Kompartemen Satuan Pengawasan Intern (SPI) yang berkedudukan satu tingkat di bawah Direktur Utama. SPI PT Petrokimia Gresik telah dibentuk sejak tahun 1973 dan dalam menjalankan fungsinya, SPI bertanggung jawab langsung kepada Direktur Utama serta bebas dari campur tangan pihak lain dalam bentuk apapun.

PIAGAM AUDIT INTERNAL

Guna mendukung pelaksanaan tugas dan fungsinya, SPI telah dilengkapi dengan Piagam Audit Internal (*Internal Audit Charter*) yang menyediakan kerangka fungsional dan organisasi bagi Satuan Pengawasan Intern. Tugas pokok, fungsi, dan wewenang auditor internal telah dinyatakan secara formal dalam Piagam Audit Internal.

Piagam Audit Internal ditinjau ulang secara periodik untuk memastikan bahwa isi dan materinya masih memadai guna mendukung pencapaian tujuan SPI. Perubahan terakhir terhadap Piagam Audit Internal telah ditetapkan oleh Direktur Utama dan disetujui oleh Komisaris Utama sebagaimana terdapat pada Surat Keputusan Direksi PT Petrokimia Gresik No. 0207/B/WA.01.02/07/SK/2021 tanggal 16 Juli 2021.

VISI DAN MISI KOMPARTEMEN AUDIT INTERN

Visi dan Misi SPI sebagaimana ditetapkan dalam Piagam Audit Internal yaitu:

Visi

Menjadi auditor internal profesional yang mendukung pencapaian tujuan Perusahaan.

Misi

- Memberikan nilai tambah bagi Perusahaan melalui pelaksanaan audit dan konsultasi;
- Memastikan efektivitas pelaksanaan fungsi manajemen risiko oleh *risk owner* dan *risk manager*;
- Meningkatkan kompetensi personel secara berkesinambungan.

TUGAS POKOK, FUNGSI, DAN WEWENANG AUDITOR INTERNAL

Tugas Pokok

- Membantu Direksi dan seluruh Unit Kerja Perseroan dalam meningkatkan mutu pelaksanaan tugas untuk mencapai tujuan Perseroan.

The internal audit and supervision function at PT Petrokimia Gresik is carried out by the Internal Audit Unit (SPI) compartment, which is located one level below the President Director. PT Petrokimia Gresik' SPI was established in 1973, and in carrying out its functions, SPI is directly responsible to the President Director and is free from interference from other parties in any form.

INTERNAL AUDIT CHARTER

To support the implementation of its duties and functions, SPI has been equipped with an Internal Audit Charter, which provides a functional and organizational framework for the Internal Audit Unit. The main duties, functions, and authority of internal auditors have been formally stated in the Internal Audit Charter.

The Internal Audit Charter is reviewed periodically to ensure that its content and materials are still adequate to support the achievement of SPI objectives. The latest changes to the Internal Audit Charter have been determined by the President Director and approved by the President Commissioner, as stated in the Decree of the Board of Directors of PT Petrokimia Gresik No. 0207/B/WA.01.02/07/SK/2021 dated July 16, 2021.

VISION AND MISSION OF THE INTERNAL AUDIT COMPARTMENT

SPI's Vision and Mission as stipulated in the Internal Audit Charter are:

Vision

Become a professional internal auditor who supports the achievement of the Company's goals.

Mission

- Providing added value to the Company through audits and consultations;
- Ensure the effectiveness of the implementation of risk management functions by risk owners and risk managers;
- Continuously improve personnel competency.

MAIN DUTIES, FUNCTIONS AND AUTHORITY OF INTERNAL AUDITORS

Main Duties

- Assist the Board of Directors and all of the Company's Work Units in improving the quality of duty implementation to achieve the Company's goals.

- b. Melakukan pendampingan Auditor, Asesor, dan/atau Konsultan eksternal.

Fungsi

- a. Melaksanakan evaluasi atas efektivitas pelaksanaan pengendalian intern, manajemen risiko, dan proses tata kelola perusahaan, sesuai dengan peraturan perundang-undangan dan kebijakan Perseroan.
- b. Melaksanakan audit dan penilaian efisiensi, efektivitas, keekonomisan, ketaatan, dan kepatuhan atas kegiatan Unit Kerja Perseroan.
- c. Melakukan penilaian terhadap proses manajemen risiko (penetapan konteks, penilaian risiko, dan penanganan risiko).
- d. Memberikan jasa konsultasi yang independen dan objektif yang dirancang untuk meningkatkan nilai tambah dan memperbaiki operasional Perseroan dengan pendekatan yang sistematis.

Wewenang

Dalam melaksanakan tugas dan fungsinya, SPI berwenang untuk:

- a. Mendapatkan akses yang tidak terbatas terhadap aset Perseroan dan seluruh informasi yang relevan dari manajemen maupun karyawan dalam rangka memenuhi pelaksanaan fungsi-fungsi Audit Intern.
- b. Meminta penjelasan kepada manajemen Unit Kerja apabila dilakukan tindak lanjut terhadap suatu permasalahan.
- c. Melakukan komunikasi secara langsung dengan Direksi, Dewan Komisaris, dan Komite Audit.
- d. Melakukan koordinasi dengan Auditor, Asesor dan/ atau Konsultan Eksternal atas kegiatan *assurance* dan *consulting* oleh pihak eksternal.
- e. Melakukan koordinasi, sinergi, dan komunikasi dengan Satuan Pengawasan Intern/SPI PT Pupuk Indonesia (Persero) dan Anak Perusahaan.

STRUKTUR ORGANISASI DAN JUMLAH ANGGOTA SATUAN PENGAWASAN INTERN

Sesuai Piagam Audit Internal, SPI dipimpin oleh seorang Senior Vice President (SVP) yang diangkat dan diberhentikan oleh Direktur Utama berdasarkan mekanisme internal Perseroan dengan persetujuan Dewan Komisaris. SVP Satuan Pengawasan Intern (SVP SPI) secara struktural bertanggung jawab langsung kepada Direktur Utama.

Struktur organisasi SPI per 31 Desember 2023 adalah sebagai berikut:

- b. Provide assistance to external Auditors, Assessors and/or Consultants.

Function

- a. Carry out evaluations of the effectiveness of the implementation of internal control, risk management, and corporate governance processes in accordance with statutory regulations and the Company's policies.
- b. Carrying out audits and assessments of the efficiency, effectiveness, economics, obedience, and compliance of the Company's Work Unit activities.
- c. Conduct an assessment of the risk management process (context determination, risk assessment, and risk handling).
- d. Providing independent and objective consulting services designed to increase added value and improve the Company's operations with a systematic approach.

Authority

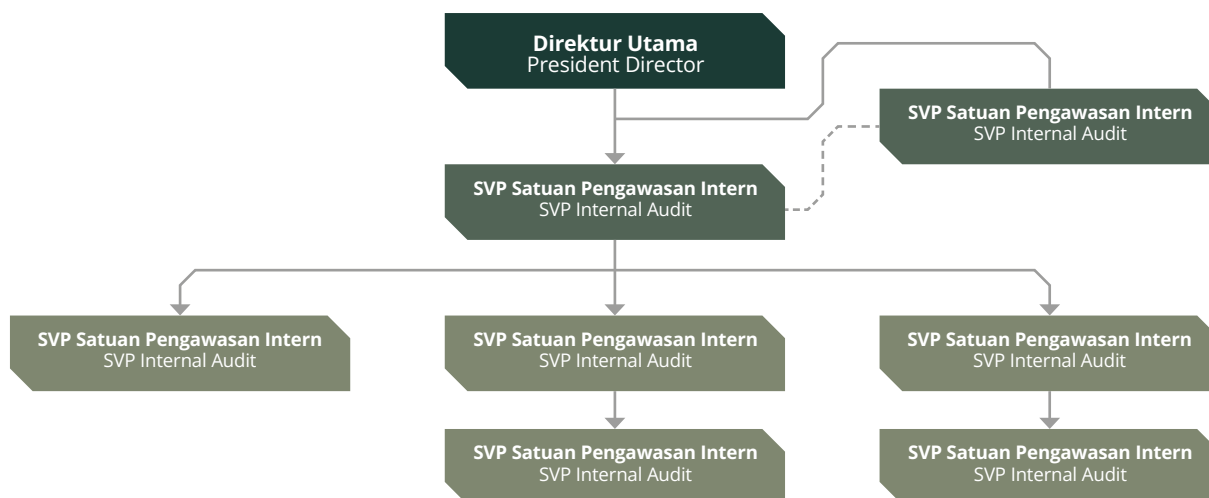
In carrying out its duties and functions, SPI has the authority to:

- a. Obtain unlimited access to the Company's assets and all relevant information from management and employees in order to fulfill the implementation of Internal Audit functions.
- b. Request an explanation from the Work Unit management if follow-up is carried out regarding a problem.
- c. Communicate directly with the Board of Directors, Board of Commissioners, and Audit Committee.
- d. Coordinating with Auditors, Assessors and/or External Consultants on assurance and consulting activities by external parties.
- e. Coordinate, synergize, and communicate with the Internal Supervision Unit/SPI of PT Pupuk Indonesia (Persero) and its Subsidiaries.

ORGANIZATIONAL STRUCTURE AND NUMBER OF MEMBERS OF THE INTERNAL AUDIT UNIT

In accordance with the Internal Audit Charter, SPI is led by a Senior Vice President (SVP), who is appointed and dismissed by the President Director based on the Company's internal mechanisms with approval from the Board of Commissioners. The Internal Audit Unit SVP (SPI SVP) is structurally responsible directly to the President Director.

The SPI organizational structure as of December 31, 2023 is as follows:



Dalam menjalankan tugasnya, SVP SPI dibantu oleh 2 (dua) orang Vice President (VP) yang masing-masing membawahi Departemen Audit Keuangan & Umum dan Departemen Audit Operasi & Produksi. Pembagian 2 (dua) Departemen tersebut didasarkan pada jenis penugasan kepada masing-masing Departemen, yakni Departemen Audit Keuangan & Umum bertugas untuk melakukan audit/evaluasi atas seluruh kegiatan, sistem pengendalian internal dan pengendalian risiko Unit Kerja di Direktorat Utama dan Direktorat Keuangan & Umum, sedangkan Departemen Audit Operasi & Produksi bertugas untuk melakukan audit/evaluasi atas seluruh kegiatan, sistem pengendalian internal dan pengendalian risiko Unit Kerja pada Direktorat Operasi & Produksi.

In carrying out its duties, the SPI SVP is assisted by 2 (two) Vice Presidents (VP), who each supervise the Financial & General Audit Department and the Operations & Production Audit Department. The division into 2 (two) Departments is based on the type of assignment to each Department, namely the Financial & General Audit Department is tasked with carrying out audits/evaluations of all activities, internal control systems and risk control of Work Units in the Main Directorate and the Financial & General Directorate, while the Operations & Production Audit Department is tasked with carrying out audits/evaluations of all activities, internal control systems and risk control of Work Units in the Operations & Production Directorate.

Sampai dengan 31 Desember 2023, jumlah personel SPI sebanyak 13 (tiga belas) auditor dengan rincian sebagai berikut:

As of December 31, 2023, the number of SPI personnel was 13 (thirteen) auditors, with the following details:

No.	Jabatan Position	Jumlah Anggota Total Member
1	SVP Satuan Pengawasan Intern Internal Audit Unit SVP	1
2	Staf Madya Senior Staff	-
3	VP Audit Keuangan & Umum Finance & General Audit VP	1
4	VP Audit Operasi & Produksi Operations & Production Audit VP	1
5	Staf Audit Keuangan & Umum Financial & General Audit Staff	5
6	Staf Audit Operasi & Produksi Operations & Production Audit Staff	5
Total		13

PROFIL SVP SATUAN PENGAWASAN INTERN

PROFILE OF INTERNAL AUDIT SVP



I GUSTI PUTU RAKA ARTHAMA

SVP Satuan Pengawasan Intern
SVP of the Internal Control Unit

Usia | Age
56 tahun pada akhir tahun buku 2023
56 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat sebagai SVP Satuan Pengawasan Intern berdasarkan SK Direksi PT Petrokimia Gresik No. 0260/B/NK.02.05/03/SK/2021 tanggal 29 September 2021 dan berakhir masa jabatannya tanggal 1 Juni 2023.

He was appointed as SVP of the Internal Control Unit based on the Decree of the Board of Directors of PT Petrokimia Gresik No. 0260/B/NK.02.05/03/SK/2021 dated September 29, 2021, and his term of office ends on June 1, 2023.

Lahir di Tabanan, 2 Mei 1967. Meraih gelar Sarjana Teknik Elektro dari Institut Teknologi Sepuluh Nopember (1991) dan Magister Manajemen Teknologi dari Institut Teknologi Sepuluh Nopember (2007). Memperoleh Sertifikasi Enterprise Risk Management Associate Professional (ERMAP) (2019) dan Sertifikat Profesional Internal Auditor (PIA) (2020).

Born in Tabanan on May 2, 1967. He obtained a Bachelor's degree in Electrical Engineering from the Sepuluh Nopember Institute of Technology (1991) and a Masters in Technology Management from the Sepuluh Nopember Institute of Technology (2007). Obtained Enterprise Risk Management Associate Professional (ERMAP) Certification (2019) and Internal Auditor Professional Certification (PIA) (2020).

Mengawali karier di PT Petrokimia Gresik sejak tanggal 1 Januari 1992 sampai dengan 2015 di Departemen Pemeliharaan II, Staf Utama Muda Komputer Teknologi (2015–2016), dan VP Audit Operasi & Produksi (2016–2021).

He started his career at PT Petrokimia Gresik from January 1, 1992, to 2015, at the Maintenance Department II, as officer staff at Komputer Teknologi (2015–2016), and as VP Operation & Production Audit (2016–2021).



ALIF RODHIYAN

SVP Satuan Pengawasan Intern
SVP of the Internal Control Unit

Usia | Age
41 tahun pada akhir tahun buku 2023
41 years as per end of fiscal 2023

Warga Negara | Citizenship
Indonesia

Diangkat menjadi SVP Satuan Pengawasan Intern (SPI) berdasarkan SK Direksi PT Petrokimia Gresik No. 0098/B/NK.02.05/03/SK/2023 tanggal 1 Oktober 2023.

Appointed as SVP Internal Audit Unit (SPI) under Decree Directors of PT Petrokimia Gresik No. 0098/B/NK.02.05/03/SK/2023, dated October 1, 2023.

Lahir di Surabaya, 7 Februari 1982. Meraih gelar Sarjana Akuntansi dari Universitas Airlangga (2004), Magister Manajemen dari Universitas UPN Veteran (2012), dan Magister Akuntansi dari Universitas Airlangga (2021).

Born in Surabaya on February 7, 1982. He obtained a Bachelor's degree in Accounting from Airlangga University (2004), a Masters in Management from UPN Veteran University (2012), and a Masters in Accounting from Airlangga University (2021).

Mengawali karier di PT Petrokimia Gresik sejak tanggal 8 Agustus 2005, pernah menjabat sebagai VP Akuntansi (2015–2016), VP Anggaran (2016–2021), serta SVP Perencanaan dan Pengendalian Usaha (2021–2023).

He began his career at PT Petrokimia Gresik on August 8, 2005, served as VP Accounting (2015–2016), VP Budget (2016–2021), and SVP Business Planning and Control (2021–2023).



PENGEMBANGAN KOMPETENSI SVP AUDIT INTERN TAHUN 2022

Selama tahun 2022, SVP SPI PT Petrokimia Gresik mengikuti beberapa program pengembangan kompetensi, antara lain sebagai berikut:

Judul Pelatihan Training Title	Tempat dan Tanggal Place and Date	Penyelenggara Organizer
Pelatihan <i>Interpersonal Skill</i> dalam Bisnis Interpersonal Skills Training in Business	Surabaya, 24 Mei 2023 Surabaya, May 24, 2023	Diklat PKG
Diklat kompetensi <i>Leader's café, setting goals & review result</i> Leader's café competency training, setting goals & review results	Gresik, 8-9 Juni 2023 Gresik, June 8-9, 2023	Gresik
Pelatihan CGRCP CGRCP Training	<i>Online</i> , 1 November 2023 Online, November 1, 2023	CRMS
Pelatihan <i>Building Business Acumen Through Bus</i> Building Business Acumen Through Business Simulation Training	Surabaya, 22-23 November 2023 Surabaya, November 22-23, 2023	Diklat PKG
Diklat <i>Leadership & Managerial</i> Leadership & Managerial Training	<i>Online</i> , 2 Desember 2023 Online, December 2, 2023	Diklat PKG

Sertifikasi Certificate	Tanggal Date	Penyelenggara Organizer
QRMP		CRMS-LPK MKS

COMPETENCY DEVELOPMENT OF INTERNAL AUDIT UNIT SVP IN 2022

In 2022, SPI SVP of PT Petrokimia Gresik participated in several competency development programs, including the following:

SASARAN DAN OBJEK AUDIT INTERNAL

Sasaran audit internal yang dilakukan oleh SPI adalah untuk meyakini bahwa sistem pengendalian internal telah memberikan keyakinan memadai terhadap:

1. Kewajaran dan keakuratan informasi keuangan dan operasional;
2. Keekonomisan, efisiensi, dan efektivitas operasional;
3. Usaha mengurangi risiko bisnis;
4. Pengamanan aset Perseroan;
5. Kepatuhan terhadap peraturan perundang-undangan, kebijakan serta prosedur yang berlaku.

Objek audit internal yang dilakukan oleh SPI meliputi seluruh kegiatan, sistem pengendalian internal, dan pengendalian risiko Unit Kerja di PT Petrokimia Gresik, serta penerapan kebijakan PT Petrokimia Gresik dan kegiatan bernilai strategis di Anak Perusahaan.

URAIAN PELAKSANAAN TUGAS SATUAN PENGAWASAN INTERN 2023

Program Kerja Pengawasan Tahunan (PKPT)

Sejalan dengan penerapan *Good Corporate Governance* (GCG), Satuan Pengawasan Intern menyusun Program Kerja Pengawasan Tahunan (PKPT) untuk merencanakan pelaksanaan tugas Satuan Pengawasan Intern tahun 2023 dengan pendekatan risiko signifikan yang telah diidentifikasi (*Risk Based Audit*).

INTERNAL AUDIT TARGETS AND OBJECTS

The objective of the internal audit carried out by SPI is to ensure that the internal control system has provided adequate assurance regarding:

1. Fairness and accuracy of financial and operational information;
2. Economics, efficiency, and operational effectiveness;
3. Efforts to reduce business risks;
4. Securing the Company assets;
5. Compliance with applicable laws and regulations, policies, and procedures.

The objects of internal audits carried out by SPI include all activities, the internal control system, and risk control of Work Units at PT Petrokimia Gresik, as well as the implementation of PT Petrokimia Gresik policies and strategic value activities in Subsidiaries.

DESCRIPTION OF INTERNAL AUDIT UNIT DUTIES IMPLEMENTATION IN 2023

Annual Audit Work Program (PKPT)

In line with the implementation of *Good Corporate Governance* (GCG), the Internal Audit Unit has prepared an Annual Audit Work Program (PKPT) to plan the implementation of the Internal Audit Unit's duties in 2023 using an identified significant risk approach (*Risk Based Audit*).

Melalui pendekatan ini, objek audit ditetapkan berdasarkan risiko-risiko signifikan yang berpengaruh terhadap pencapaian tujuan Perseroan pada tahun 2023. Risiko-risiko signifikan yang telah diidentifikasi dalam Profil Risiko tahun 2023 diterbitkan oleh Departemen Tata Kelola Perusahaan dan Manajemen Risiko di bawah Sekretaris Perusahaan.

Di samping mengacu pada Profil Risiko, penetapan objek audit juga mempertimbangkan arahan SPI PT Pupuk Indonesia (Persero), Direksi PT Petrokimia Gresik, Komite Audit PT Petrokimia Gresik, serta hasil evaluasi Satuan Pengawasan Intern. Satuan Pengawasan Intern juga melaksanakan audit di luar PKPT (Non PKPT) dalam rangka menindaklanjuti arahan *Top Management* tentang hal-hal yang perlu mendapat perhatian khusus bagi kepentingan Perseroan, penugasan khusus Direktur Utama atau berdasarkan ketentuan GCG pada tahun berjalan. Sesuai dengan jumlah laporan yang ditargetkan Pemegang Saham melalui SPI PT Pupuk Indonesia (Persero), pada PKPT tahun 2023 SPI ditargetkan untuk menghasilkan 24 laporan yang meliputi laporan hasil audit, laporan hasil evaluasi, dan laporan pendampingan auditor eksternal.

Realisasi Kegiatan Satuan Pengawasan Intern

Pada tahun 2023, SPI menerbitkan 31 laporan yang seluruhnya telah dilaporkan kepada Direktur Utama, terinci atas 7 (tujuh) Laporan Hasil Audit (LHA), 13 Laporan Hasil Evaluasi (LHE), dan 1 (satu) Laporan Konsultasi dan 10 (sepuluh) Laporan Hasil Pendampingan (LHP).

Pemantauan Tindak Lanjut Temuan Satuan Pengawasan Intern

Sesuai Piagam Audit Internal, SPI melakukan pemantauan terhadap tindak lanjut rekomendasi hasil audit eksternal dan internal sampai dengan tindak lanjut audit dapat dinyatakan sesuai rekomendasi (tuntas).

Sampai dengan tanggal 31 Desember 2023, masih terdapat rekomendasi dalam LHA/LHE tahun 2022 dan 2023 yang tindak lanjutnya belum dinyatakan sesuai (tuntas), sebagai berikut:

Tahun Year	Rekomendasi Recommendation	Tuntas Complete	Dalam Pemantauan Monitoring in Progress	Belum Ditindaklanjuti Have not been Followed-up
2020	68	66	2	0
2022	55	55	0	0
2023	64	30	34	0

Sedangkan tindak lanjut atas rekomendasi hasil audit Satuan Pengawasan Intern tahun-tahun sebelumnya seluruhnya telah dinyatakan sesuai (tuntas).

Through this approach, audit objects are determined based on significant risks that influence the achievement of the Company's objectives in 2023. The significant risks that have been identified in the 2023 Risk Profile are published by the Department of Corporate Governance and Risk Management under the Corporate Secretary.

In addition to referring to the Risk Profile, determining the audit object also considers the direction of the SPI of PT Pupuk Indonesia (Persero), the Board of Directors of PT Petrokimia Gresik, the Audit Committee of PT Petrokimia Gresik, as well as the results of the evaluation of the Internal Audit Unit. The Internal Audit Unit also carries out audits outside the PKPT (Non-PKPT) in order to follow up on Top Management directions regarding matters that need special attention for the Company's interests, special assignments for the President Director, or based on GCG provisions in the current year. In accordance with the number of reports targeted by Shareholders through the PT Pupuk Indonesia (Persero) SPI, the 2023 PKPT SPI is targeted to produce 24 reports, which include audit results reports, evaluation results reports, and external auditor assistance reports.

Realization of Internal Audit Unit Activities

In 2023, SPI published 31 reports, all of which were reported to the President Director, including 7 (seven) Audit Result Reports (LHA), 13 Evaluation Result Reports (LHE), 1 (one) Consultation Report, and 10 (ten) Assistance Result Reports (LHP).

Follow-up Monitoring of Internal Audit Unit Findings

In accordance with the Internal Audit Charter, SPI monitors the follow-up on recommendations from external and internal audits until the follow-up audit can be declared in accordance with the recommendations (complete).

As of December 31, 2023, there were recommendations in the 2022 and 2023 LHA/LHE whose follow-up actions have not yet been declared appropriate (complete), as follows:

Meanwhile, the follow-up on recommendations from the audit results of the Internal Audit Unit in previous years has all been declared appropriate (complete).



Sebagai bentuk kepedulian Direksi terhadap hasil audit auditor internal maupun eksternal, Direksi dan seluruh SVP melakukan rapat koordinasi guna membahas perkembangan tindak lanjut unit kerja atas rekomendasi hasil audit internal dan eksternal yang masih belum tuntas.

Pelaporan Realisasi Kegiatan Satuan Pengawasan Intern

Sebagai bentuk pertanggungjawaban pelaksanaan tugas dan fungsinya, SPI mendokumentasikan realisasi kegiatan dalam Laporan Kegiatan bulanan dan Laporan Kinerja triwulanan. Laporan Kegiatan bulanan SPI dilaporkan kepada Direktur Utama dengan tembusan kepada Dewan Komisaris melalui Komite Audit dan Direktur Keuangan & Umum. Sedangkan Laporan Kinerja triwulanan SPI disampaikan kepada Pemegang Saham melalui Kepala SPI PT Pupuk Indonesia (Persero).

Laporan tersebut antara lain memuat realisasi kegiatan audit, konsultasi/evaluasi, dan kegiatan pengawasan lainnya, kegiatan pemantauan tindak lanjut keputusan dan arahan RUPS, kegiatan pemantauan tindak lanjut rekomendasi hasil audit internal dan eksternal, peningkatan kompetensi personil SPI, serta realisasi anggaran.

RAPAT SATUAN PENGAWASAN INTERN

Kebijakan Rapat

1. Setiap bulan SPI PT Petrokimia Gresik melaksanakan rapat dengan Komite Audit untuk membahas isu-isu strategis dan melaporkan hasil kinerja SPI yang meliputi, antara lain realisasi penerbitan laporan hasil audit, progres pelaksanaan audit, dan progres penyelesaian tindak lanjut rekomendasi hasil audit.
2. Rapat bersama Direksi dan Dewan Komisaris dilakukan secara insidental, namun secara bulanan SPI menyampaikan laporan hasil kinerja SPI kepada Direktur Utama dan Dewan Komisaris melalui Komite Audit.

Frekuensi Rapat:

Keterangan Description	Rapat dengan: Meeting with:		
	Direksi Board of Directors	Dewan Komisaris Board of Commissioners	Komite Audit Audit Committee
Frekuensi Rapat Frequency of Meeting	19	6	16

PROGRAM PENGEMBANGAN PERSONEL SATUAN PENGAWASAN INTERN

Pengembangan kompetensi dan wawasan bagi staf SPI dilakukan secara berkesinambungan. Program pengembangan diprioritaskan pada pendidikan audit yang

As a form of the Board of Directors' concern for the audit results of internal and external auditors, the Board of Directors and all SVPs held coordination meetings to discuss the progress of work unit follow-up on recommendations from internal and external audit results that were still incomplete.

Reporting on the Realization of Internal Audit Unit Activities

As a form of accountability for the implementation of its duties and functions, SPI documents the realization of activities in monthly Activity Reports and quarterly Performance Reports. SPI's monthly activity reports are reported to the President Director with a copy to the Board of Commissioners via the Audit Committee and the Director of Finance & General. Meanwhile, SPI's quarterly performance report is submitted to shareholders through the Head of SPI of PT Pupuk Indonesia (Persero).

The report includes, among other things, the realization of audit activities, consultation/evaluation, and other supervisory activities; monitoring activities of follow-up on GMS resolutions and directions; monitoring activities of follow-up on recommendations from internal and external audit results; increasing the competence of SPI personnel; and budget realization.

INTERNAL AUDIT UNIT MEETING

Meeting Policy

1. Every month SPI PT Petrokimia Gresik holds a meeting with the Audit Committee to discuss strategic issues and report the results of SPI performance which includes, among others, the realization of the issuance of audit reports, the progress of audit implementation, and the progress of completing follow-up on audit recommendations.
2. Meetings with the Directors and Board of Commissioners are carried out incidentally, but on a monthly basis SPI submits SPI performance reports to the President Director and Board of Commissioners through the Audit Committee.

Frequency of Meetings:

INTERNAL AUDIT UNIT PERSONNEL DEVELOPMENT PROGRAM

Competency and insight development for SPI staff is carried out continuously. The development program prioritizes audit education, whose completion is certified by a

kelulusannya bersertifikat dari *provider* diklat yang kompeten. Kualifikasi dan sertifikasi personel SPI sampai dengan akhir tahun 2023 adalah sebagai berikut

competent training provider. SPI personnel qualifications and certifications until the end of 2023 are as follows:

Sertifikasi Certification	Penyelenggara Organizer	Jumlah Personel Total Personnel (orang persons)
Qualified Internal Auditor (QIA)	Yayasan Pendidikan Internal Audit (YPIA)	5
Professional Internal Auditor (PIA)	PT BISA	5
Qualified Risk Management Analyst (QRMA)	CRMS	7
Qualified Risk Management Professional (QRMP)	CRMS	5
Certified GRC Professional (CGRCP)	CRMS	8
Associate Certified Competent Internal Auditor (ACCIA)	LSPAI	2

Sedangkan untuk program *training/seminar/diklat/workshop* non-sertifikasi yang diikuti personil SPI pada tahun 2023 antara lain:

1. *Awareness & Internal Auditor FSSC 22000 V.5.1.*
2. *Workshop "Optimalisasi Penggunaan SPSE bagi PPK dan Tim Pendukung PPK TA 2023 serta Peranan Internal Auditor dalam Sistem Manajemen dan Pencegahan Korupsi dalam Pengadaan Barang dan Jasa demi Terciptanya GCG".*
3. *Workshop Standar Audit Internal & Kode Etik Profesi (SAKEP/IPPF).*
4. *Seminar Nasional Audit Berbasis Risiko dan Audit Kinerja Pencegahan Tipikor dalam Pengadaan Barang dan Jasa.*
5. *Seminar Nasional "Business Transformation in Responding Turbulency, Uncertainty, Novelty and Ambiguity Condition and GRC Problems in Business Transformation".*
6. *Workshop Auditor Internal Sistem Manajemen Terintegrasi (SMT).*
7. *GRC Summit 2023 "Building Resilient Future Through GRC and ESG".*
8. *Workshop Nasional Audit Pencegahan, Pendeteksian, dan Investigasi atas Kecurangan.*
9. *Anticipation of TUNA in Order to Maintain the Company Sustainability based on ESG.*
10. *Training ISPS Code Internal Audit (IA).*
11. *Pelatihan Awareness Environmental, Social and Governance (ESG).*
12. *Pelatihan Awareness ISO 37000:2021 Governance of Organization.*
13. *Seminar Nasional & Pengukuhan Gelar Kompetensi Auditor Internal Bersertifikat ACCIA, CCIA, CPIA, dan CPAM.*

Meanwhile, non-certification *training/seminar/education/workshop* programs in which SPI personnel participated in 2023 include:

1. *Awareness & Internal Auditor, FSSC 22000 V.5.1.*
2. *Workshop "Optimizing the Use of SPSE for PPK and PPK Support Team FY 2023 and the Role of Internal Auditors in Management Systems and Corruption Prevention in Procurement of Goods and Services for the Creation of GCG".*
3. *Workshop on Internal Audit Standards & Professional Code of Ethics (SAKEP/IPPF).*
4. *National Seminar on Risk-Based Audit and Performance Audit on Prevention of Corruption in the Procurement of Goods and Services.*
5. *National Seminar "Business Transformation in Responding Turbulency, Uncertainty, Novelty, Ambiguity Condition, and GRC Problems in Business Transformation".*
6. *Integrated Management System (SMT) Internal Auditor Workshop.*
7. *GRC Summit 2023: "Building a Resilient Future Through GRC and ESG".*
8. *National Audit Workshop on Prevention, Detection, and Investigation of Fraud.*
9. *Anticipation of TUNA in Order to Maintain the Company's Sustainability Based on ESG.*
10. *ISPS Code Internal Audit (IA) Training.*
11. *Environmental, Social, and Governance (ESG) Awareness Training.*
12. *ISO 37000:2021 Governance of Organization Awareness Training.*
13. *National Seminar & Inauguration of ACCIA, CCIA, CPIA, and CPAM Certified Internal Auditor Competency Titles.*



RENCANA KERJA SATUAN PENGAWASAN INTERN 2023

Pada tahun 2023, rencana kerja SPI adalah sebagai berikut:

1. Menyusun Program Kerja Pengawasan Tahunan (PKPT) tahun 2023 dengan mengacu pada Profil Risiko, Arahan Manajemen, dan Pemegang Saham;
2. Melaksanakan PKPT tahun 2023, meliputi audit dan konsultasi/evaluasi internal serta pendampingan auditor eksternal;
3. Menyusun Laporan Pemantauan Tindak Lanjut hasil pemeriksaan auditor internal dan eksternal:
 - Laporan bulanan ke Direktur Utama dan Komite Audit;
 - Laporan triwulanan ke SPI PI.
4. Menyusun Laporan Triwulanan Pemantauan Tindak Lanjut Keputusan dan Arahan RUPS untuk disampaikan ke SPI PI;
5. Melaksanakan audit internal ISO (SMM, SML, SMK3, SME, SMK3 dan Halal).

2023 INTERNAL AUDIT UNIT WORK PLAN

In 2023, SPI's work plan is as follows:

1. Prepare the 2023 Annual Audit Work Program (PKPT) with reference to the Risk Profile, Management and Shareholder Directions;
2. Implement PKPT in 2023, including audits and internal consultation/evaluation as well as assistance to external auditors;
3. Prepare a follow-up monitoring report on the results of internal and external auditors' examinations:
 - Monthly reports to the President Director and Audit Committee;
 - Quarterly reports to SPI PI.
4. Prepare a Quarterly Monitoring Report on Follow-up on GMS Resolutions and Directions to be submitted to SPI PI;
5. Carry out ISO internal audits (SMM, SML, SMK3, SME, SMK3, and Halal).

MANAJEMEN RISIKO

Risk Management

PT Petrokimia Gresik sebagai Produsen Pupuk terlengkap di Indonesia yang memproduksi berbagai macam pupuk dan bahan kimia untuk solusi agroindustri menghadapi kondisi bisnis yang dipenuhi oleh berbagai ketidakpastian dan kompleksitas. Untuk itu, penerapan *Enterprise Risk Management* (ERM) merupakan suatu kesadaran bahwa risiko secara inheren melekat pada seluruh fungsi yang dijalankan di PT Petrokimia Gresik dan pada inisiatif-inisiatif strategis yang akan ditempuh oleh Perseroan. Manajemen risiko yang baik sangat krusial untuk menjaga keberlanjutan dan kesehatan Perseroan.

Manajemen risiko diharapkan mampu untuk memberikan keyakinan yang memadai dalam pencapaian sasaran kinerja Perseroan melalui proses pemahaman mengenai risiko yang melekat, pengukuran, perumusan rencana penanganan, realisasi rencana penanganan, realisasi rencana penanganan secara efektif, dan pengkomunikasian pengelolaan risiko kepada *stakeholders*.

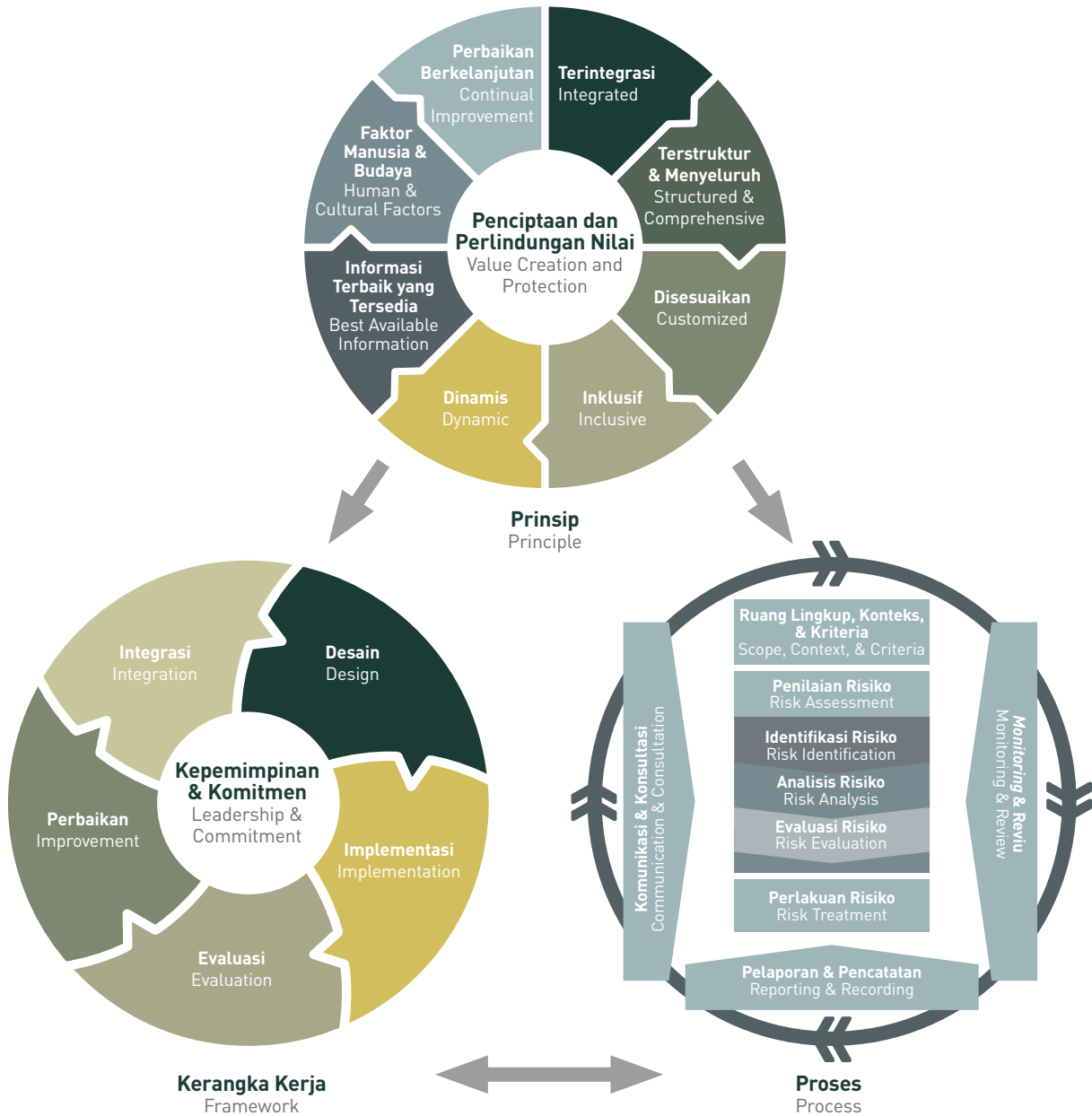
Implementasi penerapan manajemen risiko juga didasarkan pada Peraturan Menteri Negara BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.

PT Petrokimia Gresik, the most complete fertilizer producer in Indonesia, which produces various kinds of fertilizers and chemicals for agro-industrial solutions, is facing business conditions filled with various uncertainties and complexities. For this reason, the implementation of Enterprise Risk Management (ERM) is an awareness that risk is inherently inherent in all functions carried out at PT Petrokimia Gresik and in the strategic initiatives that will be pursued by the Company. Good risk management is crucial to maintaining the sustainability and health of the Company.

Risk management is expected to be able to provide adequate confidence in achieving the Company's performance targets through the process of understanding inherent risks, measuring and formulating treatment plans, realizing treatment plans effectively, and communicating risk management to stakeholders.

The implementation of risk management is also based on the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

Penerapan SNI ISO 31000:2018 Manajemen Risiko
Implementation of SNI ISO 31000:2018 Risk Management



PT Petrokimia Gresik mengimplementasikan SNI ISO 31000:2018 dalam aplikasi manajemen risiko di lingkungan PT Petrokimia Gresik.

Penerapan ISO 31000:2018 dapat dijabarkan sebagai berikut:

1. Prinsip Manajemen Risiko

Prinsip Manajemen Risiko pada ISO 31000:2018 menekankan pada penciptaan dan perlindungan nilai yang menjadi tanggung jawab seluruh insan

PT Petrokimia Gresik implements SNI ISO 31000:2018 in risk management applications within PT Petrokimia Gresik.

The implementation of ISO 31000:2018 can be described as follows:

1. Principles of Risk Management

The Risk Management Principles in ISO 31000:2018 emphasize the creation and protection of value, which is the responsibility of all PT Petrokimia Gresik personnel



PT Petrokimia Gresik di setiap unit kerja dengan menerapkan manajemen risiko pada setiap aktivitas bisnis. Manajemen risiko bersifat sistematis, terstruktur, dan tepat waktu berdasarkan informasi terbaik yang ada. Selain itu, manajemen risiko juga bersifat khas untuk penggunaannya, yang berarti harus diselaraskan dengan konteks internal dan eksternal Perseroan serta sasaran Perseroan dan profil risiko yang harus dihadapi Perseroan. Di sisi lain, manajemen risiko juga mempertimbangkan faktor manusia dan budaya yang bersifat transparan dan inklusif serta bersifat dinamis, berulang, dan responsif terhadap perubahan. Terakhir, supaya Perseroan dapat mengembangkan dan menerapkan perbaikan strategi manajemen risiko serta meningkatkan kematangan pelaksanaan manajemen risiko sejalan dengan aspek lain di Perseroan, maka manajemen risiko harus memfasilitasi perbaikan berkesinambungan dan peningkatan organisasi.

2. Kerangka Kerja Manajemen Risiko

Kerangka kerja manajemen risiko merupakan dasar yang mencakup keseluruhan kegiatan manajemen risiko di segala tingkatan Perseroan. Langkah strategis manajemen Petrokimia Gresik sebagai wujud komitmen dalam penerapan Manajemen Risiko dilakukan dengan pembentukan Departemen Tata Kelola Perusahaan & Manajemen Risiko sebagai pengelola pelaksanaan Manajemen Risiko pada seluruh Unit Kerja serta pembentukan Komite Nominasi & Remunerasi, GCG dan Pemantau Risiko yang bertugas mengkaji, memonitor, mengevaluasi, menganalisis, serta memberikan masukan terhadap penerapan manajemen risiko di Perseroan.

Selain itu penyediaan anggaran dan tenaga kerja serta sarana penunjang lainnya juga dilakukan untuk rencana kerja yang berjalan dengan baik dan terkoordinasi dengan seluruh Unit Kerja.

PT Petrokimia Gresik juga telah menyusun Pedoman Manajemen Risiko Terintegrasi (MRT) (PG-PD-10-0019), Prosedur *Risk Control Self Assesment* (RCSA) (PG-PR-14-1051) dan Prosedur Penerapan Manajemen Risiko Aksi Korporasi (PG-PR-14-1052) yang menjadi acuan setiap insan Petrokimia Gresik dalam menerapkan pengelolaan risiko operasional maupun aktivitas proses aksi korporasi sesuai dengan proses manajemen risiko, sehingga dapat memberikan keyakinan memadai (*reasonable assurance*) bagi pengambil keputusan terhadap aksi korporasi ini.

Selain itu, terdapat pula Prosedur Pengelolaan *Risk That Matters* (PG-PR-14-0153) yang berbasis pada sasaran Perseroan dengan menggunakan teknik semi kuantitatif, maupun kualitatif secara komprehensif berdasarkan informasi yang relevan dan terkini, agar pengelolaan

in every work unit by implementing risk management in every business activity. Risk management is systematic, structured, and timely based on the best available information. Apart from that, risk management is also unique to its users, which means it must be aligned with the Company's internal and external context as well as the Company's goals and the risk profile that the Company must face. On the other hand, risk management also considers human and cultural factors and is transparent and inclusive, as well as dynamic, repeatable, and responsive to change. Finally, in order to allow the Company to implement improved risk management strategies and increase the maturity of risk management implementation in line with other aspects of the Company, risk management must facilitate continuous improvement and organizational improvement.

2. Risk Management Framework

The risk management framework is the basis for all risk management activities at all levels of the Company. Petrokimia Gresik management's strategic steps as a form of commitment to implementing Risk Management were carried out by establishing a Corporate Governance & Risk Management Department as the manager of implementing Risk Management in all Work Units, as well as establishing a Nomination & Remuneration, GCG, and Risk Monitoring Committee whose task is to review, monitor, evaluate, analyze, and provide input on the implementation of risk management in the Company.

Apart from that, the provision of budget and workforce, as well as other supporting facilities, is also carried out for work plans that run well and are coordinated with all Work Units.

PT Petrokimia Gresik has also prepared Integrated Risk Management (MRT) Guidelines (PG-PD-10-0019), Risk Control Self Assessment (RCSA) Procedures (PG-PR-14-1051), and Corporate Action Risk Management Implementation Procedures (PG-PR-14-1052), which are a reference for every Petrokimia Gresik personnel in implementing operational risk management and corporate action process activities in accordance with the risk management process, so that it can provide reasonable assurance for decision makers regarding this corporate action.

Apart from that, there is also a Risk That Matters Management Procedure (PG-PR-14-0153), which is based on the Company's targets using semi-quantitative and qualitative techniques comprehensively based on relevant and up-to-date information, so that risk management can

risiko dapat dilakukan secara benar dan dikaji ulang secara berkala melalui proses manajemen risiko.

PT Petrokimia Gresik sebagai perusahaan pupuk terlengkap dan terbesar di Indonesia memahami sepenuhnya bahwa risiko secara inheren melekat pada seluruh fungsi yang dijalankan Perseroan dan melekat juga pada inisiatif-inisiatif strategis yang akan ditempuh oleh Perseroan.

Perseroan juga memahami bahwa risiko-risiko yang dihadapi Perseroan harus bisa diakses, dikomunikasikan, dipantau, direviu, dan diminimalkan tingkat kemungkinan kejadian dan/atau tingkat dampaknya melalui tindakan penanganan risiko untuk mendukung pencapaian sasaran kinerja Perseroan.

Dalam praktiknya, pelaksanaan manajemen risiko diterapkan suatu model yang dikenal sebagai Model Tiga Lini (*Three Lines Model*) yang memperlihatkan tiga lini yang berperan dalam memastikan efektivitas penanganan risiko Perseroan. Ketiga lini tersebut adalah:

- a. Lini Pertama: Unit Kerja selaku pemilik risiko yang berperan sebagai pelaksana asesmen dan penanganan risiko;
- b. Lini Kedua: Departemen Tata Kelola Perusahaan & Manajemen Risiko (Dep. TKP & MR) selaku pembimbing dan mitra dari Unit Kerja dalam kegiatan asesmen risiko yang juga berperan melaksanakan fungsi validasi atas hasil asesmen risiko dan rumusan rencana penanganan risiko oleh Unit Kerja;
- c. Lini Ketiga: Kompartemen Satuan Pengawasan Intern selaku pihak independen yang berperan memastikan efektivitas pelaksanaan fungsi manajemen risiko oleh lini pertama dan kedua.

Di sisi lain, penilaian kinerja dan penyempurnaan dilakukan secara berkesinambungan pada pengelolaan setiap risiko yang ada pada aktivitas di seluruh Unit Kerja Perusahaan.

3. Proses Manajemen Risiko

Penyusunan profil risiko PT Petrokimia Gresik mengacu pada ISO 31000:2018 yang mencakup penetapan konteks, identifikasi, analisis, evaluasi, perlakuan, dan pemantauan risiko.

Dalam melakukan tahapan penetapan konteks dalam penyusunan profil risiko diselaraskan dengan konteks internal dan eksternal perusahaan serta sasaran perusahaan dalam tahun berjalan. *Risk Owner* sebagai *first line* dan unit bisnis dalam pengelolaan risiko melakukan

be carried out correctly and reviewed, repeat regularly through the risk management process.

PT Petrokimia Gresik, as the most comprehensive and largest fertilizer company in Indonesia, fully understands that risk is inherently inherent in all functions carried out by the Company and is also attached to the strategic initiatives that will be pursued by the Company.

The Company also understands that the risks faced by the Company must be accessed, communicated, monitored, reviewed, and minimized to the level of possibility of occurrence and/or impact through risk management actions to support the achievement of the Company's performance targets.

In practice, the implementation of risk management applies a model known as the Three Lines Model, which shows three lines that play a role in ensuring the effectiveness of the Company risk management. The three lines are:

- a. First Line: Work Unit as risk owner whose role is to implement risk assessment and handling;
- b. Second Line: Department of Corporate Governance & Risk Management (Dept. of TKP & MR) as supervisor and partner of the Work Unit in risk assessment activities, which also plays a role in carrying out the validation function of the results of risk assessments and the formulation of risk management plans by the Work Unit;
- c. Third Line: Internal Audit Unit Compartment as an independent party whose role is to ensure the effectiveness of the implementation of risk management functions by the first and second lines.

On the other hand, performance assessments and improvements are carried out continuously in the management of every risk that exists in activities in all Company Work Units.

3. Risk Management Process

The preparation of PT Petrokimia Gresik's risk profile refers to ISO 31000:2018, which includes determining the context, identification, analysis, evaluation, treatment, and monitoring of risks.

In carrying out the context setting stage in preparing the risk profile, it is aligned with the Company's internal and external context as well as the Company's targets for the current year. The Risk Owner, as the first line and business unit in risk management, identifies the risks inherent in



identifikasi risiko yang melekat dalam setiap proses serta dampak risiko dari proses bisnis tersebut.

Selanjutnya dilakukan analisis risiko oleh *Risk Owner*. Analisis risiko meliputi perkembangan detail terkait ketidakpastian, sumber risiko, dampak, kemungkinan, peristiwa risiko, mitigasi risiko, dan keefektifannya.

Tahap selanjutnya dilakukan evaluasi risiko berdasarkan hasil analisis sebelumnya untuk menentukan apakah suatu tindakan lebih lanjut terhadap risiko tersebut diperlukan. Keseluruhan proses di atas akan didokumentasikan dalam *Risk Register*.

Risk Owner selaku *first line* berkewajiban untuk melaksanakan pemantauan risiko dari perlakuan risiko yang telah dilakukan apakah berdampak pada penurunan skala dampak, skala kemungkinan, maupun keduanya. Aktivitas tersebut kemudian dilaporkan setiap bulan kepada Dep. TKP & MR melalui aplikasi Sistem Informasi Manajemen Risiko (SIMAR).

RUANG LINGKUP PENGELOLAAN RISIKO

Proses manajemen risiko telah dilakukan oleh PT Petrokimia Gresik untuk mengidentifikasi segala jenis risiko yang dihadapi Perseroan di sepanjang tahun 2023. Risiko-risiko yang dihadapi PT Petrokimia Gresik harus diakses, dikomunikasikan, dipantau, direviu, dan diminimalkan tingkat kemungkinan kejadian dan/atau tingkat dampaknya melalui tindakan penanganan risiko untuk mendukung pencapaian sasaran kinerja Perseroan. Dari hasil identifikasi, diperoleh profil risiko PT Petrokimia Gresik yang menjadi risiko tahun 2023.

Ruang lingkup pengelolaan manajemen risiko PT Petrokimia Gresik dibagi menjadi 10 (sepuluh) taksonomi, sebagai berikut:

1. Risiko Strategis

Peristiwa risiko yang terjadi pada ketidaktepatan arahan kebijakan strategis perusahaan yang dapat memberikan dampak yang material terhadap posisi perusahaan dalam industri di mana perusahaan tersebut bergerak. Risiko strategis yang dihadapi oleh PT Petrokimia Gresik antara lain keterbatasan pasokan bahan baku.

Upaya mitigasi risiko yang dilakukan yaitu dengan cara melakukan pemantauan kondisi *supply demand* bahan baku internasional, melakukan monitoring kedatangan kapal, penyerahan *shipping document*, dan pembayaran, serta melakukan koordinasi terkait kebutuhan bahan baku pada rapat S&OP PT Pupuk Indonesia (Persero).

each process as well as the risk impacts of these business processes.

Subsequently, a risk analysis is carried out by the Risk Owner. Risk analysis includes detailed developments related to uncertainty, risk sources, impacts, possibilities, risk events, risk mitigation, and their effectiveness.

The next stage is a risk evaluation based on the results of the previous analysis to determine whether further action is needed to address the risk. The entire process above will be documented in the Risk Register.

The Risk Owner, as the first line, is obliged to carry out risk monitoring of the risk treatment that has been carried out to see whether it has an impact on reducing the scale of impacts, the scale of possibilities, or both. These activities are then reported every month to the Dept. of TKP & MR via the Risk Management Information System (SIMAR) application.

SCOPE OF RISK MANAGEMENT

The risk management process has been carried out by PT Petrokimia Gresik to identify all types of risks faced by the Company throughout 2023. The risks faced by PT Petrokimia Gresik must be accessed, communicated, monitored, reviewed, and minimized to the level of possibility of occurrence and/or impact through risk management actions to support the achievement of the Company's performance targets. From the identification results, the risk profile of PT Petrokimia Gresik is obtained, which is the risk in 2023.

The scope of PT Petrokimia Gresik's risk management is divided into 10 (ten) taxonomies as follows:

1. Strategic Risk

Risk events that occur due to inaccurate company strategic policy direction can have a material impact on a company's position in the industry in which it operates. Strategic risks faced by PT Petrokimia Gresik include a limited supply of raw materials.

Risk mitigation efforts include monitoring international raw material supply and demand conditions, monitoring ship arrivals, submission of shipping documents and payments, as well as coordinating raw material needs at PT Pupuk Indonesia (Persero) S&OP meetings.

2. Risiko Operasional

Peristiwa risiko yang terjadi pada proses, kebijakan atau peristiwa internal dan/atau eksternal yang lemah atau gagal sehingga memengaruhi kegiatan operasional bisnis perusahaan sehari-hari. Risiko Operasional yang dihadapi oleh PT Petrokimia Gresik antara lain:

- a. menurunnya tingkat keandalan pabrik;
- b. tidak tercapainya penjualan pupuk retail dan komersil.

Upaya mitigasi risiko yang dilakukan antara lain:

- a. mitigasi risiko menurunnya tingkat keandalan pabrik dengan melakukan perbaikan *equipment* pabrik sesuai jadwal yang ditentukan.
- b. mitigasi risiko ketidaktercapaian penjualan pupuk retail dan komersial dilakukan dengan cara memberikan program *rewarding* mitra atas pencapaian kinerja penebusan pupuk non subsidi, optimalisasi peran petugas lapang (Agroman) dalam pelaksanaan Program Makmur dan *roadshow/* sosialisasi Program Makmur, demplot dan *one day promotion*, serta memberikan fasilitas pembayaran tempo bagi distributor.

3. Risiko Pasar dan Makroekonomi

Peristiwa risiko yang terjadi pada pergerakan-pergerakan variabel makroekonomi global seperti pergerakan tingkat bunga referensi, pergerakan nilai tukar rupiah, dan/atau pergerakan harga-harga komoditas yang tidak dapat dikendalikan oleh perusahaan. Risiko pasar dan makroekonomi yang dihadapi oleh PT Petrokimia Gresik antara lain fluktuasi nilai tukar rupiah.

Upaya mitigasi risiko fluktuasi nilai tukar rupiah dengan cara melakukan analisis penimbunan utang dan memanfaatkan fasilitas transaksi *hedging* untuk memitigasi risiko kurs atas pemanfaatan pinjaman USD.

4. Risiko Keuangan

Peristiwa risiko yang terjadi pada struktur dan akses pendanaan, pengelolaan modal kerja, serta risiko integritas atas penyusunan dan pelaporan keuangan. Risiko Keuangan yang dihadapi oleh PT Petrokimia Gresik antara lain:

- a. Menurunnya kualitas piutang usaha.
- b. Kondisi likuiditas (arus kas) Perseroan memburuk.

Upaya mitigasi risiko yang dilakukan antara lain:

- a. Mitigasi risiko menurunnya kualitas piutang usaha dengan cara membebaskan pembayaran piutang dari PT Petro Jordan Abadi (PT PJA) untuk melunasi utang yang umurnya paling lama dan menerapkan skema kompensasi/pemotongan atas pembayaran PT PG kepada PT PJA.

2. Operational Risk

Risk events that occur in weak or failed internal and/or external processes, policies, or events that affect the Company's daily business operations. Operational risks faced by PT Petrokimia Gresik include:

- a. decreased level of factory reliability;
- b. inability to achieve retail and commercial fertilizer sales

Risk mitigation efforts undertaken include:

- a. mitigate the risk of decreasing factory reliability levels includes, among other things, carrying out repairs to factory equipment according to the specified schedule;
- b. mitigate the risk of non-achievement of retail and commercial fertilizer sales is carried out by providing partner rewarding programs for achievements in non-subsidized fertilizer redemption performance, optimizing the role of field officers (Agroman) in implementing the Makmur Program and roadshows/ socialization of the Makmur Program, demonstration plots, and one day promotion, as well as providing due payment facilities for distributors.

3. Market and Macroeconomic Risk

Risk events that occur in movements in global macroeconomic variables, such as movements in reference interest rates, movements in the rupiah exchange rate, and/or movements in commodity prices, cannot be controlled by the Company. Market and macroeconomic risks faced by PT Petrokimia Gresik include fluctuations in the rupiah exchange rate.

Efforts to mitigate the risk of fluctuations in the rupiah exchange rate by analyzing debt accrual and utilizing hedging transaction facilities to mitigate exchange rate risk for utilizing USD loans.

4. Financial Risk

Risk events that occur in the structure and access to funding, working capital management, and integrity risks regarding financial preparation and reporting. Financial risks faced by PT Petrokimia Gresik include:

- a. Decreased quality of trade receivables.
- b. The Company's liquidity (cash flow) condition worsens.

Risk mitigation efforts undertaken include:

- a. Mitigate the risk of declining quality of trade receivables by imposing payments on receivables from PT Petro Jordan Abadi (PT PJA) to pay off the oldest debts and implementing a compensation/ deduction scheme for PT PG's payments to PT PJA.



- b. Mitigasi risiko kondisi likuiditas (arus kas) Perseroan memburuk dengan cara memastikan kelengkapan perangkat dan SOP penagihan subsidi tahun berjalan dan dokumen penyaluran subsidi bulan berjalan, koordinasi dengan instansi terkait HPP, rekonsiliasi data penyaluran dengan aplikasi terkait, serta penataan pembayaran kepada *supplier* dengan memanfaatkan LC-UPAS.

5. Risiko Proyek

Peristiwa risiko yang terjadi pada proyek yang dijalankan perusahaan mulai dari proses pemilihan proyek, pemilihan konsorsium, risiko kontraktual proyek, risiko eksekusi proyek, dan penyelesaian proyek. Risiko proyek yang dihadapi oleh PT Petrokimia Gresik antara lain keterlambatan proyek investasi pengembangan.

Upaya mitigasi dilakukan dengan cara memastikan progres tender, penunjukan pemenang, dan konstruksi proyek terlaksana sesuai *timeline*.

6. Risiko Hukum, Tata Kelola, dan Kepatuhan

Peristiwa risiko yang terjadi pada tindakan dan/atau tuntutan hukum (litigasi), kecurangan dalam konteks korupsi, kolusi dan nepotisme, serta ketidakpatuhan pada peraturan perundang-undangan berlaku yang dapat meningkatkan ketidakpastian pencapaian kinerja perusahaan. Risiko hukum, tata kelola dan kepatuhan yang dihadapi oleh PT Petrokimia Gresik antara lain pembebanan koreksi pajak dan bea cukai.

Upaya mitigasi yang dilakukan antara lain melakukan konfirmasi kepada Unit Kerja terlebih dahulu sebelum hasil terjemahan difinalkan, melakukan *review* perjanjian/kontrak sebelum ditandatangani, melakukan *review* peraturan perusahaan agar tidak bertentangan dengan peraturan perundang-undangan, melakukan sosialisasi pentingnya kepatuhan hukum, mengirimkan memo kepada WL termasuk sanksi bagi WL yang terlambat, dan sosialisasi tata cara pelaporan LHKPN.

7. Risiko Reputasi

Peristiwa risiko yang terjadi atas pemberitaan negatif yang mempengaruhi perburukan reputasi perusahaan dan dapat meningkatkan ketidakpastian pencapaian kinerja perusahaan. Risiko reputasi yang dihadapi oleh PT Petrokimia Gresik antara lain persepsi negatif di media massa, keluhan masyarakat dan keluhan pelanggan tidak ditangani dengan baik, serta terjadi keluhan terhadap kualitas yang tidak sesuai dengan persyaratan, baik mutu maupun waktu.

- b. Mitigate the risk of the Company's liquidity (cash flow) condition deteriorating by ensuring the completeness of tools and SOPs for billing subsidies for the current year and subsidy distribution documents for the current month, coordinating with agencies related to HPP, reconciling distribution data with related applications, as well as arranging payments to suppliers using LC -UPAS.

5. Project Risk

Risk events that occur in projects run by the Company start with the project selection process, consortium selection, project contractual risks, project execution risks, and project completion. Project risks faced by PT Petrokimia Gresik include delays in investment development projects.

Mitigation efforts are carried out, among other things, by ensuring tender progress, appointing winners, and carrying out project construction according to the timeline.

6. Legal, Governance, and Compliance Risks

Risk events that occur in actions and/or lawsuits (litigation), fraud in the context of corruption, collusion, and nepotism, and non-compliance with applicable laws and regulations can increase uncertainty in achieving a company's performance. Legal, Governance and Compliance risks faced by PT Petrokimia Gresik include tax and customs correction impositions.

Mitigation efforts carried out include confirming with the Work Unit first before the translation results are finalized, reviewing the agreement/contract before it is signed, reviewing company regulations so that they do not conflict with legislative regulations, socializing the importance of legal compliance, send a memo to WL, including sanctions for those who are late, and socialization of LHKPN reporting procedures.

7. Reputational Risk

Risk events that occur due to negative news affect the Company's reputation and can increase uncertainty about the Company's performance achievement. Reputational risks faced by PT Petrokimia Gresik include negative perceptions in the mass media, public complaints, customer complaints not being handled properly, and complaints occurring because the quality does not meet the requirements for both quality and time.

Upaya mitigasi yang dilakukan antara lain:

- a. Mitigasi risiko persepsi negatif di media massa dengan cara membuat kerja sama seperti media partner, iklan, maupun *sponsorship*. Mengadakan temu wartawan untuk menyampaikan info perkembangan kinerja Perseroan, memberikan apresiasi karya jurnalistik bagi wartawan Gresik secara empat bulanan, menerapkan manajemen isu dan krisis untuk meminimalisir dampak negatif pemberitaan media massa, membuat *release* sesuai informasi kegiatan dan mengirimkan kepada media secara tepat waktu, serta menyampaikan *key message* Perseroan dalam setiap pembuatan siaran pers.
- b. Mitigasi risiko keluhan masyarakat dengan cara pemberdayaan kondisi sosial masyarakat sekitar Perseroan melalui program pemberdayaan masyarakat, melakukan pemetaan sosial secara periodik 3 (tiga) tahun sekali, dan *update* pemetaan sosial setiap tahun.
- c. Mitigasi risiko keluhan pelanggan dan keluhan karena kualitas dengan cara menerapkan standar batas waktu penanganan keluhan, membuat *quality control list* (cek prosedur, cek *fabrication squance*, dan cek dimensi), serta melakukan evaluasi hasil produksi dan fabrikasi.

8. Risiko Teknologi dan Keamanan Siber

Peristiwa risiko yang terjadi pada kegagalan perangkat lunak, perangkat keras, jaringan atau sistem teknologi informasi lainnya pada perusahaan, termasuk potensi paparan yang diakibatkan oleh serangan siber, kehilangan data, pelanggaran privasi, manipulasi data berbahaya dan/atau pengelolaan akses data. Risiko teknologi dan keamanan siber yang dihadapi oleh PT Petrokimia Gresik antara lain bocornya informasi internal Perseroan ke pihak lain tanpa izin dan kehilangan data penting.

Upaya mitigasi yang dilakukan antara lain:

- a. Mitigasi risiko bocornya informasi internal Perseroan ke pihak lain tanpa izin dengan cara menambah perangkat layanan internet secara berlapis/berjenjang, menyusun prosedur dan intruksi kerja terkait penggunaan internet di dalam Perseroan, dan secara berkala melakukan *penetration test*.
- b. Mitigasi risiko Perseroan terhadap kehilangan data penting dengan cara melakukan *back-up server* secara berkala, membuat prosedur *back-up*, melakukan sosialisasi kepada staf IT terkait, memastikan suhu ruang DC sesuai dengan standar, serta memastikan perangkat pengamanan ruang DC sudah terpasang.

9. Risiko Lingkungan Hidup

Peristiwa risiko yang terjadi pada kualitas, keamanan perusahaan, harta benda, jiwa manusia, dan lingkungan yang dapat timbul dari sumber bahaya atau ancaman

Mitigation efforts undertaken include:

- a. Mitigate the risk of negative perceptions in the mass media by creating collaborations such as media partners, advertising, and sponsorship. Hold journalists' meetings to convey information on the Company's performance developments. Providing appreciation for journalistic work for Gresik journalists on a four-monthly basis, implementing issue and crisis management to minimize the negative impact of mass media reporting, create releases according to activity information and send them to the media in a timely manner, and conveying the Company's key message in each press release.
- b. Mitigate the risk of community complaints by empowering the social conditions of the community around the Company through community empowerment programs, carry out social mapping periodically every 3 (three) years, and update the social mapping every year.
- c. Mitigate the risk of customer complaints and complaints due to quality by implementing standard time limits for handling complaints, creating a quality control list (check procedures, check fabrication squance, and check dimensions), and evaluating production and fabrication results.

8. Technology and Cybersecurity Risks

Risk events that occur in the failure of software, hardware, networks, or other information technology systems in a company include potential exposure resulting from cyber attacks, data loss, privacy violations, malicious data manipulation, and/or data access management. Technology and cybersecurity risks faced by PT Petrokimia Gresik include leaks of the Company's internal information to other parties without permission and losing important data.

Mitigation efforts undertaken include:

- a. Mitigate the risk of leaking the Company's internal information to other parties without permission by adding internet service devices in layers/tiers, developing procedures and work instructions related to internet use within the Company, and periodically carrying out penetration tests.
- b. Mitigate the risk of the Company losing important data by carrying out regular server back-up, creating back-up procedures, conducting socialization with relevant IT staff, ensuring that the DC room temperature is in accordance with standards, and ensuring that DC room security devices are installed.

9. Environmental Risk

Risk events that occur to the quality and security of the Company, property, human life, and the environment, which can arise from certain sources of danger or threats



tertentu yang berasal dari operasional perusahaan sehingga memengaruhi ketercapaian sasaran perusahaan. Risiko lingkungan hidup yang dihadapi oleh PT Petrokimia Gresik antara lain terjadi pencemaran lingkungan hidup. Upaya mitigasi yang dilakukan antara lain dengan cara mengajukan paten sederhana, mengajukan sertifikasi *Environmental Product Declaration* (EPD) dan *green building*, membangun Tempat Penyimpanan Sementara (TPS) di pabrik II B, serta memasang *Continuous Ambient Monitoring System* (CAMS).

10. Risiko Kesehatan & Keselamatan Kerja

Peristiwa risiko yang terjadi pada kualitas, keamanan perusahaan, harta benda, jiwa manusia dan lingkungan yang dapat timbul dari sumber bahaya atau ancaman tertentu yang berasal dari operasional perusahaan sehingga memengaruhi ketercapaian sasaran perusahaan. Risiko kesehatan & keselamatan kerja yang dihadapi oleh PT Petrokimia Gresik antara lain kecelakaan kerja. Upaya mitigasi yang dilakukan antara lain dengan cara meningkatkan *safety culture*, meningkatkan kompetensi K3 bagi karyawan dan kontraktor, serta meningkatkan kesiapan menghadapi tanggap darurat.

EVALUASI ATAS EFEKTIVITAS MANAJEMEN RISIKO

Untuk menjamin efektivitas penerapan manajemen risiko di PT Petrokimia Gresik, PG selalu secara rutin melakukan evaluasi baik secara internal maupun eksternal dengan rincian berikut:

1. Evaluasi internal dilakukan dengan cara melakukan kaji ulang manajemen yang dilakukan pada setiap semester yang dipimpin oleh Direksi.
2. Evaluasi eksternal dilakukan dengan cara asesmen oleh asesor eksternal dengan tahapan penilaian wawancara dan evaluasi dokumen. Berdasarkan hasil penilaian tersebut, maturitas pengelolaan PT Petrokimia Gresik pada tahun 2022 ada pada tahap *Managed* dengan skor 4,06 dari skala 1-5 dan pada tahap *Advanced Managed* skor 3,25 dari skala 1-4. Apabila dibandingkan dengan tahun 2021, skor maturitas pengelolaan manajemen risiko mengalami kenaikan dari tahun sebelumnya sebesar 3,05.

Pencapaian hasil maturitas pengelolaan manajemen risiko pada tahap *Managed* menunjukkan bahwa seluruh insan PT Petrokimia Gresik telah menggunakan teknik manajemen risiko dalam semua proses bisnis Perseroan serta didukung dengan strategi dan kebijakan pengendalian risiko yang telah terintegrasi.

Penilaian terhadap maturitas pengelolaan risiko tahun 2023 di Pupuk Indonesia Grup akan dilaksanakan pada triwulan I tahun 2024 setelah angka audit tahun buku 2023 diterbitkan oleh Kantor Akuntan Publik (KAP).

originating from a company's operations, thus affecting the achievement of a company's targets. Environmental risks faced by PT Petrokimia Gresik include environmental pollution. Mitigation efforts include applying for a simple patent, applying for Environmental Product Declaration (EPD) and green building certification, building a Temporary Storage Area (TPS) at the II B factory, and installing a Continuous Ambient Monitoring System (CAMS).

10. Occupational Health & Safety Risks

Risk events that occur to the quality and security of the Company, property, human life, and the environment can arise from certain sources of danger or threats originating from the Company's operations, thus affecting the achievement of the Company's targets. Occupational Health & Safety risks faced by PT Petrokimia Gresik include work accidents. Mitigation efforts carried out include improving safety culture, increasing OHS competency for employees and contractors, and increasing readiness to face emergency response.

EVALUATION OF RISK MANAGEMENT EFFECTIVENESS

To ensure the effectiveness of implementing risk management at PT Petrokimia Gresik, PG always routinely carries out evaluations both internally and externally with the following details:

1. Internal evaluation is carried out by conducting management reviews, which are carried out every semester by the Board of Directors.
2. External evaluation is carried out by means of an assessment by an external assessor, with stages of interview assessment and document evaluation. Based on the results of this assessment, the management maturity of PT Petrokimia Gresik in 2022 is at the *Managed* stage with a score of 4.06 on a scale of 1–5, and at the *Advanced Managed* stage with a score of 3.25 on a scale of 1-4. When compared with 2021, the risk management maturity score has increased from the previous year by 3.05.

The achievement of risk management maturity results at the *Managed* stage shows that all PT Petrokimia Gresik personnel have used risk management techniques in all of the Company's business processes and are supported by integrated risk control strategies and policies.

An assessment of the maturity of risk management in 2023 at Pupuk Indonesia Group will be carried out in the first quarter of 2024 after the audit figures for the 2023 financial year are published by the Public Accounting Firm (PAF).

PERNYATAAN DIREKSI DAN/ATAU DEWAN KOMISARIS ATAU KOMITE AUDIT ATAS KECUKUPAN SISTEM MANAJEMEN RISIKO

Direksi dan Dewan Komisaris melakukan *review* secara berkala terhadap penerapan manajemen risiko di Perseroan. Peninjauan tersebut terutama terkait dengan Kebijakan Manajemen Risiko, dasar penerapan, hingga aktivitas pengelolaan risiko.

Pada 2023, Perseroan telah menerapkan manajemen risiko berbasis SNI ISO 31000:2018, di mana dari hasil *review* tersebut, Direksi dan Dewan Komisaris menyatakan bahwa sistem manajemen risiko di Perseroan telah memadai berdasarkan tingkat kematangan penerapan manajemen risiko.

LAPORAN PEMANTAUAN MANAJEMEN RISIKO

Sebagai media komunikasi sesuai dengan Pedoman Manajemen Risiko Terintegrasi (MRT), maka Laporan MRT selain disampaikan kepada Direksi, juga dilaporkan ke Komite Nominasi & Remunerasi, GCG & Pemantau Risiko, dan PT Pupuk Indonesia (Persero). Laporan berkala ke PT Pupuk Indonesia (Persero) dalam kurun waktu triwulanan dan semesteran, serta rapat monitoring pemantauan MRT setiap bulan. Berikut laporan Manajemen Risiko:

1. Laporan Implementasi Tata Kelola Perusahaan & Manajemen Risiko Bulanan kepada Direktur Utama dan Direktur Keuangan dan Umum, serta Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko

Laporan Implementasi Tata Kelola Perusahaan & Manajemen Risiko memaparkan hal-hal sebagai berikut:

- Progres pelaksanaan penilaian tingkat maturitas manajemen risiko (*Risk Maturity Index/RMI*) serta tindak lanjut rekomendasinya.
- Pemantauan RTM.
- Pemantauan risiko operasional.
- Rekapitulasi peristiwa risiko.
- *Loss Event Database*.

Berikut realisasi Laporan Implementasi Tata Kelola Perusahaan & Manajemen Risiko

Keterangan Description	Jan Jan	Feb Feb	Mar Mar	Apr Apr	Mei May	Jun Jun	Jul Jul	Agu Aug	Sep Sep	Okt Oct	Nov Nov	Des Dec
Laporan Implementasi Tata Kelola Perusahaan & Manajemen Risiko bulanan Monthly Corporate Governance & Risk Management Implementation Report	√	√	√	√	√	√	√	√	√	√	√	√

STATEMENT OF THE BOARD OF DIRECTORS AND/OR BOARD OF COMMISSIONERS OR AUDIT COMMITTEE ON THE ADEQUACY OF THE RISK MANAGEMENT SYSTEM

The Board of Directors and Board of Commissioners conduct periodic reviews of the implementation of risk management in the Company. The review is mainly related to the Risk Management Policy, the basis for implementation, and risk management activities.

In 2023, the Company has implemented risk management based on SNI ISO 31000:2018, where from the results of the review, the Board of Directors and Board of Commissioners stated that the risk management system in the Company was adequate based on the maturity level of risk management implementation.

RISK MANAGEMENT MONITORING REPORT

As a communication medium in accordance with the Integrated Risk Management (MRT) Guidelines, the MRT Report is not only submitted to the Board of Directors (BOD), but also reported to the Nomination & Remuneration, GCG & Risk Monitoring Committee and PT Pupuk Indonesia (Persero). Periodic reports to PT Pupuk Indonesia (Persero) on a quarterly and semi-annual basis, as well as monthly RTM monitoring meetings. The following is the Risk Management report:

1. Monthly Corporate Governance & Risk Management Implementation Report to the President Director and Director of Finance and General Affairs, as well as the Nomination and Remuneration, GCG and Risk Monitoring Committees

The Corporate Governance & Risk Management Implementation Report describes the following matters:

- Progress on the implementation of the risk management maturity level assessment (*Risk Maturity Index/RMI*) as well as the follow-up of the recommendations;
- RTM monitoring;
- Operational risk monitoring;
- Recapitulation of risk events;
- Loss Event Database.

The following is the realization of the Corporate Governance & Risk Management Implementation Report:



2. Laporan Efektivitas Penerapan Manajemen Risiko ke PT Pupuk Indonesia (Persero) Semesteran

Laporan Efektivitas Penerapan Manajemen Risiko memaparkan hal-hal sebagai berikut:

- Perkembangan kapasitas dan kapabilitas organisasi dan SDM Manajemen Risiko.
- Pengelolaan RTM dan Risiko Operasional.
- Kajian Risiko.
- Evaluasi efektivitas penerapan manajemen risiko.

Berikut realisasi Laporan Efektivitas Penerapan Manajemen Risiko:

2. Semesterly Report on the Effectiveness of Risk Management Implementation at PT Pupuk Indonesia (Persero)

The Risk Management Implementation Effectiveness Report explains the following:

- Development of Risk Management organizational capacity, capability, and human resources.
- Management of RTM and Operational Risk.
- Risk Assessment.
- Evaluate the effectiveness of risk management implementation.

The following is the realization of the Risk Management Implementation Effectiveness Report:

Keterangan Description	Semester I	Semester II
Laporan Efektivitas Penerapan Manajemen Risiko Risk Management Implementation Effectiveness Report	√	√

SISTEM PENGENDALIAN INTERNAL

Internal Control System

Sistem pengendalian internal merupakan suatu sistem yang dilakukan Perseroan, terdiri dari struktur organisasi, metode dan ukuran-ukuran untuk menjaga dan mengarahkan jalannya Perseroan agar bergerak sesuai dengan tujuan dan program Perseroan, dan mendorong efisiensi serta dipatuhinya kebijakan manajemen.

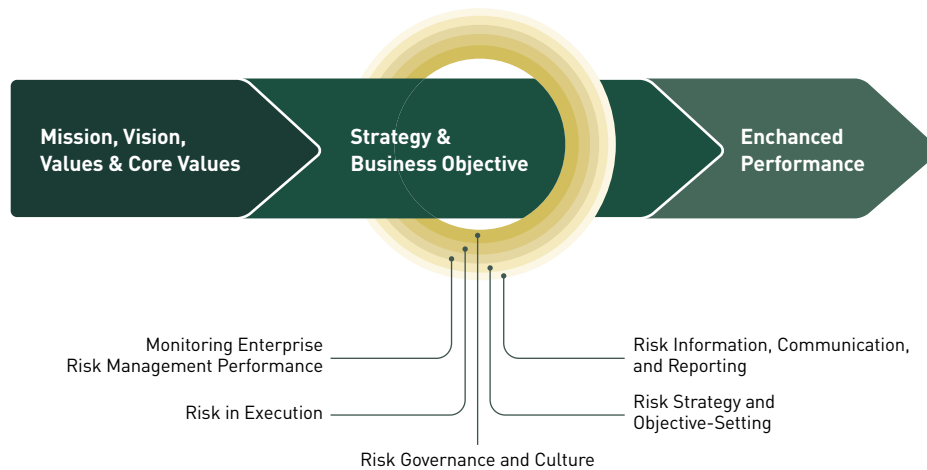
Dalam rangka penerapan GCG sesuai prinsip-prinsip *transparency* (keterbukaan), *accountability* (akuntabilitas), *responsibility* (pertanggungjawaban), *independency* (kemandirian), dan *fairness* (kewajaran), Direksi PT Petrokimia Gresik menetapkan Kebijakan Pengendalian Internal untuk mewujudkan sistem pengendalian internal yang kuat di lingkungan PT Petrokimia Gresik. Hal tersebut tertuang dalam Kebijakan Pengendalian Internal PG yang disahkan Direktur Utama pada tanggal 12 Oktober 2016.

Kebijakan pengendalian internal tersebut mengacu pada kerangka kontrol internal Committee of Sponsoring Organizations of the Treadway Commission (COSO).

The internal control system is a system implemented by the Company, consisting of organizational structure, methods, and measures to maintain and direct the Company's operations so that they move in accordance with the Company's goals and programs, and encourage efficiency and compliance with management policies.

In order to implement GCG in accordance with the principles of transparency, accountability, responsibility, independence, and fairness, the Board of Directors of PT Petrokimia Gresik has established an Internal Control Policy to create a strong internal control system in the PT Petrokimia Gresik environment. This is stated in the PG Internal Control Policy, which was approved by the President Director on October 12, 2016.

The internal control policy refers to the internal control framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO).



Penyelenggaraan sistem pengendalian internal mencakup komponen sebagai berikut:

1. Lingkungan Pengendalian

Dalam rangka menciptakan dan memelihara kesadaran seluruh elemen Perseroan terhadap pentingnya pengendalian internal, maka:

- a. Direksi menetapkan struktur organisasi yang mendukung terciptanya pengendalian internal yang efektif melalui pemisahan fungsi serta pemberian wewenang dan tanggung jawab yang memadai.
- b. Direksi menetapkan kode etik dan disiplin karyawan dalam Pedoman Tata Kelola Perusahaan yang Baik, Pedoman Etika Bisnis dan Etika Kerja, dan Perjanjian Kerja Bersama.
- c. Direksi mendukung terlaksananya pengembangan kompetensi seluruh karyawan secara berkelanjutan.

2. Penilaian risiko

Masing-masing Unit Kerja harus mengidentifikasi, menganalisis, dan menilai pengelolaan risiko yang relevan dan berkaitan dengan pelaksanaan kegiatan operasionalnya, baik yang berasal dari dalam maupun luar Perseroan.

3. Aktivitas Pengendalian

Dalam pelaksanaan kegiatan, Perseroan senantiasa dilakukan proses pengendalian pada setiap tingkat dan unit dalam struktur organisasi Perseroan, antara lain melalui kebijakan dan prosedur yang mengatur mengenai kewenangan, otorisasi, verifikasi, rekonsiliasi, penilaian atas prestasi kerja, pemisahan fungsi, keamanan terhadap aset Perseroan, serta reviu atas kebijakan/prosedur dimaksud secara berkala guna menjamin kesesuaiannya dengan perkembangan Perseroan dan ketentuan eksternal lainnya.

The implementation of an internal control system includes the following components:

1. Control Environment

In order to create and maintain awareness of all elements of the Company regarding the importance of internal control, therefore:

- a. The Board of Directors determines an organizational structure that supports the creation of effective internal control through the separation of functions and the assignment of adequate authority and responsibility.
- b. The Board of Directors establishes a code of ethics and discipline for employees in the Good Corporate Governance Guidelines, Business Ethics and Work Ethics Guidelines, and Collective Labor Agreements.
- c. The Board of Directors supports the implementation of continuous competency development for all employees.

2. Risk assessment

Each Work Unit must identify, analyze, and assess risk management that is relevant and related to the implementation of its operational activities, both within and outside the Company.

3. Control Activities

In carrying out the Company's activities, a control process is always carried out at every level and unit in the Company's organizational structure, including through policies and procedures that regulate authority, authorization, verification, reconciliation, assessment of work performance, separation of functions, security of the Company's assets and reviews of such policies/procedures periodically to ensure their conformity with the Company's developments and other external regulations.



4. Sistem Informasi dan Komunikasi

Perseroan menyelenggarakan proses penyajian laporan mengenai kegiatan operasional, finansial, serta ketaatan dan kepatuhan terhadap ketentuan peraturan perundang-undangan secara tepat waktu, akurat, jelas dan objektif. Proses *review* senantiasa dilakukan dalam penyusunan laporan keuangan Perseroan untuk menjamin bahwa Perseroan telah melakukan sistem pengendalian internal yang memadai dan laporan keuangan telah disajikan sesuai dengan Standar Akuntansi Keuangan dan peraturan perundang-undangan yang berlaku.

5. Pemantauan

Setiap tingkat dan unit dalam struktur organisasi Perusahaan harus melakukan kegiatan pemantauan melalui proses penilaian terhadap kualitas sistem pengendalian internal yang telah dijalankan.

Pemantauan terhadap pelaksanaan sistem pengendalian internal Perusahaan juga dilakukan oleh SPI melalui kegiatan audit maupun evaluasi atas efektivitas dan efisiensi pengendalian internal, manajemen risiko dan proses tata kelola perusahaan.

Direksi beserta seluruh karyawan harus berperan aktif dalam penyelenggaraan Sistem Pengendalian Internal ini, sehingga dapat mendukung pencapaian tujuan Perseroan secara keseluruhan. Sistem pengendalian internal Perseroan diimplementasikan antara lain dalam pedoman perilaku bisnis, pedoman operasional, prosedur, petunjuk pelaksanaan, instruksi kerja, dan dokumen acuan lainnya.

EVALUASI TERHADAP EFEKTIVITAS SISTEM PENGENDALIAN INTERNAL

Untuk mengetahui tingkat efektivitas Sistem Pengendalian Internal Perusahaan (SPIP), SPI telah melaksanakan Evaluasi atas Penerapan SPIP pada tahun 2020.

Evaluasi dilakukan dengan ruang lingkup meliputi 5 (lima) komponen pengendalian internal sesuai standar COSO. Hasil evaluasi menunjukkan bahwa penerapan SPIP berada pada tingkat 2, dengan skor capaian sebesar 89,25%, menunjukkan predikat "Baik", yaitu pengendalian internal telah terstandarisasi dan secara periodik dievaluasi. Rincian hasil evaluasi disajikan sebagai berikut:

No.	Komponen Component	Bobot Weight	Nilai Value	Tingkat Capaian Achievement Level
1	Lingkungan Pengendalian Control Environment	30	26,41	88,04%
2	Penilaian Risiko Risk Assessment	20	18,28	91,39%
3	Kegiatan Pengendalian Control Activities	20	17,39	86,94
4	Informasi dan Komunikasi Information and Communication	15	13,63	90,89%
5	Pemantauan Monitoring	15	13,54	90,26%
Total		100	89,25	89,25%

4. Information and Communication Systems

The Company carries out the process of presenting reports regarding operational, financial activities, as well as compliance with and adherence to statutory provisions, in a timely, accurate, clear, and objective manner. A review process is always carried out in preparing the Company's financial statements to ensure that the Company has implemented an adequate internal control system and that the financial statements have been presented in accordance with Financial Accounting Standards and applicable laws and regulations.

5. Monitoring

Each level and unit in the Company's organizational structure must carry out monitoring activities through an assessment process of the quality of the internal control system that has been implemented.

Monitoring of the implementation of the Company's internal control system is also carried out by SPI through audit activities and evaluation of the effectiveness and efficiency of internal control, risk management, and corporate governance processes.

The Board of Directors and all employees must play an active role in implementing this Internal Control System, so that it can support the achievement of the Company's overall goals. The Company's internal control system is implemented, among other things, in business conduct guidelines, operational guidelines, procedures, implementation instructions, work instructions, and other reference documents.

EVALUATION OF THE EFFECTIVENESS OF THE INTERNAL CONTROL SYSTEM

To determine the level of effectiveness of the Company's Internal Control System (SPIP), SPI has carried out an Evaluation of the Implementation of SPIP in 2020.

The evaluation was carried out with a scope covering 5 (five) internal control components according to COSO standards. The evaluation results show that the implementation of SPIP is at level 2, with an achievement score of 89.25%, indicating a "Good" predicate, meaning that internal control has been standardized and periodically evaluated. Details of the evaluation results are presented as follows:

Sampai dengan 31 Desember 2023, seluruh rekomendasi atas Evaluasi Penerapan SPIP tahun 2020 telah ditindaklanjuti secara tuntas. Evaluasi efektivitas penerapan Sistem Pengendalian Internal juga secara terus menerus dilakukan oleh SPI bersamaan dengan pelaksanaan kegiatan internal audit, evaluasi, dan konsultasi.

Hasil evaluasi atas sistem pengendalian internal berupa rekomendasi hasil audit internal dan eksternal dapat menjadi masukan bagi manajemen dalam mengambil langkah perbaikan atau menyempurnakan sistem pengendalian internal maupun kebijakan yang sudah ada (perubahan prosedur, pedoman kerja, dan lain-lain) guna menjamin efektivitas dan efisiensi kegiatan operasi serta pengamanan aset Perseroan.

Pada tahun 2023, KAP PwC juga melakukan audit dan memberikan pendapat atas kepatuhan terhadap pengendalian internal di mana dari hasil audit tersebut tidak terdapat temuan berkaitan dengan pengendalian internal yang dipandang sebagai kelemahan material.

PERNYATAAN DIREKSI DAN/ATAU DEWAN KOMISARIS ATAS KECUKUPAN SISTEM PENGENDALIAN INTERNAL

Hingga tahun 2023, Sistem Pengendalian Internal Perusahaan telah mencakup pengendalian di bidang keuangan, operasional, serta kepatuhan terhadap peraturan perundang-undangan yang berlaku. Perseroan telah melakukan evaluasi atas efektivitas pengendalian internal yang terakhir kali dilaksanakan pada tahun 2020 dengan hasil yang menunjukkan predikat “Baik” yaitu pengendalian internal telah distandardisasi dan secara periodik dievaluasi. Selain itu, berdasarkan hasil Audit yang dilakukan oleh KAP PwC tahun 2023, disampaikan bahwa tidak terdapat temuan berkaitan dengan pengendalian internal yang dipandang sebagai kelemahan material.

Dari hasil reviu yang dilaksanakan oleh Direksi dan Dewan Komisaris, Sistem Pengendalian Internal yang diterapkan Perseroan dinilai telah memadai. Bahkan telah selaras dengan praktik terbaik di tingkat internasional, yaitu COSO.

As of December 31, 2023, all recommendations for the 2020 SPIP Implementation Evaluation have been completely followed up. Evaluation of the effectiveness of the Implementation of Internal Control System is also continuously carried out by SPI in conjunction with the implementation of internal audit, evaluation, and consultation activities.

The results of the evaluation of the internal control system in the form of recommendations from internal and external audit results can be input for management in taking steps to improve or refine the internal control system and existing policies (changes to procedures, work guidelines, etc.) to ensure the effectiveness and efficiency of operational activities and secure the Company's assets.

In 2023 KAP PwC also conducted an audit and provided an opinion on compliance with internal controls where from the results of the audit there were no findings related to internal control that were considered a material weakness.

STATEMENT OF THE BOARD OF DIRECTORS AND/OR BOARD OF COMMISSIONERS ON THE ADEQUACY OF THE INTERNAL CONTROL SYSTEM

Until 2023, the Company's Internal Control System has included controls in the fields of finance, operations, and compliance with applicable laws and regulations. The company has evaluated the effectiveness of internal control, which was last carried out in 2020 with the results showing the predicate “Good”, namely internal control has been standardized and periodically evaluated. In addition, based on the results of the Audit conducted by KAP PwC in 2023, it was conveyed that there were no findings related to internal control which were considered as material weaknesses.

From the results of the review carried out by the Board of Directors and the Board of Commissioners, it is assessed that the Internal Control System implemented by the Company is adequate. In fact, it has been aligned with best practices at the international level, namely the COSO.



PERKARA PENTING

Important Cases

Dalam melaksanakan kegiatan Perseroan, manajemen dan struktural selalu mematuhi peraturan perundang-undangan yang berlaku, sehingga sampai dengan akhir tahun 2023, Perseroan, Entitas Anak, seluruh anggota Dewan Komisaris dan anggota Direksi tidak menghadapi gugatan praktik monopoli dan persaingan perusahaan tidak sehat, serta tindak pidana korupsi maupun perkara hukum penting yang berarti.

In carrying out the Company's activities, management and structure always comply with applicable laws and regulations, so that until the end of 2023, the Company, its Subsidiaries, all members of the Board of Commissioners, and members of the Board of Directors did not face a lawsuit for monopolistic practices and unfair competition, as well as criminal acts of corruption or significant legal cases.

SANKSI ADMINISTRATIF OLEH OTORITAS TERKAIT

Administrative Sanctions by the Authority Related

Sepanjang tahun 2023, Perseroan, Dewan Komisaris, maupun Direksi tidak ada yang mendapatkan sanksi administrasi.

Throughout 2023, the Company, Board of Commissioners, and Board of Directors did not receive any administrative sanctions.

PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN DAN/ATAU MANAJEMEN (ESOP/MSOP)

Employee and/or Management Share Ownership Programs (ESOP/MSOP)

Sampai dengan tanggal 31 Desember 2023, PG tidak memiliki program kepemilikan saham oleh karyawan dan/atau manajemen yang dilaksanakan Perseroan (ESOP/MSOP). Oleh karena itu, PG tidak memiliki informasi mengenai jumlah saham ESOP/MSOP dan realisasinya, jangka waktu, persyaratan karyawan dan/atau manajemen yang berhak dan harga *exercise*.

As of December 31, 2023, PG does not have an employee and/or management share ownership program implemented by the Company (ESOP/MSOP). Therefore, PG does not have information regarding the number of ESOP/MSOP shares and their realization, time period, requirements of eligible employees and/or management, and exercise prices.

AKSES INFORMASI DAN DATA PERUSAHAAN

Access to Company Information and Data

Petrokimia Gresik senantiasa mengedepankan prinsip keterbukaan kepada para Pemegang Saham dan Pemangku Kepentingan lainnya. Komitmen tersebut diwujudkan dengan memberikan akses seluas-luasnya terhadap informasi kinerja Perseroan, termasuk informasi keuangan dan informasi lainnya. Perseroan telah menyediakan kerangka pengelolaan informasi dan kemudahan akses berkomunikasi.

Oleh sebab itu, Petrokimia Gresik senantiasa membina hubungan baik dengan pihak eksternal maupun kalangan media dan segenap organisasi yang berkaitan dengan lingkungan bisnis Perseroan, serta menyelenggarakan hubungan guna menjaga akses informasi strategis; menyelenggarakan hubungan baik dengan semua kalangan pemerintah, baik tingkat nasional maupun lokal yang terkait dengan lingkungan bisnis Perseroan; menyediakan saluran komunikasi dengan masyarakat dan pemangku kepentingan lainnya; mengelola informasi-informasi yang perlu disampaikan ke lingkungan internal Perseroan.

Keterbukaan (*transparency*) kepada para Pemegang Saham dan masyarakat luas telah dilakukan dalam bentuk keterbukaan informasi melalui berbagai media dan kegiatan pengungkapan (*disclosure*) sesuai dengan peraturan Perseroan. Hal ini sejalan dengan kebijakan Perseroan untuk menegakkan dan mendorong keterbukaan dengan sebagai berikut:

Petrokimia Gresik always prioritizes the principle of openness to Shareholders and other Stakeholders. This commitment is realized by providing the widest possible access to the Company's performance information, including financial and other information. The Company has provided an information management framework and easy access to communication.

For this reason, Petrokimia Gresik always maintains good relationships with external parties, the media and all organizations related to the Company's business environment, as well as maintaining relationships to maintain access to strategic information; maintain good relations with all levels of government, both national and local levels related to the Company's business environment; providing communication channels with the community and other stakeholders; managing information that needs to be conveyed to the Company's internal environment.

Transparency to Shareholders and the wider public has been carried out in the form of information disclosure through various media and disclosure activities in accordance with the Company's regulations. This is in line with the Company's policy to uphold and encourage openness, as follows:

No.	Sarana Medium	Pihak yang Menerima Informasi Party Receiving Information								
		Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Karyawan Employees	Masyarakat Public	Distributor, Kios, Kelompok Tani, & Petani Distributors, Kiosks, Farmer Groups, & Farmers	Lembaga Negara State Institutions	Supplier	Media Massa Mass Media
1	Laporan Kinerja Bulanan, Triwulanan, dan Tahunan Monthly, Quarterly and Annual Performance Reports	✓	✓	✓						
2	E-mail	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Digital Office	✓	✓	✓	✓					
4	Presentasi Direksi Board of Directors' Presentation	✓	✓		✓					
5	Press Release	✓	✓		✓	✓	✓	✓	✓	✓
6	Press Conference	✓	✓		✓	✓	✓	✓	✓	✓



No.	Sarana Medium	Pihak yang Menerima Informasi Party Receiving Information								
		Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Karyawan Employees	Masyarakat Public	Distributor, Kios, Kelompok Tani, & Petani Distributors, Kiosks, Farmer Groups, & Farmers	Lembaga Negara State Institutions	Supplier	Media Massa Mass Media
7	Jawaban Pertanyaan DPR dalam rangka Rapat Dengar Pendapat (RDP) Answers to DPR Questions in the context of the Hearing Meeting (RDP)							√		
8	Majalah 'GEMA' 'GEMA' Magazine	√	√	√	√					
9	Website Pengendalian Dokumen Document Control Website				√					
10	Website	√	√	√	√	√	√	√	√	√
11	Media Sosial Social Media	√	√	√	√	√	√	√	√	√
12	Sarasehan Petani Farmers' Workshop						√			
13	Staf Perwakilan Daerah Penjualan (SPDP) Regional Sales Representative Staff (SPDP)					√	√	√		√
14	Pusat Layanan Pelanggan (PLP) Customer Service Center (PLP)					√	√			
15	Whatsapp Blast			√	√					
16	El Squad				√	√				

Perseroan menyediakan akses komunikasi dalam 2 (dua) bentuk, yaitu akses komunikasi internal dan akses komunikasi eksternal, yang secara rinci dijelaskan sebagai berikut:

1. Akses Komunikasi Internal

Akses komunikasi internal disediakan bagi karyawan untuk mengetahui berbagai kebijakan, strategi, dan kegiatan operasional serta pengembangan Perseroan ke depan. Akses komunikasi internal disediakan dalam bentuk:

a. Digital Office (DOF)

DOF merupakan media digital untuk korespondensi internal Perseroan, baik secara *top down* (arahan/disposisi) maupun *bottom up* (evaluasi/usulan/tindak lanjut) yang berkaitan dengan pelaksanaan tugas dan bisnis Perseroan, yang dapat diakses kapan pun dan di mana pun oleh manajemen maupun karyawan.

The Company provides communication access in 2 (two) forms, namely internal communication access and external communication access, which are explained in detail as follows:

1. Internal Communications Access

Internal communication access is provided for employees to find out about various policies, strategies, and operational activities, as well as the Company's future development. Internal communication access is provided in the form of:

a. Digital Office (DOF)

DOF is a digital medium for the Company's internal correspondence, both top-down (directions/disposition) and bottom-up (evaluation/proposals/follow-up) related to the implementation of the Company's duties and business, which can be accessed anytime and anywhere by management and employees.

- b. *Website* Enterprise University
Media *sharing knowledge* atas seluruh kompetensi yang ada di Perseroan yang melibatkan *expert* (karyawan) sebagai mentor dan karyawan serta pihak-pihak eksternal yang berkepentingan sebagai *mentee*. Enterprise University merupakan platform pembelajaran digital yang dapat mawadahi kegiatan belajar sekaligus berkolaborasi, berinteraksi, dan mengeksplorasi seluruh kompetensi yang dibutuhkan melalui *video based learning*, *digital handout*, ujian secara *online*, *assignment*, dan *coaching*.
- c. *Website* Pengendalian Dokumen (P-Men)
P-Men (<https://p-men.petrokimia-gresik.net/userpages/index>) adalah sistem informasi internal sebagai media distribusi Dokumen Sistem Manajemen Perseroan maupun dokumen-dokumen lainnya yang menjadi rujukan dalam pelaksanaan proses bisnis atau implementasi sistem manajemen di Perseroan.
- d. Komunikasi Tatap Muka (KTM)
Media yang digunakan untuk penyebaran kebijakan Perseroan, seperti Kebijakan Sistem Manajemen, Sasaran Mutu/*Quality Objective* Perseroan, dan kebijakan-kebijakan lainnya kepada semua Unit Kerja, mulai dari tingkat manajemen (*corporate*) sampai ke tingkat pelaksana operasional; dan penghimpunan masukan dari tingkat pelaksana operasional sampai tingkat manajemen perusahaan untuk penetapan kebijakan Perseroan.

Komunikasi tatap muka (rapat) dilakukan dalam bentuk:

- i. Forum Rapat Koordinasi, yang pelaksanaannya dibedakan berdasarkan keterlibatan tingkatan jabatan para peserta rapat dan permasalahan yang dibahas dalam rapat. Antara lain Rapat Korporasi, Rapat Kompartemen/Sesper, Rapat Departemen, dan Rapat Bagian.
- ii. Forum Rapat Distribusi Informasi Internal, yaitu rapat atau tatap muka untuk menyampaikan informasi internal kepada karyawan Perseroan, antara lain Rapat Distribusi A (Seluruh Direksi), Rapat Distribusi B (Direksi dengan *Grade I*), Rapat Distribusi C (Seluruh Pejabat *Grade I*), Rapat Distribusi D (*Grade I* dengan *Grade II*), dan penyampaian informasi internal Perseroan kepada Pejabat *Grade III* ke bawah.
- e. *E-mail*
E-mail merupakan sarana komunikasi antara karyawan di lingkungan Perseroan untuk penyampaian dan penerimaan berbagai data dan informasi yang terkait maupun tidak terkait dengan pelaksanaan tugas dan bisnis Perseroan.

- b. Enterprise University website
Knowledge sharing media for all competencies in the Company involve experts (employees) as mentors and employees, as well as interested external parties as mentees. Enterprise University is a digital learning platform that can accommodate learning activities while collaborating, interacting, and exploring all required competencies through video based learning, digital handouts, online exams, assignments, and coaching.
- c. Document Control Website (P-Men)
P-Men (<https://p-men.petrokimia-gresik.net/userpages/index>) is an internal information system as a distribution medium for the Company's Management System Documents and other documents that serve as references in the implementation of business processes or management system implementation in the Company.
- d. Face-to-Face Communication (KTM)
The media is used to disseminate the Company's policies, such as the Management System Policy, the Company's Quality Objectives, and other policies to all Work Units, starting from management level (*corporate*) to the operational implementation level; and gathering input from the operational implementation level to the Company's management level to determine the Company's policy.
- Face-to-face communication (meetings) is carried out in the form of:
- i. Coordination Meeting Forum, the implementation of which is differentiated based on the involvement of the position levels of the meeting participants and the issues discussed at the meeting. These include Corporate Meetings, Compartment/ Corsec Meetings, Departmental Meetings and Sectional Meetings.
- ii. Internal Information Distribution Meeting Forum, namely meetings or face-to-face meetings to convey internal information to the Company's employees. These include A Distribution Meetings (All Directors), B Distribution Meetings (Grade I Directors), C Distribution Meetings (All Grade I Officials), D Distribution Meetings (Grade I and Grade II), and Submission of the Company's internal information to Grade III Officials and below.
- e. E-mail
E-mail is a means of communication between employees within the Company for the delivery and receipt of various data and information related or not related to the implementation of the Company's duties and business.



- f. Majalah Internal Perusahaan "GEMA"
GEMA adalah majalah yang diterbitkan setiap bulan, utamanya untuk konsumsi karyawan, meskipun juga dibagikan secara terbatas kepada Departemen Komunikasi Korporat anak perusahaan PT Petrokimia Gresik, dan anggota *holding* PT Pupuk Indonesia. GEMA menyajikan informasi tentang:
- i. Pesan Direksi (CEO *Speech*) dalam rubrik Topik Utama;
 - ii. Kebijakan dan pengembangan Perseroan;
 - iii. Berbagai aktivitas bisnis yang dilakukan Perseroan;
 - iv. Berbagai aktivitas sosial (CSR/*Community Development*/Program Kemitraan dan Bina Lingkungan) yang dilakukan Perseroan;
 - v. Kegiatan departemen/unit kerja di Perseroan;
 - vi. Tulisan karyawan;
 - vii. Suara/pendapat milenial Perseroan terkait isu/topik tertentu;
 - viii. Artikel ringan (hobi, kesehatan, olahraga, kuis, dan lain-lain).
- g. WA Blast (*Broadcast Message*)
Media Perseroan yang digunakan untuk menyampaikan informasi melalui *broadcast message* yang diterima dalam bentuk *personal chat* menggunakan aplikasi berbasis *instant messaging* WhatsApp. Informasi yang dibagikan untuk seluruh karyawan meliputi kegiatan, imbauan, maupun pembaruan informasi terkini Perseroan, sedangkan untuk Direksi dan SEVP adalah laporan yang membutuhkan waktu cepat, misalnya dokumentasi kegiatan, *digital greeting* untuk *stakeholder*, serta *update* pemberitaan Perseroan secara harian.
2. Akses Komunikasi Eksternal
Akses komunikasi eksternal disediakan bagi *stakeholders* lainnya (Pemegang Saham, Dewan Komisaris, Pelanggan, Pemasok, Distributor, Masyarakat) untuk mendapatkan atau menyampaikan informasi yang terkait dengan perusahaan dan kegiatan operasional Perseroan. Akses komunikasi eksternal disediakan dalam bentuk:
- a. Website
Website Perseroan (<http://www.petrokimia-gresik.com>) hadir sebagai *one stop digital information center* yang menghilangkan jarak ruang dan waktu, serta *inaccurate information* antara Perseroan dengan *stakeholder*, menyediakan informasi resmi Perseroan kepada *stakeholders* tentang data yang tersedia seputar profil perusahaan, tata kelola, informasi produk perusahaan, *Corporate Social Responsibility* (CSR), laporan tahunan, laporan keuangan, informasi tender, pemasaran dan distribusi, serta dilengkapi tautan antara lain: *e-Procurement*, *e-Recruitment*, *e-Announcement*, Kementerian BUMN, Kontak Resmi,
- f. "GEMA" Internal Company Magazine
GEMA is a magazine published every month, mainly for employee consumption, although it is also distributed on a limited basis to the Corporate Communications Department of the subsidiary of PT Petrokimia Gresik, and members of the holding company PT Pupuk Indonesia. GEMA presents information about:
- i. Board of Director's Message (CEO Speech) in the Main Topics rubric;
 - ii. The Company's policies and development;
 - iii. Various business activities carried out by the Company;
 - iv. Various social activities (CSR/*Community Development*/Partnership and Environmental Development Programs) carried out by the Company;
 - v. Department/work unit activities in the Company
 - vi. Employee writing
 - vii. Voices/opinions of the Company's millennials regarding certain issues/topics
 - viii. Light articles (hobbies, health, sports, quizzes, etc.).
- g. WA Blast (*Broadcast Message*)
The Company's media is used to convey information through broadcast messages received in the form of personal chat using the WhatsApp instant messaging based application. The information distributed to all employees includes activities, appeals, and the Company's latest information updates, while for the Board of Directors and SEVPs are reports that require quick time, for example documentation of activities, digital greetings for stakeholders, as well as the Company's daily news updates.
2. External Communications Access
External communication access is provided for other stakeholders (Shareholders, Board of Commissioners, Customers, Suppliers, Distributors, and the Community) to obtain or convey information related to the Company and its operational activities. External communication access is provided in the form of:
- a. Website
The Company website (<http://www.petrokimia-gresik.com>) is present as a one stop digital information center that eliminates distance and time, as well as inaccurate information between the Company and its stakeholders, providing the Company's official information to stakeholders regarding available data regarding the Company's profile, governance, product information, Corporate Social Responsibility (CSR), annual reports, financial statements, tender information, marketing and distribution, and equipped with links including: *e-Procurement*, *e-Recruitment*, *e-Announcement*, Ministry of SOE,

serta menampilkan berita seputar perusahaan (reportase, pengumuman, siaran pers, dan artikel). Pemutakhiran konten *website*, baik data, tampilan maupun berita dilakukan secara rutin, menyesuaikan adanya perkembangan/perubahan data terkini, dan selaras dengan ketentuan yang berlaku. Konten-konten yang ada di *website* diharapkan dapat menjadi referensi/rujukan *stakeholders* terkait peran dan bisnis Petrokimia Gresik dalam mendukung ketahanan pangan nasional, pertanian berkelanjutan, serta kemajuan ekonomi Indonesia.

Upaya memberikan informasi resmi seputar Perseroan yang *up to date*, dan akurat melalui *website* resmi Perseroan sangat dinilai sangat efektif untuk menjaga dan meningkatkan kepercayaan *stakeholders*, hal ini dibuktikan dari tingginya jumlah *visitor website* Petrokimia Gresik sepanjang tahun 2023, yaitu sebanyak 1.273.647 *visitors*.

b. Media Sosial

Perseroan memanfaatkan platform digital sebagai bentuk komunikasi interaktif dan kreatif yang saat ini banyak digunakan oleh *stakeholder*, seperti X/Twitter (@petrogresik), Facebook (PT Petrokimia Gresik Official), Youtube (PT Petrokimia Gresik), dan Instagram (@petrokimiagresik_official), sebagai media informasi perusahaan dan juga jendela untuk mengetahui informasi lengkap yang disediakan Perseroan melalui *website*. Media sosial Perseroan menampilkan berbagai informasi yang *up to date*, mulai dari kegiatan Perseroan, informasi dan tips produk, hingga informasi terkini di dunia pertanian yang dibutuhkan oleh *audiens*.

Upaya penyebaran informasi melalui media sosial ini dinilai sangat efektif dilakukan, hal ini dinilai dari tingginya antusiasme *audiens* sepanjang tahun 2023 yang dilihat dari capaian *impression* media sosial yang mencapai 3.059.942 dan 357.219 *engagement*. Data survei juga menunjukkan bahwa 92,54% *audiens* sangat puas dengan pengelolaan media sosial Petrokimia Gresik.

c. Buku Promosi dan Informasi Produk

Buku promosi berisi informasi tentang produk pupuk yang dihasilkan oleh Perseroan, mencakup antara lain informasi tentang:

- i. Jenis dan kapasitas produksi Perseroan;
- ii. Spesifikasi pupuk;
- iii. Kegunaan dan gejala kekurangan unsur hara pada tanaman;
- iv. Pengelolaan pupuk;
- v. Keunggulan pupuk produksi PT Petrokimia Gresik;

Official Contact, as well as displaying news about the Company (reportages, announcements, press releases and articles). Updating website content, both data, displays and news, is carried out regularly, adapting to the latest developments/changes in data, and in line with applicable regulations. It is hoped that the content on website can become a reference for stakeholders regarding the role and business of Petrokimia Gresik in supporting national food security, sustainable agriculture, and Indonesia's economic progress.

Efforts to provide up-to-date and accurate official information about the Company through the Company's official website are considered very effective in maintaining and increasing stakeholder trust, as reflected by the high number of visitors to the Petrokimia Gresik website throughout 2023, amounting to 1,273,647 visitors.

b. Social Media

The Company utilizes digital platforms as a form of interactive and creative communication that is currently widely used by stakeholders, such as X/Twitter (@petrogresik), Facebook (PT Petrokimia Gresik Official), YouTube (PT Petrokimia Gresik), and Instagram (@petrokimiagresik_official) as a company's information media and also a window to find out complete information provided by the Company via the Website. The Company's social media displays various up-to-date information, ranging from the Company's activities, product information, and tips to the latest information in the world of agriculture that is needed by the audience.

Efforts to disseminate information via social media are considered to be very effective, as reflected by the high enthusiasm of the audience throughout 2023, as seen from the social media impression achievements, which reached 3,059,942 and 357,219 engagements, respectively. Survey data also shows that 92.54% of audiences are very satisfied with Petrokimia Gresik's social media management.

c. Promotional Books and Product Information

The promotional book contains information about fertilizer products produced by the Company, including, among other things, information about:

- i. Type and production capacity of the Company;
- ii. Fertilizer specifications;
- iii. Uses and symptoms of nutrient deficiencies in plants;
- iv. Fertilizer management
- v. Advantages of fertilizer produced by PT Petrokimia Gresik



- vi. Hasil-hasil demonstrasi plot (demplot) di lahan;
- vii. Anjuran takaran penggunaan pupuk

Buku ini disediakan bagi petani dan para pihak yang berkaitan dengan usaha pertanian dengan tujuan untuk memberikan pemahaman yang benar tentang kemampuan Perseroan dalam menyediakan produk pupuk disertai dengan spesifikasinya dan tata cara penggunaannya.

- d. **Buku & Video *Company Profile***
Company profile merupakan media buku cetak dan *online* yang disediakan oleh Perseroan untuk menyampaikan informasi kepada *stakeholders* tentang Perseroan dan kegiatan bisnisnya selama kurun waktu tertentu. Isi *company profile* secara periodik di-*review* untuk disesuaikan dengan perkembangan informasi kebutuhan informasi demi memberikan pengetahuan yang akurat sesuai harapan *stakeholders*.
- e. **Pusat Layanan Pelanggan (PLP)**
 PLP merupakan organisasi terpusat di bawah Pupuk Indonesia bekerja sama dengan Departemen Administrasi Pemasaran Petrokimia Gresik yang berfungsi untuk mendapatkan suara pelanggan (*gaining customer voice*) melalui: telepon bebas pulsa (0800.1008001), Whatsapsp (0811 9918 001), dan *e-mail* (konsumen@pupuk-indonesia.com).
- f. **Staf Perwakilan Daerah Penjualan (SPDP)**
 SPDP adalah petugas lapangan yang ditempatkan oleh Perseroan sebagai *frontliners* yang bertugas mewakili dan menyampaikan informasi Perseroan kepada *stakeholder*, baik pemerintah daerah, TNI/Polri, kelompok kepentingan (LSM), media massa, petani, dan sebagainya, serta menggali informasi dari sisi pelanggan misalnya keluhan pelanggan terhadap kualitas produk.
- g. ***Employee Influencer Squad* Petrokimia Gresik**
Employee Influencer (EI) Squad Petrokimia Gresik merupakan garda terdepan yang berfungsi untuk melakukan diseminasi informasi positif Perseroan secara masif, terstruktur, dan terukur serta untuk memitigasi dan menanggulangi krisis citra Perseroan melalui media sosial (Instagram dan Tiktok).

 Upaya diseminasi informasi Perseroan melalui *EI Squad* Petrokimia Gresik dinilai sangat efektif dilakukan, hal ini dilihat dari tingginya paparan *audience* sepanjang tahun 2023 melalui capaian *impression* 6.534.564, *reach* 2.706.770, *engagement* 454.633 dari 1.856 konten yang berhasil dibuat oleh *EI Squad* Petrokimia Gresik.

- vi. Results of demonstration plots on land
- vi. Recommended dosage for fertilizer use

This book is provided for farmers and parties related to agricultural businesses with the aim of providing a correct understanding of the Company's ability to provide fertilizer products along with specifications and procedures for using them.

- d. **Company Profile Books & Videos**
 Company profile is a printed and online book provided by the Company to convey information to stakeholders about the Company and its business activities over a certain period of time. The contents of the company profile are periodically reviewed to adapt to developments in information needs in order to provide accurate knowledge according to stakeholder expectations.
- e. **Customer Service Center (PLP)**
 PLP is a centralized organization under Pupuk Indonesia in collaboration with the Marketing Administration Department of Petrokimia Gresik, which functions to gain customer voice via: toll-free telephone (0800.1008001), Whatsapp (0811 9918 001), and e-mail (consumer@fertilizer-indonesia.com).
- f. **Regional Sales Representative Staff (SPDP)**
 SPDPs are field officers placed by the Company as frontliners whose job is to represent and convey the Company's information to stakeholders, including local government, TNI/Polri, interest groups (NGOs), mass media, farmers, and so on, as well as gather information from the customer side, for example, customer complaints regarding product quality.
- g. **Petrokimia Gresik's *Employee Influencer Squad***
 Petrokimia Gresik's *Employee Influencer (EI) Squad* is the front guard whose function is to disseminate the Company's positive information in a massive, structured, and measurable manner, as well as to mitigate and overcome the Company's image crisis through social media (Instagram and Tiktok).

 Efforts to disseminate the Company's information through Petrokimia Gresik *EI Squad* are considered very effective, as can be seen from the high audience exposure throughout 2023 through the achievement of impressions of 6.534.564, reaches of 2.706.770, and engagement of 454,633 from 1,856 contents successfully created by Petrokimia Gresik *EI Squad*

h. Media Massa Nasional dan Lokal

Media massa nasional dan lokal (cetak, *online*, televisi, dan radio) menjadi media informasi yang digunakan Perseroan untuk menyampaikan informasi kepada publik termasuk seluruh *stakeholder*, terkait *Corporate Action*, *Corporate Issue*, *CSR Action*, serta klarifikasi terhadap pemberitaan negatif Perseroan melalui Siaran Pers dan *Press Conference*.

Selama tahun 2023, Perseroan telah merilis sebanyak 114 Siaran Pers, dengan klasifikasi isu sebagai berikut:

- a. Isu Bisnis (37 Siaran Pers)
Meliputi Program MAKMUR, stok dan penyaluran pupuk subsidi, *launching* produk, demplot, investasi pengembangan, kinerja dan strategi bisnis lainnya.
- b. Isu CSR (25 Siaran Pers)
Meliputi bantuan dan program *Corporate Social Responsibility* (CSR) yang berkaitan secara langsung dengan masyarakat.
- c. Isu Penghargaan (32 Siaran Pers)
Meliputi capaian/prestasi/*award*/apresiasi yang diraih Perseroan maupun yang diberikan oleh pihak eksternal.
- d. Isu HUT ke-50 Petrokimia Gresik (11 Siaran Pers)
Meliputi kegiatan Petro Agrifood Expo 2023, Petronite Fest 2023, penanaman 5.100 pohon *mangrove*, PG Inspiration Day, PG Bhakti Pelosok Negeri, jalan sehat dan pemeriksaan gratis, pertunjukan wayang kulit, khitanan umum gratis, serta rangkaian kegiatan pemberian bantuan Perseroan.
- e. Isu Lainnya (9 Siaran Pers)
Meliputi program kepedulian pada lingkungan, olahraga, serta dukungan atas pengembangan anak perusahaan.

Selama tahun 2023, Perseroan telah merilis sebanyak 114 Siaran Pers. Berikut rinciannya

h. National and Local Mass Media

National and local mass media (print, online, television, and radio) are the information media used by the Company to convey information to the public, including all of the Company's stakeholders, related to Corporate Action, Corporate Issues, CSR Action, as well as clarification of the Company's negative news through Press Releases and Press Conference.

In 2023, the Company released 114 press releases, with the following issue classification:

- a. Business Issues (37 Press Releases)
Includes the MAKMUR Program, stock and distribution of subsidized fertilizer, product launch, demonstration plots, investment development, performance and other business strategies.
- b. CSR Issues (25 Press Releases)
Includes assistance and Corporate Social Responsibility (CSR) programs that are directly related to the community.
- c. Awards Issues (32 Press Releases)
Includes achievements/awards/appreciation achieved by the Company and those given by external parties.
- d. Petrokimia Gresik 50th Anniversary Issues (11 Press Releases)
Includes activities at Petro Agrifood Expo 2023, Petronite Fest 2023, planting 5,100 mangrove trees, PG Inspiration Day, PG Bhakti Pelosok Negeri, health walks & free check-ups, shadow puppet shows, free public circumcisions, as well as a series of activities providing the Company's assistance.
- e. Other Issues (9 Press Releases)
Includes environmental awareness programs, sports, and support for subsidiary development.

In 2023, the Company released 114 Press Releases. The following are the details:

No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
1	<i>Green Port</i> Tuks Petrokimia Gresik Optimalkan Kelancaran Distribusi Pupuk di Tahun 2023 Green Port Tuks Petrokimia Gresik Optimizes Smooth Fertilizer Distribution in 2023	Jakarta	2 Januari 2023 January 2, 2023
2	Perluas Manfaat Program Makmur di Tahun 2023, Petrokimia Gresik Luncurkan "Santri Makmur" Expanding the Benefits of the Makmur Program in 2023, Petrokimia Gresik Launches "Santri Makmur"	Banyuwangi	11 Januari 2023 January 11, 2023
3	Petrokimia Gresik Resmikan TPQ dan Musala untuk Para Korban Erupsi Gunung Semeru Petrokimia Gresik Inaugurates TPQ and Prayer Room for Mount Semeru Eruption Victims	Lumajang	24 Januari 2023 January 24, 2023



No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
4	Petrokimia Gresik Dinobatkan sebagai Pionir Penyelenggara Keinsinyuran dan Pencetak Insinyur Profesional Terbanyak Petrokimia Gresik was Named the Pioneer in Organizing Engineering and Producing the Most Professional Engineers	Palembang	25 Januari 2023 January 25, 2023
5	Tambahan Gas dari Lapangan Jambaran Tiung Biru Amankan Bahan Baku Produksi Pupuk Petrokimia Gresik 2023 Additional Gas from Jambaran Tiung Biru Field Secures Raw Materials for Petrokimia Gresik Fertilizer Production in 2023	Bojonegoro	27 Januari 2023 January 27, 2023
6	Bermain di Kandang, Gresik Petrokimia Pupuk Indonesia Siap Rebut Poin Penuh di Seri Pertama Putaran Kedua Proliga 2023 Playing at home, Gresik Petrokimia Pupuk Indonesia is Ready to Win Full Points in the First Series of the Second Round of the 2023 Proliga	Gresik	1 Februari 2023 February 1, 2023
7	Petrokimia Gresik Bekali 44 Mahasiswa BESTRO dengan <i>Soft-skill 'Entrepreneurship & Mental Health'</i> . Petrokimia Gresik Equips 44 BESTRO Students with 'Entrepreneurship & Mental Health' Soft-skills.	Gresik	4 Februari 2023 February 4, 2023
8	Petrokimia Gresik Sukses 'Bidani' Pembangunan Pabrik NPK Pupuk Iskandar Muda Petrokimia Gresik Successfully Assisted in Establishing Iskandar Muda Fertilizer NPK Plant Construction	Aceh	10 Februari 2023 February 10, 2023
9	Dukung Peningkatan Produktivitas Pertanian di NTB, Petrokimia Gresik Kolaborasi dengan Dinas Pertanian melalui Program PPL Inspirasi Supporting Agricultural Productivity Improvement in NTB, Petrokimia Gresik Collaborates with the Department of Agriculture through the PPL Inspiration Program	Lombok	11 Februari 2023 February 11, 2023
10	Petrokimia Gresik Siapkan Rencana Strategis Dorong Produktivitas Pertanian dan Kemajuan Industri Kimia di Tahun 2023 Petrokimia Gresik Prepares Strategic Plan to Boost Agricultural Productivity and Progress of the Chemical Industry in 2023	Gresik	17 Februari 2023 February 17, 2023
11	Petrokimia Gresik Sulap Lahan Pemakaman menjadi <i>Moslem Memorial Park</i> dan Kebun Sayuran Petrokimia Gresik Converts a Cemetery Land into a Moslem Memorial Park and Vegetable Garden	Gresik	18 Februari 2023 February 18, 2023
12	Petrokimia Gresik Salurkan Bantuan Sembako untuk Korban Banjir di Gresik Petrokimia Gresik Distributes Basic Food Aid to Flood Victims in Gresik	Gresik	18 Februari 2023 February 18, 2023
13	Pupuk Komersil Petrokimia Gresik Berhasil Tingkatkan Produktivitas Padi di Kabupaten Lima Puluh Kota hingga 75% Petrokimia Gresik Commercial Fertilizer Successfully Increased Rice Productivity in Fifty Cities Regency by up to 75%	Limapuluh Kota Fifty Cities	26 Februari 2023 February 26, 2023
14	Luncurkan Program ECO-DROPBOX, Solusi Pengelolaan Sampah bagi Petrokimia Gresik Launching the ECO-DROPBOX Program, a Waste Management Solution for Petrokimia Gresik	Gresik	28 Februari 2023 February 28, 2023
15	Borong Delapan Penghargaan Pengelolaan Lingkungan, Petrokimia Gresik Pertahankan Anugerah "The Best IGA" Winning Eight Environmental Management Awards, Petrokimia Gresik Maintains "The Best IGA" Award	Jakarta	28 Februari 2023 February 28, 2023
16	Petrokimia Gresik Bersama PWI Gresik Lakukan Penanaman Pohon untuk Mitigasi Banjir dan Mengurangi Emisi Petrokimia Gresik Together with PWI Gresik Carry Out Tree Planting to Mitigate Flooding and Reduce Emissions	Gresik	2 Maret 2023 March 2, 2023
17	Jelang Ramadan, Petrokimia Gresik bersama Kementerian BUMN Siapkan 4.000 Sembako Murah di "Pasar Rakyat dan Bazar UMKM" Ahead of Ramadan, Petrokimia Gresik Together with the Ministry of SOE Prepare 4,000 Cheap Basic Foods at the "People's Market and MSME Bazaar"	Gresik	2 Maret 2023 March 2, 2023
18	Petrokimia Gresik Ajak Ribuan Peserta Ramaikan "Jalan Sehat bersama BUMN" di Pati dan Tegal Petrokimia Gresik Invites Thousands of Participants to Join the "Healthy Walk with SOE" in Pati and Tegal	Pati & Tegal	7 Maret 2023 March 7, 2023

No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
19	Jalin Komunikasi dengan Empat Duta Besar dari Timur Tengah dan Afrika Utara, Petrokimia Gresik Amankan Suplai Bahan Baku Establishing Communication with Four Ambassadors from the Middle East and North Africa, Petrokimia Gresik Secures Supply of Raw Materials	Gresik	8 Maret 2023 March 8, 2023
20	Menjelang Ramadan, Petrokimia Gresik Sediakan Pupuk Bersubsidi Dua Kali Lipat dari Ketentuan Minimum Pemerintah Ahead of Ramadan, Petrokimia Gresik Provides Subsidized Fertilizer Twice the Government's Minimum Requirements	Gresik	10 Maret 2023 March 10, 2023
21	Petrokimia Gresik Kembali Berangkatkan 38 Taruna Makmur Petrokimia Gresik Again Delivered 38 Taruna Makmur	Gresik	11 Maret 2023 March 11, 2023
22	Anugerah BUMN 2023: Inovatif dan Peduli UMKM, Petrokimia Gresik Raih Penghargaan "CEO Innovative Leader & Perusahaan Peduli Pengembangan UMKM Anugerah BUMN 2023: Innovative and Caring for MSMEs, Petrokimia Gresik Wins the "CEO Innovative Leader & Company Cares for MSME Development" Award	Jakarta	17 Maret 2023 March 17, 2023
23	Petrokimia Gresik Raih Platinum Winner di Ajang Kehumasan PRIA 2023 Petrokimia Gresik Wins Platinum Winner at the 2023 PRIA Public Relations Event	Bali	20 Maret 2023 March 20, 2023
24	Pengelolaan Komunikasi Petrokimia Gresik Kembali Meraih Penghargaan, Kali ini di Ajang 14 th SPS Awards Petrokimia Gresik Communications Management Won an Award Again at the 14 th SPS Awards Event	Jakarta	24 Maret 2023 March 24, 2023
25	Petrokimia Gresik, melalui UPZ Baznas Petrokimia Gresik, Bekali 1.000 Guru TPQ untuk Cetak Generasi Penerus Unggul di Gresik Petrokimia Gresik, through UPZ Baznas Petrokimia Gresik, Equips 1,000 TPQ Teachers to Create a Superior Next Generation in Gresik	Gresik	29 Maret 2023 March 29, 2023
27	Transformasi Digital Petrokimia Gresik Raih Penghargaan "BINTANG 5" atau Tertinggi dalam Digitech Award 2023 Petrokimia Gresik's Digital Transformation Wins "5 STAR" or Highest Award in the 2023 Digitech Award	Jakarta	30 Maret 2023 March 30, 2023
26	Kembangkan Potensi Daerah, Petrokimia Gresik Gandeng UMKM Sekitar Perusahaan Gelar Pelatihan dan Bazar Jajanan Tradisional "Lontar" Developing Regional Potential, Petrokimia Gresik Collaborates with Nearby MSMEs to Hold Training and Bazaar for Traditional Snacks "Lontar"	Gresik	6 April 2023 April 6, 2023
28	Berbagi Berkah Ramadan, Petrokimia Gresik Berikan Bantuan untuk Masjid, Musala, Pondok Pesantren, dan Panti Asuhan Sekitar Perusahaan Sharing the Blessings of Ramadan, Petrokimia Gresik Provides Assistance to Mosques, Prayer Rooms, Islamic Boarding Schools, and Orphanages Around the Company	Gresik	8 April 2023 April 8, 2023
29	Penerapan GCG Petrokimia Gresik Terus Meningkatkan Selama Empat Tahun Terakhir Petrokimia Gresik's GCG Implementation has Continued to Improve Over the Last Four Years	Gresik	13 April 2023 April 13, 2023
30	Menjelang Idulfitri 1444 H, Petrokimia Gresik Bagikan Lebih dari 12.500 Paket Sembako untuk Masyarakat Sekitar Perusahaan Ahead of Idulfitri 1444 H, Petrokimia Gresik Distributes More than 12,500 Basic Food Packages to Communities Around the Company	Gresik	14 April 2023 April 14, 2023
31	Hannover Messe 2023: Inovasi Digital Petrokimia Gresik Kembali Dipamerkan di Kancah Internasional Hannover Messe 2023: Petrokimia Gresik's Digital Innovation is Exhibited Again on the International Stage	Jerman Germany	19 April 2023 April 19, 2023
32	Berbagi Kebahagiaan Lebaran, Petrokimia Gresik Bersama BUMN Berangkatkan Rombongan Mudik Gratis Sharing the Happiness of Eid, Petrokimia Gresik Together with SOE Departs a Free Homecoming Group	Gresik	20 April 2023 April 20, 2023



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33	Petrokimia Gresik Berhasil Tingkatkan Produktivitas Pertanian Lewat Pendampingan Komprehensif Budi Daya Pertanian dan Pengolahan Pascapanen di Gianyar, Bali Petrokimia Gresik has succeeded in Increasing Agricultural Productivity through Comprehensive Assistance in Agricultural Cultivation and Post-harvest Processing in Gianyar, Bali	Bali	12 Mei 2023 May 12, 2023
34	Wadah Pembinaan & Prestasi, Kejurprov Senam Jatim 2023 Diramaikan 364 Atlet A Forum for Development & Achievement, the 2023 East Java Gymnastics Championship was Attended by 364 Athletes	Gresik	22 Mei 2023 May 22, 2023
35	Indonesia WOW Brand 2023: Phonska Plus Menjadi Pupuk Nonsubsidi Paling Direkomendasikan Petani Indonesia WOW Brand 2023: Phonska Plus is the Most Recommended Non-Subsidized Fertilizer by Farmers	Jakarta	23 Mei 2023 May 23, 2023
36	IFA Annual Conference 2023: Penanganan & Komersialisasi Gypsum Petrokimia Gresik Mendapatkan Apresiasi dari International Fertilizer Association (IFA) IFA Annual Conference 2023: Petrokimia Gresik Gypsum Handling & Commercialization Receives Appreciation from the International Fertilizer Association (IFA)	Ceko Czech	25 Mei 2023 May 25, 2023
37	Indonesian Conference & Competition Occupational Safety and Health (ICC-OSH) 2023: Petrokimia Gresik Borong Enam Penghargaan Kategori "4 Stars" untuk Inovasi di Bidang Safety Indonesian Conference & Competition Occupational Safety and Health (ICC-OSH) 2023: Petrokimia Gresik Receives Six Awards in the "4 Stars" Category for Innovation in the Safety Sector	Jakarta	30 Mei 2023 May 30, 2023
38	Menteri Pertanian Tinjau Kesiapan Program "Smart Precision Farming" Inisiasi Petrokimia Gresik Minister of Agriculture Reviews Readiness of the "Smart Precision Farming" Program Initiated by Petrokimia Gresik	Gresik	31 Mei 2023 May 31, 2023
39	Produktivitas Ubi Cilembu Meningkatkan 35,29% di Demplot Petrokimia Gresik, Wakil Bupati Sumedang Berharap Kerja Sama Dapat Terus Berlanjut Cilembu Sweet Potato Productivity Increases 35.29% at Petrokimia Gresik Demonstration Plot, Sumedang Deputy Regent Hopes Collaboration can Continue	Sumedang	1 Juni 2023 June 1, 2023
40	Peringati Hari Lingkungan Hidup Sedunia, Petrokimia Gresik Buka Rangkaian Peringatan dengan Edukasi Pengelolaan Sampah bagi 50 Pelajar SD Commemorating World Environment Day, Petrokimia Gresik Opens a Series of Commemorations with Waste Management Education for 50 Elementary School Students	Gresik	6 Juni 2023 June 6, 2023
41	"Konvensi Inovasi Petrokimia Gresik (KIPG) XXXVII" Inovasi Petrokimia Gresik Tahun 2022 Ciptakan Nilai Tambah Hingga Rp277 Miliar dengan 91% Keterlibatan Karyawan "Petrokimia Gresik Innovation Convention (KIPG) XXXVII" Petrokimia Gresik Innovation in 2022 Creates Added Value up to Rp277 Billion with 91% of Employee Involvement	Gresik	7 Juni 2023 June 7, 2023
42	Petrokimia Gresik Dukung Pembinaan Atlet Angkat Besi lewat Kejurnas Angkat Besi Remaja & Junior Pupuk Indonesia 2023 Petrokimia Gresik Supports the Development of Weightlifting Athletes through the Pupuk Indonesia Youth & Junior Weightlifting National Championship 2023	Surabaya	8 Juni 2023 June 8, 2023
43	Pekan Nasional (Penas) Petani Nelayan XVI: Petrokimia Gresik Pamerkan "Smart Precision Farming" di Hadapan Mentan National Week (Penas) Fishermen Farmers XVI: Petrokimia Gresik Exhibits "Smart Precision Farming" in the Presence of the Minister of Agriculture	Padang	11 Juni 2023 June 11, 2023
44	Tata Kelola CSR Petrokimia Gresik Pertahankan Prestasi "Top CSR 2023 #Stars 5" Petrokimia Gresik CSR Governance Maintains "Top CSR 2023 # 5 Stars Achievement	Jakarta	13 Juni 2023 June 13, 2023

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45	Memperkuat Komitmen Peduli Lingkungan, Petrokimia Gresik Hadirkan <i>Employee Green Behavior</i> Strengthening Commitment to Care for the Environment, Petrokimia Gresik Presents Employee Green Behavior	Gresik	14 Juni 2023 June 14, 2023
46	Petrokimia Gresik dan Pupuk Indonesia Dukung Prestasi Voli Indonesia melalui Ajang Asian Volleyball Confederation Petrokimia Gresik and Pupuk Indonesia Support Indonesian Volleyball Achievements through the Asian Volleyball Confederation Event	Gresik	19 Juni 2023 June 19, 2023
47	Petrokimia Gresik Kembali Buka Program Beasiswa Petani Muda Petrokimia Gresik Reopens Young Farmer Scholarship Program	Gresik	21 Juni 2023 June 21, 2023
48	Dua Atlet Binaan Petrokimia Gresik Sukses Antarkan Timnas Voli Putri Indonesia Ukir Sejarah sebagai <i>Runner-up</i> di Ajang AVC Two Athletes Trained by Petrokimia Gresik Successfully Lead the Indonesian Women's National Volleyball Team to Make History as Runners Up in the AVC Event	Gresik	26 Juni 2023 June 26, 2023
49	Gali Potensi Generasi Muda Indonesia, Petrokimia Gresik Dukung Aksi Sosial "Youth Action by BESTRO" Exploring the Potential of Indonesia's Young Generation, Petrokimia Gresik Supports Social Action "Youth Action by BESTRO"	Gresik	28 Juni 2023 June 28, 2023
50	Petrokimia Gresik Salurkan Hewan Kurban Senilai Rp947 Juta untuk Masyarakat Sekitar Perusahaan Petrokimia Gresik Distributes Sacrificial Animals Worth Rp947 Million to Communities Around the Company	Gresik	2 Juli 2023 July 2, 2023
51	51 Tahun Makmurkan Negeri, Petrokimia Gresik Capai Kinerja Terbaik Sepanjang Sejarah 51 Years of Prospering the Country, Petrokimia Gresik Achieves the Best Performance in History	Gresik	10 Juli 2023 July 10, 2023
52	Smart Precision Farming Antarkan Direktur Utama Petrokimia Gresik Raih "Best Performance" di Ajang CBDO Innolympia Festival Smart Precision Farming Leads the President Director of Petrokimia Gresik to Achieve "Best Performance" at the CBDO Innolympia Festival	Gresik	11 Juli 2023 July 11, 2023
53	Peringati HUT ke-51, Petrokimia Gresik Kembali Berbagi Berkah untuk Abang Becak & Masyarakat Sekitar Perusahaan Commemorating its 51 st Anniversary, Petrokimia Gresik Again Shares Blessings with Abang Becak & the Community Around the Company	Gresik	12 Juli 2023 July 12, 2023
54	Semarak 51 Tahun, Petrokimia Gresik Gelar Khitanan Umum Gratis untuk 100 Anak di Sekitar Perusahaan Celebrating 51 Years, Petrokimia Gresik Holds Free Public Circumcisions for 100 Children Around the Company	Gresik	13 Juli 2023 July 13, 2023
55	Petrokimia Gresik Berikan Edukasi & Agrowisata bagi Masyarakat melalui Petro Agrifood Expo 2023 Petrokimia Gresik Provides Education & Agrotourism for the Community through Petro Agrifood Expo 2023	Gresik	22 Juli 2023 July 22, 2023
56	Momen HUT ke-51, Petrokimia Gresik Hadirkan Solusi Terbaru untuk Pertanian Indonesia Moment of the 51 st Anniversary, Petrokimia Gresik Presents the Latest Solution for Indonesian Agriculture	Gresik	25 Juli 2023 July 25, 2023
57	Komitmen Tinggi Dorong Terciptanya SDM Unggul Indonesia, Petrokimia Gresik Manfaatkan <i>Digital Learning</i> untuk Pembelajaran Lembaga Pendidikan & Kembali Selenggarakan Program Vokasi Industri D3 High Commitment to Encourage the Creation of Superior Indonesian Human Resources, Petrokimia Gresik Utilizes Digital Learning for Educational Institution Learning & Organizes D3 Industrial Vocational Program	Surabaya	28 Juli 2023 July 28, 2023
58	Peringati Hari <i>Mangrove</i> Sedunia, Petrokimia Gresik Tanam 5.100 <i>Mangrove</i> di Kali Lamong Commemorating World Mangrove Day, Petrokimia Gresik Plants 5,100 Mangroves in Kali Lamong	Gresik	29 Juli 2023 July 29, 2023
59	PetroNite Fest, Pesta Rakyat dan UMKM Gresik Persembahkan Petrokimia Gresik Resmi Dibuka PetroNite Fest, Gresik People's Party and UMKM Presentation of Petrokimia Gresik Officially Opened	Gresik	31 Juli 2023 July 31, 2023



No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
60	Kolaborasi Program Makmur Petrokimia Gresik & SGN Tingkatkan Produktivitas Tebu di Mojokerto hingga 33% Collaboration of the Makmur Petrokimia Gresik & SGN Program Increases Sugarcane Productivity in Mojokerto by up to 33%	Mojokerto	10 Agustus 2023 August 10, 2023
61	Amankan Pasokan Pupuk, Petrokimia Gresik Perpanjang HoA bersama KrisEnergy Secure Fertilizer Supply, Petrokimia Gresik Extends HoA with KrisEnergy	Surabaya	14 Agustus 2023 August 14, 2023
62	Dihadiri Erick Thohir, Pasar Murah BUMN Kerja Sama Petrokimia Gresik bersama Pupuk Indonesia dan Pelindo, Ramai Diserbu Warga Attended by Erick Thohir, the SOE Cheap Market in Collaboration between Petrokimia Gresik and Pupuk Indonesia and Pelindo was Crowded with Residents	Surabaya	14 Agustus 2023 August 14, 2023
63	Program TJSL Petrokimia Gresik Raih Empat Penghargaan di Ajang "TJSL & CSR Award 2023" Petrokimia Gresik's TJSL Program Wins Four Awards at the "TJSL & CSR Award 2023" Event	Jakarta	15 Agustus 2023 August 15, 2023
64	Momen HUT ke-78 RI, Petrokimia Gresik Perkuat Komitmen Amanah Penyaluran Pupuk Bersubsidi dengan Transformasi Digital Berkelanjutan Moment of the Republic of Indonesia's 78 th Anniversary, Petrokimia Gresik Strengthens its Trustworthy Commitment to Distribution of Subsidized Fertilizer with Sustainable Digital Transformation	Gresik	17 Agustus 2023 August 17, 2023
65	Ramaikan HUT Kemerdekaan RI, Petrokimia Gresik Gelar Jalan Sehat Sekaligus Berdayakan UMKM Sekitar Perusahaan Celebrating the Independence Day of the Republic of Indonesia, Petrokimia Gresik Holds a Healthy Walk and Empowers MSMEs Around the Company	Gresik	21 Agustus 2023 August 21, 2023
66	Dukung Perkembangan Atlet Futsal Jawa Timur, Petrokimia Gresik Hadirkan Kompetisi Standar Nasional Supporting the Development of East Java Futsal Athletes, Petrokimia Gresik Presents National Standard Competition	Gresik	22 Agustus 2023 August 22, 2023
67	"SETALI" Petrokimia Gresik Dorong terciptanya Lingkungan Sehat bersama Sekolah di Sekitar Perusahaan "SETALI" Petrokimia Gresik Encourages the Creation of a Healthy Environment with Schools Around the Company	Gresik	23 Agustus 2023 August 23, 2023
68	Petrokimia Gresik Raih "Anugerah BAPETEN 2023" atas Komitmen Perusahaan Menjamin Keamanan dan Keselamatan dalam Pemanfaatan Tenaga Nuklir Petrokimia Gresik Wins "2023 BAPETEN Award" for the Company's Commitment to Guaranteeing Security and Safety in the Use of Nuclear Energy	Yogyakarta	24 Agustus 2023 August 24, 2023
69	Petrokimia Gresik Inspiration Day" Dorong Pelajar SMA Sekitar Perusahaan Siap Hadapi Persaingan di Masa Depan Petrokimia Gresik Inspiration Day" Encourages High School Students Around Companies to be Ready to Face Competition in the Future	Gresik	29 Agustus 2023 August 29, 2023
70	Wujudkan Masyarakat Sehat, Petrokimia Gresik Gelar Jalan Sehat dan Pemeriksaan Gratis Creating a Healthy Society, Petrokimia Gresik Holds Healthy Walks and Free Checkups	Surabaya	3 September 2023 September 3, 2023
71	Peringati Hari Pelanggan Nasional, Petrokimia Gresik Hadirkan Kemudahan Beli Pupuk melalui Petromart Official Store Commemorating National Customer Day, Petrokimia Gresik Presents the Ease of Buying Fertilizer through the Petromart Official Store	Gresik	4 September 2023 September 4, 2023
72	Petrokimia Gresik bersama Gubernur Jawa Timur Teken Kesepakatan Bersama untuk Pengelolaan Lingkungan di Jawa Timur Petrokimia Gresik with the Governor of East Java Sign a Joint Agreement for Environmental Management in East Java	Malang	5 September 2023 September 5, 2023
73	Inovasi Petrokimia Gresik di Bidang Lingkungan Borong Enam Penghargaan EPSA 2023 Petrokimia Gresik's Innovation in the Environmental Sector Wins Six 2023 EPSA Awards	Semarang	6 September 2023 September 6, 2023

No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
74	Program Santri Makmur yang Diresmikan Presiden Jokowi dan Menteri Erick Thohir Lahirkan <i>Project</i> Pertanian <i>Profitable</i> Santri Makmur Program Inaugurated by President Jokowi and Minister Erick Thohir Made Profitable Agricultural Projects	Gresik	7 September 2023 September 7, 2023
75	Inovasi Petrokimia Gresik Borong Delapan Penghargaan Tertinggi di Ajang Internasional IQPC Petrokimia Gresik Innovation Won Eight Highest Awards at the IQPC International Event	Malaysia	8 September 2023 September 8, 2023
76	Inovasi Petrokimia Gresik Ciptakan Masa Depan Baru dengan Optimalkan <i>Green Industry</i> dan Kepuasan Pelanggan Petrokimia Gresik Innovation creates a New Future by Optimizing Green Industry and Customer Satisfaction	Bontang	15 September 2023 September 15, 2023
77	Peringati Hari Perhubungan Nasional, Petrokimia Gresik Menyelenggarakan Kegiatan Bersih Laut dan Pelabuhan Commemorating National Transportation Day, Petrokimia Gresik Organizes Sea and Harbor Clean Up Activities	Gresik	17 September 2023 September 17, 2023
78	Optimalkan Ketersediaan Pupuk Nasional, Petrokimia Gresik Tambah Pasokan Gas dengan Teken Perjanjian Jual Beli Gas Optimizing National Fertilizer Availability, Petrokimia Gresik Increases Gas Supply by Signing Gas Sale and Purchase Agreement	Bali	21 September 2023 September 21, 2023
79	The 4 th International Convention on Indonesian Upstream Oil and Gas (ICCIUOG) 2023: Berkontribusi Terhadap Ketahanan Energi dan Perekonomian Indonesia, Petrokimia Gresik Dinobatkan sebagai "The Best Domestic Gas Buyers" The 4 th International Convention on Indonesian Upstream Oil and Gas (ICCIUOG) 2023: Contributing to Energy Security and the Indonesian Economy, Petrokimia Gresik Named "The Best Domestic Gas Buyers"	Bali	23 September 2023 September 23, 2023
80	Peringatan Hari Tani Nasional: Petrokimia Gresik Berhasil Makmurkan Lebih dari 21 Ribu Petani Indonesia Lewat Program Makmur Menteri BUMN Erick Thohir dan Pupuk Indonesia Commemoration of National Farmers' Day: Petrokimia Gresik has succeeded in making more than 21 thousand Indonesian farmers prosperous through the Makmur Program of SOE Minister Erick Thohir and Pupuk Indonesia	Gresik	24 September 2023 September 24, 2023
81	Robby Setiabudi Madjid Resmi Dilantik sebagai Direktur Keuangan dan Umum Petrokimia Gresik Robby Setiabudi Madjid Officially Appointed as Director of Finance and General of Petrokimia Gresik	Jakarta	25 September 2023 September 25, 2023
82	Terus Tingkatkan Kontribusi untuk Masyarakat Gresik, Petrokimia Gresik Salurkan Bantuan Satu Unit Mobil Jenazah lewat PMI Kabupaten Gresik Continuing to Increase Contributions to the Gresik Community, Petrokimia Gresik Distributes Assistance for One Hearse Car through PMI Gresik Regency	Gresik	26 September 2023 September 26, 2023
83	Petrokimia Gresik Berhasil Dorong Transformasi Program "LITERASI" Menjadi Pusat Pelatihan Petanian Pedesaan Swadaya Tersertifikasi Petrokimia Gresik Successfully Drives the Transformation of the "LITERACY" Program into a Certified Independent Rural Farming Training Center	Lamongan	27 September 2023 September 27, 2023
84	Petrokimia Gresik Lanjutkan Tren Positif Makmur dan Berkontribusi dalam Pertahanan Predikat Jawa Timur sebagai Lumbung Gula Nasional Petrokimia Gresik Continues the Positive Trend of Makmur and Contributes to Maintaining East Java's Predicate as a National Sugar Granary	Malang	29 September 2023 September 29, 2023
85	Turut Lestarikan Budaya Bangsa, Petrokimia Gresik Gelar Pertunjukan Wayang Kulit Continuing to Preserve National Culture, Petrokimia Gresik Holds a Wayang Kulit Show	Gresik	30 September 2023 September 30, 2023
86	Sambut Musim Tanam Oktober–Maret, Petrokimia Gresik Blusukan ke Distributor, Kios, dan Petani Welcoming the October–March Planting Season, Petrokimia Gresik Visits Distributors, Kiosks, and Farmers	NTT	6 Oktober 2023 October 6, 2023



No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
87	Petrokimia Gresik Komitmen Dukung Pengembangan Energi Bersih Tanah Air lewat <i>Green Hydrogen & Green Ammonia</i> Petrokimia Gresik is Committed to Supporting the Development of Clean Energy in the Country through Green Hydrogen & Green Ammonia	Jakarta	11 Oktober 2023 October 11, 2023
88	Optimalkan Produksi Pupuk Nasional, Petrokimia Gresik Bangun Komunikasi dengan Berbagai Negara untuk Amankan Suplai Bahan Baku Optimizing National Fertilizer Production, Petrokimia Gresik Builds Communication with Various Countries to Secure Raw Material Supplies	Bangkok	13 Oktober 2023 October 13, 2023
89	Momen Hari Pangan Sedunia, Petrokimia Gresik Semakin Kontributif untuk Ketahanan Pangan Nasional dan Keberlanjutan Pertanian Indonesia melalui Program MAKMUR Moment of World Food Day, Petrokimia Gresik is Increasingly Contributing to National Food Security and Sustainability of Indonesian Agriculture through the MAKMUR Program	Gresik	16 Oktober 2023 October 16, 2023
90	Petrokimia Gresik Dorong Pertumbuhan Ekonomi Gresik di Pulau Gili-Bawean melalui Kegiatan Petrokimia Gresik Bakti Pelosok Negeri Petrokimia Gresik Encourages Gresik's Economic Growth on Gili-Bawean Island through Petrokimia Gresik Bakti Pelosok Negeri Activities	Gresik	18 Oktober 2023 October 18, 2023
91	Kontribusi Petrokimia Gresik Mendukung Jatim Bangkit Mendapatkan Apresiasi Petrokimia Gresik's Contribution to Supporting East Java's Rise Receives Appreciation	Surabaya	19 Oktober 2023 October 19, 2023
92	Program "JEMARI" Besutan Petrokimia Gresik Dorong Peningkatan Kesehatan Masyarakat Sekitar Perusahaan Petrokimia Gresik's "JEMARI" Program Encourages Improved Health of Communities Around the Company	Gresik	21 Oktober 2023 October 21, 2023
93	TUKS Petrokimia Gresik, Pelabuhan Curah Pertama di Indonesia Peraih "GPAS Award 2023" dari APEC Port Service Network Organization TUKS Petrokimia Gresik, First Bulk Port in Indonesia Winner of "GPAS Award 2023" from APEC Port Service Network Organization	Bangkok	24 Oktober 2023 October 24, 2023
94	Petrokimia Gresik Suplai 36 Ribu Liter <i>Green Surfactant</i> untuk Optimalisasi Produksi Minyak Bumi di Lapangan Walio, Papua Barat Petrokimia Gresik Supplies 36 Thousand Liters of Green Surfactant to Optimize Petroleum Production in the Walio Field, West Papua	Gresik	27 Oktober 2023 October 27, 2023
95	Kinerja Baik Komunikasi Petrokimia Gresik Kembali Raih Pengakuan <i>Stakeholders</i> di Berbagai Ajang Petrokimia Gresik's Good Communications Performance Received Recognition from Stakeholders in Various Events	Semarang	7 November 2023 November 7, 2023
96	Petrokimia Gresik Kembali Raih Platinum Rank di Ajang Internasional Asia Sustainability Reporting Rating (ASRRAT) 2023 Petrokimia Gresik Achieves Platinum Rank at the 2023 Asia Sustainability Reporting Rating (ASRRAT)	Jakarta	8 November 2023 November 8, 2023
97	20 Tahun Lebih Kembangkan <i>Precision Farming</i> , Wakil Menteri BUMN Tinjau Persiapan Program Smart Precision Farming Besutan Petrokimia Gresik 20 More Years of Developing Precision Farming, Deputy Minister of SOE Reviews Preparations for the Smart Precision Farming Program by Petrokimia Gresik	Gresik	10 November 2023 November 10, 2023
98	Memberikan Manfaat Besar, Program Taruna Makmur Inisiasi Petrokimia Gresik Diperluas di Jambore Makmur Pupuk Indonesia Grup Providing Great Benefits, the Petrokimia Gresik Taruna Makmur Program Initiation is Expanded at the Makmur Pupuk Indonesia Group Jamboree	Karawang	12 November 2023 November 12, 2023

No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
99	Dalam Rangka Memperingati Hari Kesehatan Nasional, Petrokimia Gresik Komitmen Tingkatkan Derajat Kesehatan Masyarakat Sekitar Perusahaan In commemoration of National Health Day, Petrokimia Gresik is Committed to Increasing the Level of Health of the Community Around the Company	Gresik	14 November 2023 November 14, 2023
100	Petrokimia Gresik Siap Dukung Program Percepatan Tanam Mentan Andi Amran Petrokimia Gresik Ready to Support Minister of Agriculture Andi Amran's Planting Acceleration Program	Tuban	25 November 2023 November 25, 2023
101	Petrokimia Gresik Raih <i>Platinum Award</i> atau Nilai Tertinggi di Ajang IQA 2023 atas Implementasi BEF untuk Memajukan Pertanian Indonesia Petrokimia Gresik Wins Platinum Award or Highest Score at the 2023 IQA Event for Implementing BEF to Advance Indonesian Agriculture	Jakarta	27 November 2023 November 27, 2023
102	Optimalkan Layanan Pergudangan dan Pelabuhan melalui Digitalisasi, Petrokimia Gresik Raih Penghargaan "Supply Chain Innovator of the Year" Optimizing Warehouse and Port Services through Digitalization, Petrokimia Gresik Wins the "Supply Chain Innovator of the Year" Award	Jakarta	29 November 2023 November 29, 2023
103	Kinerja Baik Petrokimia Gresik Dianugerahi Penghargaan di Ajang Top BUMN Award 2023 Petrokimia Gresik's Good Performance was Awarded at the 2023 Top SOE Award Event	Jakarta	2 Desember 2023 December 2, 2023
104	Inovasi Petrokimia Gresik Borong 21 Penghargaan di Ajang TKMPN 2023 Petrokimia Gresik Innovation Wins 21 Awards at the 2023 TKMPN Event	Yogyakarta	4 Desember 2023 December 4, 2023
105	Sukses Jalankan Transformasi Digital, Petrokimia Gresik Raih Penghargaan Tertinggi #Star5 di Ajang "Top Digital Award 2023" Successfully Carrying Out Digital Transformation, Petrokimia Gresik Wins the Highest Award #Star5 at the "Top Digital Award 2023" Event	Jakarta	5 Desember 2023 December 5, 2023
106	Hari Menanam Pohon Indonesia: Petrokimia Gresik Tanam 2.000 Bibit <i>Mangrove</i> dan Bersih-Bersih Pantai lewat Program Envirocamp Indonesian Tree Planting Day: Petrokimia Gresik Plants 2,000 Mangrove Seedlings and Cleans Beaches through the Envirocamp Program	Gresik	5 Desember 2023 December 5, 2023
107	TJSL Petrokimia Gresik Borong Sebelas Penghargaan di Ajang ISDA dan ICA 2023 Petrokimia Gresik TJSL Wins Eleven Awards at the 2023 ISDA and ICA Events	Jakarta	6 Desember 2023 December 6, 2023
108	Petrokimia Gresik Paparkan Strategi Nyata Perusahaan menuju <i>Green Industry</i> di COP28 Climate Change, Dubai Petrokimia Gresik Presents the Company's Real Strategy towards a Green Industry at COP28 Climate Change, Dubai	Dubai	7 Desember 2023 December 7, 2023
109	Penantian 18 Tahun, Tim Gresik Petrokimia Pupuk Indonesia Juara Livoli Divisi Utama 2023 18 Years of waiting, Gresik Petrokimia Pupuk Indonesia Team Wins Livoli Main Division 2023	Kediri	11 Desember 2023 December 11, 2023
110	Menteri Perindustrian, Agus Gumiwang, Apresiasi Penerapan <i>Environmental, Social, dan Governance</i> Petrokimia Gresik Minister of Industry, Agus Gumiwang, Appreciates the Implementation of Environmental, Social, and Governance at Petrokimia Gresik	Jakarta	12 Desember 2023 December 12, 2023
111	Petrokimia Gresik Terima Apresiasi dari Bupati Gresik atas Kepatuhan Membayar PBB Petrokimia Gresik Receives Appreciation from the Regent of Gresik for Compliance with PBB Payment	Gresik	15 Desember 2023 December 15, 2023
112	Petrokimia Gresik & Pemkab Gresik Bersinergi dalam Pemanfaatan Lahan Reklamasi Petrokimia Gresik & Gresik Regency Government Synergize in Utilizing Reclamation Land	Gresik	16 Desember 2023 December 16, 2023



No.	Judul Title	Tempat Place	Tanggal Terbit Date of Issue
113	Komitmen Tinggi dalam Pengelolaan Lingkungan, Petrokimia Gresik Terima Penghargaan PROPER EMAS dari Wakil Presiden RI Tiga Tahun Berturut-Turut High Commitment in Environmental Management, Petrokimia Gresik Receives the PROPER GOLD Award from the Vice President of the Republic of Indonesia Three Years in a Row	Jakarta	21 Desember 2023 December 21, 2023
114	Apresiasi Dukungan Masyarakat Sekitar Perusahaan, Petrokimia Gresik Berangkatkan 450 Masyarakat Sekitar untuk Wisata Religi Appreciating the Support of Communities Around the Company, Petrokimia Gresik Departs 450 Local Communities for Religious Tourism	Gresik	24 Desember 2023 December 24, 2023

JUMLAH PEMBERITAAN TAHUN 2023

Jumlah total pemberitaan terkait Perseroan di media massa selama tahun 2023 mencapai 6.288 pemberitaan atau meningkat 57% dari total pemberitaan tahun 2022 sebanyak 4.003.

ISU PEMBERITAAN TAHUN 2023

Berdasarkan klasifikasi isunya, mayoritas merupakan pemberitaan seputar isu bisnis yakni mencapai 32,5%, selanjutnya 28% seputar isu penghargaan, 22% seputar isu CSR, 9,6% seputar isu HUT Ke-51 Petrokimia Gresik dan 7,9% adalah isu lainnya. Hal ini sejalan dengan *agenda setting* dan siaran pers yang dipublikasikan Perseroan, di mana isu bisnis menjadi fokus utama dalam *agenda setting* yang disusun oleh Departemen Komunikasi Korporat, sehingga mayoritas eksposur media adalah terkait isu bisnis Perseroan.

Dengan demikian, dapat disimpulkan bahwa strategi *agenda setting* yang dibuat oleh Departemen Komunikasi Korporat membuahkan hasil positif.

SENTIMEN PEMBERITAAN TAHUN 2023

Dari 6.288 pemberitaan selama tahun 2023, 6.150 atau 97,8% di antaranya merupakan berita positif, 119 atau 1,8% merupakan berita netral dan terdapat 19 atau 0,3% berita negatif.

JENIS MEDIA YANG MEMBERITAKAN TAHUN 2023

Berdasarkan jenis mediana, pemberitaan terkait Perusahaan di media massa selama tahun 2023 didominasi oleh media *online* yakni mencapai 5.675 pemberitaan, kemudian 590 pemberitaan di media cetak, dan 23 pemberitaan di media televisi.

NUMBER OF NEWS IN 2023

The total number of Company-related reports in the mass media in 2023 reached 6,288 reports, or an increase of 57% from the total news in 2022 of 4,003.

NEWS ISSUES IN 2023

Based on the issue classification, the majority is news about business issues, reaching 32.5%, then 28% is about award issues, 22% is about CSR issues, 9.6% is about Petrokimia Gresik's 51st anniversary issue, and 7.9% is about other issues. This is in line with the agenda setting and press releases published by the Company, where business issues are the main focus in the agenda setting prepared by the Corporate Communications Department, so that the majority of media exposure is related to the Company's business issues.

Therefore, it can be concluded that the agenda setting strategy created by the Corporate Communications Department produced positive results.

NEWS SENTIMENT IN 2023

Of the 6,288 news stories in 2023, 6,150, or 97.8%, are positive news, 119, or 1.8%, are neutral news, and there were 19, or 0.3%, negative news.

TYPES OF MEDIA REPORTS IN 2023

Based on the type of media, company-related news in mass media in 2023 was dominated by online media, reaching 5,675 reports, followed by 590 reports in print media and 23 reports in television media.

KODE ETIK PERUSAHAAN

Corporate Code of Conduct

Dalam implementasi tata kelola perusahaan yang baik, penerapan tata kelola perusahaan yang baik tidak dapat dipisahkan dari kesadaran akan praktik bisnis yang beretika. Seluruh Insan Petrokimia Gresik memiliki tanggung jawab kepada seluruh Pemangku Kepentingan Perseroan untuk mematuhi peraturan perundangan yang berlaku, serta menghindari setiap benturan kepentingan.

In the implementation of good corporate governance, the implementation of good corporate governance cannot be separated from the awareness of ethical business practices. All Petrokimia Gresik employees have a responsibility to all Company Stakeholders to comply with applicable laws and regulations and avoid any conflict of interest.

STANDAR ETIKA PERUSAHAAN (CODE OF CONDUCT)/PEDOMAN ETIKA BISNIS & ETIKA KERJA (PEBK)

Kode etik yang berlaku di PG disebut Pedoman Etika Bisnis dan Etika Kerja atau PEBK. PEBK secara berkala dimutakhirkan menyesuaikan dengan perkembangan Perseroan dan peraturan yang berlaku. PEBK yang berlaku di Perseroan saat ini adalah hasil pemutakhiran pada tahun 2020.

CORPORATE CODE OF CONDUCT/BUSINESS ETHICS & WORK ETHICS GUIDELINES (PEBK)

The code of conduct that applies in PG is called the Guidelines for Business Ethics and Work Ethics, or PEBK. PEBK is regularly updated to suit the Company's developments and applicable regulations. The PEBK currently in effect at the Company is the result of an update in 2020.



Pelaksanaan Pedoman Etika Bisnis dan Etika Kerja (PEBK) diharapkan dapat mencegah terjadinya segala bentuk kecurangan (*fraud*) seperti tindak pidana korupsi, penyalahgunaan aset, manipulasi laporan keuangan, pelanggaran etika, dan perbuatan melanggar hukum lainnya. Dengan disusunnya Pedoman Etika Bisnis dan Etika Kerja sebagai pedoman standar perilaku bisnis dan standar perilaku kerja yang harus dilaksanakan oleh seluruh Insan PG. Oleh karena itu, Direksi dan Dewan Komisaris PT Petrokimia Gresik menetapkan Pedoman PEBK dengan tujuan:

1. Sebagai acuan moral dan etika bagi seluruh Insan PG dalam menerapkan Tata Nilai Perusahaan.
2. Meningkatkan kepatuhan terhadap hukum dan peraturan perundang-undangan baik dalam kehidupan kerja maupun kehidupan pribadi Insan PG.

Implementation of the Business Ethics and Work Ethics Guidelines (PEBK) is expected to prevent all forms of fraud, such as criminal acts of corruption, misuse of assets, manipulation of financial statements, ethical violations, and other unlawful acts. With the preparation of the Business Ethics and Work Ethics Guidelines as guidelines for business behavior standards and work behavior standards that must be implemented by all PG Personnel. The Board of Directors and Board of Commissioners of PT Petrokimia Gresik have established the PEBK Guidelines with the aim of:

1. As a moral and ethical reference for all PG employees in implementing the Company's Code of Values.
2. Increase compliance with laws and regulations both in the work and personal lives of PG employees.



3. Meningkatkan kepatuhan terhadap peraturan internal Perusahaan.
4. Meningkatkan reputasi Perusahaan melalui integritas Insan PG.
5. Meningkatkan kontribusi melalui budaya kepatuhan terhadap hukum dalam masyarakat.

ISI PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

Perusahaan harus menghormati hak *stakeholder* yang timbul berdasarkan perundang-undangan yang berlaku, dan/atau perjanjian yang dibuat oleh Perseroan dengan karyawan, pelanggan, pemasok, dan kreditur serta masyarakat sekitar tempat usaha Perseroan dan *stakeholder* lainnya. Pedoman Etika Bisnis dan Etika Kerja memuat standar etika Perseroan dan standar perilaku sebagai acuan moral dan etika bagi segenap Insan PG dalam menerapkan nilai-nilai dasar Perseroan untuk meraih dan menjaga reputasi sebagai Perseroan yang unggul dan memiliki integritas.

RUANG LINGKUP PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

A. ETIKA BISNIS

1. Hubungan dengan Insan PG

Untuk mencapai target kinerja terbaik, Perseroan melibatkan seluruh Insan PG melalui:

 - a. Penciptaan keamanan dan kenyamanan di tempat kerja

Perseroan memastikan terpenuhinya keamanan dan kenyamanan kerja seluruh Insan PG dengan membangun fasilitas dan penerapan sistem keamanan yang mengacu pada peraturan dan perundang-undangan yang berlaku serta melakukan penilaian dan evaluasi efektivitas sistem keamanan kerja secara berkala sehingga rasa aman dan nyaman di tempat kerja menjadi tanggung jawab bersama di antara Insan PG.
 - b. Terpenuhinya Keselamatan dan Kesehatan Kerja (K3)

Perseroan memastikan terpenuhinya keselamatan dan kesehatan kerja Insan PG dengan membangun fasilitas dan penerapan sistem K3 yang mengacu pada peraturan dan perundang-undangan yang berlaku serta melakukan penilaian dan evaluasi efektivitas sistem K3 secara berkala.

Oleh karena itu, setiap Insan PG berkewajiban memahami dan melaksanakan berbagai persyaratan K3 sesuai *Golden Safety Rules* dan tuntutan pekerjaannya.
 - c. Penciptaan lingkungan kerja yang kondusif

Hubungan harmonis antar Insan PG dibangun atas dasar saling menghargai, saling percaya,

3. Increase compliance with the Company's internal regulations.
4. Improve the Company's reputation through the integrity of PG Personnel.
5. Increase contribution through a culture of compliance with the law in society.

CONTENTS OF THE BUSINESS ETHICS AND WORK ETHICS GUIDELINES

The Company must respect stakeholder rights that arise based on applicable legislation and/or agreements made by the Company with employees, customers, suppliers, and creditors, as well as the community around the Company's business premises and other stakeholders. The Business Ethics and Work Ethics Guidelines contain the Company's ethical standards and behavioral standards as a moral and ethical reference for all PG Personnel in implementing the Company's basic values to achieve and maintain a reputation as a superior and integrity Company.

SCOPE OF BUSINESS ETHICS AND WORK ETHICS GUIDELINES

A. BUSINESS ETHICS

1. Relationship with PG Personnel

To achieve the best performance targets, the Company involves all PG Personnel through:

 - a. Creation of safety and comfort in the workplace

The Company ensures that the work safety and comfort of all PG personnel are met by building facilities and implementing a security system that refers to applicable laws and regulations, as well as conducting regular assessments and evaluations of the effectiveness of the work security system so that feeling safe and comfortable in the workplace becomes a shared responsibility among PG Personnel.
 - b. Fulfillment of Occupational Safety and Health (OSH)

The Company ensures that the occupational safety and health of PG personnel are met by building facilities and implementing an OSH system that refers to applicable laws and regulations, as well as conducting periodic assessments and evaluations of the effectiveness of the OSH system.

Therefore, every PG personnel is obliged to understand and implement various OSH requirements in accordance with the Golden Safety Rules and job demands.
 - d. Creation of a conducive work environment

Harmonious relationships between PG personnel are built on the basis of mutual respect, mutual

saling memberikan semangat dan membina kerja sama dalam pelaksanaan tugas dan tanggung jawab masing-masing, serta menciptakan kerja yang kondusif di lingkungan kerjanya.

Hubungan harmonis antara pimpinan dan bawahan harus senantiasa dibangun baik secara formal maupun informal dalam upaya pencapaian keberhasilan unit kerja dan tujuan Perseroan secara menyeluruh

- d. Menjamin hak berserikat dan berpolitik
Perseroan menjamin hak setiap Insan PG untuk berserikat dan menyalurkan aspirasi politiknya selama tidak bertentangan dengan peraturan dan peraturan perundang-undangan yang berlaku.
 - e. Memberikan Kesempatan yang sama untuk mendapatkan pekerjaan dan promosi
Perseroan memberikan kesempatan yang sama kepada seluruh karyawan untuk mendapatkan pekerjaan dan promosi sesuai dengan peraturan yang berlaku di Perseroan. Sebaliknya, dalam memberi kontribusi kepada Perseroan, seluruh Insan PG dalam melaksanakan tugas sehari-hari selalu berdasarkan pada Tata Nilai Perseroan.
2. Hubungan dengan Pelanggan
Perseroan mengutamakan kepuasan pelanggan dan mengembangkan hubungan jangka panjang dengan berdasarkan kepercayaan (*trust*) dan integritas dengan melakukan:
- a. Menyediakan produk dengan prinsip 6 Tepat yaitu: Tepat jenis, Tepat jumlah, Tepat mutu, Tepat tempat, Tepat harga, dan Tepat waktu.
 - b. Membina hubungan baik dengan pelanggan dengan melakukan:
 - i. menangani keluhan pelanggan dengan memberikan solusi terbaik;
 - ii. memberikan layanan optimal dengan tidak membedakan suku, agama, ras, warna kulit dan status sosial;
 - iii. menyediakan produk dan jasa yang bermutu tinggi dan aman untuk digunakan sesuai fungsinya;
 - iv. memberikan pelayanan yang baik dengan memperlakukan para pelanggan secara jujur dan adil;
 - v. mempromosikan produk secara baik dan benar;
 - vi. berterima kasih terhadap masukan dari pelanggan.

trust, mutual encouragement, and fostering cooperation in carrying out their respective duties and responsibilities, as well as creating a conducive work environment.

Harmonious relationships between Management and Subordinates must always be built both formally and informally in an effort to achieve the success of the work unit and the Company's overall goals.

- d. Guarantee the right to associate with and participate in politics.
The Company guarantees the right of every PG personnel to associate and channel their political aspirations as long as they do not conflict with applicable laws and regulations.
 - e. Provide equal opportunities for employment and promotions
The Company provides equal opportunities to all employees to obtain employment and promotions in accordance with the regulations in force at the Company. On the other hand, in contributing to the Company, all PG Personnel carry out their daily tasks based on the Company's Values.
2. Relationship with Customers
The Company prioritizes customer satisfaction and develops long-term relationships based on trust and integrity by:
- a. Providing products with the 6 Right principles, namely: Right type, Right quantity, Right quality, Right place, Right price, and Right time.
 - b. Foster good relationships with customers by:
 - i. handle customer complaints by providing the best solution;
 - ii. providing optimal services without discriminating against ethnicity, religion, race, skin color, and social status;
 - iii. providing products and services that are high quality and safe to use according to their function;
 - iv. provide good service by treating customers honestly and fairly;
 - v. promote products properly and correctly;
 - vi. thanking customers for their input



3. Hubungan dengan Pemasok

Perseroan mengembangkan hubungan dengan pemasok atas dasar sikap saling percaya, saling menghormati dan saling membutuhkan dengan melakukan:

- a. Bertindak adil dalam memberikan kesempatan dan informasi yang sama kepada seluruh pemasok dengan membuat kriteria pekerjaan untuk pemasok didasarkan pada peraturan dan perundang-undangan yang berlaku.
- b. Memberikan data dan informasi spesifikasi teknis dan persyaratan lainnya yang ditetapkan dengan akurat sesuai dengan tahapan proses pengadaan.
- c. Memilih pemasok dengan kriteria yang ditetapkan.
- d. Melakukan proses pengadaan sesuai dengan peraturan pengadaan barang dan jasa yang berlaku sesuai prinsip-prinsip GCG.
- e. Menghindari benturan kepentingan dan melarang mengarahkan kepada pemasok yang pemilik dan atau pengurusnya memiliki hubungan afiliasi dengan Perseroan.

4. Hubungan dengan Kreditur

Perseroan mengembangkan hubungan dengan kreditur atas dasar sikap saling percaya, saling menghormati, dan saling membutuhkan, bertindak profesional, jujur, dan adil dalam setiap tahapan proses transaksi dengan kreditur. Oleh karena itu, perilaku yang harus dilakukan Insan PG adalah:

- a. Memastikan seluruh transaksi dan bentuk hubungan bisnis didasari dengan perjanjian atau kesepakatan yang jelas, tidak memberatkan, adil, dan berimbang.
- b. Memenuhi kewajiban kepada kreditur sesuai dengan syarat dan ketentuan yang telah disepakati bersama.

5. Hubungan dengan Pesaing

PT Petrokimia Gresik berkeyakinan bahwa, kompetisi yang sehat dapat memacu Perseroan menghasilkan yang terbaik. Oleh karena itu, perilaku yang harus wajib dilakukan oleh setiap Insan PG adalah:

- a. Mendorong kompetisi yang sehat dan bermanfaat secara sosial serta saling menghormati antar pesaing.
- b. Menghormati hak cipta dan karya intelektual pesaing.

6. Hubungan dengan Pemerintah

Dalam menjalankan bisnisnya, PT Petrokimia Gresik berprinsip untuk selalu mematuhi peraturan perundang-undangan yang berlaku yang diterbitkan oleh Pemerintah selaku regulator. Perseroan

3. Relationships with Suppliers

The Company develops relationships with Suppliers based on mutual trust, mutual respect, and mutual need by:

- a. Acting fairly in providing equal opportunities and information to all suppliers by making work criteria for suppliers based on applicable laws and regulations.
- b. Provide data and information on technical specifications and other requirements that are determined accurately according to the stages of the procurement process.
- c. Select suppliers with established criteria.
- d. Carry out the procurement process in accordance with applicable goods and services procurement regulations and GCG principles.
- e. Avoid conflicts of interest and prohibit directing to suppliers whose owners and/or management have an affiliate relationship with the Company.

4. Relationship with Creditors

The Company develops relationships with creditors based on mutual trust, mutual respect, and mutual need, acting professionally, honestly, and fairly at every stage of the transaction process with creditors. Therefore, the behavior that PG Personnel must carry out is:

- a. Ensure that all transactions and forms of business relationships are based on agreements that are clear, not burdensome, fair, and balanced.
- b. Fulfill obligations to creditors in accordance with mutually agreed terms and conditions.

5. Relationships with Competitors

PT Petrokimia Gresik believes that healthy competition can encourage the Company to produce the best. Therefore, the behavior that must be carried out by every PG Personnel is:

- a. Encourage healthy and socially beneficial competition and mutual respect between competitors.
- b. Respect copyright and competitors' intellectual works.

6. Relations with the Government

In carrying out its business, PT Petrokimia Gresik has the principle of always complying with applicable laws and regulations issued by the Government as the regulator. The Company is obliged to build and

berkewajiban membangun dan membina hubungan kemitraan yang harmonis dengan Pemerintah dengan melakukan:

- a. Menaati dan mematuhi semua peraturan perundang-undangan yang berlaku.
- b. Menjalinkan hubungan yang harmonis, transparan, dan konstruktif dengan instansi Pemerintah.
- c. Mendukung dan mensukseskan program Pemerintah, terutama di bidang ketahanan pangan.

7. Hubungan dengan masyarakat

PT Petrokimia Gresik mempunyai keyakinan bahwa, Perseroan tidak akan bisa tumbuh dan berkembang tanpa mengikutsertakan masyarakat sekitar untuk ikut tumbuh dan berkembang secara bersama-sama sebagai wujud tanggung jawab sosial perusahaan kepada masyarakat yang harus dipenuhi secara berkelanjutan sesuai dengan ketentuan dan peraturan perundang-undangan yang berlaku.

Oleh karena itu, untuk menjalin hubungan yang harmonis dengan masyarakat, Perseroan senantiasa akan:

- a. Menegakkan komitmen di manapun Perseroan beroperasi untuk selalu menjalin hubungan baik serta pengembangan masyarakat sekitar merupakan landasan pokok bagi keberhasilan jangka panjang Perseroan.
- b. Menghargai setiap aktivitas kemitraan yang memberikan kontribusi kepada masyarakat, meningkatkan nilai sosial dan citra Perseroan.
- c. Membangun dan membina hubungan yang serasi dan harmonis serta memberi manfaat kepada masyarakat.
- d. Membantu masyarakat yang terkena musibah dan bencana alam.
- e. Tulus dan bertanggung jawab saat menjalankan tanggung jawab sosial masyarakat.
- f. Ikut berpartisipasi dalam membangun harkat dan martabat, sesuai dengan kondisi sosial dan budaya masyarakat setempat.
- g. Menjadi panutan bagi warga masyarakat sekitar.

8. Hubungan dengan Pemegang Saham

PT Petrokimia Gresik menghormati kepercayaan yang diberikan oleh Pemegang Saham, baik mayoritas maupun minoritas sesuai peraturan perundang-undangan yang berlaku dengan melakukan:

- a. Memenuhi hak setiap Pemegang Saham untuk mendapatkan perlakuan yang adil dan wajar sesuai peraturan perundang-undangan.

maintain harmonious partnership relations with the Government by:

- a. Observe and comply with all applicable laws and regulations.
- b. Establish harmonious, transparent, and constructive relationships with Government agencies.
- c. Support and make the Government's programs a success, especially in the field of food security

7. Relations with the Community

PT Petrokimia Gresik believes that the Company will not be able to grow and develop without involving the surrounding community in growing and developing together as a form of the Company's social responsibility to the community, which must be fulfilled in a sustainable manner in accordance with the applicable laws and regulations.

Therefore, to establish harmonious relations with the community, the Company will always:

- a. Upholding a commitment wherever the Company operates to always maintain good relations and develop local communities is the main foundation for the Company's long-term success.
- b. Appreciate every partnership activity that contributes to society, increases social value, and improves the Company's image.
- c. Building and fostering harmonious relationships and providing benefits to society.
- d. Helping communities affected by disasters and natural disasters.
- e. Sincere and responsible when carrying out community social responsibilities.
- f. Participate in building dignity in accordance with the social and cultural conditions of the local community.
- g. Be a role model for local residents.

8. Relations with Shareholders

PT Petrokimia Gresik respects the trust given by Shareholders, both majority and minority, in accordance with applicable laws and regulations by carrying out:

- a. Fulfill the rights of each Shareholder to receive fair and reasonable treatment in accordance with statutory regulations.



- b. Memenuhi hak setiap Pemegang Saham untuk memberikan suaranya sesuai dengan klasifikasi dan jumlah saham yang dimilikinya.
- c. Memberikan informasi material yang lengkap dan akurat mengenai Perseroan melalui berbagai saluran yang tersedia.
- d. Melindungi hak Pemegang Saham minoritas atas dominasi Pemegang Saham mayoritas.
- e. Menjamin pencapaian kinerja yang optimal dan membangun citra Perseroan dalam rangka memberikan nilai tambah bagi Pemegang Saham.
- f. Memastikan penetapan dividen diputuskan oleh Pemegang Saham dalam Rapat Umum Pemegang Saham yang didasarkan pada kepentingan Perseroan dengan melihat berbagai hal seperti kelangsungan usaha, strategi yang akan dan sedang dijalankan, serta rencana investasi.

B. ETIKA KERJA

1. Kepatuhan terhadap Hukum

Terkait kepatuhan terhadap hukum, Perusahaan mewajibkan kepada setiap Insan PG untuk mengetahui, memahami, dan mematuhi seluruh ketentuan hukum maupun peraturan yang relevan dengan bidang tugasnya. Untuk itu, perilaku yang harus dilakukan oleh setiap Insan PG adalah:

- a. Wajib melaporkan harta kekayaannya sesuai dengan ketentuan yang berlaku.
- b. Wajib melaporkan pajak tahunan.
- c. Wajib mengadakan dan menyimpan Daftar Pemegang Saham Perusahaan dan Daftar Khusus sesuai ketentuan yang berlaku.
- d. Mencatat Daftar Khusus pada setiap perubahannya.
- e. Mematuhi Etika Bisnis dan Etika Kerja.
- f. Mematuhi pedoman-pedoman yang berlaku di Perseroan.

2. Transparansi Komunikasi dan Informasi

Terkait dengan transparansi komunikasi dan informasi, berikut perilaku yang wajib dilakukan oleh setiap Insan PG yaitu:

- a. Mengungkapkan informasi Perseroan dengan penuh kehati-hatian (*prudent*) dan sesuai dengan kewenangan yang dimiliki.
- b. Menghargai dan menjunjung tinggi kejujuran, ketulusan, dan keterbukaan dengan tetap memperhatikan prinsip kehati-hatian.
- c. Mematuhi standar pengungkapan informasi yang sudah diatur dalam peraturan perundang-undangan yang berlaku.
- d. Harus selalu memberikan informasi yang lengkap, adil, akurat, tepat waktu, dan dapat dipahami

- b. Fulfill the rights of each Shareholder to cast their vote in accordance with the classification and number of shares they own.
- c. Providing complete and accurate material information about the Company through various available channels.
- d. Protecting the rights of minority Shareholders over the dominance of majority Shareholders.
- e. Guarantee the achievement of optimal performance and build the Company's image in order to provide added value for Shareholders.
- f. Ensure that dividend determination is decided by Shareholders at the General Meeting of Shareholders based on the Company's interests by looking at various things such as business continuity, strategies that will be and are currently being implemented, and investment plans.

B. WORK ETHICS

1. Compliance with the Law

Regarding compliance with the law, the Company requires all PG Personnel to know, understand, and comply with all legal provisions and regulations relevant to their field of work. For this reason, the behavior that must be carried out by every PG Personnel is:

- a. Obligated to report their assets in accordance with applicable regulations.
- b. Obligated to report annual taxes.
- c. Obligated to organize and maintain a Register of the Company's Shareholders and a Special Register in accordance with applicable regulations.
- d. Record a Special List for each change.
- e. Comply with Business Ethics and Work Ethics.
- f. Comply with the guidelines applicable to the Company.

2. Communication and Information Transparency

Regarding communication and information transparency, the following behaviors must be carried out by every PG employee, namely:

- a. Disclose the Company's information with the utmost care (prudence) and in accordance with the authority held.
- b. Appreciate and uphold honesty, sincerity, and openness while still observing the principle of prudence.
- c. Comply with information disclosure standards that are regulated in applicable laws and regulations.
- d. Must always provide complete, fair, accurate, timely, and understandable information in the

dalam bentuk laporan-laporan dan dokumen-dokumen yang diarsipkan oleh Insan PG atau yang disampaikan kepada pemangku kepentingan.

- e. Selalu menjaga distribusi informasi Perseroan yang material dari potensi kebocoran.

3. Penanganan Benturan Kepentingan

PT Petrokimia Gresik mengakui bahwa, setiap Insan PG mempunyai hak untuk ikut ambil bagian dalam kegiatan keuangan, usaha, sosial budaya, politik, dan kegiatan lain yang sah di luar pekerjaan dengan tetap memperhatikan kewajiban pada Perseroan.

PT Petrokimia Gresik memiliki kebijakan dalam rangka implementasi Tata Kelola Perusahaan yang Baik dengan menerapkan prinsip independensi, untuk selalu menghindari benturan kepentingan dalam mengembangkan hubungan dengan seluruh pemangku kepentingan (*stakeholders*) maupun pihak-pihak lain dalam pelaksanaan transaksi dan interaksi, serta kerja sama lainnya dengan Perseroan.

Terkait hubungan bisnis dengan pemangku kepentingan tersebut, maka Perseroan telah menetapkan aturan tertulis berupa Pedoman Penanganan Benturan Kepentingan yang telah dimutakhirkan dengan Nomor Dokumen PG-PD-10-0025 tanggal 9 November 2022. Pedoman disusun dimaksudkan agar Insan PG melaksanakan segala kegiatan Perseroan terbebas dari adanya benturan kepentingan, hal ini sebagai suatu upaya dalam penerapan Tata Kelola Perusahaan yang Baik serta untuk mendorong menciptakan semangat kerja yang independen serta mengutamakan kepentingan Perseroan di atas kepentingan individu atau kelompok atau golongan tertentu.

Oleh karena itu, untuk menghindari potensi benturan kepentingan, setiap Insan PG harus berperilaku:

- a. Senantiasa menjaga integritas diri, citra profesi, dan reputasi Perseroan dengan baik.
- b. Melaporkan kegiatan usaha atau segala hubungan yang dapat menimbulkan potensi benturan kepentingan kepada atasan atau Tim Fungsi Kepatuhan Anti Penyuapan (FKAP) yang dikelola oleh Departemen TKP & Manajemen Risiko.
- c. Membuat Pakta Integritas benturan kepentingan jika berpotensi memiliki benturan kepentingan

4. Pengendalian Gratifikasi

Setiap Insan PG dilarang menerima, meminta dan memberi semua bentuk gratifikasi baik dari/ atau kepada rekanan/*stakeholder*/mitra bisnis

form of reports and documents archived by PG Personnel or submitted to stakeholders.

- e. Always protect the distribution of the Company's material information from potential leaks.

3. Handling Conflicts of Interest

PT Petrokimia Gresik acknowledges that every PG personnel has the right to take part in financial, business, social, cultural, political, and other legitimate activities outside of work while still paying attention to obligations to the Company.

PT Petrokimia Gresik has a policy to implement Good Corporate Governance by applying the principle of independence to always avoid conflicts of interest in developing relationships with all stakeholders and other parties in carrying out transactions and interactions, as well as other collaborations with the Company.

Regarding business relationships with these stakeholders, the Company has established written rules in the form of Guidelines for Handling Conflicts of Interest, which have been updated with Document Number PG-PD-10-0025, dated November 9, 2022. The Guidelines are prepared to ensure that all PG Personnel carry out the Company's activities free from conflicts of interest. This is an effort to implement Good Corporate Governance and to encourage the creation of an independent work spirit and to prioritize the interests of the Company above the interests of individuals, groups, or certain groups.

Therefore, to avoid potential conflicts of interest, every PG Personnel must:

- a. Always maintain personal integrity, professional image, and the Company's reputation well.
- b. Report business activities or any relationships that could give rise to potential conflicts of interest to superiors or the FKAP Team (Anti-Bribery Compliance Function) managed by the Crime Scene & Risk Management Department.
- c. Make the Integrity Pact subject to a conflict of interest if it has the potential to have a conflict of interest.

4. Gratification Control

Every PG Personnel is prohibited from receiving, requesting, and giving all forms of gratification, either from/or to Associates/*Stakeholders*/Business



sebagaimana yang telah diatur di dalam Pedoman Pengendalian Gratifikasi. Sehubungan dengan hal itu, setiap Insan PG harus berperilaku:

- a. Dalam memberikan gratifikasi atas nama Perseroan harus dalam jumlah dan frekuensi tidak melebihi dari yang ditetapkan Perseroan atau yang ditetapkan lain oleh Perseroan.
- b. Dalam memberikan donasi atas nama Perseroan untuk tujuan sosial atau tujuan lain yang tidak bertentangan dengan peraturan perundang-undangan yang berlaku, harus tidak melebihi batas yang ditetapkan dalam Pedoman Pengendalian Gratifikasi.
- c. Membuat laporan pengungkapan (*disclosure*) atas setiap penerimaan/pemberian/penolakan gratifikasi sesuai dengan tata cara yang ditetapkan dalam Pedoman Pengendalian Gratifikasi.

5. Perlindungan terhadap Aset Perseroan

Perlindungan terhadap aset Perseroan ditujukan untuk memastikan seluruh aset fisik, keuangan, hak atas kekayaan intelektual, dan aset yang lain, digunakan dan dilindungi secara optimal.

Sehubungan dengan hal tersebut, perilaku yang harus dilakukan oleh Insan PG adalah:

- a. Menggunakan aset Perseroan secara efektif dan efisien untuk mencapai tujuan Perseroan.
- b. Seluruh aset Perseroan, baik fisik, keuangan, dan lainnya harus dilindungi dari penggunaan-penggunaan yang tidak sah seperti penggelapan (*embezzlement*) dan kecurangan (*fraud*).
- c. Menerapkan proses pengendalian yang efektif dan efisien atas penggunaan aset Perseroan untuk menghindarkan diri dari kerugian-kerugian yang mungkin terjadi.
- d. Mematuhi peraturan perundang-undangan mengenai hak intelektual termasuk merek dagang, paten, dan hak lainnya.
- e. Melaporkan indikasi maupun terjadinya kecurangan (*fraud*) di lingkungan Perseroan secara dini, kepada atasan langsung atau Sekretaris Perusahaan atau pihak-pihak yang telah ditunjuk Direksi.

6. Integritas Laporan Keuangan

Perseroan menyusun sistem akuntansi dan laporan keuangan sesuai dengan Standar Akuntansi Keuangan (SAK) yang berlaku umum di Indonesia serta prinsip-prinsip pengendalian intern, terutama fungsi pengurusan, pencatatan, penyimpanan, dan pengawasan dengan menyerahkan kegiatan audit kepada Akuntan Publik.

Partners, as regulated in the Gratification Control Guidelines. In this regard, every PG Personnel must behave:

- a. When providing gratifications on behalf of the Company, the amount and frequency must not exceed those determined by the Company or as determined otherwise by the Company.
- b. When making donations on behalf of the Company for social purposes or other purposes that do not conflict with applicable laws and regulations, it must not exceed the limits set out in the Gratification Control Guidelines.
- c. Make a disclosure report on every receipt/giving/rejection of gratification in accordance with the procedures stipulated in the Gratification Control Guidelines.

5. Protection of the Company's Assets

Protection of the Company's assets is aimed at ensuring that all physical, financial, intellectual property rights, and other assets are used and protected optimally.

In connection with this, the behavior that must be carried out by PG Personnel is:

- a. Use the Company's assets effectively and efficiently to achieve the Company's goals.
- b. All of the Company's assets, physical, financial, and other, must be protected from unauthorized use, such as embezzlement and fraud.
- c. Implement an effective and efficient control process over the use of the Company's assets to avoid possible losses.
- d. Comply with laws and regulations regarding intellectual rights, including trademarks, patents, and other rights.
- e. Report indications or occurrences of fraud within the Company early to the direct superior, corporate secretary, or parties appointed by the Board of Directors.

6. Integrity of Financial Statements

The Company prepares an accounting system and financial statements in accordance with Financial Accounting Standards (SAK) generally accepted in Indonesia, as well as internal control principles, especially the management, recording, storage, and supervision functions, by handing over audit activities to Public Accountants.

Semua pencatatan yang dibuat Perseroan untuk tujuan Akuntansi atau pelaporan harus disajikan dengan akurat dan dapat dipertanggungjawabkan.

Oleh karena itu Insan PG harus:

- a. Mengikuti Standar Akuntansi Keuangan (SAK) dalam penyusunan laporan keuangan yang berlaku umum sesuai prinsip-prinsip pengendalian intern.
- b. Memastikan semua berkas yang terkait dengan setiap transaksi Perseroan telah tersedia secara lengkap, mencerminkan keadaan yang sebenarnya, akurat, dan dapat dipertanggungjawabkan.
- c. Menyajikan laporan secara tepat waktu.
- d. Melakukan tertib dokumentasi, laporan dan dokumen lain yang dibutuhkan.
- e. Mematuhi seluruh prosedur yang berlaku di Perseroan dan peraturan perundang-undangan serta Standar Akuntansi Keuangan (SAK) yang berlaku dalam penyusunan laporan keuangan.

7. Perlindungan terhadap rahasia Perseroan

Perseroan terus berupaya untuk menjamin keamanan informasi dan memastikan bahwa informasi yang perlu diungkapkan telah secara adil dan merata disampaikan kepada pihak-pihak yang berkepentingan.

Untuk itu, perilaku yang harus dilakukan oleh Insan PG adalah:

- a. Melindungi data, informasi, dan dokumen Perseroan yang bersifat rahasia sejak dibuat hingga pemusnahannya.
- b. Menggunakan data, informasi, dan dokumen Perseroan yang bersifat rahasia sesuai dengan batasan kewenangan yang telah ditetapkan.
- c. Melaporkan dengan segera kepada pimpinan saat mengetahui adanya penyalahgunaan data, informasi, dan dokumen Perseroan yang bersifat rahasia.
- d. Melindungi kepentingan Pemegang Saham yang berpotensi dirugikan oleh tindakan perdagangan yang dilakukan oleh orang dalam (*insider trading*).
- e. Memastikan pengumpulan informasi dari perusahaan lain harus dilaksanakan dengan sepengetahuan atasan langsung atau Sekretaris Perusahaan.
- f. Menghubungi Sekretaris Perusahaan, apabila ada keraguan ataupun masalah yang timbul dalam kaitannya dengan masalah informasi Perseroan.

8. Perlindungan terhadap Lingkungan

PG menjalankan bisnisnya tidak semata-mata memfokuskan diri pada aspek ekonomi, tetapi

All records made by the Company for accounting or reporting purposes must be presented accurately and can be accounted for.

Therefore, PG Personnel must:

- a. Follow Financial Accounting Standards (SAK) in preparing generally accepted financial statements in accordance with internal control principles.
- b. Ensure that all files related to each of the Company's transactions are available in full, reflect the actual situation, are accurate, and can be accounted for.
- c. Present reports in a timely manner.
- d. Carry out orderly documentation, reports, and other required documents.
- e. Comply with all applicable procedures in the Company, applicable laws and regulations, and Financial Accounting Standards (SAK) in preparing financial statements.

7. Protection of the Company's Confidentiality

The Company continues to strive to ensure information security and ensure that information that needs to be disclosed has been fairly and evenly conveyed to interested parties.

For this reason, the behavior that must be carried out by PG Personnel is:

- a. Protect the Company's confidential data, information, and documents from the time they are created until their destruction.
- b. Use the Company's confidential data, information, and documents in accordance with established authority limits.
- c. Report immediately to management whenever there is a misuse of the Company's confidential data, information, and documents.
- d. Protect the interests of Shareholders who have the potential to be harmed by trading actions carried out by insiders (*insider trading*).
- e. Ensure that the collection of information from other companies is carried out with the knowledge of the direct superior or Corporate Secretary
- f. Contact the Corporate Secretary, if there are doubts or problems that arise in relation to the Company's information issues.

8. Protection of the environment

PG runs its business not solely focusing on economic aspects but also giving full attention to environmental



juga memberikan perhatian penuh pada aspek lingkungan. Aspek-aspek lingkungan yang memiliki dampak penting dijadikan titik tolak pengelolaan Perseroan dengan merumuskan strategi dan kebijakan pengendalian dampak lingkungan.

Oleh karena itu, perilaku Insan PG harus:

- a. Mengoperasikan alat produksi sesuai prosedur yang tidak bertentangan dengan peraturan perundang-undangan mengenai lingkungan hidup terutama emisi gas buang dan kebisingan suara.
 - b. Bertanggungjawab dan berpartisipasi aktif dalam program pelestarian lingkungan hidup baik pada tingkat nasional maupun internasional.
 - c. Mengadakan berbagai aktivitas yang memberikan nilai tambah ekonomi maupun ekosistem bisnis
9. Tanggung Jawab Kepatuhan Insan PG
Terhadap kepatuhan atas Etika Bisnis dan Etika Kerja, setiap Insan PG bertanggung jawab untuk:
- a. Mempelajari secara rinci Etika Bisnis dan Etika Kerja yang terkait dengan lingkup pekerjaannya. Setiap Insan PG harus memahami standar etika yang dituangkan dalam Etika Bisnis dan Etika Kerja ini.
 - b. Menghubungi atasan langsung dan membicarakan kepada pihak-pihak yang telah ditetapkan oleh Direksi, apabila Insan PG mempunyai pertanyaan mengenai pelaksanaan Etika Bisnis dan Etika Kerja.
 - c. Memahami mekanisme atau prosedur yang digunakan untuk memberitahukan atau melaporkan kemungkinan pelanggaran terhadap Etika Bisnis dan Etika Kerja.
 - d. Bersedia untuk bekerja sama dalam proses investigasi terhadap kemungkinan pelanggaran terhadap Etika Bisnis dan Etika Kerja.
10. Tanggung Jawab Pimpinan dan Manajemen
Sedangkan tanggung jawab pimpinan adalah:
- a. Membangun dan menjaga budaya kepatuhan terhadap Pedoman Etika Bisnis dan Etika Kerja (PEBK).
 - b. Memastikan bahwa setiap Insan PG mengerti bahwa, ketaatan atas Etika Bisnis dan Etika Kerja sama pentingnya dengan pencapaian target kinerja.
 - c. Mendorong Insan PG untuk bertanya berbagai masalah integritas dan etika bisnis.
 - d. Mempertimbangkan masalah kepatuhan terhadap Etika Bisnis dan Etika Kerja dalam melakukan evaluasi dan memberikan penghargaan pada Insan PG.

aspects. Environmental aspects that have an important impact are used as the starting point for the Company's management by formulating strategies and policies to control environmental impacts.

Therefore, the behavior of PG Personnel must:

- a. Operate production equipment according to procedures that do not conflict with laws and regulations regarding the environment, especially exhaust gas emissions and noise.
 - b. Responsible for and actively participating in environmental conservation programs at both national and international levels.
 - e. Carrying out various activities that provide added value to the economy and business ecosystem.
9. PG Personnel Compliance Responsibilities
Regarding compliance with Business Ethics and Work Ethics, every PG Personnel is responsible for:
- a. Study in detail Business Ethics and Work Ethics related to the scope of work. Every PG employee must understand the ethical standards outlined in this Business Ethics and Work Ethics.
 - b. Contact direct superiors and discuss with the parties determined by the Board of Directors if PG Personnel have questions regarding the implementation of Business Ethics and Work Ethics.
 - c. Understand the mechanisms or procedures used to notify or report possible violations of Business Ethics and Work Ethics.
 - d. Willing to cooperate in the investigation process of possible violations of Business Ethics and Work Ethics.
10. Leadership and Management Responsibilities
Meanwhile, the leadership's responsibilities are:
- a. Building and maintaining a culture of compliance with the Business Ethics and Work Ethics Guidelines (PEBK).
 - b. Ensure that every PG Personnel understands that compliance with Business Ethics and Work Ethics is as important as achieving performance targets.
 - c. Encourage PG personnel to ask questions about various integrity and business ethics issues.
 - d. Considering compliance issues with Business Ethics and Work Ethics in evaluating and giving awards to PG Personnel.

- e. Mencegah kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.
- f. Melakukan identifikasi atas kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.
- g. Menindaklanjuti laporan kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.
- h. Melakukan konsultasi dengan SVP Sekretaris Perusahaan jika pelanggaran terhadap Etika Bisnis dan Etika Kerja yang terjadi memerlukan campur tangan penegak hukum atau pihak yang berwajib.

C. PELAPORAN PELANGGARAN

Dengan PEBK diharapkan memudahkan Insan PG mengidentifikasi masalah-masalah yang timbul yang berhubungan dengan Etika Bisnis dan Etika Kerja, sehingga dapat mengurangi risiko terjadinya pelanggaran Etika. Setiap Insan PG bertanggung jawab untuk berperilaku sesuai Etika Bisnis dan Etika Kerja, jika Insan PG merasa ragu-ragu dalam pelaksanaannya, Insan PG dapat membicarakannya kepada atasan atau pihak-pihak yang telah ditetapkan oleh Direksi.

D. PELAKSANAAN PELAPORAN PELANGGARAN

Apabila Insan PG menemukan bahwa sebuah keputusan atau tindakan inkonsisten terhadap PEBK ini, maka Insan PG harus melaporkan kepada atasan langsung atau pihak-pihak yang disebutkan dalam PEBK atau bisa melaporkan melalui *Whistleblowing System* (WBS).

E. SANKSI ATAS PELANGGARAN

Konsekuensi atas pelanggaran terhadap Etika Bisnis dan Etika Kerja:

1. Insan PG yang terbukti melakukan pelanggaran dapat dikenai tindakan-tindakan disipliner berupa teguran lisan maupun tertulis, peringatan keras dengan skorsing sampai pemutusan hubungan kerja;
2. Mitra kerja yang terbukti melakukan pelanggaran maka akan dikenakan sanksi sesuai dengan peraturan dan kebijakan yang telah ditetapkan Perseroan;
3. Pelanggaran yang melibatkan pelanggaran hukum, permasalahan dapat diteruskan kepada pihak yang berwajib;
4. Apabila terbukti telah terjadi pelanggaran atas Etika Bisnis dan Etika Kerja maka sifat dari tindakan disipliner yang diberikan akan diusulkan Sekretaris Perusahaan dan Kompartemen Audit Intern;
5. Sifat dari tindakan disipliner yang diambil, tergantung dari keseriusan pelanggaran yang telah dilakukan.

- e. Prevent possible violations of Business Ethics and Work Ethics.
- f. Identify possible violations of Business Ethics and Work Ethics.
- g. Following up on reports of possible violations of Business Ethics and Work Ethics.
- h. Consult with the Corporate Secretary SVP if violations of Business Ethics and Work Ethics occur that require intervention by law enforcement or the authorities.

C. VIOLATIONS REPORTING

With PEBK, it is hoped that it will be easier for PG Personnel to identify problems that arise related to Business Ethics and Work Ethics, so as to reduce the risk of ethical violations occurring. Every PG Personnel is responsible for behaving in accordance with Business Ethics and Work Ethics. If PG Personnel feel doubtful about its implementation, they can discuss it with their superiors or parties determined by the Board of Directors.

D. IMPLEMENTATION OF VIOLATION REPORTING

If PG Personnel find that a Decision or Action is inconsistent with this PEBK, then PG Personnel must report it to their direct superior or the parties mentioned in the PEBK, or they can report via the *Whistleblowing System* (WBS).

E. SANCTIONS FOR VIOLATIONS

Consequences for violations of Business Ethics and Work Ethics:

1. PG personnel who are proven to have committed violations may be subject to disciplinary action in the form of verbal or written reprimand, strict reprimand, suspension, or termination of employment;
2. Partners who are proven to have committed violations will be subject to sanctions in accordance with the regulations and policies set by the Company;
3. Violations involving violations of the law can be escalated to the authorities;
4. If it is proven that there has been a violation of Business Ethics and Work Ethics, the nature of the disciplinary action given will be proposed by the Corporate Secretary and the Internal Audit Compartment;
5. The nature of the disciplinary action taken depends on the seriousness of the offense that has been committed.



SOSIALISASI PEDOMAN ETIKA BISNIS DAN ETIKA KERJA (CODE OF CONDUCT) SERTA PENANDATANGANAN PAKTA INTEGRITAS

Sebagai wujud komitmen terhadap penegakan prinsip GCG, Perseroan senantiasa melakukan sosialisasi Pedoman Etika Bisnis dan Etika Kerja. Sosialisasi merupakan tahapan penting dalam terciptanya insan PG yang berperilaku sesuai dengan Budaya Perusahaan. Pedoman Etika Bisnis dan Etika Kerja dikomunikasikan dan disosialisasikan kepada Dewan Komisaris, organ pendukung Dewan Komisaris, Direksi, dan seluruh karyawan.

Penandatanganan Pernyataan Kepatuhan atas Pedoman Etika Bisnis dan Etika Kerja pada tahun 2023 dilaksanakan pada bulan Februari-Maret 2023 dengan rincian sebagai berikut:

Jumlah Insan Perusahaan 2023 Number of Company Personnel 2023	Jumlah Insan Perusahaan yang Telah Menandatangani Pernyataan Kepatuhan Number of Company Personnel Who Have Signed the Compliance Statement	Jumlah Insan Perusahaan yang Belum Menandatangani Pernyataan Kepatuhan Number of Company Personnel Who Have Not Signed the Compliance Statement
2.216	2.216	-

Pernyataan Kepatuhan atas Pedoman Etika Bisnis dan Etika Kerja dituangkan dalam bentuk penandatanganan Pakta Integritas. Adapun pakta integritas yang telah ditandatangani seluruh Dewan Komisaris, Direksi, organ pendukung Dewan Komisaris, dan karyawan dapat dilihat dalam rincian tabel di bawah ini.

No.	Jabatan Position	Jumlah Total	Jumlah yang Sudah Tanda Tangan Pernyataan Kepatuhan Number of Signed Compliance Statements	Persentase Percentage (%)
1	Dewan Komisaris Board of Commissioners	6	6	100
2	Organ Pendukung Dewan komisaris Supporting Organs of the Board of Commissioners	6	6	100
3	Direksi Board of Directors	3	3	100
4	Senior Executive Vice President (SEVP)	1	1	100
5	Karyawan Employee	1.854	1.854	100
6	Karyawan PKWT dan Kontrak Non-permanent and Contract Employees	346	346	100
Total		2.216	2.216	100

UPAYA PENEGAKAN DAN SANKSI PELANGGARAN KODE ETIK

Perseroan mengatur konsekuensi dari pelanggaran terhadap Pedoman Etika Bisnis & Etika Kerja berupa sanksi teguran tertulis sampai dengan pemutusan hubungan kerja. Berdasarkan Surat Keputusan Direksi No. 0472/TU.04.02/04/SK/2017 tentang Peraturan Disiplin Karyawan, jenis sanksi dibagi ke dalam 3 (tiga) tingkatan yaitu:

SOCIALIZATION OF BUSINESS ETHICS AND WORK ETHICS GUIDELINES (CODE OF CONDUCT) AND SIGNING OF INTEGRITY PACTS

As a form of commitment to upholding GCG principles, the Company always socializes the Code of Business Ethics and Work Ethics. Socialization is an important stage in creating PG people who behave in accordance with the Corporate Culture. The Code of Business Ethics and Work Ethics is communicated and socialized to the Board of Commissioners, supporting organs of the Board of Commissioners, Board of Directors and all employees.

The signing of a statement of Commitment to the Code of Ethics and Conduct until 2022 as follows:

The Statement of Compliance with the Code of Business Ethics and Work Ethics is set forth in the form of signing an Integrity Pact. The integrity pact signed by the entire Board of Commissioners, Board of Directors, supporting organs of the Board of Commissioners, and Employees can be seen in the details of the table below.

ENFORCEMENT AND SANCTIONS FOR VIOLATION OF THE CODE OF ETHICS

The Company regulates the consequences of violations of the Code of Business Ethics & Work Ethics in the form of written reprimands to termination of employment. Based on the Decree of the Board of Directors No. 0472/TU.04.02/04/SK/2017 concerning Employee Discipline Regulations, the types of sanctions are divided into 3 (three) levels, namely:

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Sanksi/Hukuman disiplin ringan: <ol style="list-style-type: none"> a. Teguran tertulis 1, dengan masa berlaku selama 2 bulan. b. Teguran tertulis 2, dengan masa berlaku selama 4 bulan. 2. Sanksi/Hukuman disiplin sedang: <ol style="list-style-type: none"> a. Peringatan tertulis A, dengan masa berlaku selama 6 bulan. b. Peringatan tertulis B, dengan masa berlaku selama 12 bulan. 3. Sanksi/Hukuman disiplin berat: <ol style="list-style-type: none"> a. Peringatan tertulis C, dengan masa berlaku selama 24 bulan. b. Peringatan tertulis C dan demosi, dengan berlaku selama 24 bulan. c. Pemutusan hubungan kerja | <ol style="list-style-type: none"> 1. Minor disciplinary sanctions: <ol style="list-style-type: none"> a. Written warning 1, with a validity period of 2 months. b. Written warning 2, with a validity period of 4 months. 2. Medium disciplinary sanctions: <ol style="list-style-type: none"> a. Written warning A, with a validity period of 6 months. b. Written warning B, with a validity period of 12 months 3. Severe disciplinary sanctions: <ol style="list-style-type: none"> a. Written warning C, with a validity period of 24 months. b. Written warning C and demotions, with a validity period of 24 months. c. Termination of employment. |
|---|---|

JUMLAH PELANGGARAN KODE ETIK DAN SANKSI YANG DIBERIKAN TAHUN 2023

Berikut uraian jumlah sanksi atas pelanggaran kode etik yang terjadi pada tahun 2023.

TOTAL CODE OF CONDUCT BREACHES AND SANCTIONS IMPOSED IN 2023

The following is a description of the number of sanctions for violations of the code of conduct in 2023.

Jenis Pelanggaran Type of Offense	Jumlah Pelanggaran Number of Violations	Sanksi yang Diberikan Sanctions Given
Sanksi/Hukuman Disiplin Ringan Mild Disciplinary Sanctions/Punishment	8	- 7 (tujuh) teguran tertulis 2 7 (seven) written warnings 2 - 1 (satu) teguran tertulis 1 1 (one) written warning 1
Sanksi/Hukuman Disiplin Sedang Medium Disciplinary Sanctions/Punishment	-	-
Sanksi/Hukuman Disiplin Berat Severe Disciplinary Sanctions/Punishment	1	Peringatan tertulis C dan demosi Written warning C and demotion

EVALUASI PEDOMAN ETIKA DAN TATA PERILAKU

Perseroan melakukan evaluasi terhadap Kode Etik untuk mengetahui dan mengukur bagaimana kesesuaian Kode Etik dengan kebutuhan Perseroan serta efektivitas dari program implementasi Kode Etik yang dilaksanakan. Berdasarkan hasil evaluasi yang dilakukan, pengembangan terhadap Kode Etik Perseroan dan perbaikan dari program implementasinya akan dilakukan secara berkesinambungan.

Pelaksanaan Kode Etik ini diharapkan dapat menjamin Perseroan melakukan aktivitas bisnis yang beretika baik secara prinsip maupun praktis. Perubahan Kode Etik Perseroan disesuaikan dengan peraturan perundang-undangan yang berlaku, kehidupan sosial, norma, *best practices* maupun perubahan dan perkembangan bisnis Perusahaan. Komitmen dan dukungan seluruh Insan PG, pelanggan, dan mitra bisnis merupakan kunci keberhasilan implementasi Kode Etik dalam aktivitas operasional Perseroan sehari-hari. Oleh karenanya, Perseroan menerima berbagai masukan, kritik, dan saran dari pemangku kepentingan terkait.

EVALUATION OF CODE OF ETHICS AND CODE OF CONDUCT

The Company evaluates the Code of Ethics to find out and measure how the Code of Ethics conforms to the needs of the Company and the effectiveness of the Code of Ethics implementation program. Based on the results of the evaluation carried out, the development of the Company's Code of Ethics and improvement of its implementation program will be carried out on an ongoing basis.

The implementation of this Code of Ethics is expected to ensure that the Company conducts ethical business activities both in principle and in practice. Changes to the Company's Code of Ethics are adjusted to the applicable laws and regulations, social life, best practices, norms, as well as changes and developments in the Company's business. The commitment and support of all Petrokimia Gresik people, customers, and business partners is the key to the successful implementation of the Code of Ethics in the Company's daily operational activities. Therefore, the Company accepts various inputs, criticisms and suggestions from relevant stakeholders.



SISTEM PELAPORAN PELANGGARAN (*WHISTLEBLOWING SYSTEM*)

Whistleblowing System

Perseroan senantiasa menerapkan prinsip-prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) secara konsisten dan berkelanjutan. Dalam menjalankan kegiatan Perseroan, setiap Insan Petrokimia Gresik dituntut untuk melaksanakan kegiatan usahanya dengan penuh tanggung jawab, transparan dan akuntabel, serta dengan menghindari aktifitas/kegiatan yang mengarah kepada tindakan yang tidak beretika atau melanggar pedoman perilaku, dan benturan kepentingan.

Sebagai wujud komitmen Perseroan terhadap implementasi Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*), dan dalam rangka mencegah dan melakukan deteksi dini atas pelanggaran yang mungkin terjadi di lingkungan Perseroan, maka Perseroan mengimplementasikan *Whistleblowing System* (WBS).

Pedoman pengelolaan WBS di Perseroan merupakan kebijakan internal yang telah direviu dan dimutakhirkan secara berkala dengan pemutakhiran terakhir pada tanggal 23 Desember 2022 dan disahkan oleh Direktur Utama dengan nomor pedoman PG-PD-10-0015.

FUNGSI PENGELOLA WBS

1. Penanggung jawab Sistem WBS di Perseroan adalah Direktur Utama yang dapat dibantu oleh Direktur yang membawahi fungsi Tata Kelola dan Kepatuhan, maupun Direktur yang membawahi fungsi lain yang ditunjuk oleh Direktur Utama.
2. Direktur Utama menetapkan unit yang membidangi fungsi Tata Kelola dan Kepatuhan di Perseroan sebagai Tim Penanganan Aduan (TPA) yang bertugas mengelola Sistem WBS.
3. TPA bertanggung jawab kepada Direktur yang membawahi fungsi Tata Kelola dan Kepatuhan, maupun Direktur yang membawahi fungsi lain yang ditunjuk oleh Direktur Utama.

The Company always applies the principles of good corporate governance consistently and sustainably. In carrying out the Company's activities, every Petrokimia Gresik employee is required to carry out their business activities with full responsibility, transparency, and accountability, as well as avoiding activities that lead to unethical actions, violate the code of conduct, and conflict of interest.

As a form of the Company's commitment to implementing good corporate governance and in order to prevent and carry out early detection of violations that may occur within the Company, the Company implements a Whistleblowing System (WBS).

The Company's Whistleblowing System (WBS) Management Guidelines are an internal policy that has been reviewed and updated regularly, with the last update on December 23, 2022, and approved by the President Director with guideline number PG-PD-10-0015.

WBS MANAGER FUNCTION

1. The person responsible for the WBS System in the Company is the President Director, who can be assisted by the Director who oversees the Governance and Compliance function or the Director who oversees other functions appointed by the President Director.
2. The President Director determines the unit in charge of Governance and Compliance functions in the Company as the Complaint Handling Team (TPA), which is tasked with managing the WBS System.
3. TPA is responsible to the Director who oversees the Governance and Compliance function, as well as the Director who oversees other functions appointed by the President Director.

PENANGANAN PENGADUAN

1. Jenis Aduan WBS

2023 *Baru*

Tim Penanganan Aduan (TPA)
 1. SVP Sekretaris Perusahaan
 2. VP TKR MR
 3. Staf Kepatuhan

Complaint Handling Team (TPA)
 1. SVP Corporate Secretary
 2. VP TKR MR
 3. Compliance Staff

COMPLAINT HANDLING

2. Type of WBS Complaint

Tim Investigasi WBS:

1. Ditunjuk melalui Surat Tugas Direksi yang terdiri dari Ketua Tim, Wakil Ketua Tim, dan anggota tim.
2. Ketua tim diusulkan oleh SVP SPI koordinasi dengan SVP Sekretaris Perusahaan.
3. Investigasi 90 hari.

WBS Investigation Team:

1. Appointed through a Letter of Assignment of the Board of Directors consisting of Team Leader, Deputy Team Leader, and team members.
2. Team leader is proposed by SVP SPI in coordination with SVP Corporate Secretary.
3. 90 days investigation.

19 Kategori yang Dapat Dilaporkan

Reportable Categories



01 Pelanggaran Kode Etik
Code of Ethics Violations

06 Pencurian
Theft

11 Kelalaian yang berdampak besar
Negligence that has a major impact

16 Penggunaan Sumber Daya yang Tidak Sah
Unauthorized Use of Resources

02 Penipuan
Fraud

07 Pelanggaran Hukum
Violation of Law

12 Diskriminasi
Discrimination

17 Penyalahgunaan Wewenang
Abuse of Authority

03 Korupsi
Corruption

08 Kecurangan
Cheating

13 Intimidasi
Intimidation

18 Benturan Kepentingan
Conflict of Interest

04 Penyuapan
Bribery

09 Gratifikasi
Gratuities

14 Kekerasan
Violence

19 Mismanajemen
Mismanagement

05 Penggelapan
Embezzlement

10 Pemerasan
Extortion

15 Pelecehan
Harassment

#WBSterintegrasiPG

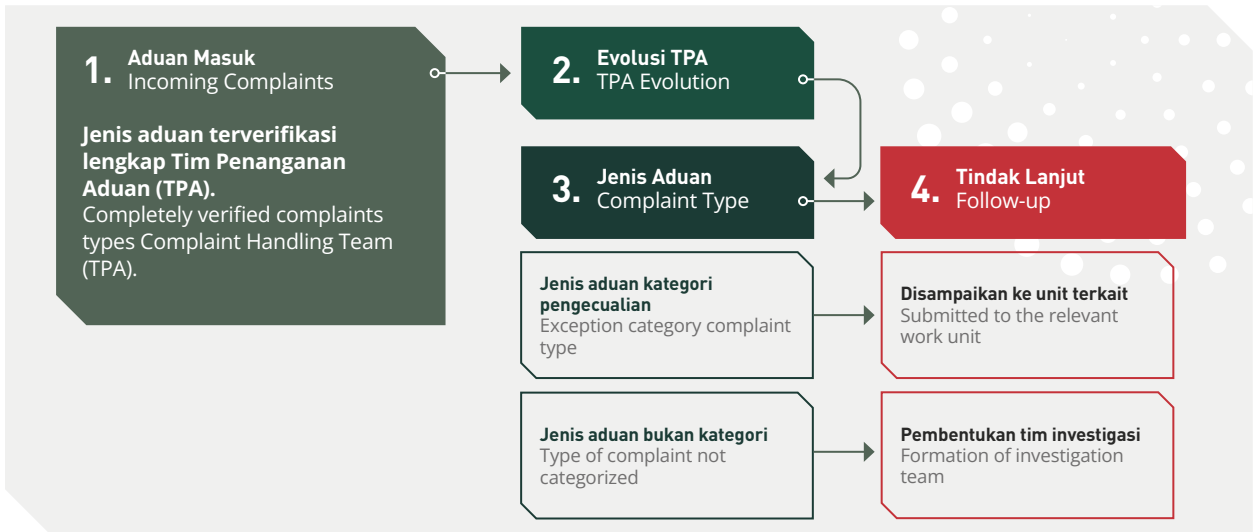


2. Prosedur Pelaporan WBS

a. Pelaporan WBS Non-Terintegrasi

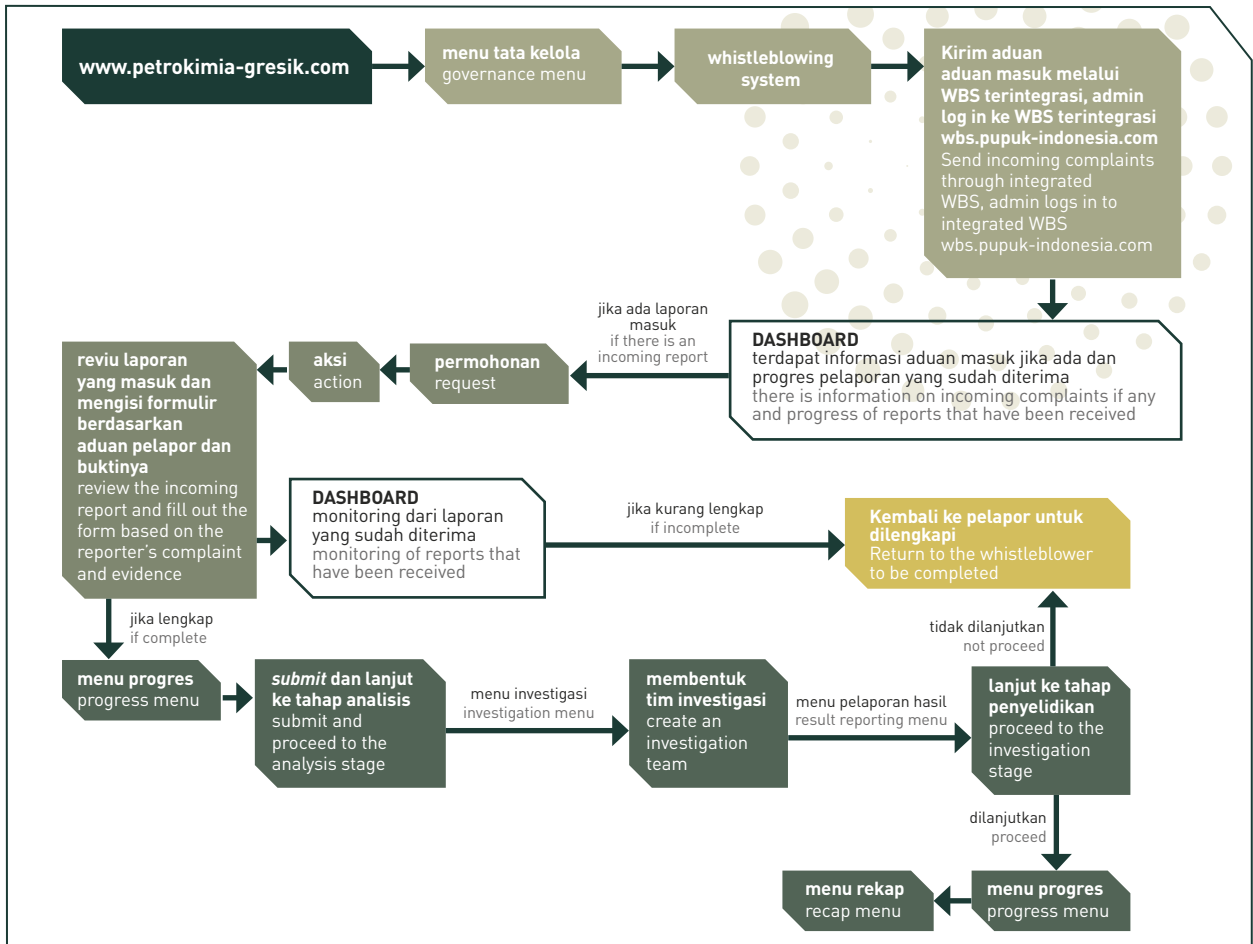
2. WBS Reporting Procedure

a. Non-integrated WBS Reporting



b. Pelaporan WBS Terintegrasi dengan PT Pupuk Indonesia melalui website Perseroan.

b. Integrated WBS Reporting with PT Pupuk Indonesia through the Company's website.



MEDIA PELAPORAN WBS

1. Penyampaian pengaduan pelanggaran dapat dilakukan dengan 2 (dua) alternatif, yaitu:
 - Pelapor bersedia mengungkapkan identitas kepada TPA.
 - Pelapor tidak bersedia mengungkapkan identitas (*anonymous*).
2. Media penyampaian pengaduan pelanggaran dapat melalui media berikut, namun tidak terbatas pada:
 - SMS/Whatsapp: 0811 359 1385;
 - E-mail: pgbersih@petrokimia-gresik.com;
 - WBS Terintegrasi PI Group: wbs.pupuk-indonesia.com
3. Perseroan menjamin kerahasiaan setiap laporan yang disampaikan oleh pelapor.
4. Media pelaporan yang digunakan menyediakan opsi pelaporan *anonymous* (anonim/tanpa identitas) guna melindungi identitas pelapor, kecuali jika pengungkapan identitas dilakukan oleh pelapor sendiri.
5. Setiap penanganan aduan berpegang pada prinsip praduga tidak bersalah, tidak bersifat memihak, tanpa intervensi pihak manapun.

PERLINDUNGAN TERHADAP PELAPOR DAN PETUGAS TERKAIT

Mekanisme Perlindungan Pelapor dan Petugas Terkait

1. Perseroan menjamin perlindungan terhadap pelapor dari segala bentuk ancaman, intimidasi, ataupun tindakan tidak menyenangkan dari pihak manapun selama pelapor menjaga kerahasiaan identitas dan pelaporan pelanggaran yang diajukan kepada pihak manapun.
2. Perlindungan ini juga berlaku bagi para pihak yang melaksanakan investigasi maupun pihak-pihak yang memberikan informasi terkait dengan pengaduan tersebut.
3. Dalam hal pelapor atau petugas TPA dan/atau tim investigasi menerima ancaman terhadap pekerjaan fisik, hak remunerasi maupun fasilitas pekerjaan yang diterima dari Perseroan, maka pelapor menyampaikan permohonan perlindungan kepada Pemegang Saham dan/atau Komisaris Utama dan/atau Direktur Utama melalui Pengelola Sistem Pelaporan Pelanggaran.
4. Dengan pertimbangan tertentu, Perseroan juga dapat memberikan perlindungan kepada keluarga pelapor, TPA, atau tim investigasi.
5. Pemberian perlindungan kepada pelapor, petugas TPA, atau petugas investigasi dapat ditolak atau dihentikan apabila terdapat bukti bahwa yang bersangkutan tidak melakukan kewajibannya dalam menjaga kerahasiaan identitas diri dan laporannya.

WBS REPORTING MEDIA

1. Submitting complaints about violations can be done using 2 (two) alternatives, namely:
 - The whistleblower is willing to reveal its identity to the TPA.
 - The whistleblower is not willing to reveal its identity (*anonymous*).
2. The medium for submitting complaints of violations can be through the following media, but is not limited to:
 - SMS/Whatsapp: 0811 359 1385;
 - E-mail: pgbersih@petrokimia-gresik.com;
 - PI Group Integrated WBS: wbs.pupuk-indonesia.com
3. The Company guarantees the confidentiality of every report submitted by the whistleblower.
4. The reporting medium used provides an *anonymous* reporting option (*anonymous/without identity*) to protect the identity of the whistleblower, unless the identity disclosure is made by the whistleblower itself.
5. Every complaint handled adheres to the principle of presumption of innocence and impartiality without intervention from any party.

PROTECTION FOR WHISTLEBLOWERS AND RELATED OFFICIALS

Protection Mechanism for Whistleblowers and Related Officials

1. The Company guarantees protection for the whistleblower from all forms of threats, intimidation, or unpleasant actions from any party as long as the whistleblower maintains the confidentiality of its identity and reports the complaint to any party.
2. This protection also applies to parties carrying out investigations as well as parties providing information related to the complaint.
3. In the event that the reporting party or TPA officer, and/or investigation team receive threats to their physical work, remuneration rights, or work facilities received from the Company, then the reporting party submits a request for protection to the Shareholders and/or President Commissioner and/or President Director through the Whistleblowing System Manager.
4. With certain considerations, the Company can also provide protection to the Complainant's family, TPA, or investigation team.
5. The provision of protection to a whistleblower, TPA officer, or investigating officer can be refused or stopped if there is evidence that the person concerned has not carried out their obligations in maintaining the confidentiality of their identity and report.



Bentuk-bentuk perlindungan kepada pelapor dan petugas terkait antara lain, namun tidak terbatas pada:

1. Perlindungan kerahasiaan informasi yang diberikan.
2. Perlindungan atas pengenaan sanksi administrasi/kepegawaian Perseroan.
3. Perlindungan dari diskriminasi atau ancaman dari terlapor dan pihak-pihak terkait penyimpangan yang dilaporkan.
4. Perlindungan berupa bantuan hukum bagi pelapor dalam kondisi pelapor mendapat tuntutan hukum dari pihak yang dilaporkan.
5. Bentuk perlindungan yang diberikan disesuaikan dengan bentuk ancaman/tindakan balasan yang diterima. Pemberian perlindungan dilakukan dengan tetap memperhatikan asas kerahasiaan dan ketentuan terkait yang berlaku di Perseroan.

Pihak yang bertanggung jawab khusus melindungi pelapor:

1. Perseroan melindungi pelapor, baik dari ancaman internal maupun eksternal, melalui unit yang membidangi fungsi Tata Kelola dan Kepatuhan serta fungsi Hukum, serta fungsi lain di dalam Perseroan yang memiliki kompetensi dalam menjamin perlindungan pelapor.
2. Perseroan dapat bekerja sama dengan lembaga Pemerintah yang memiliki kompetensi di bidang perlindungan saksi dalam upaya perlindungan bagi pelapor sebagai saksi atas aduan yang disampaikan.

SANKSI YANG BERLAKU

Insan PG yang melanggar prinsip Sistem Pelaporan Pelanggaran akan diberikan sanksi sesuai ketentuan yang berlaku di Perseroan.

PELAPORAN WBS

Selama tahun 2023, terdapat total 152 yang masuk melalui media WBS, 1 (satu) laporan aduan kategori pelanggaran dan 151 laporan aduan kategori non pelanggaran. Dari 152 laporan aduan, 98 disampaikan melalui whatsapp/SMS dan 54 disampaikan melalui *e-mail*.

TINDAK LANJUT PELAPORAN WBS

Sebanyak 152 laporan aduan pelanggaran seluruhnya telah ditindaklanjuti oleh Tim Penanganan Aduan (TPA) WBS Perseroan. Untuk 151 laporan aduan kategori non pelanggaran berupa tawaran pelatihan, tawaran produk, dan spam diproses TPA sebagai rekapitulasi dan untuk 1 (satu) laporan aduan kategori pelanggaran, telah diproses oleh TPA dengan disampaikan kepada unit kerja terkait.

Forms of protection for Whistleblowers and related officers include, but are not limited to:

1. Protection of the confidentiality of the information provided.
2. Protection against the imposition of the Company's administrative/employee sanctions.
3. Protection from discrimination or threats from the Reported Party and parties related to the reported deviation.
4. Protection in the form of legal assistance for the whistleblower in the event that the whistleblower receives a legal claim from the party being reported.
5. The form of protection provided is adjusted to the form of threat/retaliation received. Providing protection is carried out while still observing the principles of confidentiality and related provisions that apply in the Company.

The party with special responsibility for protecting the whistleblower:

1. The Company protects whistleblowers from both internal and external threats through units in charge of Governance and Compliance functions as well as Legal functions, as well as other functions within the Company that have competence in ensuring the protection of whistleblowers.
2. Companies can collaborate with government institutions that have competence in the field of witness protection in efforts to protect whistleblowers as witnesses to complaints submitted.

APPLICABLE SANCTIONS

PG personnel who violate the principles of the whistleblowing System will be subject to sanctions in accordance with the provisions applicable to the Company.

WBS REPORTING

In 2023, there were a total of 152 submitted via WBS media, 1 (one) complaint report in the violation category, and 151 complaint reports in the non-violation category. Of the 152 complaint reports, 98 were submitted via WhatsApp/SMS and 54 were submitted via e-mail.

WBS REPORTING FOLLOW-UP

All 152 violation complaints have been followed up by the Company's WBS Complaint Handling Team (TPA). For 151 (one hundred and fifty-one) complaint reports in the non-violation category in the form of Training Offers, Product Offers and Spam, the TPA has processed them as a recapitulation, and for 1 (one) complaint report in the violation category, it has been processed by the TPA and submitted to the relevant work unit.

KEBIJAKAN ANTIKORUPSI

Anti-Corruption Policy

Untuk mempertahankan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance/GCG*) yang baik di PT Petrokimia Gresik, maka sesuai dengan Pedoman Tata Kelola Perusahaan (GCG Code) serta Pedoman Etika Bisnis dan Etika Kerja (PEBK) Insan PG dalam menjalankan proses bisnis atau aktivitas Perseroan agar selalu bertindak secara profesional. Pengendalian potensi adanya korupsi, suap, gratifikasi ataupun segala tindakan kecurangan (*fraud*) di lingkungan PT Petrokimia Gresik juga dapat mempengaruhi profesionalitas Insan PG. Yang paling krusial adalah suap. Suap membuat BUMN dan anak perusahaannya menjadi tidak efisien. Sejalan dengan hal di atas, Perseroan telah menetapkan beberapa Kebijakan yang meliputi:

- a. Kebijakan dan Komitmen Anti Penyuapan dalam rangka penerapan Sistem Manajemen Anti Penyuapan SNI ISO 37001:2016, yang telah disosialisasikan kepada seluruh *Stakeholder* Perseroan yang telah dimutakhirkan pada tanggal 31 Maret 2023.

To maintain the Good Corporate Governance (GCG) in PT Petrokimia Gresik, in accordance with the GCG Code and the Code of Business Ethics and Work Ethics (PEBK) PG personnel in carrying out business processes or Company activities should always act professionally. Controlling the potential for corruption, bribery, gratuities or all acts of Fraud (fraud) within PT Petrokimia Gresik can also affect the professionalism of Petrokimia Gresik Personnel (PG Personnel). The most crucial is bribery. Bribery makes BUMN and its subsidiaries inefficient. In line with the above, the Company has established several policies which include:

- a. Anti-Bribery Policy and Commitment in the context of implementing the SNI ISO 37001: 2016 Anti-Bribery Management System, which has been socialized to all Company Stakeholders which has been updated on March 31, 2023.





b. Komitmen Anti Gratifikasi yang telah dimutakhirkan pada tanggal 31 Maret 2023.

b. Anti Gratification Commitment that has been updated on March 31, 2023.



PENGEMBANGAN PROGRAM ANTI-FRAUD

Anti-Fraud Program Development

PT Petrokimia Gresik telah menjalankan program-program *anti-fraud* antara lain sebagai berikut:

1. Sistem Pengendalian Kecurangan (*Fraud Control System/FCS*)

Fraud atau kecurangan adalah suatu tindakan yang disengaja oleh satu individu atau lebih dalam manajemen atau pihak yang bertanggung jawab atas tata kelola karyawan dan pihak ketiga yang melibatkan penggunaan tipu muslihat untuk memperoleh satu keuntungan secara tidak adil atau melanggar hukum.

PT Petrokimia Gresik has implemented anti fraud programs, as follows:

1. Fraud Control System (FCS)

Fraud or cheating is an intentional act by one or more individuals in management, parties responsible for employee governance, or third parties that involves the use of deception to obtain an unfair or unlawful advantage.

Pengendalian *fraud* merupakan aktivitas yang dilakukan dalam hal penetapan kebijakan dan sistem yang mengatur tentang langkah-langkah dalam menghadapi terjadinya *fraud* di Perseroan. Pengendalian *fraud* dapat dilakukan melalui penerapan prinsip tata kelola perusahaan yang baik, penguatan struktur dan fungsi pengendalian intern, serta penyusunan program *anti-fraud* Perseroan.

Untuk mendukung pengendalian *fraud* dan mewujudkan Perusahaan BUMN Bersih, Kementerian BUMN menerbitkan Surat Edaran Menteri Badan Usaha Milik Negara Republik Indonesia No. SE-05/MBU/09/2017 tentang Pengelolaan BUMN yang Bersih. Sejalan dengan Surat Edaran Kementerian BUMN tersebut, Pupuk Indonesia Group berkomitmen untuk membangun dan menerapkan *Fraud Control System (FCS)* untuk meningkatkan pengendalian atas kejadian *fraud*.

FCS merupakan sistem yang secara komprehensif dirancang dan digunakan untuk mencegah, mendeteksi, dan menindak setiap kecurangan dalam rangka memperkuat sistem pengendalian intern Perseroan. Melalui penyusunan FCS diharapkan Perseroan akan mampu memetakan dan mengendalikan potensi-potensi *fraud* yang dapat terjadi serta menindaklanjuti setiap tindakan *fraud* dan menyusun *road map* pengembangan sebagai acuan bagi Pupuk Indonesia Group dalam menyusun Pedoman FCS. Perseroan telah menyusun Pedoman Sistem Pengendalian *Fraud Control System (FCS)* dengan Nomor Dokumen PG-PD-10-0039.

Sesuai dengan instruksi Presiden Republik Indonesia No. 9 Tahun 2014 dan Pasal 28 huruf c Peraturan Presiden No. 192 Tahun 2014, Presiden menugaskan Kepala Badan Pengawasan dan Pembangunan (BPKP) untuk melakukan pengawasan, di antaranya adalah penyusunan pedoman dan pemberian bimbingan teknis investigasi dan pencegahan Kolusi, Korupsi, dan Nepotisme. Salah satu instrumen pengawasan BPKP adalah *Fraud Control Plan*.

Atas dasar tersebut, PT Pupuk Indonesia (Persero) meminta BPKP untuk melakukan *Diagnostic Assessment* Pengendalian *Fraud* dalam menyusun FCS pada Pupuk Indonesia Group.

Sejak tahun 2018, PT Petrokimia Gresik mengimplementasikan FCS. Di tahun 2018, sebagai awal implementasi, PT Petrokimia Gresik bekerja sama dengan BPKP dalam pelaksanaan *Diagnostic Assessment Fraud Control Plan*.

Tahun 2022, bersama dengan BPKP Jawa Timur, dilakukan pengembangan FCS dengan reviu implementasi *Diagnostic Assessment* yang telah dilakukan sebelumnya

Fraud control is an activity carried out in terms of establishing policies and systems that regulate steps in dealing with fraud in the Company. Fraud control can be carried out through implementing the principles of good corporate governance, strengthening the structure and function of internal control, and preparing the Company's anti-fraud program.

To support fraud control and create a Clean SOE Company, the Ministry of SOE issued a Circular Letter from the Minister of State-Owned Enterprises of the Republic of Indonesia Number: SE-05/MBU/09/2017 concerning Clean Management of SOE. In line with the Circular Letter from the Ministry of SOE, Pupuk Indonesia Group is committed to building and implementing a Fraud Control System (FCS) to improve control over fraud incidents.

FCS is a system that is comprehensively designed and used to prevent, detect, and act against any fraud in order to strengthen the Company's internal control system. Through the preparation of the FCS, it is hoped that the Company will be able to map and control potential fraud that could occur, as well as follow up on every act of fraud and prepare a development road map as a reference for Pupuk Indonesia Group in compiling the FCS Guidelines. The Company has prepared Fraud Control System (FCS) Control System Guidelines with Document Number PG-PD-10-0039.

In accordance with the instructions of the President of the Republic of Indonesia No. 9 of 2014 and Article 28 letter c of Presidential Regulation No. 192 of 2014, the President assigned the Head of the Supervisory and Development Agency (BPKP) to carry out supervision, including the preparation of Guidelines and providing technical guidance on the investigation and prevention of Collusion, Corruption and Nepotism. One of BPKP's monitoring instruments is the Fraud Control Plan.

On this basis, PT Pupuk Indonesia (Persero) asked BPKP to carry out a Fraud Control Diagnostic Assessment in preparing the FCS for the Pupuk Indonesia Group.

Since 2018, PT Petrokimia Gresik has implemented FCS. In 2018, at the start of implementation, PT Petrokimia Gresik collaborated with BPKP to implement the Diagnostic Assessment Fraud Control Plan.

In 2022, together with the East Java BPKP, FCS development was carried out with a review of the implementation of the Diagnostic Assessment, which has been carried out



dalam bentuk tindak lanjut *Area of Improvement* (Aol) dan penambahan dengan atribut baru sebagai pengembangan FCS. Pengembangan FCS yang dilakukan untuk mengakomodir yang belum dilakukan di tahapan Diagnostic Assessment.

Pengembangan FCS yang dilakukan di tahun 2023 antara lain:

- a. Pendampingan dalam kegiatan revidi kebijakan terkait pengendalian *fraud*;
- b. Identifikasi perbaikan kebijakan terkait pengendalian *fraud*;
- c. Pendampingan dalam kegiatan revidi dan perbaikan atas hasil penyusunan *Fraud Risk Register* seluruh unit kerja;
- d. Pendampingan dalam kegiatan revidi atas tindak lanjut *Area of Improvement* dan rekomendasi hasil penyusunan FCS;
- e. Penelitian, dengan melakukan wawancara, *Focus Group Discussion*, dan kuesioner untuk menggali informasi dari seluruh elemen Perseroan.

2. Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016

SMAP merupakan standar internasional yang disusun oleh International Standard Organization (ISO) dalam ISO37001:2016 *Anti Bribery Management System* yang kemudian diadopsi oleh Badan Standardisasi Nasional menjadi SNI ISO 37001:2016 Sistem Manajemen Anti Penyuapan.

Sistem Manajemen Anti Penyuapan adalah suatu sistem manajemen yang memerinci persyaratan dan menyediakan panduan untuk menetapkan, menerapkan, memelihara, meninjau dan meningkatkan manajemen anti penyuapan. Perseroan telah menyusun Pedoman Sistem Anti Penyuapan (SMAP) dengan Nomor Dokumen PG-PD-10-0042.

Berdasarkan SE-2/MBU/07/2019 tentang Pengelolaan BUMN yang Bersih melalui Implementasi Pencegahan Korupsi, Kolusi dan Nepotisme, dan Penanganan Benturan Kepentingan serta Penguatan Pengawasan Intern, dan sebagai bentuk implementasi dari Peraturan Presiden No. 54 Tahun 2018 tentang Strategi Nasional Pencegahan Korupsi, BUMN (diutamakan) ditargetkan untuk sertifikasi dan implementasi penuh ISO 37001 sesuai dengan Surat Kementerian BUMN No. S-17/S.MBU/02/2020 tanggal 17 Februari 2020 perihal "Sertifikasi ISO 37001 Sistem Manajemen Anti Penyuapan di BUMN" dan Surat PT Pupuk Indonesia (Persero) No. U-719/A00.TK/2020 tanggal 18 Februari 2020 perihal "Implementasi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016".

previously in the form of Area of Improvement (Aol) follow-up and additions with new attributes as FCS development. The FCS development was carried out to accommodate what had not been carried out at the Diagnostic Assessment stage.

FCS developments carried out in 2023 include:

- a. Assistance in policy review activities related to fraud control;
- b. Identify policy improvements related to fraud control;
- c. Assistance in reviewing and improving the results of preparing the Fraud Risk Register for all work units;
- d. Assistance in review activities regarding follow-up to Areas of Improvement and recommendations resulting from the preparation of the FCS.
- e. Research by conducting interviews, Focus Group Discussions and questionnaires to gather information from all elements of the Company.

2. Anti-Bribery Management System (SMAP) ISO 37001:2016

SMAP is an international standard prepared by the International Standard Organization (ISO) in the ISO 37001:2016 Anti-Bribery Management System, which was then adopted by the National Standardization Agency to become the SNI ISO 37001:2016 Anti-Bribery Management System.

The Anti-Bribery Management System is a management system that details requirements and provides guidance for establishing, implementing, maintaining, reviewing, and improving anti-bribery management. The Company has prepared Anti-Bribery System Guidelines (SMAP) with Document Number PG-PD-10-0042.

Based on SE-2/MBU/07/2019 concerning Clean Management of SOE through Implementing Prevention of Corruption, Collusion and Nepotism, and Handling Conflicts of Interest and Strengthening Internal Supervision, and as a form of implementation of Presidential Regulation No. 54 of 2018 concerning the National Strategy for Preventing Corruption, SOE (preferred) is targeted for certification and full implementation of ISO 37001 in accordance with the Letter of the Ministry of SOE No. S-17/S.MBU/02/2020 dated February 17, 2020 regarding "ISO 37001 Management System Certification Anti-Bribery in SOE" and PT Pupuk Indonesia (Persero) Letter No. U-719/A00.TK/2020 dated February 18, 2020 regarding "Implementation of the Anti-Bribery Management System (SMAP) SNI ISO 37001:2016".

PT Petrokimia Gresik (PG) berhasil mendapatkan sertifikat Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016. Sertifikat ini dikeluarkan oleh Badan Sertifikasi PT ASR International Indonesia Certification (ASRICERT Indonesia) sejak 1 Juli 2020. Sebagai konsistensi implementasi SMAP, di tahun 2021 dan 2022, PT Petrokimia Gresik berhasil mempertahankan Sertifikat SMAP melalui *Surveillance* I dan II. Pada tahun 2023, PT Petrokimia Gresik berhasil meraih kembali Sertifikat Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016 yang diterbitkan oleh PT Superintending Company of Indonesia (SUCOFINDO). Hal ini sebagai wujud konsistensi Perusahaan dalam mendukung penuh terciptanya budaya berintegritas.

Sebagai bentuk implementasi penerapan SMAP, PT Petrokimia Gresik menjalankan usaha dengan berpedoman pada 4 NO's, yaitu *NO Bribery* (tidak boleh ada suap-menyuap), *NO Kickback* (tidak boleh ada komisi), *NO Gift* (tidak boleh ada hadiah yang tidak wajar), dan *NO Luxurious Hospitality* (tidak boleh ada jamuan yang berlebihan). Petrokimia Gresik juga terus melakukan upaya peningkatan dan perbaikan setiap proses bisnis agar sejalan dengan prinsip integritas. Manajemen Petrokimia Gresik memastikan setiap unit kerja melakukan penilaian dan pengendalian risiko penyuapan. Setiap pimpinan unit kerja harus terus melakukan *mapping* adanya potensi risiko penyuapan.

PT Petrokimia Gresik (PG) succeeded in obtaining an Anti-Bribery Management System (SMAP) SNI ISO 37001:2016 certificate. This certificate has been issued by the PT ASR International Indonesia Certification (ASRICERT Indonesia) Certification Body since July 1, 2020. As a consistent implementation of SMAP, in 2021 and 2022, PT Petrokimia Gresik succeeded in maintaining the SMAP Certificate through *Surveillance* I and II. In 2023, PT Petrokimia Gresik succeeded in regaining the SNI ISO 37001:2016 Anti-Bribery Management System (SMAP) Certificate issued by PT Superintending Company of Indonesia (SUCOFINDO). This is a form of the Company's consistency in fully supporting the creation of a culture of integrity.

As a form of implementation of SMAP, PT Petrokimia Gresik runs its business guided by 4 NO's: NO Bribery, NO Kickback (no commission), NO Gift (no unreasonable gifts), and NO Luxurious Hospitality (no excessive entertainment). Petrokimia Gresik also continues to make efforts to improve and refine every business process so that it is in line with the principle of integrity. Petrokimia Gresik management ensures that each work unit carries out bribery risk assessments and controls. Each work unit leader must continue to map the potential risks of bribery.

PEDOMAN PENGENDALIAN GRATIFIKASI

Gratification Control Guidelines

Pedoman Pengendalian Gratifikasi merupakan bentuk komitmen Perseroan dalam mewujudkan nilai integritas Insan PG. Hal ini didasari oleh semangat untuk mengambil sikap yang tegas terhadap pengendalian gratifikasi yang melibatkan Insan PG dalam kegiatan operasional Perseroan. Perseroan menyadari, gratifikasi dalam kondisi tertentu dapat melanggar UU Pemberantasan Tindak Pidana Korupsi.

Oleh karena itu, perlu disusun Pedoman Pengendalian Gratifikasi berdasarkan pada peraturan perundang-undangan yang berlaku dan selaras dengan pedoman Etika Bisnis dan Etika Kerja (*Code of Business* dan *work ethic*) serta Tata Nilai (*Corporate Values*) yang berlaku di Perseroan.

Gratification Control Guidelines are a form of the Company's commitment to realizing the integrity values of PG Personnel. This is based on the spirit of taking a firm stance on gratification control involving PG Personnel in the Company's operational activities. The Company is aware that gratification under certain conditions can violate the Corruption Eradication Law.

Therefore, it is necessary to prepare Gratification Control Guidelines based on applicable laws and regulations and in line with the Code of Business and Work Ethics and Corporate Values that apply in the Company.



Dalam rangka merealisasikan komitmen untuk menerapkan Tata Kelola Perusahaan yang Baik (GCG) dan sebagai upaya pencegahan tindak korupsi, Perseroan menyusun Pedoman Pengendalian Gratifikasi (PG-PD-10-0008) per tanggal 9 November 2022. Pedoman Gratifikasi juga telah dilengkapi dengan Prosedur Pelaporan Gratifikasi (PR-02-1036) per tanggal 22 April 2016 yang mengatur mekanisme dan tata cara untuk melaporkan gratifikasi apabila Insan PG menerima gratifikasi maupun penolakan gratifikasi.

PENGELOLA PENGENDALIAN GRATIFIKASI

Organisasi Pengelola Pengendalian Gratifikasi dilaksanakan oleh Unit Pengendalian Gratifikasi (UPG) yang berada di Departemen Tata Kelola Perusahaan dan Manajemen Risiko yang diperjelas penugasannya di dalam Surat Tugas Penunjukkan Unit Pengendalian Gratifikasi (UPG) PT Petrokimia Gresik No. 0888/B/OT.02.01/14/ST/2021 tanggal 22 Agustus 2021.

Pelaksana fungsi pengendalian gratifikasi ini memiliki tugas dan kewenangan sebagai berikut:

1. Menerima, memverifikasi, menganalisis, dan mengadministrasikan laporan penolakan, penerimaan, pemberian, dan permintaan gratifikasi dari Insan Perusahaan dan/atau Laporan Gratifikasi dari *stakeholder* lainnya yang disampaikan melalui media WBS;
2. Meneruskan laporan penerimaan gratifikasi kepada KPK;
3. Melaporkan rekapitulasi laporan penolakan, penerimaan, pemberian, dan permintaan gratifikasi kepada KPK secara periodik;
4. Menyampaikan hasil pengelolaan laporan penolakan, penerimaan, pemberian, dan permintaan gratifikasi dan usulan kebijakan pengendalian gratifikasi kepada Direksi;
5. Memberikan rekomendasi tindak lanjut kepada Unit Kerja Satuan Pengawasan Intern, jika terjadi pelanggaran atas pedoman ini oleh Insan Perusahaan;
6. Mengkoordinasikan dengan Unit Kerja terkait identifikasi dan pengelolaan titik rawan potensi terjadinya praktik gratifikasi di lingkungan Perseroan;
7. Mengusulkan Kebijakan/Pedoman pengelolaan, pembentukan lingkungan anti gratifikasi, dan pencegahan korupsi di lingkungan Perseroan;
8. Melakukan sosialisasi ketentuan gratifikasi kepada internal dan eksternal Perseroan;
9. Mengusulkan dan membuat sistem pengelolaan gratifikasi berbasis teknologi informasi;
10. Melakukan pemeliharaan objek gratifikasi sampai dengan adanya penetapan status objek gratifikasi tersebut oleh KPK;
11. Melakukan pemantauan dan evaluasi atas pengendalian Gratifikasi dan menyampaikan data implementasi

In order to realize its commitment to implementing Good Corporate Governance (GCG) and as an effort to prevent acts of corruption, the Company has prepared Gratification Control Guidelines (PG-PD-10-0008) as of November 9, 2022. The Gratification Guidelines have also been equipped with Gratification Reporting Procedures (PR-02-1036) as of April 22, 2016, which regulate the mechanism and procedures for reporting gratification if PG Personnel receive gratification or reject gratification.

GRATIFICATION CONTROL MANAGEMENT

The Gratification Control Management Organization is carried out by the Gratification Control Unit (UPG) located in the Department of Corporate Governance and Risk Management, whose assignment is clarified in the Assignment Letter for the Appointment of the PT Petrokimia Gresik Gratification Control Unit (UPG) No. 0888/B/OT.02.01/14/ST/2021 dated August 22, 2021.

The executor of the gratification control function has the following duties and authorities:

1. Receive, verify, analyze, and administer reports of rejection, acceptance, giving, and requests for gratification from the Company's Personnel and/or Gratification Reports from other stakeholders submitted via WBS media;
2. Forward the gratification receipt report to the Corruption Eradication Commission;
3. Report a recapitulation of reports of rejection, acceptance, giving, and requests for gratification to the Corruption Eradication Committee periodically;
4. Submit the results of management reports on rejection, acceptance, giving, and requests for gratification and proposed gratification control policies to the Board of Directors;
5. Provide follow-up recommendations to the Internal Audit Work Unit if there is a violation of this code by the Company's Personnel;
6. Coordinate with Work Units regarding the identification and management of potential hotspots for gratification practices within the Company;
7. Proposing management policies/guidelines, establishing an anti-gratification environment, and preventing corruption within the Company;
8. Socialize gratification provisions to the internal and external of the Company;
9. Propose and create an information technology-based gratification management system;
10. Carry out maintenance on the gratification object until the status of the gratification object is determined by the Corruption Eradication Committee;
11. Monitor and evaluate Gratification control and submit Gratification control implementation data to the

pengendalian Gratifikasi kepada KPK secara periodik sesuai dengan ketentuan yang berlaku.

12. Menjadi *counterpart* Fungsi Kepatuhan Anti Penyuapan (FKAP) dalam mengimplementasikan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001: 2016.
13. Secara periodik mengadakan rapat internal dengan FKAP untuk membahas/mengevaluasi implementasi SMAP ISO 37001: 2016.

SOSIALISASI/INTERNALISASI PENGENDALIAN GRATIFIKASI

Sosialisasi gratifikasi selama tahun 2023 antara lain:

1. Penandatanganan Komitmen Anti Gratifikasi oleh Organ Pendukung Dewan Komisaris, Direksi, SEVP, Pejabat *Grade I*, dan *Grade II*. Komitmen tersebut telah dibagikan ke seluruh Unit Kerja.
2. Penyampaian Instruksi Direksi terkait "Anti Gratifikasi" kepada seluruh Karyawan melalui *Digital Office* (DOF) sesuai Memo No. 0012/B/OT.02.01/14/ID/2023.
3. Penyampaian Instruksi Direksi terkait "Anti Gratifikasi Hari Raya Keagamaan dan Hari Besar Lainnya" yang disampaikan kepada seluruh Karyawan melalui DOF sesuai Memo No. 0004/B/OT.02.01/14/PM/2023.
4. Penyampaian "Komitmen Penerapan GCG tentang Larangan Menerima, Memberi dan Meminta Gratifikasi kepada dan/atau dari Insan PG" dari Direktur Utama sesuai Memo No. 16634/B/OT.02.01/14/ME/2023 kepada Mitra Bisnis PG.
5. Penyampaian "Komitmen Penerapan GCG tentang Larangan Menerima, Memberi, dan Meminta Gratifikasi kepada dan/atau dari Insan PG" dari Direktur Utama sesuai Memo No. 02850/B/OT.02.01/14/DR/2023 kepada Anak Perusahaan PT Petrokimia Gresik.
6. Menindaklanjuti 21 laporan gratifikasi dengan rincian 15 laporan kategori "Gratifikasi yang Wajib Dilaporkan" dan 5 laporan kategori "Gratifikasi Kedinasan" dan 1 laporan masuk kategori "Penolakan Gratifikasi".
7. Sosialisasi terkait Anti *Fraud*/Anti Gratifikasi melalui *WhatsApp blast* setiap bulan, majalah internal GEMA setiap bulan, sosialisasi kepada mahasiswa Praktik Kerja Industri (Prakerin) maupun Program Magang Mahasiswa Bersertifikat (PMMB) setiap bulan baik *offline* maupun *online*.
8. Sosialisasi melalui media sosial Instagram bulan Januari dan April 2023.
9. Internalisasi Anti Gratifikasi ke Unit Kerja yakni Dep Riset (6 April 2023); Dep. K3 dan PPK (3 Agustus 2023); Dep. Adm Bisnis (10 Agustus 2023); Dep. Inspeksi Teknik Rotating (3 November 2023).

Corruption Eradication Committee periodically in accordance with applicable regulations.

12. Become a counterpart to the Anti-Bribery Compliance Function (FKAP) in implementing the ISO 37001:2016 Anti-Bribery Management System (SMAP).
13. Periodically hold internal meetings with FKAP to discuss/ evaluate the implementation of SMAP ISO 37001:2016.

SOCIALIZATION/INTERNALIZATION OF GRATIFICATION CONTROL

Gratification socialization in 2023 includes:

1. Signing of the Anti-Gratification Commitment by the Organ Supporting Board of Commissioners, the Board of Directors, SEVP, Grade I, and Grade II Officials. This commitment has been shared with all Work Units.
2. Submission of the Board of Directors' Instructions regarding "Anti-Gratification" to all Employees via the Digital Office (DOF) in accordance with Memo No. 0012/B/OT.02.01/14/ID/2023.
3. Submission of the Board of Directors' Instructions regarding "Anti-Gratification on Religious Holidays and Other Holidays," which were conveyed to all Employees via the DOF in accordance with Memo No. 0004/B/OT.02.01/14/PM/2023.
4. Submission of "Commitment to Implementing GCG regarding the Prohibition of Receiving, Giving, and Requesting Gratifications to and/or From PG Personnel" from the President Director in accordance with Memo No. 16634/B/OT.02.01/14/ME/2023 to PG Business Partners.
5. Submission of "Commitment to Implementing GCG regarding the Prohibition of Receiving, Giving, and Requesting Gratifications to and/or from PG Personnel" from the President Director in accordance with Memo No. 02850/B/OT.02.01/14/DR/2023 to the Subsidiary Company PT Petrokimia Gresik.
6. Followed up on 21 Gratification reports, with details of 15 reports in the "Gratifications that Must Be Reported" category, 5 reports in the "Official Gratifications" category, and 1 report in the "Refusal of Gratifications" category.
7. Socialization related to Anti-Fraud / Anti-Gratification via WhatsApp blast every month, GEMA internal magazine every month, socialization with Industrial Work Practice (Prakerin) students, and the Certified Student Internship Program (PMMB) every month, both offline and online.
8. Socialization via Instagram social media in January and April 2023.
9. Internalization of Anti-Gratification into Work Units, namely the Research Department (April 6, 2023); Department of OSH and PPK (August 3, 2023); Department of Business Administration (August 10, 2023); and Rotating Engineering Inspection Department (November 3, 2023).



10. *Workshop* dan Seminar bagi Compliance Officer (CO), Risk Officer (RO) pada tanggal 20–21 Desember 2023 secara *offline* di Surabaya.
 11. Publikasi *X-Banner* Anti Gratifikasi dan Baliho Sistem Manajemen Anti Penyuapan (SMAP) di Kantor Pusat PT Petrokimia Gresik dan titik-titik di area Perseroan.
 12. Publikasi SMAP di *website* Perusahaan.
 13. Mengikuti Bimbingan Teknis (Bimtek) Aplikasi Gratifikasi Online Modul PPG-Pengisian Renja dan Realisasi Monitoring dan evaluasi PPG tahun 2023 pada tanggal 3 Maret 2023 dari KPK RI secara daring.
 14. *Learning and Sharing* Budaya *Anti-Fraud* Insan Perusahaan dan sebagai upaya cegah, tangkal, deteksi, dan respons *fraud* di PT Pupuk Indonesia (Persero) tanggal 13 Maret 2023 secara daring.
 15. Pada tanggal 9 Juni 2023 mengikuti *Learn and Share* "Pengendalian Benturan Kepentingan" secara *online* oleh PT Pupuk Indonesia.
 16. Mengikuti webinar Pengisian Realisasi Kinerja UPG 2023 secara *online* oleh Komisi Pemberantasan Korupsi.
 17. Mengikuti undangan *workshop* Penguatan Budaya dan Komitmen *Anti-Fraud* Pupuk Indonesia Group untuk Seluruh Karyawan pada tanggal 1 Agustus 2023 secara *online*.
 18. Mengikuti *workshop* "Optimalisasi program pengendalian *fraud* dan keterlibatan Insan Pupuk Indonesia Grup dalam rangka mewujudkan SDM Unggul yang bersih dan bebas korupsi secara *online* oleh *Grade* I, II, dan III pada tanggal 31 Oktober 2023.
 19. Penyelenggaraan *Executive Briefing* dalam rangka peringatan Hari Antikorupsi Sedunia (HAKORDIA) secara *hybrid* pada tanggal 19 Desember 2023 dengan narasumber Bapak Anjas Prasetyo, Analis Muda Gratifikasi KPK RI, Bapak Mucharom, Direktur HC dan Kepatuhan Bank Negara Indonesia; Moderator Emil Faizza, S.Pd, M. Med.Kom, CIT. Peserta *Executive Briefing* yakni Komisariss, Direksi, SEVP, Pengurus Yayasan PG, Direksi Anper PG, Direksi Anper Yayasan PG, Pengurus K3PG, Pejabat *Grade* I dan II.
 20. Pemberian apresiasi kepada 21 Pelapor Gratifikasi berupa Piagam Insan PG Berintegritas yang ditandatangani Direktur Utama.
10. Workshop and Seminar for Compliance Officers (CO), Risk Officers (RO) on December 20–21, 2023, offline in Surabaya.
 11. Publication of Anti-Gratification X-Banners and Anti-Bribery Management System (SMAP) Billboards at PT Petrokimia Gresik Head Office and points in the Company area.
 12. Publication of SMAP on the Company's website.
 13. Follow the Technical Guidance (Bimtek) for the PPG Module Online Gratification Application-Filling in the Renja and Realization of the 2023 PPG Monitoring and Evaluation on March 3, 2023, from the Indonesian Corruption Eradication Commission online.
 14. Learning and Sharing Anti-Fraud Culture for the Company's Personnel and as an online effort to prevent, deter, detect, and respond to fraud at PT Pupuk Indonesia (Persero) on March 13, 2023.
 15. On June 9, 2023, take part in the online Learn and Share "Controlling Conflicts of Interest" by PT Pupuk Indonesia. June 19, 2023
 16. Attend the online webinar for the 2023 UPG Performance Realization by the Corruption Eradication Commission.
 17. Participate in the online invitation to the Pupuk Indonesia Group Culture Strengthening and Anti-Fraud Commitment Workshop for all employees on August 1, 2023.
 18. Attend the workshop "Optimizing the fraud control program and involvement of Pupuk Indonesia Group personnel in order to create superior human resources that are clean and free of corruption" online by Grades I, II, and III on October 31, 2023.
 19. Organizing an Executive Briefing in commemoration of World Anti-Corruption Day (HAKORDIA) in a hybrid manner on December 19, 2023, with resource persons Mr. Anjas Prasetyo, Junior Analyst for Gratifications of the Indonesian Corruption Eradication Commission, Mr. Mucharom, Director of HC and Compliance at Bank Negara Indonesia; and Moderator Emil Faizza, S.Pd., M.Med.Kom, CIT. Executive Briefing participants, namely Commissioners, Directors, SEVP, PG Foundation Management, PG Subsidiary Directors, PG Subsidiary Foundation Directors, K3PG Management, Grade I & II Officials.
 20. Giving appreciation to 21 Gratification Whistleblowers in the form of a PG Personnel Charter with Integrity signed by the President Director.

LAPORAN PERKEMBANGAN GRATIFIKASI

Pada tahun 2023, terdapat sejumlah laporan gratifikasi yang diterima oleh Unit Pengendalian Gratifikasi (UPG) dan seluruhnya telah ditindaklanjuti dengan keputusan sebagai berikut:

1. Mempertimbangkan masalah kepatuhan terhadap Etika Bisnis dan Etika Kerja dalam melakukan evaluasi dan memberikan penghargaan pada Insan PG.

GRATIFICATION DEVELOPMENT REPORT

In 2023, there were a number of gratification reports received by the Gratification Control Unit (UPG), and all of them have been followed up with the following decisions:

1. Consider compliance issues with Business Ethics and Work Ethics in evaluating and giving awards to PG Personnel.

2. Mencegah kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.
3. Melakukan identifikasi atas kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.

2. Prevent possible violations of Business Ethics and Work Ethics.
3. Identify possible violations of Business Ethics and Work Ethics.

Berikut terlampir kategori gratifikasi yang diterima hingga akhir Desember 2023:

Attached are the categories of gratification received until the end of December 2023:

No.	Kategori Category	Total
1	Wajib Dilaporkan Mandatory to be Reported	15
2	Kedinasan Official	5
3	Penolakan Rejection	1
Jumlah Total		21

LAPORAN HARTA KEKAYAAN PENYELENGGARA NEGARA (LHKPN)

State Official Wealth Report (LHKPN)

KEPATUHAN PELAPORAN LHKPN

Perseroan berkomitmen menjalankan kegiatannya yang dilakukan secara bersih dan terbebas dari praktik Korupsi, Kolusi, dan Nepotisme (KKN). Komitmen tersebut diimplementasikan dengan mewajibkan kepada Dewan Komisaris, Direksi, Pejabat *Grade I*, Pejabat *Grade II*, dan Pejabat *Grade III* yang selanjutnya disebut sebagai Wajib Laport (WL) untuk menyampaikan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) secara periodik sesuai ketentuan Instruksi Menteri Negara BUMN No. INS-02/MBU/2007.

Pejabat yang dimaksud adalah pejabat yang menduduki jabatan struktural maupun fungsional baik yang bertugas di internal PG maupun yang sedang ditugaskan pada anak perusahaan, badan hukum lain di lingkungan PG, dan termasuk yang akan memasuki masa purna tugas. Pejabat tersebut yang nantinya disebut sebagai Wajib Laport (WL) LHKPN dan melaporkan LHKPN melalui aplikasi elektronik (E-LHKPN).

Kewajiban membuat LHKPN bagi pejabat PG dituangkan dalam SK Direksi No. 0332/HU.00.01/04/SK/2016 tentang Pelaporan Harta kekayaan Pejabat di Lingkungan PG dan juga dituangkan di dalam Pedoman Pelaporan Harta Kekayaan Pejabat Perusahaan (PG-PD-10-0029) terbitan 3 tanggal 9 November 2022.

Dengan adanya Surat Edaran Menteri BUMN No. SE-12/MBU/10/2021 tanggal 5 Oktober 2021 perihal Kewajiban

LHKPN REPORTING COMPLIANCE

The Company is committed to carrying out its activities in a clean manner and free from Corruption, Collusion and Nepotism (KKN) practices. This commitment is implemented by requiring the Board of Commissioners, the Board of Directors, Grade I Officials, Grade II Officials, and Grade III Officials, hereinafter referred to as Compulsory Reporting (WL), to submit periodic State Official Wealth Reports (LHKPN) in accordance with the provisions of State Minister for State-Owned Enterprises Instruction No. INS-02/MBU/2007.

The officials in question are those who occupy structural and functional positions, whether serving internally at PG or who are currently assigned to subsidiaries or other legal entities within PG, and include those who are about to enter the retirement period. This official will later be referred to as the LHKPN Mandatory Reporter (WL) and reports the LHKPN via an electronic application (E-LHKPN).

The obligation to make LHKPN for PG officials is stated in the Board of Directors' Decree No. 0332/HU.00.01/04/SK/2016 concerning Reporting the Assets of Officials in the PG Environment and is also stated in the Guidelines for Reporting the Wealth of the Company's Officials (PG-PD-10-0029) issue 3 dated November 9, 2022.

With the Circular Letter of the Minister of SOE No. SE-12/MBU/10/2021 dated October 5, 2021 concerning the



Penyampaian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) Bagi Pejabat di Lingkungan Badan Usaha Milik Negara dan Surat Edaran PT Pupuk Indonesia (Persero) No.SE-13/A/KU/A/24/SE/2021 tanggal 15 November 2021 perihal Pemberlakuan Surat Edaran Menteri BUMN No.SE-12/MBU/10/2021 maka diberlakukan penyampaian pelaporan LHKPN bagi Direksi dan Komisaris Cucu Perusahaan PT Pupuk Indonesia (Persero) atau Anak Perusahaan PT Petrokimia Gresik.

Kemudian dengan adanya Surat PT Pupuk Indonesia (Persero) No. 17389/A/PA/A24/ET/2022 tanggal 9 September 2022 perihal "Pengelolaan Data Wajib Lapo LHKPN Pupuk Indonesia Group Tahun Pelaporan 2022" Wajib Lapo (WL) LHKPN Pupuk Indonesia Group juga termasuk Pejabat *Grade III/Setara*

ORGANISASI PENGELOLA

1. SVP Sekretaris Perusahaan ditunjuk sebagai Koordinator LHKPN di lingkungan Perseroan.
2. Dalam melaksanakan tugas dan fungsi pendaftaran dan pengumuman Laporan Harta Kekayaan Pejabat, Perseroan membentuk Unit Pengelolaan Laporan Harta Kekayaan Pejabat (UPL) yang berfungsi sebagai Admin Perseroan.
3. UPL di Perseroan adalah unit yang membidangi Fungsi Kepatuhan dan Fungsi SDM dan/atau unit yang ditunjuk oleh Perseroan untuk menjadi mitra kerja KPK dalam mengelola Laporan Harta Kekayaan Pejabat dan melakukan koordinasi dengan KPK terkait perubahan regulasi pengelolaan e-LHKPN di Perseroan.
4. Kepala UPL adalah pejabat struktural yang ditunjuk Direksi dengan tanggung jawab atas kegiatan pengelolaan Laporan Harta Kekayaan Pejabat di Perseroan.
5. Admin Perseroan memiliki tugas dan tanggung jawab sebagai berikut:
 - a. Unit yang membidangi Fungsi Kepatuhan:
 - i. Berkoordinasi dengan Admin Induk Perseroan yang membidangi Fungsi Kepatuhan dalam hal pemantauan dan evaluasi terhadap kepatuhan Wajib Lapo dalam melaporkan dan menggunakan aplikasi e-LHKPN.
 - ii. Mengajukan *approval*, aktivasi, dan non aktivasi akun Wajib Lapo serta Admin Perseroan kepada Admin Induk Perusahaan yang membidangi Fungsi Kepatuhan.
 - iii. Menyelenggarakan sosialisasi dan pendampingan pengisian Laporan Harta Kekayaan Pejabat Perusahaan.

Obligation to Submit Wealth Reports of State Officials (LHKPN) for Officials within State-Owned Enterprises and PT Pupuk Indonesia (Persero) Circular Letter No. SE-13/A/KU /A/24/SE/2021 dated November 15, 2021 regarding the implementation of the Circular Letter of the Minister of SOE No.SE-12/MBU/10/2021, the submission of LHKPN reporting is enforced for the Directors and Commissioners of PT Pupuk Indonesia (Persero) or Subsidiaries of PT Petrokimia Gresik.

Subsequently, with the existence of PT Pupuk Indonesia (Persero) Letter No. 17389/A/PA/A24/ET/2022 dated September 9, 2022 concerning "Data Management for Mandatory Reporting of LHKPN of Pupuk Indonesia Group for Reporting Year 2022," Mandatory Reporting (WL) of LHKPN Pupuk Indonesia Group also includes Grade III/Equivalent Officials

MANAGEMENT ORGANIZATION

1. Corporate Secretary SVP is appointed as LHKPN Coordinator within the Company.
2. In carrying out the duties and functions of registering and announcing Official Wealth Reports, the Company established an Official Wealth Report Management Unit (UPL), which functions as the Company Admin.
3. UPL in the Company is a unit in charge of Compliance Functions and HR Functions and/or a unit appointed by the Company to be a working partner with the Corruption Eradication Commission (KPK) in managing Official Wealth Reports and coordinating with the Corruption Eradication Commission regarding changes to e-LHKPN management regulations in the Company.
4. The Head of UPL is a structural official appointed by the Board of Directors with responsibility for the management activities of Official Wealth Reports in the Company.
5. The Company's Admin has the following duties and responsibilities:
 - a. Unit in charge of Compliance Functions:
 - i. Coordinate with the Company's Parent Admin in charge of the Compliance Function in terms of monitoring and evaluating Mandatory Reporting compliance in reporting and announcing wealth and the use of the e-LHKPN application.
 - ii. Submit approval, activation, and non-activation of Mandatory Reporting accounts and the Company's Admin to the Company's Parent Admin in charge of Compliance Functions.
 - iii. Organizing socialization and assistance in filling out the Company's Officials' Wealth Reports.

- iv. Mengingatkan Wajib Lapoer Perusahaan untuk mematuhi kewajiban penyampaian Laporan Harta Kekayaan Pejabat.
- v. Melakukan pemantauan dan evaluasi tingkat kepatuhan Wajib Lapoer, baik dalam pelaporan Harta Kekayaan maupun pengumuman Laporan Harta Kekayaan Pejabat Perusahaan.
- vi. Menyampaikan rekomendasi pemberian sanksi kepada Direksi Anak Perusahaan yang membawahi Fungsi Kepatuhan atau Direktur yang ditunjuk oleh Anak Perusahaan dalam pengelolaan Laporan Harta Kekayaan Pejabat terhadap Wajib Lapoer yang tidak patuh dalam menyampaikan Laporan Harta Kekayaan Pejabat beserta dokumen secara lengkap.

- b. Unit yang membidangi Fungsi SDM Perusahaan:
 - i. Melakukan pemutakhiran data Wajib Lapoer Perusahaan terkait posisi akhir tahun untuk pejabat aktif, dan sewaktu waktu, setiap terjadi mutasi, rotasi, promosi, demosi, dan pensiun.
 - ii. Menyampaikan pemutakhiran data kepegawaian dan data perubahan jabatan Wajib Lapoer kepada Admin Perusahaan untuk posisi akhir tahun paling lambat tanggal 1 Desember setiap tahunnya atau waktu lain yang ditetapkan oleh KPK.

SOSIALISASI/INTERNALISASI/BIMBINGAN TEKNIS

Sosialisasi terkait pelaporan LHKPN secara intensif dilakukan oleh Perseroan, terutama untuk mensosialisasikan pengisian LHKPN sesuai dengan ketentuan baru dari KPK, yaitu sebagai berikut:

1. Pemberitahuan pengisian LHKPN melalui memo dan surat:
 - a. Kepada Direksi dan SEVP sesuai Memo No. 00417/B/OT.02.01/14/ME/2023 tanggal 3 Januari 2023 tentang "Pelaporan LHKPN Periodik Tahun 2022".
 - b. Kepada Dewan Komisaris sesuai Memo No. 0001/B/OT.02.01/14/DK/2023 tanggal 3 Januari 2023 tentang "Pelaporan LHKPN Periodik Tahun 2022".
 - c. Kepada Pejabat *Grade* I, II dan III sesuai Memo No. 01090/B/OT.02.01/14/ME/2023 tanggal 6 Januari 2023 tentang "Pelaporan LHKPN Periode Pelaporan tahun 2022".
 - d. Kepada Pejabat *Grade* I, II, III dan DPB anak perusahaan sesuai Memo No. 00111/B/OT.02.01/14/DR/2023 tanggal 6 Januari 2023 tentang "Pelaporan LHKPN Periodik 2022".
 - e. Kepada Sekretaris Dewan Komisaris sesuai Memo No. 01240/B/OT.02.01/14/DR/2023 tanggal 19 Februari 2023 tentang "Undangan Internalisasi

- iv. Reminding the Company's Mandatory Reports to comply with the obligation to submit Official Wealth Reports.
- v. Monitor and evaluate the level of compliance with Mandatory Reporting, both in reporting and announcing wealth reports for the Company's officials.
- vi. Submit recommendations for imposing sanctions to the Subsidiary's Directors who are in charge of the Compliance Function or the Director appointed by the Subsidiary in managing Official Wealth Reports for Mandatory Reports who are not compliant in submitting Official Wealth Reports along with complete documents.

- b. Unit in charge of the Company's HR Functions:
 - i. Updating Mandatory Company Reporting data regarding year-end positions for active officers, and at any time, whenever transfers, rotations, promotions, demotions, and retirements occur.
 - ii. Submit updated personnel data and data on changes in positions. Obligated to report to the Company's Admin for year-end positions no later than December 1 each year or another time determined by the Corruption Eradication Committee.

SOCIALIZATION/INTERNALIZATION/ TECHNICAL GUIDANCE

Intensive socialization regarding LHKPN reporting is carried out by the Company, especially to socialize filling out LHKPN in accordance with the new provisions of the Corruption Eradication Commission, namely as follows:

1. Notification of LHKPN filling via memo and letter:
 - a. To the Board of Directors and SEVP in accordance with Memo No. 00417/B/OT.02.01/14/ME/2023 dated January 3, 2023, concerning "Periodic LHKPN Reporting for 2022".
 - b. To the Board of Commissioners in accordance with Memo No. 0001/B/OT.02.01/14/DK/2023 dated January 3, 2023, concerning "Periodic LHKPN Reporting for 2022".
 - c. To Grade I, II, and III Officials in accordance with Memo No. 01090/B/OT.02.01/14/ME/2023 dated January 6, 2023, concerning "LHKPN Reporting for the 2022 Reporting Period".
 - d. To Grade I, II, III, and DPB Subsidiary Officials in accordance with Memo No. 00111/B/OT.02.01/14/DR/2023 dated January 6, 2023, concerning "2022 Periodic LHKPN Reporting".
 - e. To the Secretary of the Board of Commissioners in accordance with Memo No. 01240/B/OT.02.01/14/DR/2023 dated February 19, 2023, concerning



- Pelaporan LHKPN Tahun 2022 Pupuk Indonesia Group”.
- f. Kepada Direksi dan SEVP Operasi sesuai Memo No. 07797/B/OT.02.01/14/ME/2023 tanggal 20 Februari 2023 tentang “Undangan Internalisasi Pelaporan LHKPN tahun 2022 Pupuk Indonesia Group”.
 - g. Kepada Pejabat *Grade* I, II, dan III sesuai Memo No. 07798/B/OT.02.01/14/ME/2023 tanggal 20 Februari 2023 tentang “Undangan Internalisasi Pelaporan LHKPN tahun 2022 Pupuk Indonesia Group”.
 - h. Kepada Pejabat *Grade* I, II, dan III DPB anak perusahaan sesuai Memo No. 01244/B/OT.02.01/14/DR/2023 tanggal 20 Februari 2023 tentang “Undangan Internalisasi Pelaporan LHKPN tahun 2022 Pupuk Indonesia Group”.
 - i. Kepada Direksi dan Dewan Komisaris PT Petrosida dan PT Petrokimia Kayaku sesuai Memo No. 01244/B/OT.02.01/14/DR/2023 tanggal 20 Februari 2023 tentang “Undangan Internalisasi Pelaporan LHKPN tahun 2022 Pupuk Indonesia Group”.
2. Bimbingan teknis/asistensi langsung kepada WL E- LHKPN PG (baik melalui tatap muka atau telepon/WhatsApp).

LAPORAN PERKEMBANGAN

Status pelaporan LHKPN Periode Pelaporan Tahun 2022 sampai dengan batas akhir pelaporan tanggal 31 Maret 2023, yaitu:

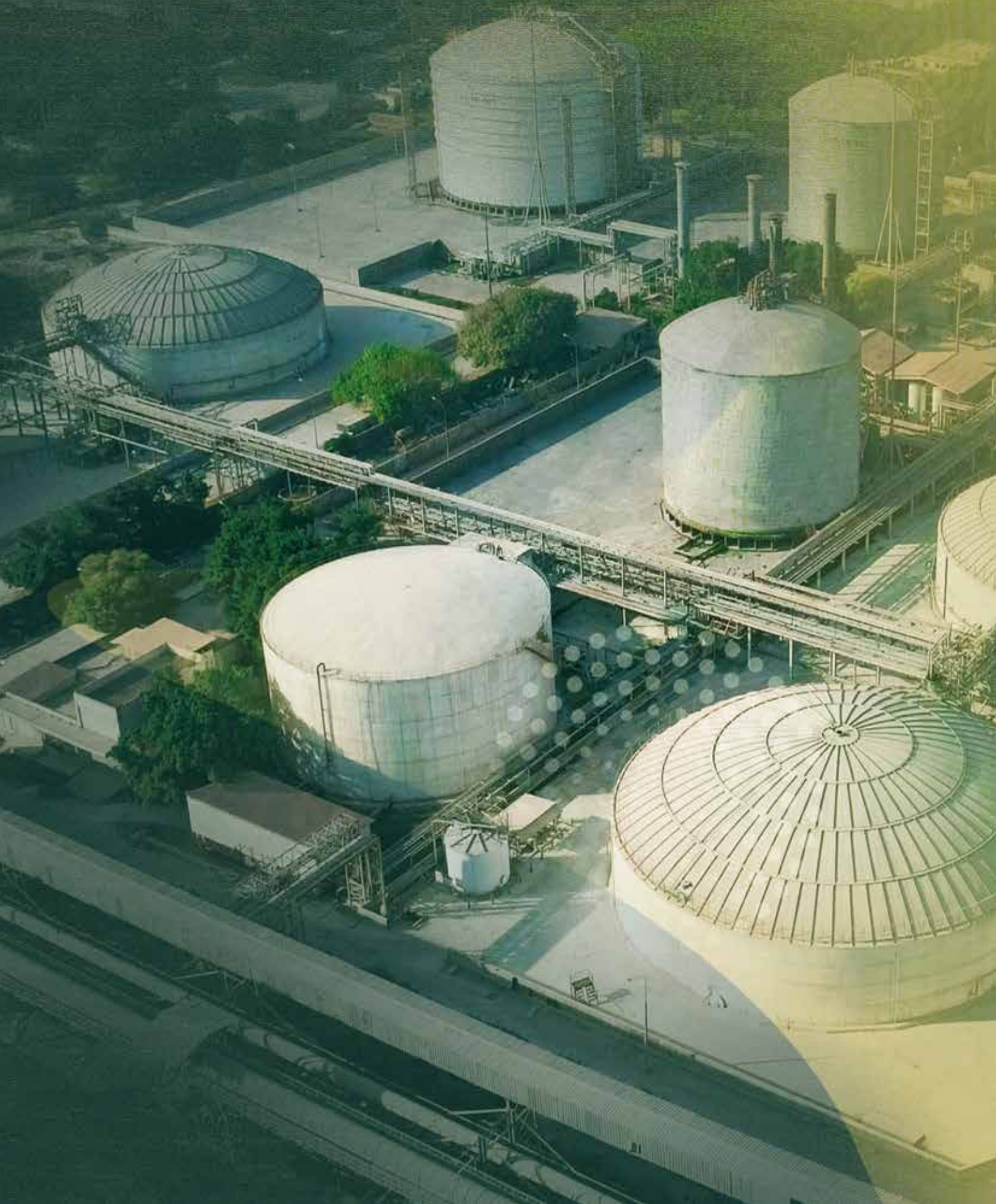
No.	Jabatan Position	Jumlah Wajib Lapo Number of Mandatory Reports	Sudah Lapo Reported	
			Jumlah Total	%
1	Dewan Komisaris Board of Commissioners	6	6	100
2	Direksi Board of Directors	3	3	100
3	Senior Executive Vice President (SEVP)	1	1	100
4	Grade I	22	22	100
5	Grade II	84	84	100
6	Grade III			
7	Komisaris Anak Perusahaan Non PG Non-PG Subsidiary Commissioner	3	3	100
8	Direktur Anak Perusahaan Non PG Non-PG Subsidiary Director	6	6	100
9	Pejabat Grade III Grade III Official	211	211	100
		336	336	100

PROGRESS REPORT

The LHKPN reporting status for the 2022 reporting period until the reporting deadline of March 31, 2023, as follows:



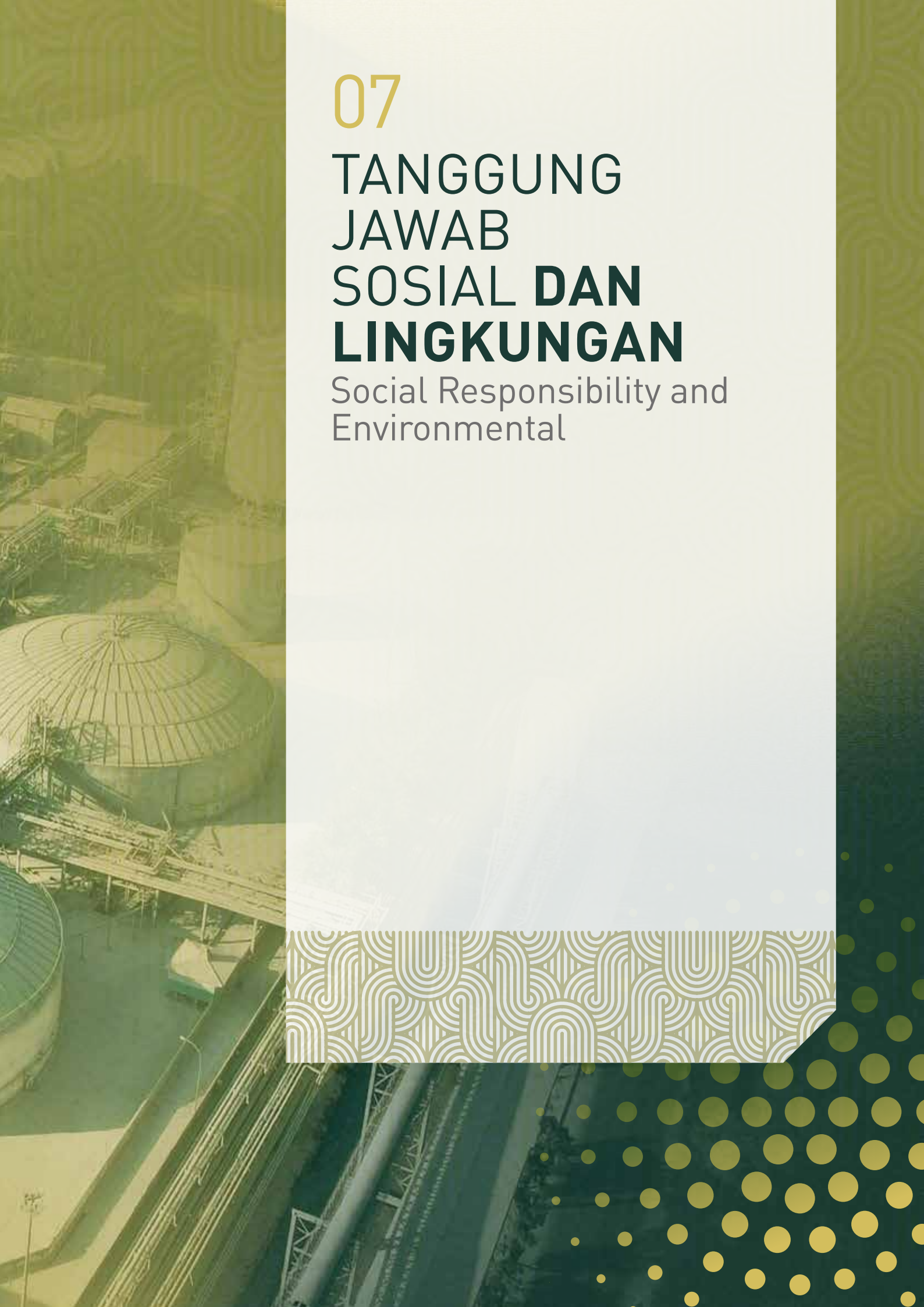
**PETROKIMIA
GRESIK**
Solusi Agroindustri



07

TANGGUNG
JAWAB
SOSIAL DAN
LINGKUNGAN

Social Responsibility and
Environmental



TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

Social Responsibility and Environmental



Mengambil tema utama yakni Air, Energi, dan Pertanian menuju Ketahanan Pangan Berkelanjutan, diharapkan mampu semakin mendorong sektor swasta, filantropi, perguruan tinggi, dan pihak lain untuk secara bersama terlibat mewujudkan dunia yang lebih baik melalui capaian TPB/SDGs.

With the main theme focusing on Water, Energy, and Agriculture towards Food Security, it is expected to further drive private sector, philanthropy, universities, and other stakeholders to collectively contribute towards achieving a better world through SDGs..



Sepanjang tahun 2023, PT Petrokimia Gresik telah mengambil langkah-langkah transformatif dan konkret untuk mendukung pencapaian agenda Tujuan Pembangunan Berkelanjutan baik dalam bidang ekonomi, lingkungan, dan sosial. Tentu, pencapaian dan dampak positif ini berkat dukungan dan kepercayaan dari para pemangku kepentingan. Untuk mempertahankan kinerja ini, kami telah mengadopsi strategi keberlanjutan yang menjadi panduan dalam menjalankan operasional secara berkelanjutan serta menciptakan nilai bagi para pemangku kepentingan tanpa mengabaikan kebutuhan generasi mendatang.

Berdasarkan SDG Summit 2023, ditenggarai terdapat beberapa krisis di antaranya perubahan iklim, pandemi COVID-19, dan konflik global telah memperlambat secara signifikan kemajuan dalam implementasi Tujuan Pembangunan Berkelanjutan yang berdampak pada masyarakat dan negara yang paling rentan, sehingga memperburuk kesenjangan yang sudah ada. Data terkini menunjukkan bahwa hanya 15% dari SDGs yang berjalan sesuai rencana. Tantangan-tantangan global meningkatkan urgensi untuk berkomitmen kembali dan mempercepat kemajuan menuju agenda 2030. Sepanjang KTT, yang mencakup 144 pernyataan negara-negara anggota, beberapa isu utama muncul, di antaranya:

1. Kemudahan **akses pendanaan** bagi negara-negara berkembang yang paling rentan terhadap krisis lingkungan, ekonomi, dan sosial untuk mengakses pendanaan terutama dalam bidang energi terbarukan, sistem kesehatan yang lebih kuat, pendidikan berkualitas, transportasi ramah lingkungan, dan infrastruktur digital.
2. **Keamanan pangan**. Sekretaris Jenderal PBB mengidentifikasi kelaparan sebagai salah satu yang memerlukan tindakan segera. Terdapat 7 dari 14 kelompok negara, termasuk komunitas Karibia dan kelompok negara tertinggal, juga mengidentifikasi kelaparan atau kerawanan pangan sebagai salah satu tantangan global yang paling mendesak saat ini.
3. **Perubahan iklim**. Presiden Sidang Dewan Ekonomi dan Sosial (ECOSOC) tahun 2024 menekankan dampak buruk perubahan iklim, dengan menyatakan bahwa meningkatnya tingkat keparahan dan frekuensi bencana alam memberikan dampak yang tidak proporsional terhadap negara-negara rentan yang sudah berada dalam tekanan utang. Berbagai negara menerapkan target

Throughout 2023, PT Petrokimia Gresik has taken transformative and concrete initiatives to support the achievement of the Sustainable Development Goals agenda in economic, environmental, and social pillars. are greatly attributed to the unwavering support and trust of our stakeholders. In order to maintain this momentum, we have adopted a sustainability strategy that serves as a guide for operating sustainably and creating value for stakeholders without neglecting the needs of future generations.

Based on the 2023 SDG Summit, several crises, including climate change, the COVID-19 pandemic, and global conflicts, have significantly slowed progress in implementing the Sustainable Development Goals, impacting the most vulnerable communities and countries and exacerbating existing inequalities. Current data shows that only 15% of the SDGs are on track. These global challenges increase the urgency to recommit and accelerate progress toward the 2030 agenda. Throughout the Summit, which included 144 statements from Member States, several key issues emerged, including:

1. Ease of **access to funding** for developing countries most vulnerable to environmental, economic, and social crises, particularly in the areas of renewable energy, stronger healthcare systems, quality education, eco-friendly transportation, and digital infrastructure.
2. **Food security**. Identified by the UN Secretary-General as an issue requiring immediate action. Seven out of fourteen groups of countries, including the Caribbean Community and the Group of Least Developed Countries, also identified hunger or food insecurity as one of the most urgent global challenges today
3. **Climate change**. Emphasized by the President of the 2024 session of the Economic and Social Council (ECOSOC), highlighting the adverse impacts of climate change. He stated that the increasing severity and frequency of natural disasters disproportionately affect vulnerable countries already under debt stress. Various countries are implementing different targets, such as achieving net-

berbeda misalnya pencapaian target *net zero emission*, *carbon pricing* dan tuntutan negara untuk pendanaan operasional mitigasi dampak perubahan iklim.

3. **Perlindungan sosial dan peningkatan pendidikan.** Berdasarkan Sustainable Development Report 2023, saat ini Indonesia berada di peringkat ke-75 dunia, naik signifikan dari peringkat ke-102 pada tahun 2019. Hal ini sejalan dengan skor indeks SDGs Indonesia yang terus meningkat dari 64,2 (2019) menjadi 70,2 (2023). Laporan Pencapaian Pelaksanaan TPB/SDGs tahun 2023 menunjukkan sekitar 60% indikator telah mencapai target. Jika ditambah dengan 16% indikator yang menunjukkan tren membaik, maka terdapat sekitar 76% indikator yang telah tercapai dan mengalami kemajuan menuju pencapaian yang lebih baik.

Aksi nyata TBP/SDGs di Indonesia semakin menunjukan hasil yang baik, hal tersebut tidak terlepas dari kerja sama dengan sejumlah pihak dari lapisan masyarakat. Pada tahun ini, Sekretariat SDGs melalui Kementerian PPN/Bappenas melaksanakan SDGs Annual Conference 2023 di Yogyakarta pada tanggal 5–7 November 2023 mendatang. Mengambil tema utama yakni Air, Energi dan Pertanian menuju Ketahanan Pangan Berkelanjutan, diharapkan mampu semakin mendorong sektor swasta, filantropi, perguruan tinggi, dan pihak lain untuk secara bersama terlibat mewujudkan dunia yang lebih baik melalui capaian TPB/SDGs.

zero emissions, carbon pricing, and demanding funding for operational mitigation of climate change impacts

4. **Social protection and education enhancement.** According to the Sustainable Development Report 2023, Indonesia is currently ranked 75th globally, a significant improvement from ranked 102nd place in 2019. This corresponds with Indonesia's SDGs index score, which has consistently risen from 64.2 in 2019 to 70.2 in 2023. The report on SDGs implementation achievements in 2023 indicates that around 60% of indicators have reached their targets. When including an additional 16% of indicators showing improving trends, approximately 76% of indicators have been achieved and are progressing towards further improvements.

The tangible actions of SDGs in Indonesia are showing increasingly positive results, thanks in large part to collaboration with various sectors of society. This year, the SDGs Secretariat, under the Ministry of National Development Planning (PPN)/Bappenas, will hold the SDGs Annual Conference 2023 in Yogyakarta from November 5-7, 2023. With the main theme focusing on Water, Energy, and Agriculture towards Food Security, it is expected to further drive private sector, philanthropy, universities, and other stakeholders to collectively contribute towards achieving a better world through SDGs.



PT Petrokimia sebagai penghasil pupuk mendukung ketahanan pangan dengan penyediaan pupuk berkualitas bagi petani berkontribusi melalui program usaha mitra binaan (PUMK) berupa pendanaan bergulir dan pembinaan/pemberdayaan ekonomi usaha tani. Petrokimia Gresik melalui program bina lingkungan dan pemberdayaan masyarakat serta kepedulian terhadap isu iklim global di antaranya melalui program beasiswa pendidikan SMA & S1 (bestro), petro petani muda, mitra kebanggaan (mangga), proses taat baku mutu lingkungan, penghijauan/serapan karbon, pemberdayaan masyarakat berdampak ekonomi, sosial dan lingkungan.

Dengan dukungan penuh dari seluruh pemangku kepentingan, Laporan Keberlanjutan 2023 berhasil disusun menggunakan panduan *Global Reporting Initiative* (GRI) dan Peraturan Otoritas Jasa Keuangan (OJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Dengan demikian, Laporan Tahunan ini tidak lagi memuat informasi mengenai TJSI. Laporan Keberlanjutan Perseroan untuk tahun buku 2023, tersedia dalam 2 (dua) bahasa dan dapat diunduh secara digital pada <https://petrokimia-gresik.com/page/laporan-tahunan-dan-laporan-keberlanjutan>.

PT Petrokimia, as a fertilizer producer, supports food security by providing quality fertilizers to farmers through the Partnered Business Development Program (PUMK), which includes revolving funding and economic empowerment for farming enterprises. Petrokimia Gresik contributes to environmental stewardship and community empowerment, showing concern for global climate issues through programs such as the senior high school and undergraduate scholarship program (bestro), young farmer support (petro petani muda), mitra kebanggaan (mangga), compliance with environmental quality standards, carbon sequestration initiatives, and community empowerment impacting economics, social, and environmental aspects.

With full support from all stakeholders, the 2023 sustainability report was compiled using the Global Reporting Initiative (GRI) guidelines and Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 on Sustainable Finance Implementation for Financial Services Institutions, Issuers, and Public Companies. Consequently, this Annual Report no longer includes TJSI information. The Company's Sustainability Report for the 2023 fiscal year is available in two languages and can be downloaded digitally at <https://petrokimia-gresik.com/page/laporan-tahunan-dan-laporan-keberlanjutan>



**PETROKIMIA
GRESIK**
Solusi Agroindustri



08

LAPORAN
KEUANGAN
KONDOLIDASIAN

Consolidated Financial
Report



**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/*AND SUBSIDIARIES***

**LAPORAN KEUANGAN KONSOLIDASIAN/
*CONSOLIDATED FINANCIAL STATEMENTS***

**31 DESEMBER 2023/
*31 DECEMBER 2023***



**SURAT PERNYATAAN DIREKSI
TENTANG TANGGUNG JAWAB ATAS
LAPORAN KEUANGAN KONSOLIDASIAN
PADA TANGGAL DAN UNTUK TAHUN YANG
BERAKHIR 31 DESEMBER 2023**

**DIRECTORS' STATEMENT LETTER
REGARDING THE RESPONSIBILITY ON
THE CONSOLIDATED FINANCIAL STATEMENTS
AS AT AND FOR THE YEAR ENDED
31 DECEMBER 2023**

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK / AND ITS SUBSIDIARIES**

Atas nama Direksi, kami yang bertanda tangan
dibawah ini:

On behalf of Directors, we the undersigned:

1. Nama	:	Dwi Satriyo Annurogo	:	Name	1.
Alamat Kantor	:	Jl. Jend. A. Yani, Gresik	:	Office Address	
Alamat Domisili	:	Evergreen De Parc D/17 RT 003 RW 006, Gunung Anyar Tambak, Gunung Anyar, Surabaya	:	Residential Address	
Nomor Telepon	:	(031) 3982200	:	Phone Number	
Jabatan	:	Direktur Utama/President Director	:	Position	
2. Nama	:	Robby Setiabudi Madjid	:	Name	2.
Alamat Kantor	:	Jl. Jend. A. Yani, Gresik	:	Office Address	
Alamat Domisili	:	Jl. Asam Sulfat nomor 3, RT 001 RW 003, Karangturi, Gresik	:	Residential Address	
Nomor Telepon	:	(031) 3982200	:	Phone Number	
Jabatan	:	Direktur Keuangan dan Umum/ Finance and General Director	:	Position	

Menyatakan bahwa:

Declare that:

- | | |
|--|---|
| 1. Direksi bertanggung jawab atas penyusunan dan penyajian Laporan Keuangan Konsolidasian PT Petrokimia Gresik dan Entitas Anak ("Grup"); | 1. Directors are responsible for the preparation and presentation of the Consolidated Financial Statements of PT Petrokimia Gresik and its subsidiaries ("Group"); |
| 2. Laporan Keuangan Konsolidasian Grup telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan yang berlaku di Indonesia; | 2. The Group's Consolidated Financial Statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards; |
| 3. a. Semua informasi dalam Laporan Keuangan Konsolidasian Grup telah dimuat secara lengkap dan benar;
b. Laporan Keuangan Konsolidasian Grup tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material; dan | 3. a. All information contained in the Group's Consolidated Financial Statements have been fully and correctly disclosed;
b. The Group's Consolidated Financial Statements do not contain any incorrect material information or facts and do not omit material information or facts; and |
| 4. Direksi bertanggung jawab atas sistem pengendalian internal Grup. | 4. Directors are responsible for the Group's internal control system. |

Demikian pernyataan ini dibuat dengan sebenarnya.

This is our declaration, which has been made truthfully.

Gresik, 31 Maret/March 2024

Atas nama dan mewakili Direksi / For and on behalf of Directors

21AKX697356105

Dwi Satriyo Annurogo
Direktur Utama/
President Director

Robby Setiabudi Madjid
Direktur Keuangan dan Umum/
Finance and General Director



**LAPORAN AUDITOR INDEPENDEN
KEPADA PARA PEMEGANG SAHAM**

**INDEPENDENT AUDITORS' REPORT
TO THE SHAREHOLDERS OF**

PT PETROKIMIA GRESIK

Opini

Kami telah mengaudit laporan keuangan konsolidasian PT Petrokimia Gresik dan entitas anaknya ("Grup"), yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2023, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk informasi kebijakan akuntansi material.

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2023, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Basis opini

Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Tanggung jawab kami menurut standar tersebut diuraikan lebih lanjut dalam paragraf "Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian" pada laporan kami. Kami independen terhadap Grup berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan konsolidasian di Indonesia, dan kami telah memenuhi tanggung jawab etika lainnya berdasarkan ketentuan tersebut. Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Tanggung jawab manajemen dan pihak yang bertanggung jawab atas tata kelola terhadap laporan keuangan konsolidasian

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Opinion

We have audited the consolidated financial statements of PT Petrokimia Gresik and its subsidiaries (the "Group"), which comprise the consolidated statement of financial position as at 31 December 2023, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2023, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

Basis for opinion

We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Our responsibilities under those standards are further described in the "Auditors' responsibilities for the audit of the consolidated financial statements" paragraph of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Indonesia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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Dalam penyusunan laporan keuangan konsolidasian, manajemen bertanggung jawab untuk menilai kemampuan Grup dalam mempertahankan kelangsungan usahanya, mengungkapkan, sesuai dengan kondisinya, hal-hal yang berkaitan dengan kelangsungan usaha, dan menggunakan basis akuntansi kelangsungan usaha, kecuali manajemen memiliki intensi untuk melikuidasi Grup atau menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya.

Pihak yang bertanggung jawab atas tata kelola bertanggung jawab untuk mengawasi proses pelaporan keuangan Grup.

Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian

Tujuan kami adalah untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian secara keseluruhan bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan, dan untuk menerbitkan laporan auditor yang mencakup opini kami. Keyakinan memadai merupakan suatu tingkat keyakinan tinggi, namun bukan merupakan suatu jaminan bahwa audit yang dilaksanakan berdasarkan Standar Audit akan selalu mendeteksi kesalahan penyajian material ketika hal tersebut ada. Kesalahan penyajian dapat disebabkan oleh kecurangan maupun kesalahan dan dianggap material jika, baik secara individual maupun secara agregat, dapat diekspektasikan secara wajar akan memengaruhi keputusan ekonomi yang diambil oleh pengguna berdasarkan laporan keuangan konsolidasian tersebut.

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

- Mengidentifikasi dan menilai risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan, mendesain dan melaksanakan prosedur audit yang responsif terhadap risiko tersebut, serta memperoleh bukti audit yang cukup dan tepat untuk menyediakan basis bagi opini kami. Risiko tidak terdeteksinya kesalahan penyajian material yang disebabkan oleh kecurangan lebih tinggi dari yang disebabkan oleh kesalahan, karena kecurangan dapat melibatkan kolusi, pemalsuan, penghilangan secara sengaja, pernyataan salah, atau pengabaian pengendalian internal.
- Memperoleh suatu pemahaman tentang pengendalian internal yang relevan dengan audit untuk mendesain prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektifitasan pengendalian internal Grup.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditors' responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- *Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*
- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.*



- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh manajemen.
- Menyimpulkan ketepatan penggunaan basis akuntansi kelangsungan usaha oleh manajemen dan, berdasarkan bukti audit yang diperoleh, apakah terdapat suatu ketidakpastian material yang terkait dengan peristiwa atau kondisi yang dapat menyebabkan keraguan signifikan atas kemampuan Grup untuk mempertahankan kelangsungan usahanya. Ketika kami menyimpulkan bahwa terdapat suatu ketidakpastian material, kami diharuskan untuk menarik perhatian dalam laporan auditor kami ke pengungkapan terkait dalam laporan keuangan konsolidasian atau, jika pengungkapan tersebut tidak memadai, harus menentukan apakah perlu untuk memodifikasi opini kami. Kesimpulan kami didasarkan pada bukti audit yang diperoleh hingga tanggal laporan auditor kami. Namun, peristiwa atau kondisi masa depan dapat menyebabkan Grup tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur, dan isi laporan keuangan konsolidasian secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan konsolidasian mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.
- Memperoleh bukti audit yang cukup dan tepat terkait informasi keuangan entitas atau aktivitas bisnis dalam Grup untuk menyatakan opini atas laporan keuangan konsolidasian. Kami bertanggung jawab atas arahan, supervisi dan pelaksanaan audit grup. Kami tetap bertanggung jawab sepenuhnya atas opini audit kami.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata kelola mengenai, antara lain, ruang lingkup dan saat yang direncanakan atas audit serta temuan audit signifikan, termasuk setiap defisiensi signifikan dalam pengendalian internal yang teridentifikasi oleh kami selama audit.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

JAKARTA,
31 Maret/March 2024

Heryanto, CPA
Izin Akuntan Publik/Public Accountant License No. AP.1784



**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 1/1 Schedule

**LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2023	2022	
ASET				ASSETS
Aset lancar				Current assets
Kas dan setara kas	4	1,626,825	3,278,414	Cash and cash equivalents
Piutang usaha:	5			Trade receivables:
- Pihak berelasi		412,626	620,910	Related parties -
- Pihak ketiga		1,021,688	757,945	Third parties -
Piutang subsidi	6a	5,521,786	12,463,332	Subsidy receivables
Piutang subsidi yang belum ditagih	6b	669,373	413,602	Unbilled subsidy receivables
Aset keuangan lancar lainnya		34,806	220,720	Other current financial assets
Persediaan	7	5,847,691	10,324,862	Inventories
Uang muka dan beban dibayar di muka		127,964	173,439	Advances and prepayments
Pajak dibayar di muka:	12a			Prepaid taxes:
- Pajak lainnya		332,766	489,512	Other taxes -
Jumlah aset lancar		15,595,525	28,742,736	Total current assets
Aset tidak lancar				Non-current assets
Piutang usaha - pihak berelasi	5	289,605	300,781	Trade receivables - related party
Piutang subsidi	6a	417,711	-	Subsidy receivables
Investasi pada entitas asosiasi dan ventura bersama	8	480,058	333,380	Investment in associates and joint venture
Aset keuangan yang dinilai pada nilai wajar melalui penghasilan komprehensif lain		9,553	10,718	Financial assets measured at fair value through other comprehensive income
Aset pajak tangguhan	12e	74,228	77,192	Deferred tax assets
Aset tetap	9	24,131,302	24,603,803	Fixed assets
Pajak dibayar di muka:	12a			Prepaid taxes:
- Pajak penghasilan badan		253,026	7,304	Corporate income tax -
- Pajak lainnya		186,074	75,007	Other taxes -
Properti investasi		86,916	9,099	Investment properties
Aset imbalan kerja	18b	100,037	376,479	Employee benefits assets
Aset tidak lancar lainnya		379,867	49,526	Other non-current assets
Jumlah aset tidak lancar		26,408,377	25,843,289	Total non-current assets
JUMLAH ASET		42,003,902	54,586,025	TOTAL ASSETS

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 1/2 Schedule

**LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2023	2022	
LIABILITAS				LIABILITIES
Liabilitas jangka pendek				Current liabilities
Pinjaman bank jangka pendek	10	359,945	1,004,435	Short-term bank loans
Utang usaha:	11			Trade payables:
- Pihak berelasi		247,067	1,449,229	Related parties -
- Pihak ketiga		525,108	5,674,007	Third parties -
Beban akrual	13	1,723,701	3,579,783	Accrued expenses
Utang pajak:	12b			Taxes payable:
- Pajak penghasilan badan		36,024	264,407	Corporate income tax -
- Pajak lainnya		221,411	280,097	Other taxes -
Liabilitas imbalan kerja jangka pendek	18a	497,450	624,130	Short-term employee benefits liabilities
Utang lain-lain		86,672	92,797	Other payables
Liabilitas kontrak		123,709	117,453	Contract liabilities
Utang salam	17	-	1,186,705	Salam payable
Bagian lancar atas liabilitas sewa pembiayaan	16	121,627	144,642	Current portion of finance lease liabilities
Bagian lancar atas pinjaman jangka panjang dari pemegang saham	14	1,410,000	550,000	Current portion of long-term loans from shareholder
Bagian lancar atas pinjaman bank jangka panjang	15	174,000	1,274,000	Current portion of long-term bank loans
Jumlah liabilitas jangka pendek		5,526,714	16,241,685	Total current liabilities
Liabilitas jangka panjang				Non-current liabilities
Pinjaman bank jangka panjang	15	8,837,831	10,587,925	Long-term bank loans
Pinjaman jangka panjang dari pemegang saham	14	2,461,510	2,771,510	Long-term loans from shareholder
Liabilitas sewa pembiayaan	16	1,114,182	1,677,233	Finance lease liabilities
Liabilitas pajak tangguhan	12e	180,162	237,848	Deferred tax liabilities
Liabilitas imbalan kerja	18b	1,220,378	865,821	Employee benefits liabilities
Jumlah liabilitas jangka panjang		13,814,063	16,140,337	Total non-current liabilities
JUMLAH LIABILITAS		19,340,777	32,382,022	TOTAL LIABILITIES

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 1/3 Schedule

**LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2023**

(Expressed in millions of Rupiah,
unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2023</u>	<u>2022</u>	
EKUITAS				EQUITY
Modal saham – Modal dasar				<i>Share capital – Authorised</i>
9.572.372 lembar saham dengan nilai nominal Rp1.000.000 (Rupiah penuh) per lembar saham; ditempatkan dan disetor penuh 6.600.000 lembar saham	20	6,600,000	6,600,000	<i>capital 9,572,372 shares with par value of Rp1,000,000 (full Rupiah) per share; issued and fully paid 6,600,000 shares</i>
Saldo laba:				<i>Retained earnings:</i>
- Ditetapkan penggunaannya		7,519,286	4,802,022	<i>Appropriated -</i>
- Belum ditentukan penggunaannya		1,144,472	3,116,969	<i>Unappropriated -</i>
Penghasilan komprehensif lain		<u>7,161,134</u>	<u>7,462,266</u>	<i>Other comprehensive income</i>
Jumlah ekuitas yang dapat diatribusi- kan kepada pemilik entitas induk		22,424,892	21,981,257	<i>Total equity attributable to owners of the parent entity</i>
Kepentingan non-pengendali	19	<u>238,233</u>	<u>222,746</u>	<i>Non-controlling interests</i>
JUMLAH EKUITAS		<u>22,663,125</u>	<u>22,204,003</u>	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		<u>42,003,902</u>	<u>54,586,025</u>	TOTAL LIABILITIES AND EQUITY

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 2/1 Schedule

**LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	Catatan/ Notes	2023	2022	
Penjualan bersih	22	31,739,815	39,412,846	<i>Net sales</i>
Beban pokok penjualan	23	<u>(26,804,656)</u>	<u>(32,073,418)</u>	<i>Cost of sales</i>
Laba bruto		4,935,159	7,339,428	Gross profit
Beban penjualan	24	(1,138,713)	(1,032,989)	<i>Selling expenses</i>
Beban umum dan administrasi	25	(826,939)	(720,267)	<i>General and administrative expenses</i>
Bagian atas laba dari entitas asosiasi dan ventura bersama	8	182,844	23,305	<i>Share in income of associates and joint ventures</i>
Beban keuangan	26	(1,622,041)	(1,022,988)	<i>Finance costs</i>
Pendapatan keuangan		4,308	3,164	<i>Finance income</i>
Pendapatan/(beban) lain-lain, bersih	27	<u>106,686</u>	<u>(420,599)</u>	<i>Other income/(expenses), net</i>
Laba sebelum pajak penghasilan		1,641,304	4,169,054	Profit before income tax
Beban pajak penghasilan	12c	<u>(386,539)</u>	<u>(939,419)</u>	<i>Income tax expenses</i>
Laba tahun berjalan		1,254,765	3,229,635	Profit for the year
(Rugi)/penghasilan komprehensif lain				Other comprehensive (loss) /income
Pos yang tidak akan direklasifikasi ke laba rugi:				Items that will not be reclassified to profit or loss:
Pengukuran kembali program imbalan kerja	18b	(392,065)	(136,691)	<i>Remeasurement of employee benefit</i>
Bagian atas penghasilan komprehensif lain entitas asosiasi	8	(14,046)	-	<i>Share in other comprehensive income of associates</i>
Cadangan revaluasi aset	9	-	171,305	<i>Asset revaluation reserve</i>
Pajak penghasilan terkait	12e	113,428	30,072	<i>Related income tax</i>
Pos yang akan direklasifikasi ke laba rugi:				Items that will be reclassified to profit or loss:
Selisih translasi penjabaran laporan keuangan	8	<u>(9,274)</u>	<u>-</u>	<i>Currency translation difference</i>
(Rugi)/penghasilan komprehensif lain, setelah pajak		(301,957)	64,686	Other comprehensive (loss)/ income, net of tax
Jumlah penghasilan komprehensif tahun berjalan		952,808	3,294,321	Total comprehensive income for the year

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 2/2 Schedule

**LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>Catatan/ Notes</u>	<u>2023</u>	<u>2022</u>	
Laba tahun berjalan yang diatribusikan kepada:				Profit for the year attributable to:
Pemilik entitas induk		1,219,767	3,192,263	Owners of the parent entity
Kepentingan non-pengendali		<u>34,998</u>	<u>37,372</u>	Non-controlling interests
		<u>1,254,765</u>	<u>3,229,635</u>	
Jumlah penghasilan komprehensif tahun berjalan yang diatribusikan kepada:				Total comprehensive income for the year attributable to:
Pemilik entitas induk		918,635	3,245,524	Owners of the parent entity
Kepentingan non-pengendali	19	<u>34,173</u>	<u>48,797</u>	Non-controlling interests
		<u>952,808</u>	<u>3,294,321</u>	

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES

Lampiran 3 Schedule

LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023
(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED
31 DECEMBER 2023
(Expressed in millions of Rupiah, unless otherwise stated)

	Distribusikan kepada pemilik entitas induk/Attributable to owners of the parent entity												
	Saldo laba/ Retained earnings			Penghasilan komprehensif lainnya/ Other comprehensive income			Bagian penghasilan komprehensif lain entitas asosiasi/ Share in other comprehensive income of associates				Jumlah/ Total	Kepentingan non- pengendali/ Non- controlling interests	Jumlah ekuitas/ Total equity
Saldo pada 1 Januari 2022	6.600.000	3.467.666	1.830.929	95.045	8.117.788	(801.471)	(2.357)	19.307.600	191.181	19.498.781			
Dividen	21	-	(571.867)	-	-	-	-	(571.867)	(17.232)	(589.099)			Dividend
Cadangan umum	21	1.334.356	(1.334.356)	-	-	-	-	-	-	-			General reserve
Jumlah laba komprehensif tahun berjalan		-	3.192.263	-	160.396	(107.135)	-	3.245.524	48.797	3.294.321			Total comprehensive income for the year
Saldo pada 31 Desember 2022	6.600.000	4.802.022	3.116.969	95.045	8.278.184	(908.606)	(2.357)	21.981.257	222.746	22.204.003			Balance as at 31 December 2022
Dividen	21	-	(475.000)	-	-	-	-	(475.000)	(18.686)	(493.686)			Dividend
Cadangan umum	21	2.717.264	(2.717.264)	-	-	-	-	-	-	-			General reserve
Jumlah laba komprehensif tahun berjalan		-	1.219.767	17.900	-	(304.986)	(14.046)	918.635	34.173	952.808			Total comprehensive income for the year
Saldo pada 31 Desember 2023	6.600.000	7.519.286	1.144.472	112.945	8.278.184	(1.213.592)	(16.403)	22.424.892	238.233	22.663.125			Balance as at 31 December 2023

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 4/1 Schedule

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	2023	2022	
Arus kas dari aktivitas operasi			Cash flows from operating activities
Penerimaan kas dari pelanggan	14,192,276	16,276,939	Cash receipts from customers
Penerimaan subsidi dari Pemerintah	23,630,760	14,694,303	Subsidy receipts from Government
Pembayaran kepada pemasok	(30,474,586)	(28,713,177)	Cash paid to suppliers
Pembayaran kepada karyawan	(1,494,686)	(1,631,372)	Cash paid to employees
Pembayaran pajak penghasilan	(801,938)	(621,574)	Income tax paid
Penerimaan tagihan atas restitusi pajak	764,563	2,310,563	Receipt of claim for tax refund
Pembayaran bunga	(1,550,459)	(1,017,892)	Interest paid
Arus kas bersih diperoleh dari aktivitas operasi	4,265,930	1,297,790	Net cash flows provided by operating activities
Arus kas dari aktivitas investasi			Cash flows from investing activities
Pembelian aset tetap termasuk kapitalisasi biaya pinjaman	(1,459,094)	(1,162,252)	Purchase of fixed assets including capitalisation of borrowing costs
Penurunan piutang lain-lain	40,000	40,000	Decrease of other receivables
Penempatan deposito berjangka yang dibatasi penggunaannya	(315,310)	-	Placement of restricted time deposits
Penerimaan penjualan aset tetap	117	6,341	Proceeds from sales of fixed assets
Penerimaan pendapatan keuangan	4,308	3,165	Receipts of finance income
Pelepasan investasi asosiasi	281	-	Disposal of investments in associates
Penerimaan dari pelepasan aset keuangan pada nilai wajar penghasilan komprehensif lain	1,165	-	Proceeds from disposal financial assets at fair value through other comprehensive income
Penerimaan dividen dari entitas asosiasi	10,253	12,682	Receipts of dividend from associates
Arus kas bersih digunakan untuk aktivitas investasi	(1,718,280)	(1,100,064)	Net cash flows used in investing activities
Arus kas dari aktivitas pendanaan			Cash flows from financing activities
Penerimaan pinjaman jangka pendek	163,131	775,196	Proceeds from short-term loans
Pembayaran pinjaman jangka pendek	(45,804)	(3,937,716)	Repayments of short-term loans
Penerimaan utang salam	2,083,506	2,659,119	Proceeds from salam payable
Pembayaran utang salam	(3,270,211)	(1,472,414)	Repayments of salam payable
Penerimaan pinjaman jangka panjang	237,000	4,078,397	Proceeds from long-term loans
Pembayaran pinjaman jangka panjang	(3,086,465)	(513,202)	Repayments of long-term loans
Penerimaan pinjaman jangka panjang dari pemegang saham	1,100,000	-	Proceeds from long-term loans from shareholder
Pembayaran pinjaman jangka panjang dari pemegang saham	(550,000)	-	Repayments of long-term loans from shareholder
Pembagian dividen kepada pemegang saham Perusahaan	(475,000)	(571,867)	Payment of dividend to the Company's shareholders
Pembayaran liabilitas sewa	(333,411)	(215,051)	Repayment of lease liabilities
Pembagian dividen kepada kepentingan non-pengendali	(18,686)	(17,232)	Payment of dividend to non-controlling interests
Arus kas bersih (digunakan untuk)/ diperoleh dari aktivitas pendanaan	(4,195,940)	785,230	Net cash flows (used in)/ provided by financing activities

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 4/2 Schedule

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

	<u>2023</u>	<u>2022</u>	
(Penurunan)/kenaikan bersih kas dan setara kas	(1,648,290)	982,956	Net (decrease)/increase in cash and cash equivalents
Kas dan setara kas pada awal tahun	3,278,414	2,288,481	Cash and cash equivalents beginning of the year
Pengaruh perubahan kurs mata uang asing	(3,299)	6,977	Effect of foreign exchange rate changes
Kas dan setara kas pada akhir tahun	<u>1,626,825</u>	<u>3,278,414</u>	Cash and cash equivalents end of the year

Tambahan informasi aktivitas yang tidak mempengaruhi arus kas disajikan di Catatan 33.

Additional information of non-cash activities is presented in Note 33.

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/1 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2023**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
31 DECEMBER 2023**

(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM

a. Pendirian Perusahaan dan informasi lainnya

PT Petrokimia Gresik ("Perusahaan" atau "PKG") merupakan Perusahaan Umum Milik Negara yang didirikan berdasarkan Peraturan Pemerintah No. 55 tahun 1971. Perusahaan mengalami perubahan bentuk dari Perusahaan Umum menjadi Perusahaan Perseroan berdasarkan Peraturan Pemerintah No. 14 tahun 1975 melalui Akta Notaris Abdul Latief, S.H., No. 110 tanggal 31 Mei 1975. Akta pendirian tersebut telah diumumkan dalam Berita Negara Republik Indonesia tanggal 9 Desember 1975 No. 98, tambahan No. 722. Anggaran Dasar Perusahaan telah mengalami beberapa kali perubahan, terakhir melalui Akta Notaris Lumassia, S.H., No. 01 tanggal 10 Juni 2022, yang telah mendapatkan persetujuan dari Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan No. AHU-0045872.AH.01.02.TAHUN 2022 tanggal 4 Juli 2022.

Sesuai dengan Pasal 3 Anggaran Dasar Perusahaan pada Akta Notaris Lumassia, S.H., No. 01 tanggal 10 Juni 2022, yang telah mendapatkan persetujuan dari Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dengan No. AHU-0045872.AH.01.02.TAHUN 2022 tanggal 4 Juli 2022, maksud dan tujuan Perusahaan adalah melakukan usaha dalam bidang industri; perdagangan; konstruksi; aktivitas profesional, ilmiah, dan teknis; penelitian dan pengembangan ilmu pengetahuan; pengadaan listrik, gas, uap/air panas dan udara dingin; pengelolaan air; pengelolaan air limbah, pengelolaan dan daur ulang sampah dan aktivitas remediasi; pengangkutan dan pergudangan; pertanian dan perkebunan; real estat; aktivitas penyewaan dan sewa guna usaha tanpa hak opsi; industri pengolahan; informasi dan komunikasi; serta optimalisasi pemanfaatan sumber daya yang dimiliki untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapat/mengejar keuntungan guna meningkatkan nilai perusahaan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

1. GENERAL

a. Establishment of the Company and other information

PT Petrokimia Gresik (the "Company" or "PKG") was a State Owned Company that was established under Government Regulation No. 55 year 1971. The Company was transformed from a State Owned Company to a Limited Liability Company under Government Regulation No. 14 year 1975 by virtue of Notarial Deed No. 110 dated 31 May 1975 of Abdul Latief, S.H. The deed of establishment was announced in the Republic of Indonesia State Gazette No. 98, dated 9 December 1975, with addendum No. 722. The Company's Articles of Association have been amended several times, most recently by the Notarial Deed No. 01 dated 10 June 2022 of Lumassia, S.H., approved by the Minister of Laws and Human Rights of Republic of Indonesia in its Decision Letter No. AHU-0045872.AH.01.02.TAHUN 2022 dated 4 July 2022.

According to Article 3 of the Company's Articles of Association on Notarial Deed No. 01 dated 10 June 2022 of Lumassia, S.H., approved by the Minister of Laws and Human Rights of Republic of Indonesia in its Decision Letter No. AHU-0045872.AH.01.02.TAHUN 2022 dated 4 July 2022, the Company's purposes and objectives are to conduct business in the industrial field; trading; construction; professional, scientific and technical activities; scientific research and development; electricity, gas, steam/hot water and cold air supply; water management; waste water management; waste management and recycling and remediation activities; transport and warehousing; agriculture and farming; real estate; rental and leasing activities without option rights; processing industry; information and communication; and optimising the use of available resources to produce high-quality goods and/or services that are highly competitive to obtain/pursue profits in order to increase company's value by applying Limited Liability Company principles.

**PT PETROKIMIA GRESIK
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Lampiran 5/2 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
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**NOTES TO THE CONSOLIDATED
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1. UMUM (lanjutan)

a. Pendirian Perusahaan dan informasi lainnya (lanjutan)

Perusahaan memulai kegiatan komersial sejak tanggal 10 Juli 1972. Kantor pusat dan fasilitas produksi berkedudukan dan berlokasi di Gresik, Jawa Timur.

Pada tanggal 31 Desember 2023 dan 2022, Perusahaan dan entitas anak (bersama-sama disebut "Grup") masing-masing memiliki 2.299 dan 2.344 karyawan tetap (tidak diaudit).

Entitas induk Perusahaan adalah PT Pupuk Indonesia (Persero), perusahaan yang didirikan di Indonesia dan pemegang saham utama adalah Pemerintah Republik Indonesia.

b. Komisaris dan Direksi

Susunan Komisaris dan Direksi Perusahaan pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

	2023	
Komisaris		
Komisaris Utama	T. Nugroho Purwanto	
Komisaris	Noer Fajrieansyah	
Komisaris	Bin Nahadi	
Komisaris	Cecep Herawan	
Komisaris Independen	Iqbal Billy Wahid	
Komisaris Independen	-	
Direksi		
Direktur Utama	Dwi Satriyo Annurogo	
Direktur Operasi dan Produksi	Digna Jatningsih	
Direktur Keuangan dan Umum	Robby Setiabudi Madjid	

c. Komite Audit

Susunan Komite Audit Perusahaan pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

	2023	
Komite Audit		
Ketua	Bin Nahadi	
Wakil Ketua	-	
Anggota	Sutan Rambun Pamenan	
Anggota	Bambang Setiobroto	

1. GENERAL (continued)

a. Establishment of the Company and other information (continued)

The Company started its commercial operations on 10 July 1972. Its head office and production facilities are located in Gresik, East Java.

As at 31 December 2023 and 2022, the Company and subsidiaries (together the "Group") had 2,299 and 2,344 permanent employees, respectively (unaudited).

The Company's parent entity is PT Pupuk Indonesia (Persero), a company that is incorporated in Indonesia and the Company's ultimate parent is the Government of the Republic of Indonesia.

b. Boards of Commissioners and Directors

The Company's Board Commissioners and Directors as at 31 December 2023 and 2022, were as follows:

	2023	
		Board of Commissioners
	T. Nugroho Purwanto	President Commissioner
	Noer Fajrieansyah	Commissioner
	Bin Nahadi	Commissioner
	Cecep Herawan	Commissioner
	Ammarsjah	Independent Commissioner
	Indira Chunda	Independent Commissioner
	Thita Syahrul	
		Board of Directors
	Dwi Satriyo Annurogo	President Director
	Digna Jatningsih	Operation and Production Director
	Budi Wahyu Soesilo	Finance and General Affairs Director

c. Audit Committee

The Company's Audit Committee as at 31 December 2023 and 2022 was as follows:

	2023	
		Audit Committee
	Bin Nahadi	Head
	Ammarsjah	Vice of Head
	Sutan Rambun Pamenan	Members
	Bambang Setiobroto	Members

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/3 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
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**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
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(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM (lanjutan)

d. Struktur Grup

Pada tanggal 31 Desember 2023 dan 2022, struktur Grup adalah sebagai berikut:

Entitas anak/ <i>Subsidiaries</i>	Domisili/ <i>Domicile</i>	Jenis usaha/ <i>Nature of business</i>	Persentase kepemilikan efektif/ <i>Effective percentage of ownership</i>		Jumlah aset sebelum eliminasi/ <i>Total assets before elimination</i>	
			31 Desember/ <i>December</i>	31 Desember/ <i>December</i>	31 Desember/ <i>December</i>	31 Desember/ <i>December</i>
			2023	2022	2023	2022
PT Petrosida Gresik ("PSG")	Gresik	Produksi, distribusi dan perdagangan bahan aktif pestisida serta bertindak sebagai distributor pupuk/ <i>Production, distribution and trading of the active ingredients of pesticides as well as acting as a distributor of fertiliser</i>	99.99	99.99	1,008,541	990,382
PT Petrokimia Kayaku ("PKY")	Gresik	Memproduksi, memformulasi dan memasarkan pestisida/ <i>Production, formulation and marketing of pesticides</i>	60.00	60.00	970,080	953,630

1. GENERAL (continued)

d. Group structure

As at 31 December 2023 and 2022, the structure of the Group was as follows:

2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL

a. Dasar penyusunan laporan keuangan konsolidasian

Laporan keuangan konsolidasian ini telah disusun sesuai dengan Standar Akuntansi Keuangan di Indonesia, yang mencakup Pernyataan Standar Akuntansi Keuangan ("PSAK") dan Interpretasi Standar Akuntansi Keuangan ("ISAK").

Laporan keuangan konsolidasian disusun berdasarkan konsep harga perolehan, yang dimodifikasi oleh revaluasi tanah (aset tetap), dan aset dan liabilitas keuangan yang diukur pada nilai wajar melalui laba rugi dan pendapatan komprehensif lain, serta menggunakan dasar akrual kecuali untuk laporan arus kas konsolidasian.

Laporan arus kas konsolidasian disusun dengan menggunakan metode langsung dengan mengelompokkan arus kas ke dalam aktivitas operasi, investasi dan pendanaan.

Angka dalam laporan keuangan konsolidasian ini, dibulatkan dan disajikan dalam jutaan Rupiah ("Rp"), kecuali dinyatakan lain.

2. MATERIAL ACCOUNTING POLICY INFORMATION

a. The basis of preparation of consolidated financial statements

The consolidated financial statements have been prepared in accordance with Indonesian Financial Accounting Standards, including Statements of Financial Accounting Standards ("SFAS") and Interpretations of Financial Accounting Standards ("IFAS").

The consolidated financial statements have been prepared under the historical cost basis, as modified by revaluation of land (fixed assets), and financial assets and liabilities at fair value through profit or loss and other comprehensive income, and using the accrual basis except for the consolidated statement of cash flows.

The consolidated statement of cash flow is prepared based on the direct method by classifying cash flows on the basis of operating, investing and financing activities.

Figures in the consolidated financial statements are rounded to and stated in millions of Rupiah ("Rp"), unless otherwise specified.

**PT PETROKIMIA GRESIK
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Lampiran 5/4 Schedule

**CATATAN ATAS LAPORAN
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(Expressed in millions of Rupiah, unless otherwise stated)

**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

a. Dasar penyusunan laporan keuangan konsolidasian (lanjutan)

Penyusunan laporan keuangan konsolidasian berdasarkan Standar Akuntansi Keuangan di Indonesia memerlukan penggunaan estimasi akuntansi penting tertentu. Penyusunan laporan keuangan konsolidasian juga mengharuskan manajemen untuk menggunakan pertimbangan dalam proses penerapan kebijakan akuntansi Grup. Area-area yang memerlukan tingkat pertimbangan atau kompleksitas yang tinggi, atau area dimana asumsi dan estimasi yang berdampak material terhadap laporan keuangan konsolidasian, diungkapkan di Catatan 3.

Kecuali dinyatakan di bawah ini, kebijakan akuntansi telah diterapkan secara konsisten dengan laporan keuangan konsolidasian untuk tahun yang berakhir 31 Desember 2022 yang telah sesuai dengan Standar Akuntansi Keuangan di Indonesia.

b. Perubahan pada PSAK dan ISAK

Penerapan dari amandemen yang relevan dan berlaku efektif sejak tanggal 1 Januari 2023 yang tidak menyebabkan perubahan signifikan atas kebijakan akuntansi entitas dan tidak memiliki dampak material terhadap jumlah yang dilaporkan di tahun berjalan atau tahun sebelumnya:

- Amandemen PSAK 1: Penyajian Laporan Keuangan - Pengungkapan Kebijakan Akuntansi;
- Amandemen PSAK 16: Aset Tetap tentang hasil sebelum penggunaan yang diintensikan;
- Amandemen PSAK 25: Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan - Definisi Estimasi Akuntansi; dan
- Amandemen PSAK 46: Pajak Penghasilan - Pajak Tangguhan terkait Aset dan Liabilitas yang timbul dari transaksi tunggal.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

a. The basis of preparation of consolidated financial statements (continued)

The preparation of consolidated financial statements in conformity with Indonesian Financial Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are material to the consolidated financial statements, are disclosed in Note 3.

Except as described below, the accounting policies applied are consistent with those of the consolidated financial statements for the year ended 31 December 2022, which conform to Indonesian Financial Accounting Standards.

b. Changes to the SFAS dan IFAS

The adoption of the following amendments which are relevant and effective from 1 January 2023 did not result in substantial changes to the entity's accounting policies and had no material effect on the amounts reported for the current or prior years:

- Amendment of SFAS 1: Presentation of Financial Statements - Disclosure of Accounting Policies;
- Amendment of SFAS 16: Fixed Assets regarding proceeds before intended use;
- Amendment of SFAS 25: Accounting Policies, Changes in Accounting Estimates and Errors - Definition of Accounting Estimates; and
- Amendment of SFAS 46: Income Taxes - Deferred Tax related to Assets and Liabilities arising from single transaction.

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Lampiran 5/5 Schedule

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

b. Perubahan pada PSAK dan ISAK (lanjutan)

Amandemen yang telah diterbitkan, namun berlaku efektif untuk tahun buku yang dimulai pada atau setelah 1 Januari 2024, tapi penerapan dini diperkenankan, adalah sebagai berikut:

- Amandemen PSAK 1: Penyajian Laporan Keuangan - Klasifikasi Liabilitas Lancar atau Tidak Lancar;
- Amandemen PSAK 1: Penyajian Laporan Keuangan - Liabilitas Jangka Panjang dengan Kovenan;
- Amandemen PSAK 73: Sewa tentang Jual dan Sewa Balik;
- Amandemen PSAK 46: Pajak Penghasilan - Reformasi Pajak Internasional Ketentuan Model Pilar Dua;
- Amandemen PSAK 2: Laporan Arus Kas dan amandemen PSAK 60: Instrumen Keuangan: Pengungkapan - Pengaturan Pembiayaan Pemasok; dan
- Amandemen PSAK 10: Pengaruh Perubahan Kurs Valuta Asing - Kekurangan Ketertukaran.

Standar baru yang telah diterbitkan, namun berlaku efektif untuk tahun buku yang dimulai pada atau setelah 1 Januari 2025, tapi penerapan dini diperkenankan, adalah sebagai berikut:

- PSAK 74: Kontrak Asuransi

Pada tanggal penerbitan laporan keuangan konsolidasian ini, Grup sedang mempelajari dampak yang mungkin timbul dari penerapan standar baru dan amandemen terhadap laporan keuangan konsolidasian Grup. Mulai 1 Januari 2024, referensi terhadap masing-masing PSAK dan ISAK akan diubah sesuai dengan penerbitan oleh Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

b. Changes to the SFAS and IFAS (continued)

Amendments issued but only effective for financial years beginning on or after 1 January 2024, but early adoption is permitted, are as follows:

- *Amendment of SFAS 1: Presentation of Financial Statements - Classification of Liabilities as Current or Non-Current;*
- *Amendment of SFAS 1: Presentation of Financial Statements - Non-Current Liabilities with Covenants;*
- *Amendment of SFAS 73: Leases regarding Sale and Lease Back;*
- *Amendment of SFAS 46: Income Taxes - International Tax Reform Pillar Two Model Rules;*
- *Amendment of SFAS 2: Statement of Cash Flows and amendment of PSAK 60: Financial Instrument: Disclosure - Supplier Finance Agreements; and*
- *Amendment of SFAS 10: Foreign Exchange Rates - Lack of Exchangeability.*

New standards issued but only effective for financial years beginning on or after 1 January 2025, but early adoption is permitted, are as follows:

- *SFAS 74: Insurance Contracts*

As at the issuance date of these consolidated financial statements, the Group is evaluating the potential impact of these new standards and amendments on the Group's consolidated financial statements. Beginning 1 January 2024, references to the individual SFAS and IFAS will be changed as published by Financial Accounting Standards Board of Indonesian Institute of Accountants.

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Lampiran 5/6 Schedule

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasi

(i) Entitas anak

Laporan keuangan konsolidasian meliputi laporan keuangan Perusahaan dan entitas anak. Entitas anak adalah seluruh entitas (termasuk entitas terstruktur) dimana Grup memiliki pengendalian. Grup mengendalikan entitas lain ketika Grup terekspos atas, atau memiliki hak untuk, pengembalian yang bervariasi dari keterlibatannya dengan entitas dan memiliki kemampuan untuk mempengaruhi pengembalian tersebut melalui kekuasaannya atas entitas tersebut. Entitas anak dikonsolidasikan secara penuh sejak tanggal dimana pengendalian dialihkan kepada Grup. Entitas anak tidak dikonsolidasikan lagi sejak tanggal dimana Grup kehilangan pengendalian.

Transaksi, saldo dan keuntungan antar entitas Grup yang belum direalisasi telah dieliminasi. Kerugian yang belum direalisasi juga dieliminasi. Jika diperlukan, nilai yang dilaporkan oleh entitas anak telah diubah untuk menyesuaikan dengan kebijakan akuntansi yang diadopsi oleh Grup.

Grup menerapkan metode akuisisi untuk mencatat kombinasi bisnis. Imbalan yang dialihkan untuk akuisisi suatu entitas anak adalah sebesar nilai wajar aset yang dialihkan, liabilitas yang diakui terhadap pemilik pihak yang diakuisisi sebelumnya dan kepentingan ekuitas yang diterbitkan oleh Grup. Imbalan yang dialihkan termasuk nilai wajar aset atau liabilitas yang timbul dari kesepakatan imbalan kontinjensi. Aset teridentifikasi yang diperoleh dan liabilitas serta liabilitas kontinjensi yang diambil alih dalam suatu kombinasi bisnis diukur pada awalnya sebesar nilai wajar pada tanggal akuisisi.

Grup mengakui kepentingan non-pengendali pada pihak yang diakuisisi baik sebesar nilai wajar atau sebesar bagian proporsional kepentingan non-pengendali atas aset bersih pihak yang diakuisisi. Kepentingan non-pengendali disajikan di ekuitas dalam laporan posisi keuangan konsolidasian, terpisah dari ekuitas yang diatribusikan kepada pemilik entitas induk.

Biaya yang terkait dengan akuisisi dibebankan pada saat terjadinya.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation

(i) Subsidiaries

The consolidated financial statements include the financial statements of the Company and its subsidiary. Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. The subsidiaries are deconsolidated from the date on which that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated. When necessary amounts reported by subsidiaries have been adjusted to conform to the Group's accounting policies.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

The Group recognises any non-controlling interest in the acquiree either at fair value or at the non-controlling interest's proportionate share of the acquiree's net assets. Non-controlling interest is reported as equity in the consolidated statement of financial position, separate from the owner of the parent's equity.

Acquisition-related costs are expensed as incurred.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasi (lanjutan)

(i) Entitas anak (lanjutan)

Jika kombinasi bisnis diperoleh secara bertahap, nilai wajar pada tanggal akuisisi dari kepentingan ekuitas yang sebelumnya dimiliki oleh pihak pengakuisisi pada pihak yang diakuisisi diukur kembali ke nilai wajar tanggal akuisisi melalui laba rugi.

Imbalan kontinjensi yang masih harus dialihkan oleh Grup diakui sebesar nilai wajar pada tanggal akuisisi. Perubahan selanjutnya atas nilai wajar imbalan kontinjensi yang diakui sebagai aset atau liabilitas dan dicatat sesuai dengan PSAK 71, dalam laba rugi. Imbalan kontinjensi yang diklasifikasikan sebagai ekuitas tidak diukur kembali dan penyelesaian selanjutnya diperhitungkan dalam ekuitas.

Selisih lebih imbalan yang dialihkan, jumlah setiap kepentingan non-pengendali pada pihak diakuisisi dan nilai wajar pada tanggal akuisisi kepentingan ekuitas sebelumnya dimiliki oleh pihak pengakuisisi pada pihak diakuisisi atas nilai wajar aset bersih teridentifikasi yang diperoleh dicatat sebagai *goodwill*. Jika jumlah imbalan yang dialihkan, kepentingan non-pengendali yang diakui, dan kepentingan yang sebelumnya dimiliki pengakuisisi lebih rendah dari nilai wajar aset bersih entitas anak yang diakuisisi dalam kasus pembelian dengan diskon, selisihnya diakui dalam laba rugi.

Transaksi kombinasi bisnis antara entitas sepengendali dicatat sesuai dengan PSAK 38 (Revisi 2012): Kombinasi Bisnis Entitas Sepengendali. Selisih harga perolehan yang dibayar dengan nilai tercatat aset bersih yang diperoleh disajikan sebagai tambahan modal disetor. Unsur-unsur laporan keuangan dari entitas yang bergabung dikonsolidasi ke dalam laporan keuangan konsolidasian Grup sedemikian rupa seolah-olah penggabungan tersebut telah terjadi sejak awal tahun komparatif penyajian pelaporan keuangan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

(i) Subsidiaries (continued)

If the business combination achieved in stages, at the acquisition date fair value of the acquirer's previously held equity interest in the acquiree is remeasured to fair value at the acquisition date through profit or loss.

Any contingent consideration to be transferred by the Group is recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration that is deemed to be an asset or liability is recognised in accordance with SFAS 71, in profit or loss. Contingent consideration that is classified as equity is not remeasured, and its subsequent settlement is accounted for within equity.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previously held interest in the acquiree over the fair value of the identifiable net assets acquired is recorded as goodwill. If the total of consideration transferred, non-controlling interest recognised and previously held interest measured is less than the fair value of the net assets of the subsidiary acquired in the case of a bargain purchase, the difference is recognised directly in profit or loss.

A business combination transaction between entities under common control is accounted for in accordance with SFAS 38 (Revised 2012): Business Combination of Entities Under Common Control. The difference between transfer price paid and carrying value of net assets acquired is presented as additional paid-in capital. The financial statement items of the combined entities are consolidated to the Group's consolidated financial statements as if the combination had been occurred from the beginning of the comparative financial reporting year presented.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasi (lanjutan)

(i) Entitas anak (lanjutan)

Transaksi dengan kepentingan non-pengendali yang tidak mengakibatkan hilangnya pengendalian dicatat sebagai transaksi ekuitas. Selisih antara nilai wajar imbalan yang dibayarkan dan bagiannya atas jumlah tercatat aset neto yang diperoleh dicatat dalam ekuitas. Keuntungan atau kerugian atas pelepasan kepada kepentingan non-pengendali juga dicatat pada ekuitas.

Ketika Grup kehilangan pengendalian atas entitas anak, Grup menghentikan pengakuan aset (termasuk setiap *goodwill*) dan liabilitas entitas anak pada nilai tercatatnya ketika pengendalian hilang. Jumlah yang sebelumnya diakui dalam penghasilan komprehensif lain juga direklasifikasi ke laba rugi atau dialihkan secara langsung ke saldo laba jika disyaratkan oleh PSAK lain.

Sisa investasi pada entitas anak terdahulu diakui sebesar nilai wajarnya. Setiap perbedaan antara nilai tercatat sisa investasi pada tanggal hilangnya pengendalian dan nilai wajarnya diakui dalam laba rugi.

(ii) Entitas asosiasi

Entitas asosiasi adalah seluruh entitas dimana Grup memiliki pengaruh signifikan namun bukan pengendalian, biasanya melalui kepemilikan hak suara antara 20% dan 50%. Investasi entitas asosiasi dicatat dengan metode ekuitas. Sesuai metode ekuitas, investasi pada awalnya dicatat pada biaya, dan nilai tercatat akan meningkat atau menurun untuk mengakui bagian investor atas laba rugi. Investasi Grup pada entitas asosiasi juga termasuk *goodwill* yang diidentifikasi ketika akuisisi.

Jika kepemilikan kepentingan pada entitas asosiasi berkurang, namun tetap memiliki pengaruh signifikan, hanya suatu bagian proporsional atas jumlah yang telah diakui sebelumnya pada penghasilan komprehensif lain yang direklasifikasikan ke laba rugi.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

(i) Subsidiaries (continued)

Transactions with non-controlling interests that do not result in a loss of control are accounted for as equity transactions. The difference between the fair value of any consideration paid and the relevant share acquired of the carrying amount of net assets of the subsidiary is recorded in equity. Gains or losses on disposals to non-controlling interests are also recorded in equity.

When the Group loses control of a subsidiary, the Group derecognises the assets (including any goodwill) and liabilities of the subsidiary at their carrying amounts as at the date on which control is lost. Amounts previously recognised in other comprehensive income are also reclassified to profit or loss, or transferred directly to retained earnings if required under other SFAS.

Any investment retained in the former subsidiary is recognised at its fair value. The difference between the carrying amount of the investment retained at the date when the control is lost and its fair value is recognised in profit or loss.

(ii) Associates

Associates are all entities over which the Group has significant influence but not control, generally accompanying a shareholding of between 20% and 50% of the voting rights. Investments in associates are accounted for using the equity method. Under the equity method, the investment is initially recognised at cost and the carrying amount is increased or decreased to recognise the investor's share of profit or loss. The Group's investment in associates includes goodwill identified on acquisition.

If the ownership interest in an associate is reduced but significant influence is retained, only a proportionate share of the amounts previously recognised in other comprehensive income is reclassified to profit or loss where appropriate.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasi (lanjutan)

(ii) Entitas asosiasi (lanjutan)

Bagian Grup atas laba atau rugi entitas asosiasi pasca akuisisi diakui dalam laba rugi dan bagian atas mutasi penghasilan komprehensif lain pasca akuisisi diakui di dalam penghasilan komprehensif lain dan diikuti dengan penyesuaian pada jumlah tercatat investasi. Dividen dari entitas asosiasi diakui sebagai pengurang jumlah tercatat investasi.

Pada setiap tanggal pelaporan, Grup menentukan apakah terdapat bukti objektif bahwa telah terjadi penurunan nilai pada investasi pada entitas asosiasi. Jika demikian, maka Grup menghitung besarnya penurunan nilai sebagai selisih antara jumlah yang terpulihkan dan nilai tercatat atas investasi pada perusahaan asosiasi dan mengakui selisih tersebut pada "bagian atas laba dari entitas asosiasi dan ventura bersama" di laba rugi. Kerugian yang belum direalisasi juga dieliminasi kecuali transaksi tersebut memberikan bukti penurunan nilai atas aset yang ditransfer. Kebijakan akuntansi entitas asosiasi disesuaikan jika diperlukan untuk memastikan konsistensi dengan kebijakan yang diterapkan oleh Grup.

Laba atau rugi yang dihasilkan dari transaksi hulu dan hilir antara Grup dengan entitas asosiasi diakui dalam laporan keuangan konsolidasian Grup hanya sebesar bagian investor lain dalam entitas asosiasi.

Keuntungan dan kerugian dilusi yang timbul pada investasi entitas asosiasi diakui dalam laba rugi.

(iii) Pengaturan bersama

Menurut PSAK 66: Pengaturan Bersama, pengaturan bersama diklasifikasikan sebagai operasi bersama atau ventura bersama bergantung pada hak dan kewajiban kontraktual para investor. Pada tanggal pelaporan, Grup hanya memiliki ventura bersama.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

(ii) Associates (continued)

The Group's share of post-acquisition profits or losses is recognised in profit or loss, and its share of post acquisition movements in other comprehensive income is recognised in other comprehensive income with a corresponding adjustment to the carrying amount of the investment. Dividends from associates are recognised as reduction in the carrying amount of the investment.

The Group determines at each reporting date whether there is any objective evidence that the investment in the associate is impaired. If this is the case, the Group calculates the amount of impairment as the difference between the recoverable amount of the associate and its carrying value and recognises the difference to "share in income of associates and joint ventures" in profit or loss. Unrealised losses are eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of associates have been changed where necessary to ensure the consistency with the policies adopted by the Group.

Profits and losses resulting from upstream and downstream transactions between the Group and its associates are recognised in the Group's consolidated financial statements only for the portion of other investors' interest in the associates.

Dilution gains and losses arising in investments in associates are recognised in profit or loss.

(iii) Joint arrangements

Under SFAS 66: Joint Arrangements, investments in joint arrangements are classified as either joint operations or joint ventures depending on the contractual rights and obligations of each investor. At the reporting date, the Group has joint ventures only.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

c. Prinsip-prinsip konsolidasi (lanjutan)

(iii) Pengaturan bersama (lanjutan)

Ventura bersama

Ventura bersama dicatat menggunakan metode ekuitas. Dalam metode ekuitas, kepentingan dalam ventura bersama diakui pada biaya perolehan dan disesuaikan selanjutnya untuk mengakui bagian Grup atas laba rugi dan penghasilan komprehensif lain pasca perolehan. Ketika bagian Grup atas rugi dalam ventura bersama sama dengan atau melebihi kepentingannya dalam ventura bersama (dimana termasuk kepentingan jangka panjang, dalam substansinya membentuk bagian dari investasi bersih Grup dalam ventura bersama), Grup tidak mengakui kerugian selanjutnya, kecuali telah menjadi kewajiban atau telah melakukan pembayaran atas nama ventura bersama.

Keuntungan yang belum terealisasi atas transaksi antara Grup dan ventura bersama dieliminasi sebesar kepentingan Grup dalam ventura bersama. Kerugian yang belum terealisasi juga dieliminasi kecuali transaksi tersebut memberikan bukti adanya penurunan nilai aset yang dialihkan. Kebijakan akuntansi ventura bersama telah diubah jika diperlukan untuk memastikan konsistensi dari kebijakan yang diterapkan oleh Grup.

d. Penjabaran mata uang asing

(i) Mata uang fungsional dan penyajian

Akun-akun yang tercakup dalam laporan keuangan setiap entitas anak di dalam Grup diukur menggunakan mata uang dari lingkungan ekonomi utama dimana entitas tersebut beroperasi ("mata uang fungsional"). Laporan keuangan konsolidasian disajikan dalam Rupiah yang merupakan mata uang fungsional Perusahaan dan penyajian Grup.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

c. Principles of consolidation (continued)

(iii) Joint arrangements (continued)

Joint ventures

Joint ventures are accounted for using the equity method. Under the equity method, interests in joint ventures are initially recognised at cost and adjusted thereafter to recognise the Group's share of the post-acquisition profits or losses and other comprehensive income. When the Group's share of losses in a joint venture equals or exceeds its interests in the joint ventures (which includes any long-term interest that, in substance, form part of the Group's net investment in the joint ventures), the Group does not recognise further losses, unless it has incurred obligations or made payments on behalf of the joint ventures.

Unrealised gains on transactions between the Group and its joint ventures are eliminated for the portion of the Group's interest in the joint ventures. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Accounting policies of the joint ventures have been changed where necessary to ensure consistency with the policies adopted by the Group.

d. Foreign currency translation

(i) Functional and presentation currency

Items included in the financial statements of each of the entities within the Group are measured using the currency of the primary economic environment in which the relevant entity operates (the "functional currency"). The consolidated financial statements are presented in Rupiah, which is the functional currency of the Company and presentation currency of the Group.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

d. Penjabaran mata uang asing (lanjutan)

**(i) Mata uang fungsional dan penyajian
(lanjutan)**

Untuk tujuan konsolidasi, entitas anak, asosiasi dan ventura bersama Grup yang memiliki mata uang fungsional berbeda, maka aset dan liabilitas entitas anak Grup ditranslasikan dengan kurs tengah Bank Indonesia pada akhir periode pelaporan. Sementara itu, pendapatan dan beban ditranslasikan dengan kurs rata-rata dari kurs tengah Bank Indonesia selama periode laba rugi.

Selisih yang timbul dari penjabaran laporan keuangan entitas anak Grup tersebut ke dalam Rupiah disajikan dalam akun "Penghasilan komprehensif lain" pada ekuitas dalam laporan posisi keuangan konsolidasian.

(ii) Transaksi dan saldo

Transaksi dalam mata uang asing dijabarkan menjadi mata uang fungsional menggunakan kurs yang berlaku pada tanggal transaksi.

Pada setiap tanggal pelaporan, setiap aset dan liabilitas moneter dalam mata uang asing dijabarkan ke dalam mata uang Rupiah disesuaikan untuk mencerminkan kurs penutup. Keuntungan dan kerugian selisih kurs yang timbul dari penyelesaian transaksi dalam mata uang asing dan dari penjabaran aset dan liabilitas moneter dalam mata uang asing menggunakan kurs yang berlaku pada akhir tahun pelaporan diakui di dalam laba rugi.

Kurs utama yang digunakan pada tanggal pelaporan, berdasarkan kurs tengah yang diterbitkan Bank Indonesia, adalah sebagai berikut (nilai penuh):

	2023	2022
Dolar Amerika Serikat ("USD")	15,416	15,731
Yen Jepang ("JPY")	110	118
Euro ("EUR")	17,140	16,713
Dolar Singapura ("SGD")	11,712	11,659
Yuan China ("CNY")	2,170	2,257

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

d. Foreign currency translation (continued)

**(i) Functional and presentation currency
(continued)**

For consolidation purposes, the Group's subsidiaries, associates and joint venture that have different functional currency, the Group's subsidiaries' assets and liabilities are translated using the Bank Indonesia middle rate at the end of each reporting period. Besides, revenue and expenses are translated using the average of the Bank Indonesia middle rate during profit or loss period.

The difference arising from the translation of the Group subsidiaries' financial statements into Rupiah is presented as "Other comprehensive income" account in the equity section of the consolidated statement of financial position.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rate prevailing at the date of the transactions.

At each reporting date, monetary assets and liabilities denominated in foreign currencies are adjusted to reflect the prevailing exchange rates at such date. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

As at the reporting dates, the main exchange rates used, based on the middle rates published by Bank Indonesia, were as follows (full amount):

United States Dollar ("USD")
Japanese Yen ("JPY")
Euro ("EUR")
Singapore Dollar ("SGD")
Chinese Yuan ("CNY")

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

e. Kas dan setara kas

Kas dan setara kas termasuk kas, bank dan deposito berjangka yang jatuh tempo dalam jangka waktu tiga bulan atau kurang sejak tanggal penempatan dan tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

Kas di bank dan deposito berjangka yang dibatasi penggunaannya disajikan pada akun "aset keuangan lancar lainnya" dan "aset tidak lancar lainnya" dalam laporan posisi keuangan konsolidasian.

Deposito berjangka yang jatuh tempo dalam jangka waktu lebih dari tiga bulan dan tidak lebih dari satu tahun sejak tanggal penempatan dan tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya disajikan pada akun "aset keuangan lancar lainnya".

f. Piutang usaha dan piutang lain-lain

Piutang usaha merupakan jumlah yang terutang dari pelanggan atas penjualan barang dagangan atau jasa dalam kegiatan usaha normal. Jika piutang diperkirakan dapat ditagih dalam waktu satu tahun atau kurang (atau dalam siklus operasi normal jika lebih panjang), piutang diklasifikasikan sebagai aset lancar. Jika tidak, piutang disajikan sebagai aset tidak lancar.

Piutang lainnya dari pihak berelasi merupakan saldo piutang yang terkait dengan pinjaman yang diberikan kepada pihak berelasi Grup.

Piutang usaha dan piutang lain-lain pada awalnya diakui sebesar nilai wajar dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode bunga efektif, apabila dampak pendiskontoan signifikan, dikurangi provisi atas penurunan nilai.

Kolektibilitas piutang usaha dan piutang lain-lain ditinjau secara berkala. Piutang yang diketahui tidak tertagih, dihapuskan dengan secara langsung mengurangi nilai tercatatnya. Akun provisi piutang digunakan untuk mencatat dampak Kerugian Kredit Ekspektasian ("KKE"), menggunakan pertimbangan dalam mendefinisikan hal apa yang dianggap sebagai kenaikan risiko kredit yang signifikan dan dalam pembuatan asumsi dan estimasi, untuk menghubungkan informasi yang relevan tentang kejadian masa lalu, kondisi terkini dan perkiraan atas kondisi ekonomi. Arus kas terkait dengan piutang jangka pendek tidak didiskontokan apabila efek diskonto tidak material.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

e. Cash and cash equivalents

Cash and cash equivalents are cash on hand, cash in banks and time deposits with original maturity of three months or less at the time of placement and which are not used as collateral or are not restricted.

Cash in banks and time deposits that are restricted are presented as "other current financial assets" and "other non-current assets" in the consolidated statement of financial position.

Time deposits with original maturity of more than three months and not exceed one year at the time of placement and are not used as collateral or are not restricted are presented as "other current financial assets" in the consolidated statement of financial position.

f. Trade receivables and other receivables

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. If collection of the receivables is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Other receivables from related parties are receivables balance due from loan given to related parties of the Group.

Trade receivables and other receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, if the impact of discounting is significant, less any provision for impairment.

Collectibility of trade receivables and other receivables are reviewed on an ongoing basis. Receivables which are known to be uncollectible are written-off by reducing the carrying amount directly. A provision account is used to record impact from Expected Credit Losses ("ECL"), using exercise judgement in defining what is considered to be a significant increase in credit risk and in making assumptions and estimates to incorporate relevant information about past events, current conditions and forecasts of economic conditions. Cash flow relating to short-term receivables is not discounted if the effect of discounting is immaterial.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

f. Piutang usaha dan piutang lain-lain (lanjutan)

Jumlah kerugian penurunan nilai dibebankan pada laba rugi dan disajikan sebagai "Beban umum dan administrasi". Ketika piutang usaha dan piutang lain-lain, yang rugi penurunan nilainya telah diakui, tidak dapat ditagih pada periode selanjutnya, maka piutang tersebut dihapusbukukan dengan mengurangi akun provisi. Jumlah yang selanjutnya dapat ditagih kembali atas piutang yang sebelumnya telah dihapusbukukan, diakui pada "Pendapatan/(beban) lain-lain, bersih" pada laba rugi.

g. Piutang subsidi dan piutang subsidi yang belum ditagih dari Pemerintah Indonesia

Piutang subsidi merupakan saldo piutang subsidi kepada Pemerintah Republik Indonesia ("Pemerintah") atas penyaluran pupuk urea, NPK, SP36, ZA dan pupuk organik yang bersubsidi.

Piutang subsidi dari Pemerintah diakui berdasarkan berita acara verifikasi bulanan yang divalidasi oleh Kementerian Pertanian yang pada akhir tahun perlu diaudit oleh Badan Pemeriksa Keuangan Republik Indonesia ("BPK-RI").

Piutang subsidi yang belum ditagih merupakan pendapatan atas penjualan pupuk subsidi ke distributor namun belum tersalurkan ke petani.

h. Persediaan

Persediaan dicatat pada nilai terendah antara harga perolehan atau nilai realisasi bersihnya. Harga perolehan ditentukan dengan menggunakan metode rata-rata tertimbang. Harga perolehan barang jadi dan barang dalam proses terdiri dari biaya bahan baku, tenaga kerja serta alokasi biaya *overhead* langsung maupun tidak langsung baik yang bersifat tetap maupun variabel. Nilai realisasi bersih adalah estimasi harga penjualan dalam kegiatan usaha biasa dikurangi beban penjualan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

**f. Trade receivables and other receivables
(continued)**

The amount of the impairment loss is charged to profit or loss as "General and administrative expenses". When a trade receivables and other receivable for which an impairment allowance had been recognised becomes uncollectible in a subsequent period, it is written-off against the provision account. Subsequent recoveries of amounts previously written-off are recognised on "Other income/(expenses), net" in profit or loss.

g. Subsidy receivables and unbilled subsidy receivables from the Government of the Republic of Indonesia

Subsidy receivables represent the subsidy receivables balance from the Government of the Republic of Indonesia (the "Government") for the distribution of subsidised urea, NPK, SP36, ZA and organic fertiliser.

Subsidy receivables from the Government are recognised based on monthly verification minutes validated by the Ministry of Agriculture, at the end of the year needs to be audited by the Audit Board of the Republic of Indonesia ("BPK-RI").

Unbilled subsidy receivables arise from the sales of subsidised fertiliser to distributors which have not yet distributed to the farmers.

h. Inventories

Inventories are stated at the lower of cost or net realisable value. Cost is determined by the weighted-average method. The cost of finished goods and work in process comprises materials, labour and an appropriate proportion of directly attributable fixed and variable overheads. Net realisable value is the estimate of the selling price in the ordinary course of business less applicable selling expense.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

h. Persediaan (lanjutan)

Penurunan nilai atas persediaan dan suku cadang yang usang dan perputarannya lambat, jika ada, ditentukan berdasarkan hasil penelaahan terhadap kondisi persediaan akhir periode laporan. Setiap pemulihan kembali penurunan nilai persediaan karena peningkatan kembali nilai realisasi bersih, diakui sebagai pengurangan terhadap jumlah beban persediaan pada periode terjadinya pemulihan tersebut.

i. Beban dibayar di muka

Beban dibayar di muka diamortisasi dengan menggunakan metode garis lurus selama periode manfaat masing-masing biaya.

j. Properti investasi

Properti investasi merupakan tanah, bangunan, dan prasarana yang dimiliki untuk disewakan dalam jangka panjang atau untuk kenaikan harga atau keduanya, dan yang tidak ditempati oleh entitas di dalam Grup konsolidasian. Properti investasi juga termasuk properti yang sedang dikonstruksi atau pembangunan untuk penggunaan di masa yang akan datang sebagai properti investasi.

Properti investasi dalam bentuk tanah dinyatakan pada biaya perolehan dan tidak disusutkan.

Properti investasi lainnya diakui sebesar biaya perolehan dan disusutkan sesuai dengan estimasi umur ekonomisnya. Penyusutan dihitung dengan menggunakan metode garis lurus berdasarkan estimasi masa manfaat ekonomis properti investasi yaitu 5 sampai dengan 20 tahun.

Akumulasi biaya perolehan dan biaya pembangunan (termasuk biaya pinjaman yang terjadi) diamortisasi pada saat selesai dan siap untuk digunakan.

Masa manfaat ekonomis dan metode penyusutan ditelaah setiap akhir tahun dan pengaruh dari setiap perubahan estimasi tersebut berlaku prospektif.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

h. Inventories (continued)

Impairment for obsolete and slow moving inventories and spare parts, if any, is determined based on a review of the physical condition of the inventories at the end of reporting period. Any reversal of decline in value of inventories due to an increase in net realisable value is recognised as a reduction in the amount of inventory expenses in the period in which the recovery occurs.

i. Prepayments

Prepayments are amortised on a straight-line basis over the estimated beneficial periods of the prepayments.

j. Investment properties

Investment properties represent land, buildings and infrastructure that are held for long-term rental yields or for capital appreciation or both and that are not occupied by the entities in the consolidated Group. Investment property also includes property that is being constructed or developed for future use as investment property.

Investment properties in form of land is presented at acquisition cost and not depreciated.

Other investment property is recognised at cost and depreciated over the estimated economic life. Depreciation is computed using the straight-line method based on the estimated useful lives of the assets which is 5 to 20 years.

Accumulated acquisition and development costs (including any borrowing costs that are incurred) are amortised when completed and ready for use.

The estimated useful lives and depreciation method are reviewed at each year end, with the effect of any changes in estimates being accounted for on a prospective basis.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

j. Properti investasi (lanjutan)

Biaya pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya. Pengeluaran yang memperpanjang masa manfaat atau memberi manfaat ekonomis di masa yang akan datang dalam bentuk peningkatan kapasitas, atau peningkatan standar kinerja, dikapitalisasi. Properti investasi yang tidak digunakan lagi atau dijual dikeluarkan dari kelompok properti investasi berikut akumulasi penyusutan dan penurunan nilainya, jika ada. Keuntungan atau kerugian dari penjualan properti investasi tersebut dibukukan dalam laba rugi pada tahun penjualan terjadi.

Transfer ke properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan yang ditunjukkan dengan berakhirnya pemakaian oleh pemilik dan dimulainya sewa operasi ke pihak lain. Transfer dari properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan, yang ditunjukkan dengan dimulainya penggunaan oleh pemilik atau dimulainya pengembangan dengan niat untuk dijual atau digunakan oleh Grup.

Untuk transfer dari properti investasi ke properti yang digunakan sendiri, Grup menggunakan model biaya pada tanggal perubahan penggunaan. Jika properti yang digunakan menjadi properti investasi, Grup mencatat properti tersebut sesuai dengan kebijakan aset tetap sampai dengan tanggal terakhir perubahan penggunaannya.

Manajemen melakukan penilaian atas properti investasi secara berkala untuk memastikan ada tidaknya penurunan nilai permanen yang material.

Properti investasi dihentikan pengakuannya pada saat pelepasan atau ketika properti investasi tersebut tidak digunakan lagi secara permanen dan tidak memiliki manfaat ekonomis di masa depan yang dapat diharapkan pada saat pelepasannya. Laba atau rugi yang timbul dari penghentian pengakuan atau pelepasan properti investasi diakui dalam laba rugi dalam tahun terjadinya penghentian atau pelepasan tersebut.

k. Aset tetap

Aset tetap pada awalnya diakui sebesar biaya perolehan yang meliputi harga perolehannya dan setiap biaya yang dapat diatribusikan langsung untuk membawa aset ke kondisi dan lokasi yang diinginkan agar aset siap digunakan sesuai intensi manajemen.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

j. Investment properties (continued)

The cost of repairs and maintenance is charged to profit or loss as incurred. Expenditures which extend the useful lives of the property or result in increasing future economic benefits such as an increase in capacity and improvement in the quality of output or standard of performance, are capitalised. When the property is unused or otherwise disposed of, the carrying value and accumulated impairment losses, if any, are removed from the account. Gains or losses from the sale of investment property are recorded in profit or loss in the year of sale.

Transfers to investment properties are made when, and only when, there is a change in use, as evidenced by the end of an owner's occupation and the commencement of an operating lease with another party. Transfers from investment properties shall be made when, and only when, there is a change in use, as evidenced by the commencement of an owner's occupation or the commencement of development with a view to a sale or use by the Group.

For transfers from investment properties to owner-occupied properties, the Group uses the cost model on the date of the change in use. If an owner-occupied property becomes an investment property, the Group records the property in accordance with the fixed assets policies up to the date of the change.

Management perform valuation of investment properties regularly to ensure whether or not there is a material permanent impairment.

Investment property is derecognised either when it has been disposed of or when the investment property is permanently withdrawn from use and no future benefit is expected from its disposal. Any gains or losses on the derecognition or disposal of an investment property are recognised in profit or loss in the year of derecognition or disposal.

k. Fixed assets

Fixed assets are initially recognised at cost, which comprises its purchase price and any cost directly attributable in bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by management.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

k. Aset tetap (lanjutan)

Tanah dinyatakan berdasarkan model revaluasi dan tidak disusutkan. Aset tetap yang tidak digunakan dinyatakan sebesar jumlah terendah antara jumlah tercatat atau jumlah terpulihkan.

Penilaian terhadap tanah tersebut dilakukan oleh penilai independen eksternal yang terdaftar di Otoritas Jasa Keuangan ("OJK"). Penilaian atas aset tersebut dilakukan secara berkala (3 tahun sekali) untuk memastikan bahwa nilai wajar aset yang direvaluasi tidak berbeda secara material dengan nilai tercatatnya.

Kenaikan nilai tercatat yang timbul dari revaluasi tanah dikreditkan pada penghasilan komprehensif lainnya dan disajikan sebagai "Cadangan revaluasi aset" di ekuitas. Penurunan yang menghapus nilai kenaikan yang sebelumnya dicatat atas aset yang sama dibebankan di penghasilan komprehensif lainnya dan didebitkan terhadap "Cadangan revaluasi aset" di ekuitas; penurunan lainnya dibebankan pada laba rugi.

Hak atas tanah di akui sebesar harga perolehan.

Biaya hukum awal untuk mendapatkan hak legal diakui sebagai bagian biaya akuisisi tanah dan biaya-biaya tersebut tidak disusutkan. Biaya terkait dengan pembaharuan hak atas tanah diakui sebagai aset takberwujud dan diamortisasi sepanjang umur hukum hak atas tanah tersebut.

Grup menganalisis fakta dan keadaan untuk masing-masing jenis hak atas tanah dalam menentukan akuntansi untuk hak atas tanah tersebut sehingga dapat merepresentasikan dengan tepat kejadian atau transaksi ekonomi yang mendasarinya. Jika hak atas tanah tersebut tidak mengalihkan pengendalian atas aset pendasar kepada Grup, melainkan mengalihkan hak untuk menggunakan aset pendasar, Grup menerapkan perlakuan akuntansi atas transaksi tersebut sebagai sewa berdasarkan PSAK 73: Sewa. Jika hak atas tanah secara substansi menyerupai pembelian tanah, maka Grup menerapkan PSAK 16: Aset Tetap.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

k. Fixed assets (continued)

Land is stated at revaluation model and not depreciated. Unused fixed assets are stated at the lower of carrying value or recoverable amount.

Valuation of land performed by external independent appraiser which are registered at Otoritas Jasa Keuangan ("OJK"). Valuations are performed regularly (once in 3 years) to ensure that the fair value of a revalued asset does not differ materially from its carrying amount.

Increases in the carrying amount arising on revaluation of land are credited to other comprehensive income and shown as "Asset revaluation reserve" in equity. Decreases that offset previous increases of the same asset are charged in other comprehensive income and debited against "Asset revaluation reserve" in equity; all other decreases are charged to profit or loss.

Land rights are recognised at cost.

The initial legal costs that are incurred in obtaining legal rights are recognised as part of the acquisition costs of the land, and these costs are not depreciated. Costs relating to the renewal of land rights are recognised as intangible assets and amortised during the contractual life of the land rights.

The Group analyses the facts and circumstances for each type of land rights in determining the accounting for each of these land rights so that it can accurately represent an underlying economic event or transaction. If the land rights do not transfer control of the underlying assets to the Group, but give the rights to use the underlying assets, the Group applies the accounting treatment of these transactions as leases under SFAS 73: Leases. If land rights are substantially similar with land purchases, the Group applies SFAS 16: Fixed Assets.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

k. Aset tetap (lanjutan)

k. Fixed assets (continued)

Penyusutan aset tetap lainnya dihitung dengan menggunakan metode garis lurus untuk mengalokasikan harga perolehan sampai dengan nilai sisanya selama masa manfaat yang diestimasi, sebagai berikut:

Depreciation on other fixed assets is calculated using the straight-line method to allocate their cost to their residual values over their estimated useful lives, as follows:

Tahun/Years

Bangunan
Mesin dan peralatan
Kendaraan dan alat berat
Inventaris kantor dan rumah
Suku cadang penyangga

10 - 20
1 - 20
4 - 8
4 - 8
8

*Buildings
Machinery and equipment
Vehicle and heavy equipments
Office supplies and housing
Supporting spare parts*

Biaya-biaya setelah pengakuan awal aset diakui sebagai bagian dari nilai tercatat aset atau sebagai aset yang terpisah, sebagaimana mestinya, hanya apabila kemungkinan besar Grup akan mendapatkan manfaat ekonomis masa depan berkenaan dengan aset tersebut dan biaya perolehan aset dapat diukur dengan handal. Nilai tercatat komponen yang diganti tidak lagi diakui. Biaya perbaikan dan pemeliharaan dibebankan ke dalam laba rugi dalam periode dimana biaya-biaya tersebut terjadi.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the profit or loss during the financial period in which they are incurred.

Masa manfaat dan metode penyusutan ditelaah dan jika perlu disesuaikan, pada setiap akhir tahun buku. Dampak dari setiap revisi diakui dalam laba rugi, ketika perubahan terjadi.

The asset's useful life and depreciation method are reviewed and adjusted if appropriate, at the end of each financial year. The effects of any revisions are recognised in profit or loss, when the changes arise.

Keuntungan atau kerugian bersih dari pelepasan ditentukan dengan membandingkan nilai sisa dengan nilai tercatat dan diakui dalam "Pendapatan/(beban) lain-lain, bersih" di laba rugi.

Net gains or losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within "Other income/(expenses), net" in profit or loss.

Jika aset yang direvaluasi dijual, jumlah yang dicatat di dalam ekuitas dipindahkan ke saldo laba.

When revalued assets are sold, the amounts included in equity are transferred to retained earnings.

Akumulasi biaya konstruksi bangunan, pabrik dan pemasangan mesin dikapitalisasi sebagai aset dalam penyelesaian. Biaya tersebut direklasifikasi ke akun aset tetap pada saat proses konstruksi atau pemasangan selesai. Penyusutan dimulai pada saat aset tersebut siap untuk digunakan sesuai dengan tujuan yang diinginkan manajemen.

The accumulated costs of the construction of buildings and the installation of machinery are capitalised as construction in progress. These costs are reclassified to fixed assets when the construction or installation is complete. Depreciation is charged from the date the assets are ready for use in the manner intended by management.

Nilai sisa aset, masa manfaat dan metode penyusutan direviu dan jika perlu disesuaikan, pada setiap akhir periode pelaporan.

The assets' residual values, useful lives and depreciation method are reviewed and adjusted if appropriate, at the end of each reporting period.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

l. Penurunan nilai aset non-keuangan

Aset tetap dan aset tidak lancar lainnya, kecuali *goodwill*, ditelaah untuk mengetahui apakah telah terjadi indikasi penurunan nilai bilamana terdapat kejadian atau perubahan keadaan yang mengindikasikan bahwa nilai tercatat aset tersebut tidak dapat diperoleh kembali. Kerugian akibat penurunan nilai diakui sebesar selisih antara nilai tercatat aset dengan nilai yang dapat diperoleh kembali dari aset tersebut. Nilai yang dapat diperoleh kembali adalah nilai yang lebih tinggi di antara nilai wajar dikurangi biaya untuk menjual dan nilai pakai aset. Dalam rangka mengukur penurunan nilai, aset dikelompokkan hingga unit terkecil yang menghasilkan arus kas terpisah.

Goodwill sebagai bagian dari investasi pada entitas asosiasi diuji penurunan nilainya bersamaan dengan investasi pada entitas asosiasi sebagai satu unit penghasil kas.

Pembalikan rugi penurunan nilai, untuk aset selain *goodwill*, diakui jika, dan hanya jika, terdapat perubahan estimasi yang digunakan dalam menentukan jumlah terpulihkan aset sejak pengujian penurunan nilai terakhir kali. Pembalikan rugi penurunan nilai tersebut diakui segera dalam laba rugi, kecuali aset yang disajikan pada jumlah revaluasi sesuai dengan PSAK lain. Rugi penurunan nilai yang diakui atas *goodwill* tidak dibalik lagi.

m. Instrumen keuangan

Aset keuangan

Klasifikasi, pengakuan dan pengukuran

Grup mengklasifikasikan aset keuangan dalam dua kategori sebagai berikut:

- i. Aset keuangan yang diukur dengan biaya diamortisasi; dan
- ii. Aset keuangan yang diukur dengan nilai wajar melalui laba rugi atau melalui penghasilan komprehensif lain.

Klasifikasi ini tergantung pada model bisnis Grup dan persyaratan kontraktual ketika menentukan apakah arus kasnya semata dari pembayaran pokok dan bunga.

Grup menentukan klasifikasi aset keuangan tersebut pada pengakuan awal dan tidak bisa melakukan perubahan setelah penerapan awal tersebut.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

l. Impairment of non-financial assets

Fixed assets and other non-current assets, excluding goodwill, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the carrying amount of the asset exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows.

Goodwill as part of investment in associates is assessed for impairment together with investment in associate as one cash generating unit.

Reversal on impairment losses of assets other than goodwill would be recognised if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment test was carried out. Reversal in impairment losses will be immediately recognised in profit or loss, except for assets measured using the revaluation model as required by other SFAS. Impairment losses related to goodwill would not be reversed.

m. Financial instruments

Financial assets

Classifications, recognition and measurement

The Group classifies its financial assets into the following two categories:

- i. *Financial assets at amortised cost; and*
- ii. *Financial assets at fair value through profit or loss ("FVTPL") or fair value through other comprehensive income ("FVOCI").*

The classification depends on the Group's business model and the contractual terms of the cash flows when determining whether their cash flows are solely payment of principal and interest.

The Group determines the classification of its financial assets at initial recognition, and can not change the classification that is made at initial adoption.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

m. Instrumen keuangan (lanjutan)

Aset keuangan (lanjutan)

**Klasifikasi, pengakuan dan pengukuran
(lanjutan)**

Untuk investasi pada instrumen ekuitas yang bukan termasuk dimiliki untuk diperdagangkan, tergantung apakah Grup telah melakukan pemilihan yang tidak dapat dibatalkan pada saat pengakuan awal untuk instrumen ekuitas yang diukur dengan nilai wajar melalui penghasilan komprehensif lain.

Grup melakukan reklasifikasi instrumen utang jika dan hanya jika terdapat perubahan model bisnis atas aset keuangan tersebut.

Saat pengakuan awal, Grup mengukur aset keuangan pada nilai wajar ditambah dengan biaya transaksi, dalam hal aset keuangan tidak diukur dengan nilai wajar melalui laba rugi, biaya transaksi yang dapat diatribusikan secara langsung pada akuisisi aset keuangan. Biaya transaksi atas aset keuangan pada nilai wajar melalui laba rugi dibebankan pada laba rugi.

Instrumen utang

Pengukuran selanjutnya atas instrumen utang bergantung kepada model bisnis Grup dalam mengelola aset dan karakteristik dari arus kas. Terdapat tiga kategori pengukuran dalam mengklasifikasikan instrumen utang:

- a) Biaya perolehan diamortisasi: Aset yang dimiliki untuk pengumpulan arus kas kontraktual, di mana arus kas tersebut merupakan pembayaran pokok dan bunga, diukur dengan biaya perolehan diamortisasi. Penghasilan bunga dari aset keuangan ini termasuk dalam penghasilan keuangan menggunakan metode suku bunga efektif. Laba atau rugi yang timbul dari penghentian pengakuan diakui secara langsung dalam laba rugi dan disajikan dalam keuntungan/(kerugian) lain bersama dengan keuntungan dan kerugian selisih kurs. Penurunan nilai aset keuangan disajikan terpisah dalam laba rugi.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

m. Financial instruments (continued)

Financial assets (continued)

**Classifications, recognition and measurement
(continued)**

For investments in equity instruments that are not held for trading, this will depend upon whether the Group has made an irrevocable election at the time of initial recognition in order to account for the equity investment at FVOCI.

The Group reclassifies its debt investments when and only when its business model for managing those assets changes.

At initial recognition, the Group measures a financial asset at its fair value plus transaction costs, in the case of a financial asset not at FVTPL, the transaction costs that are directly attributable to the acquisition of the financial assets. The transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

Debt instruments

The subsequent measurement of debt instruments depends upon the Group's business model for managing the asset and the cash flows characteristics of the asset. There are three measurement categories into which the Group classifies its debt instruments:

- a) *Amortised cost: Assets that are held for the collection of contractual cash flows, where those cash flows solely represent payments of principal and interest, are measured at amortised cost. Interest income from these financial assets is included in finance income, using the effective interest rate method. Any gain or loss arising from derecognition is recognised directly in profit or loss and presented in other gains/(losses) together with foreign exchange gains and losses. Impairment losses are presented as separate line items in profit or loss.*

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

m. Instrumen keuangan (lanjutan)

Aset keuangan (lanjutan)

**Klasifikasi, pengakuan dan pengukuran
(lanjutan)**

Instrumen utang (lanjutan)

- b) Nilai wajar melalui penghasilan komprehensif lain: Aset yang dimiliki untuk pengumpulan arus kas kontraktual dan untuk penjualan keuangan aset, dimana arus kas aset merupakan pembayaran pokok dan bunga diukur pada nilai wajar melalui penghasilan komprehensif lain. Mutasi dalam jumlah tercatat dilakukan melalui penghasilan komprehensif lain, kecuali untuk pengakuan keuntungan atau kerugian penurunan nilai, pendapatan bunga dan keuntungan dan kerugian selisih kurs, yang diakui dalam laba rugi. Ketika aset keuangan dihentikan pengakuannya, akumulasi keuntungan atau kerugian yang sebelumnya diakui dalam penghasilan komprehensif lain direklasifikasi dari ekuitas ke laba rugi pada "Pendapatan/(beban) lain-lain, bersih". Pendapatan bunga dari aset keuangan ini termasuk dalam penghasilan keuangan menggunakan metode suku bunga efektif. Keuntungan dan kerugian selisih kurs disajikan pada "Pendapatan/(beban) lain-lain, bersih", dan penurunan nilai disajikan pada bagian terpisah dalam laba rugi.
- c) Nilai wajar melalui laba rugi: Aset yang tidak memenuhi kriteria untuk biaya perolehan diamortisasi atau nilai wajar melalui penghasilan komprehensif lain diukur pada nilai wajar melalui laba rugi. Keuntungan atau kerugian dari investasi utang yang selanjutnya diukur pada nilai wajar melalui laba rugi dan bukan merupakan bagian dari hubungan lindung nilai, diakui dalam laba rugi dan disajikan bersih dalam laporan laba rugi dan penghasilan komprehensif lain konsolidasian di dalam keuntungan/(kerugian) lain dalam periode kemunculannya.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

m. Financial instruments (continued)

Financial assets (continued)

**Classifications, recognition and measurement
(continued)**

Debt instruments (continued)

- b) *FVOCI: Assets that are held for collection of contractual cash flows and for selling the financial assets, where the cash flows of the asset solely represent payments of principal and interest, are measured at FVOCI. Movements in the carrying amounts are taken through OCI, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss that was previously recognised in OCI is reclassified from equity to profit or loss and recognised in "Other income/(expenses), net". Interest income from these financial assets is included in finance income using the effective interest rate method. Foreign exchange gains and losses are presented in "Other income/(expenses), net", and impairment expenses are presented as separate line items in profit or loss.*
- c) *FVTPL: Assets that do not meet the criteria for amortised cost or FVOCI are measured at FVTPL. A gain or loss on a debt investment that is subsequently measured at FVTPL and is not part of a hedging relationship is recognised in profit or loss and presented net in the consolidated statement of profit or loss and other comprehensive income within other gains/(losses) in the period in which it arises.*

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

m. Instrumen keuangan (lanjutan)

Aset keuangan (lanjutan)

**Klasifikasi, pengakuan dan pengukuran
(lanjutan)**

Instrumen ekuitas

Grup selanjutnya mengukur semua investasi ekuitas pada nilai wajar. Jika manajemen Grup telah memilih untuk menyajikan keuntungan dan kerugian nilai wajar dari investasi ekuitas pada penghasilan komprehensif lain, tidak ada reklasifikasi selanjutnya atas keuntungan dan kerugian dari nilai wajar ke laba rugi setelah penghentian pengakuan investasi. Dividen dari investasi tersebut terus diakui dalam laba rugi sebagai penghasilan lainnya ketika hak Grup untuk menerima pembayaran ditetapkan. Kerugian penurunan nilai (dan pembalikan kerugian penurunan nilai) pada investasi ekuitas yang diukur pada nilai wajar melalui penghasilan komprehensif lain tidak dilaporkan secara terpisah dari perubahan nilai wajarnya.

Penghentian pengakuan

Aset keuangan dihentikan pengakuannya ketika hak untuk menerima arus kas dari investasi tersebut telah jatuh tempo atau telah ditransfer dan Grup telah mentransfer secara substansial seluruh risiko dan manfaat atas kepemilikan aset.

Instrumen keuangan disalinghapus

Aset keuangan dan liabilitas keuangan saling hapus dan nilai bersihnya disajikan dalam laporan posisi keuangan konsolidasian jika terdapat hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang telah diakui tersebut dan terdapat maksud untuk menyelesaikan secara bersih atau untuk merealisasikan aset dan menyelesaikan liabilitas secara bersamaan.

Hak saling hapus tidak kontinjen atas peristiwa di masa depan dan dapat dipaksakan secara hukum dalam situasi bisnis yang normal dan dalam peristiwa gagal bayar, atau peristiwa kepailitan atau kebangkrutan Grup atau pihak lawan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

m. Financial instruments (continued)

Financial assets (continued)

**Classifications, recognition and measurement
(continued)**

Equity instruments

The Group subsequently measures all of its equity investments at fair value. Where the Group's management has elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of the fair value gains and losses to profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in profit or loss as other income when the Group's right to receive payments is established. Impairment losses (and reversals of impairment losses) on equity investments that are measured at FVOCI are not reported separately from changes in fair value.

Derecognition

Financial assets are derecognised when the rights to receive the cash flows from the investments have expired or have been transferred and the Group has transferred substantially all of the risks and rewards of ownership.

Offsetting financial instruments

Financial assets and liabilities are offset and their net amounts are reported in the consolidated statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The legally enforceable right must not be contingent upon future events and it must be enforceable in the normal course of business and in the event of default due to the insolvency or bankruptcy of the Group or the counterparty.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

m. Instrumen keuangan (lanjutan)

Liabilitas keuangan

Pengakuan awal

Liabilitas keuangan dalam lingkup PSAK 71 diklasifikasikan sebagai berikut:

1. Liabilitas keuangan yang diukur dengan biaya diamortisasi;
2. Liabilitas keuangan yang diukur dengan nilai wajar melalui laba rugi.

Grup menentukan klasifikasi liabilitas keuangan mereka pada saat pengakuan awal.

Seluruh liabilitas keuangan diakui pada awalnya sebesar nilai wajar dan, dalam hal pinjaman dan utang, termasuk biaya transaksi yang dapat diatribusikan secara langsung.

Liabilitas keuangan Grup meliputi utang usaha, akrual, utang pihak berelasi, dan liabilitas keuangan jangka pendek, dan jangka panjang lain-lain. Liabilitas keuangan diklasifikasikan sebagai liabilitas jangka panjang jika jatuh tempo melebihi 12 bulan dan sebagai liabilitas jangka pendek jika jatuh tempo yang tersisa kurang dari 12 bulan.

Pengukuran setelah pengakuan awal

Liabilitas keuangan yang diukur pada biaya amortisasi (misalnya pinjaman dan utang yang dikenakan bunga) selanjutnya diukur dengan menggunakan metode tingkat bunga efektif ("EIR"). Amortisasi EIR termasuk di dalam biaya keuangan dalam laporan laba rugi konsolidasian.

Keuntungan atau kerugian diakui dalam laporan laba rugi konsolidasian pada saat liabilitas tersebut dihentikan pengakuannya serta melalui proses amortisasi EIR.

n. Penurunan nilai dari aset keuangan

Grup menilai apakah risiko kredit dari instrumen keuangan telah meningkat secara signifikan sejak pengakuan awal. Ketika melakukan penilaian, Grup menggunakan perubahan atas risiko gagal bayar yang terjadi sepanjang perkiraan usia instrumen keuangan daripada perubahan atas KKE.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

m. Financial instruments (continued)

Financial liabilities

Initial recognition

Financial liabilities within the scope of SFAS 71 are classified as follows:

1. Financial liabilities at amortised cost;
2. Financial liabilities at FVTPL.

The Group determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings, inclusive of directly attributable transaction costs.

The Group's financial liabilities include trade payables, accruals, trade payables related parties, and other current and non-current financial liabilities. Financial liabilities are classified as non-current liabilities when the remaining maturity is more than 12 months and as current liabilities when the remaining maturity is less than 12 months.

Subsequent measurement

Financial liabilities at amortised cost (e.g interest-bearing loans and borrowings) are subsequently measured using the effective interest rate ("EIR") method. The EIR amortisation is included in finance costs in the consolidated profit or loss.

Gains or losses are recognised in the consolidated profit or loss when the liabilities are derecognised as well as through the EIR amortisation process.

n. Impairment of financial assets

The Group assesses whether the credit risk on a financial instrument has increased significantly since initial recognition. When making the assessment, the Group uses the change in the risk of default occurring over the expected life of the financial instrument instead of the change in the amount of ECL.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

n. Penurunan nilai dari aset keuangan (lanjutan)

Dalam melakukan penilaian, Grup membandingkan antara risiko gagal bayar yang terjadi atas instrumen keuangan pada saat periode pelaporan dengan risiko gagal bayar yang terjadi atas instrumen keuangan pada saat pengakuan awal dan mempertimbangkan kewajaran serta ketersediaan informasi, yang tersedia tanpa biaya atau usaha, yang mengindikasikan kenaikan risiko kredit sejak pengakuan awal.

Grup menerapkan metode sederhana untuk mengukur kerugian kredit ekspektasian tersebut terhadap kas dan setara kas, piutang usaha, piutang lainnya, dan aset kontrak tanpa komponen pendanaan yang signifikan.

Grup menilai berdasarkan basis *forward-looking* untuk mengukur kerugian kredit ekspektasian terhadap instrumen utang yang diukur dengan nilai wajar melalui penghasilan komprehensif lain. Metode penurunan nilai dilakukan dengan mempertimbangkan apakah risiko kredit telah meningkat secara signifikan.

o. Aset takberwujud

Piranti lunak komputer

Biaya yang terkait dengan pemeliharaan program piranti lunak komputer diakui sebagai beban pada saat terjadinya. Biaya pengembangan yang dapat secara langsung diatribusikan kepada desain dan pengujian produk piranti lunak yang dapat diidentifikasi dan unik yang dikendalikan oleh Grup diakui sebagai aset takberwujud.

Biaya yang dapat diatribusikan secara langsung dikapitalisasi sebagai bagian produk piranti lunak mencakup beban pekerja pengembang piranti lunak dan bagian *overhead* yang relevan.

Pengeluaran pengembangan yang lain yang tidak memenuhi kriteria ini diakui sebagai beban pada saat terjadinya. Biaya pengembangan yang sebelumnya diakui sebagai beban tidak diakui sebagai aset pada periode berikutnya.

Biaya pengembangan piranti lunak komputer diakui sebagai aset yang diamortisasi selama estimasi masa manfaat, yang tidak lebih dari empat tahun.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

n. Impairment of financial assets (continued)

To make that assessment, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition and considers reasonable and supportable information, that is available without undue cost or effort, that is indicative of significant increases in credit risk since initial recognition.

The Group applied a simplified approach to measure such expected credit losses for cash and cash equivalents, trade receivables, other receivables and contract assets without a significant financing component.

The Group assesses on a forward-looking basis the expected credit losses associated with its debt instruments carried at FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

o. Intangible assets

Computer software

Costs associated with the maintenance of computer software program are recognised as an expense when incurred. Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the Group are recognised as intangible assets.

Directly attributable costs that are capitalised as part of the software product include the software development employee costs and an appropriate portion of relevant overheads.

Other development expenditures that do not meet these criteria are recognised as an expense as incurred. Development costs previously recognised as an expense are not recognised as an asset in a subsequent period.

Computer software development costs recognised as assets are amortised over their estimated useful lives, which does not exceed four years.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

p. Sewa

Grup sebagai penyewa

Pada tanggal permulaan kontrak, Grup menilai apakah kontrak merupakan, atau mengandung, sewa. Suatu kontrak merupakan atau mengandung sewa jika kontrak tersebut memberikan hak untuk mengendalikan penggunaan aset identifikasian selama suatu jangka waktu untuk dipertukarkan dengan imbalan.

Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset identifikasian, Grup mempertimbangkan apakah:

- (i) Grup memiliki hak untuk mendapatkan secara substansial seluruh manfaat ekonomi dari penggunaan aset identifikasian; dan
- (ii) Grup memiliki hak untuk mengarahkan penggunaan aset identifikasian. Grup memiliki hak ini ketika Grup memiliki hak untuk pengambilan keputusan yang relevan tentang penentuan bagaimana dan untuk tujuan apa aset digunakan telah ditentukan sebelumnya dan:
 - Grup memiliki hak untuk mengoperasikan aset; atau
 - Grup telah mendesain aset dengan cara menetapkan sebelumnya bagaimana dan untuk tujuan apa aset akan digunakan selama periode penggunaan.

Pada tanggal insepisi atau pada penilaian kembali atas kontrak yang mengandung sebuah komponen sewa, Grup mengalokasikan imbalan dalam kontrak ke masing-masing komponen sewa berdasarkan harga tersendiri relatif dari komponen sewa dan harga tersendiri agregat dari komponen non-sewa.

Pada tanggal permulaan sewa, Grup mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna diukur pada biaya perolehan, dimana meliputi jumlah pengukuran awal liabilitas sewa yang disesuaikan dengan pembayaran sewa yang dilakukan pada atau sebelum tanggal permulaan, ditambah dengan biaya langsung awal yang dikeluarkan dan estimasi biaya yang akan dikeluarkan untuk membongkar dan memindahkan aset pendasar atau untuk merestorasi aset pendasar ke kondisi yang disyaratkan dan ketentuan sewa, dikurangi dengan insentif sewa yang diterima.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

p. Leases

Group as lessee

At the inception of a contract, the Group assesses whether the contract is, or contains, a lease. A contract is or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

To assess whether a contract conveys the right to control the use of an identified asset, the Group considers whether:

- (i) the Group has the right to obtain substantially all the economic benefits from use of the asset throughout the period of use; and*
- (ii) the Group has the right to direct the use of the asset. The Group has this right when it has the decision-making rights that are the most relevant to changing the determination of how and for what purpose the asset is used and:*
 - the Group has the right to operate the asset; or*
 - the Group has designed the asset in a way that predetermines how and for what purpose it will be used.*

At the inception or on reassessment of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of the relative stand-alone prices and the aggregate stand-alone price of the non-lease components.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payment made at or before the commencement date, plus any initial direct cost incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset to the condition required by the terms and conditions of the lease, less any lease incentives received.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

Aset hak-guna kemudian disusutkan menggunakan metode garis lurus dari tanggal permulaan hingga tanggal yang lebih awal antara akhir umur manfaat aset hak-guna atau akhir masa sewa.

Liabilitas sewa diukur pada nilai kini pembayaran sewa yang belum dibayar pada tanggal permulaan, didiskontokan dengan menggunakan suku bunga implisit dalam sewa atau jika suku bunga tersebut tidak dapat ditentukan, maka menggunakan suku bunga pinjaman inkremental. Pada umumnya, Grup menggunakan suku bunga pinjaman inkremental sebagai tingkat bunga diskonto.

Pembayaran sewa yang termasuk dalam pengukuran liabilitas sewa meliputi pembayaran berikut ini:

- (i) pembayaran tetap, termasuk pembayaran tetap secara substansi dikurangi dengan piutang insentif sewa;
- (ii) pembayaran sewa variabel yang bergantung pada indeks atau suku bunga yang pada awalnya diukur dengan menggunakan indeks atau suku bunga pada tanggal permulaan;
- (iii) harga eksekusi opsi beli jika Grup cukup pasti untuk mengeksekusi opsi tersebut; dan
- (iv) penalti karena penghentian awal sewa kecuali jika Grup cukup pasti untuk tidak menghentikan lebih awal.

Setiap pembayaran sewa dialokasikan sebagai beban keuangan dan pengurangan liabilitas sehingga menghasilkan tingkat suku bunga yang konstan atas saldo liabilitas yang tersisa. Utang sewa yang terkait, dikurangi dengan beban keuangan, dimasukkan ke dalam "liabilitas sewa pembiayaan". Elemen bunga dari beban keuangan dibebankan pada laba rugi selama periode sewa sehingga menghasilkan tingkat bunga periodik yang konstan untuk saldo liabilitas yang tersisa pada setiap periode.

Grup menyajikan aset hak-guna dan liabilitas sewa di dalam laporan posisi keuangan konsolidasian. Aset hak-guna diklasifikasikan sebagai bagian dari "Aset tetap".

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

p. Leases (continued)

Group as lessee (continued)

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, using the incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- (i) fixed payments, including in-substance fixed payments less any lease incentive receivable;
- (ii) variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- (iii) the exercise price under a purchase option that the Group is reasonably certain to exercise; and
- (iv) penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

Each lease payment is allocated between finance charges and reduction of the lease liability so as to achieve a constant rate on the finance balance outstanding. The corresponding rental obligations, net of finance charges, are included in "finance lease liabilities". The interest element of the finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

The Group presents right-of-use assets and lease liabilities in the consolidated statement of financial position. Right-of-use assets are classified as part of "Fixed assets".

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

Jika sewa mengalihkan kepemilikan aset pendasar kepada Grup pada akhir masa sewa atau jika biaya perolehan aset hak-guna merefleksikan Grup akan mengeksekusi opsi beli, maka Grup menyusutkan aset hak-guna dari tanggal permulaan hingga akhir umur manfaat aset pendasar. Jika tidak, maka Grup menyusutkan aset hak-guna dari tanggal permulaan hingga tanggal yang lebih awal antara akhir umur manfaat aset hak-guna atau akhir masa sewa.

Sewa jangka pendek

Grup memutuskan untuk tidak mengakui aset hak-guna dan liabilitas sewa untuk sewa jangka-pendek yang memiliki masa sewa 12 bulan atau kurang. Grup mengakui pembayaran sewa atas sewa tersebut sebagai beban dengan dasar garis lurus selama masa sewa.

Sewa aset bernilai rendah

Grup memutuskan untuk tidak mengakui aset hak-guna dan liabilitas sewa untuk sewa aset bernilai rendah. Grup mengakui pembayaran sewa atas sewa tersebut sebagai beban.

Modifikasi sewa

Grup mencatat modifikasi sewa sebagai sewa terpisah jika:

- modifikasi meningkatkan ruang lingkup sewa dengan menambahkan hak untuk menggunakan satu aset pendasar atau lebih; dan
- imbalan sewa meningkat sebesar jumlah yang setara dengan harga tersendiri untuk peningkatan dalam ruang lingkup dan penyesuaian yang tepat pada harga tersendiri tersebut untuk merefleksikan kondisi kontrak tertentu.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

p. Leases (continued)

Group as lessee (continued)

If the lease transfers ownership of the underlying asset to the Group by the end of the lease term or if the cost of the right-of-use asset reflects that the Group will exercise a purchase option, the Group depreciates the right-of-use asset from the commencement date to the end of the useful life of the underlying asset. Otherwise, the Group depreciates the right-of-use asset from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

Short-term leases

The Group has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Low-value assets leases

The Group has elected not to recognise right-of-use assets and lease liabilities for low-value assets. The Group recognises the lease payments associated with these leases as an expense.

Lease modification

The Group accounts for a lease modification as a separate lease if both:

- *the modification increases the scope of the lease by adding the right to use one or more underlying assets; and*
- *the consideration for the lease increases by an amount commensurate with the stand-alone price for the increase in scope and any appropriate adjustments to that stand-alone price to reflect the circumstances of the particular contract.*

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

Modifikasi sewa (lanjutan)

Untuk modifikasi sewa yang tidak dicatat sebagai sewa terpisah, pada tanggal efektif modifikasi sewa, Grup:

- mengukur kembali dan mengalokasikan imbalan kontrak modifikasian;
- menentukan masa sewa dari sewa modifikasian;
- mengukur kembali liabilitas sewa dengan mendiskontokan pembayaran sewa revisian menggunakan tingkat diskonto revisian berdasarkan sisa umur sewa dan sisa pembayaran sewa dengan melakukan penyesuaian terhadap aset hak-guna. Tingkat diskonto revisian ditentukan sebagai suku bunga pinjaman inkremental Grup pada tanggal efektif modifikasi;
- menurunkan jumlah tercatat aset hak-guna untuk merefleksikan penghentian sebagian atau sepenuhnya sewa untuk modifikasi sewa yang menurunkan ruang lingkup sewa. Grup mengakui dalam laba rugi setiap laba rugi yang terkait dengan penghentian sebagian atau sepenuhnya sewa tersebut; dan
- membuat penyesuaian terkait dengan aset hak-guna untuk seluruh modifikasi sewa lainnya.

Grup sebagai pihak yang menyewakan

Grup menyewakan tanah dan bangunan untuk jangka pendek maupun jangka panjang. Sewa tersebut diklasifikasikan sebagai sewa operasi sejak awal kontrak sewa sesuai dengan kriteria dalam PSAK 73: Sewa.

Penghasilan sewa diakui sebagai pendapatan dengan dasar garis lurus selama masa sewa

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

p. Leases (continued)

Group as lessee (continued)

Lease modification (continued)

For a lease modification that is not accounted for as a separate lease, at the effective date of the lease modification, the Group:

- *remeasures and allocates the consideration in the modified contract;*
- *determines the lease term of the modified lease;*
- *remeasures the lease liability by discounting the revised lease payments using a revised discount rate on the basis of the remaining lease term and the remaining lease payment with a corresponding adjustment to the right-of-use assets. The revised discount rate is determined as the Group's incremental borrowing rate at the effective date of the modification;*
- *decreases the carrying amount of the right-of-use asset to reflect the partial or full termination of the lease for lease modifications that decrease the scope of the lease. The Group recognises in profit or loss any gain or loss relating to the partial or full termination of the lease; and*
- *makes a corresponding adjustment to the right-of-use asset for all other lease modifications*

Group as a lessor

The Group leases its land and buildings for short-term and long-term periods. Those leases are classified as operating leases at the inception of the lease contracts in accordance with criterias as set out in the SFAS 73: Leases.

Lease income is recognised over the term of the lease on a straight-line basis.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

q. Utang usaha dan utang lain-lain

Utang usaha adalah kewajiban membayar barang atau jasa yang telah diterima dalam kegiatan usaha normal dari pemasok. Utang lain-lain terdiri dari uang muka kontrak pelanggan, utang iuran, dan utang retensi. Utang usaha dan utang lain-lain diklasifikasikan sebagai liabilitas jangka pendek jika pembayarannya jatuh tempo dalam waktu satu tahun atau kurang. Jika tidak, utang tersebut disajikan sebagai liabilitas jangka panjang.

Utang usaha dan utang lain-lain pada awalnya diakui sebesar nilai wajar dan selanjutnya diukur pada biaya perolehan diamortisasi dengan menggunakan metode bunga efektif.

r. Provisi

Provisi diakui apabila Grup mempunyai kewajiban kini (baik bersifat hukum maupun konstruktif) sebagai akibat peristiwa masa lalu, besar kemungkinan penyelesaian kewajiban tersebut mengakibatkan arus keluar sumber daya dan kewajiban tersebut dapat diestimasi dengan andal. Provisi tidak diakui untuk kerugian operasi masa depan. Ketika terdapat beberapa kewajiban yang serupa, kemungkinan penyelesaian mengakibatkan arus kas keluar ditentukan dengan mempertimbangkan kelas kewajiban secara keseluruhan.

Provisi diukur sebesar nilai kini dari estimasi terbaik manajemen atas pengeluaran yang diharapkan diperlukan untuk menyelesaikan kewajiban kini pada akhir periode pelaporan. Tingkat diskonto yang digunakan untuk menentukan nilai kini adalah tingkat diskonto sebelum pajak yang mencerminkan penilaian pasar atas nilai waktu uang dan risiko yang terkait dengan kewajiban. Peningkatan provisi karena berjalannya waktu diakui sebagai beban bunga.

s. Pinjaman

Pada saat pengakuan awal, pinjaman diakui sebesar nilai wajar, dikurangi dengan biaya transaksi yang terjadi. Selanjutnya, pinjaman diukur sebesar biaya perolehan diamortisasi; selisih antara penerimaan (dikurangi biaya transaksi) dan nilai pelunasan dicatat pada laba rugi selama periode pinjaman dengan menggunakan metode bunga efektif.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

q. Trade payables and other payables

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Other payables consist of contractual cash advances, contribution payables and retention payables. Trade payables and other payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Trade payables and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

r. Provision

Provisions are recognised when the Group has a present obligation (either legal or constructive) as a result of past events, it is more likely that an outflow of resources embodying economic benefits will be required to settle the obligation and the obligation can be reliably estimated. Provision is not recognised for future operating losses. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

Provisions are measured at the present value of management's best estimate of the expenses expected to be required to settle the present obligation at the end of the reporting period. The discount rate used to determine present value is a pre-tax discount rate that reflects market assessments of the time value of money and the risks incidental to the liability. An increase in provision due to the passage of time is recognised as interest expense.

s. Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently carried at amortised cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the profit or loss over the period of the borrowings using the effective interest method.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

s. Pinjaman (lanjutan)

Biaya yang dibayar untuk memperoleh fasilitas pinjaman diakui sebagai biaya transaksi pinjaman sepanjang besar kemungkinan sebagian atau seluruh fasilitas akan ditarik. Dalam hal ini, biaya memperoleh pinjaman ditangguhkan sampai penarikan pinjaman terjadi. Sepanjang tidak terdapat bukti bahwa besar kemungkinan sebagian atau seluruh fasilitas akan ditarik, biaya memperoleh pinjaman dikapitalisasi sebagai pembayaran di muka untuk jasa likuiditas dan diamortisasi selama periode fasilitas yang terkait.

Pinjaman akan dihentikan pengakuannya dari laporan posisi keuangan konsolidasian ketika kewajiban yang tertulis pada kontrak dibatalkan, atau sudah tidak berlaku. Selisih antara nilai tercatat dari liabilitas keuangan yang sudah berakhir atau dialihkan ke pihak lain, dan imbalan yang dibayarkan, termasuk aset non kas yang dialihkan atau liabilitas yang ditanggung, diakui dalam laba rugi sebagai pendapatan lainnya atau biaya keuangan.

Pinjaman diklasifikasikan sebagai liabilitas jangka pendek kecuali Grup memiliki hak tanpa syarat untuk menunda pembayaran liabilitas selama paling tidak 12 bulan setelah tanggal pelaporan.

t. Biaya pinjaman

Biaya bunga dan biaya pinjaman lainnya, seperti biaya diskonto pinjaman baik yang secara langsung atau tidak langsung digunakan untuk pendanaan konstruksi aset kualifikasian, dikapitalisasi hingga aset tersebut selesai dikonstruksi. Untuk biaya pinjaman yang dapat diatribusikan secara langsung pada aset kualifikasian, jumlah yang dikapitalisasi ditentukan dari biaya pinjaman aktual yang terjadi selama periode berjalan, dikurangi penghasilan yang diperoleh dari investasi sementara atas dana hasil pinjaman tersebut. Untuk pinjaman yang tidak dapat diatribusikan secara langsung pada suatu aset kualifikasian, jumlah yang dikapitalisasi ditentukan dengan mengalikan tingkat kapitalisasi terhadap jumlah yang dikeluarkan untuk memperoleh aset kualifikasian. Tingkat kapitalisasi dihitung berdasarkan rata-rata tertimbang biaya pinjaman yang dibagi dengan jumlah pinjaman yang tersedia selama periode, selain pinjaman yang secara spesifik diambil untuk tujuan memperoleh suatu aset kualifikasian.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

s. Borrowings (continued)

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawdown. In this case, the fee is deferred until the drawdown occurs. To the extent that there is no evidence that it is probable that some or all of the facility will be drawdown, the fee is capitalised as a prepayment for liquidity services and amortised over the period of the facility to which it relates.

Borrowings are removed from the consolidated statement of financial position when the obligation specified in the contract is discharged or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss as other income or finance costs.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date.

t. Borrowing cost

Interest and other borrowing costs, such as discount fees on loans either directly or indirectly used in financing the construction of a qualifying asset, are capitalised up to the date when construction is complete. For borrowings that are directly attributable to a qualifying asset, the amount to be capitalised is determined as the actual borrowing cost incurred during the period, less any income earned on the temporary investment of such borrowings. For borrowings that are not directly attributable to a qualifying asset, the amount to be capitalised is determined by applying a capitalisation rate to the amount incurred on the qualifying assets. The capitalisation rate is the weighted average of the total borrowing costs applicable to the total borrowings outstanding during the period, other than borrowings made specifically for the purpose of obtaining a qualifying asset.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

u. Imbalan kerja

(i) Imbalan kerja jangka pendek

Imbalan kerja jangka pendek diakui pada saat terutang kepada karyawan.

(ii) Imbalan pensiun, imbalan pascakerja lainnya, dan imbalan jangka panjang lainnya

Grup diharuskan menyediakan imbalan pensiun dengan jumlah minimal sesuai dengan Undang-Undang Ketenagakerjaan No. 13/2003 ("UU Ketenagakerjaan") dan Peraturan Pemerintah Pengganti Undang-Undang (Perpu) Nomor 2 Tahun 2022 tentang Cipta Kerja, atau Perjanjian Kerja Bersama ("PKB"), mana yang lebih tinggi. Karena peraturan ketenagakerjaan atau PKB menentukan rumus tertentu untuk menghitung jumlah minimal imbalan pensiun, pada dasarnya program pensiun berdasarkan UU Ketenagakerjaan atau PKB adalah program pensiun imbalan pasti.

Program pensiun imbalan pasti ditentukan berdasarkan jumlah imbalan pensiun yang akan diterima seorang pekerja pada saat pensiun, biasanya tergantung beberapa faktor, misalnya usia, masa kerja dan kompensasi.

Liabilitas imbalan pensiun merupakan nilai kini liabilitas imbalan pasti pada akhir periode pelaporan dikurangi dengan nilai wajar aset program. Liabilitas imbalan pasti dihitung sekali setahun oleh aktuaris independen dengan menggunakan metode *projected unit credit*. Nilai kini liabilitas imbalan pasti ditentukan dengan mendiskontokan estimasi arus kas keluar masa depan dengan menggunakan tingkat bunga obligasi pemerintah (dengan pertimbangan saat ini tidak ada pasar aktif untuk obligasi korporat berkualitas tinggi) dalam mata uang Rupiah sesuai dengan mata uang di mana imbalan tersebut akan dibayarkan dan yang memiliki jangka waktu yang kurang lebih sama dengan waktu jatuh tempo liabilitas imbalan pensiun yang bersangkutan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

u. Employee benefits

(i) Short-term employee benefits

Short-term employee benefits are recognised when they accrue to the employees.

(ii) Pension benefits, other post-employment benefits and other long-term benefits

The Group is required to provide a minimum amount of pension benefits in accordance with Labour Law No. 13/2003 ("Labour Law") and Government Regulation in Lieu of Law (Perpu) Number 2 of 2022 for Job Creation Law, or the Group's Collective Labour Agreement ("CLA"), whichever is higher. Since the labour regulations and the CLA set the formula for determining the minimum amount of benefits, in substance pension plans under the labour regulations or the CLA represent defined benefit plans.

Defined benefit pension plans program define an amount at pension benefit that an employee will receive on retirement, usually depending on factors such as age, years of service and compensations.

The pension benefit obligation is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of government bonds (considering currently there is no deep market for high quality corporate bonds) that are denominated in Rupiah, the currency in which the benefits will be paid and that have terms to maturity approximating the terms to the related pension obligation.

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2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)

u. Imbalan kerja (lanjutan)

(ii) Imbalan pensiun, imbalan pascakerja lainnya, dan imbalan jangka panjang lainnya (lanjutan)

Grup memberikan imbalan pascakerja lainnya dan imbalan jangka panjang lainnya seperti uang penghargaan, santunan kematian, penghargaan pengabdian, dan uang pisah. Imbalan berupa uang penghargaan diberikan apabila karyawan bekerja hingga mencapai usia pensiun. Santunan kematian diberikan bila pegawai dan anggota keluarga tertentu meninggal dunia. Nilai imbalan yang diberikan didasari pada Peraturan Perusahaan atau PKB. Sedangkan imbalan berupa uang pisah, dibayarkan kepada karyawan yang mengundurkan diri secara sukarela, setelah memenuhi minimal masa kerja tertentu. Imbalan ini dihitung dengan menggunakan metodologi yang sama dengan metodologi yang digunakan dalam perhitungan program pensiun imbalan pasti.

Biaya bunga bersih dihitung dengan menerapkan tingkat diskonto terhadap saldo bersih kewajiban imbalan pasti dan nilai wajar aset program. Biaya ini termasuk dalam beban imbalan kerja dalam laporan laba rugi dan penghasilan komprehensif lain konsolidasian.

Keuntungan dan kerugian aktuarial yang timbul dari penyesuaian dan perubahan dalam asumsi-asumsi aktuarial dibebankan atau dikreditkan ke ekuitas pada pos penghasilan komprehensif lain pada periode terjadinya, kecuali imbalan jangka panjang lainnya dimana keuntungan dan kerugian aktuarial diakui langsung sebagai beban pada laba rugi.

Biaya jasa lalu diakui secara langsung dalam laba rugi. Keuntungan dan kerugian dari kurtailmen atau penyelesaian program manfaat pasti diakui dalam laba rugi ketika kurtailmen atau penyelesaian tersebut terjadi.

2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)

u. Employee benefits (continued)

(ii) Pension benefits, other post-employment benefits and other long-term benefits (continued)

The Group also provides other post-employment benefits and other long-term benefits such as long service reward, death allowance, jubilee rewards, and separation reward. The long service reward is paid when the employees reach their retirement age. Death allowance is paid when the employee or the qualified family members pass away. The value of benefits provided to the employee is based on the Company Regulation or the CLA. The separation reward benefit is paid to employees in the event of voluntary resignation, subject to a minimum number of years of service. These benefits have been accounted for using the same methodology as for the defined benefit pension plan.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in employee benefit expense in the consolidated statement of profit or loss and other comprehensive income.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise, except for other long-term benefits where actuarial gains and losses are directly recognised as expenses in profit or loss.

Past service costs are recognised immediately in profit or loss. Gains or losses on the curtailment or settlement of a defined benefit plan are recognised in profit or loss when the curtailment or settlement occurs.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
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u. Imbalan kerja (lanjutan)

(iii) Imbalan kesehatan pascakerja

Grup menyediakan imbalan kesehatan pascakerja untuk pensiunan. Hak atas imbalan ini pada umumnya diberikan apabila karyawan bekerja sampai usia pensiun dan memenuhi masa kerja minimum tertentu. Perkiraan biaya imbalan ini dicatat sebagai akrual sepanjang masa kerja karyawan, dengan menggunakan metode *projected unit credit*.

v. Pengakuan pendapatan dan beban

Pengakuan pendapatan harus memenuhi lima langkah analisa sebagai berikut:

- (i) Identifikasi kontrak dengan pelanggan;
- (ii) Identifikasi kewajiban pelaksanaan dalam kontrak. Kewajiban pelaksanaan merupakan janji-janji dalam kontrak untuk menyerahkan barang atau jasa yang memiliki karakteristik berbeda ke pelanggan;
- (iii) Penetapan harga transaksi. Harga transaksi merupakan jumlah imbalan yang berhak diperoleh suatu entitas sebagai kompensasi atas penyerahkannya barang atau jasa yang dijanjikan ke pelanggan. Jika imbalan yang dijanjikan di kontrak mengandung suatu jumlah yang bersifat variabel, maka Grup membuat estimasi jumlah imbalan tersebut sebesar jumlah yang diharapkan berhak diterima atas penyerahkannya barang atau jasa yang dijanjikan ke pelanggan yang akan dibayarkan selama periode kontrak;
- (iv) Alokasi harga transaksi ke setiap kewajiban pelaksanaan dengan menggunakan dasar harga jual berdiri sendiri relatif dari setiap barang atau jasa berbeda yang dijanjikan di kontrak. Ketika tidak dapat diamati secara langsung, harga jual berdiri sendiri relatif diperkirakan berdasarkan biaya yang diharapkan ditambah margin;
- (v) Pengakuan pendapatan ketika kewajiban pelaksanaan telah dipenuhi dengan menyerahkan barang atau jasa yang dijanjikan ke pelanggan (ketika pelanggan telah memiliki kendali atas barang atau jasa tersebut).

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

u. Employee benefits (continued)

(iii) Post-retirement healthcare benefits

The Group provides post-retirement healthcare benefits to their retirees. The entitlement to these benefits is usually based on the employee remaining in service up to retirement age and the completion of a minimum service period. The expected costs of these benefits are accrued over the period of employment, using projected unit credit method.

v. Revenue and expense recognition

Revenue recognition has to fulfil five steps of assessment as follows:

- (i) Identify contract(s) with a customer;
- (ii) Identify the performance obligations in the contract. Performance obligations are promises in a contract to transfer to a customer goods or services that are distinct;
- (iii) Determine the transaction price. Transaction price is the amount of consideration to which an entity expects to be entitled in exchange for transferring promised goods or services to a customer. If the consideration promised in a contract includes a variable amount, the Group estimates the amount of consideration to which it expects to be entitled in exchange for transferring the promised goods or services to a customer which will be paid during the contract period;
- (iv) Allocate the transaction price to each performance obligation on the basis of the relative stand-alone selling prices of each distinct goods or service promised in the contract. Where these are not directly observable, the relative stand-alone selling prices are estimated based on expected cost plus margin;
- (v) Recognise revenue when the performance obligation is satisfied by transferring a promised goods or service to a customer (which is when the customer obtains control of that goods or service).

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(lanjutan)**

v. Pengakuan pendapatan dan beban (lanjutan)

Kewajiban pelaksanaan dapat dipenuhi:

- a) Pada suatu titik waktu (umumnya janji untuk menyerahkan barang ke pelanggan); atau
- b) Suatu periode waktu (umumnya janji untuk menyerahkan jasa ke pelanggan). Untuk kewajiban pelaksanaan yang dipenuhi dalam suatu periode waktu, Grup memilih ukuran penyelesaian yang sesuai untuk penentuan jumlah pendapatan yang harus diakui karena telah terpenuhinya kewajiban pelaksanaan.

Beban diakui pada saat terjadinya dengan dasar akrual.

(i) Penjualan barang

Pendapatan dari penjualan barang (pupuk subsidi, pupuk nonsubsidi dan amonia) diakui jika seluruh kondisi berikut terpenuhi:

- Grup telah memindahkan kontrol kepemilikan barang;
- Grup tidak lagi melanjutkan pengelolaan yang biasanya terkait dengan kepemilikan atas barang ataupun melakukan pengendalian efektif atas barang yang dijual;
- jumlah pendapatan dapat diukur secara andal;
- kemungkinan besar manfaat ekonomi yang terkait dengan transaksi tersebut akan mengalir ke Grup; dan
- biaya yang terjadi atau akan terjadi sehubungan transaksi penjualan tersebut dapat diukur secara andal.

Terpenuhinya kondisi tersebut tergantung persyaratan penjualan dengan setiap pelanggan. Secara umum risiko dan manfaat dianggap telah berpindah ke pelanggan ketika terjadi transfer kepemilikan dan risiko.

(ii) Subsidi pupuk Pemerintah

Subsidi pupuk Pemerintah diakui sebagai pendapatan atas dasar akrual yang dihitung berdasarkan ketentuan Peraturan Menteri Keuangan, Menteri Pertanian dan Menteri Perdagangan Republik Indonesia.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

v. Revenue and expense recognition (continued)

A performance obligation may be satisfied:

- a) At a point in time (typically for promises to transfer goods to a customer); or
- b) Over time (typically for promises to transfer services to a customer). For a performance obligation satisfied over time, the Group selects an appropriate measure of progress to determine the amount of revenue that should be recognised as the performance obligation is satisfied.

Expenses are recognised as incurred on an accrual basis.

(i) Sales of goods

Revenue from the sale of goods (subsidised fertiliser, non-subsidised fertiliser, and ammonia) is recognised when all of the following conditions are fulfilled:

- the Group has transferred control of the goods to the buyer;
- the Group retains neither continuing managerial involvement nor effective control over the goods sold;
- the amount of revenue can be measured reliably;
- it is probable that the economic benefits associated with the transaction will flow to the Group; and
- the costs incurred or to be incurred with respect to the sales transaction can be measured reliably.

The fulfilment of these conditions depends upon the terms of the sales with individual customers. Generally, the risks and rewards are considered to be transferred to the customer when the title and risk are transferred.

(ii) Government's fertiliser subsidy

The Government's fertiliser subsidy is recognised as revenue on an accrual basis which is calculated in accordance with the provisions that are stipulated in the Decrees of the Minister of Finance, the Minister of Agriculture, and the Minister of Trade of the Republic of Indonesia.

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(lanjutan)**

v. Pengakuan pendapatan dan beban (lanjutan)

(iii) Pendapatan jasa

Bila suatu transaksi pendapatan jasa dapat diestimasi dengan andal, pendapatan sehubungan dengan transaksi tersebut diakui dengan mengacu pada tingkat penyelesaian transaksi tersebut pada tanggal laporan posisi keuangan konsolidasian.

Hasil transaksi dapat diestimasi dengan andal pada saat terpenuhinya seluruh kondisi berikut:

- jumlah pendapatan dapat diukur secara andal;
- besar kemungkinan manfaat ekonomi sehubungan dengan transaksi tersebut akan mengalir ke Grup;
- tingkat penyelesaian dari suatu transaksi pada akhir periode pelaporan dapat diukur secara andal; dan
- biaya yang terjadi untuk transaksi dan untuk menyelesaikan transaksi tersebut dapat diukur dengan andal.

Bila hasil transaksi pendapatan jasa tidak dapat diestimasi dengan andal, pendapatan yang diakui hanya sebesar beban yang telah diakui yang dapat diperoleh kembali.

w. Pajak penghasilan kini dan tangguhan

Beban pajak terdiri dari pajak kini dan pajak tangguhan. Beban pajak diakui dalam laba rugi, kecuali jika pajak itu berkaitan dengan kejadian atau transaksi yang diakui pada penghasilan komprehensif lainnya atau secara langsung dicatat ke ekuitas. Pada kasus ini, masing-masing beban pajak juga diakui pada penghasilan komprehensif lainnya atau secara langsung dicatat ke ekuitas.

Beban pajak penghasilan kini dihitung berdasarkan peraturan pajak yang berlaku pada tanggal pelaporan di negara dimana Grup beroperasi dan menghasilkan penghasilan kena pajak.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

v. Revenue and expense recognition (continued)

(iii) Rendering of services

When the outcome of a transaction involving the rendering of services can be estimated reliably, the revenue that is associated with the transaction is recognised with reference to the stage of completion of the transaction as at the consolidated statement of financial position date.

The outcome of a transaction can be estimated reliably when all of the following conditions are met:

- *the amount of revenue can be measured reliably;*
- *it is probable that the economic benefits that are associated with the transaction will flow to the Group;*
- *the stage of completion of the transaction at the end of the reporting period can be measured reliably; and*
- *the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.*

When the outcome of a transaction involving the rendering of services cannot be estimated reliably, revenue is recognised only to the extent of the recognised expenses that are recoverable.

w. Current and deferred income tax

The tax expense for the year comprises current and deferred tax. The tax expense is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax expense is also recognised in other comprehensive income or directly in equity, respectively.

The current income tax charge is calculated on the basis of the tax laws enacted as at the reporting date in the countries where the Group operate and generate taxable income.

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(lanjutan)**

**w. Pajak penghasilan kini dan tanggungan
(lanjutan)**

Manajemen secara periodik mengevaluasi posisi yang diambil dalam Surat Pemberitahuan Tahunan ("SPT") terkait dengan situasi dimana diperlukan interpretasi atas peraturan pajak yang berlaku. Provisi dibentuk berdasarkan jumlah yang diharapkan akan dibayar pada otoritas pajak.

Perbedaan nilai tercatat aset dan liabilitas yang berhubungan dengan pajak penghasilan final dengan dasar pengenaan pajaknya tidak diakui sebagai aset atau liabilitas pajak tanggungan.

Pajak penghasilan tanggungan diakui, dengan menggunakan metode *balance sheet liability* untuk semua perbedaan temporer antara dasar pengenaan pajak aset dan liabilitas dengan nilai tercatatnya pada laporan keuangan konsolidasian. Namun, liabilitas pajak tanggungan tidak diakui jika timbul dari pengakuan awal *goodwill*; atau pada saat pengakuan awal suatu aset atau liabilitas yang timbul dari transaksi selain kombinasi bisnis yang pada saat transaksi tersebut tidak mempengaruhi laba rugi akuntansi maupun laba rugi kena pajak. Pajak penghasilan tanggungan ditentukan menggunakan tarif (atau peraturan) pajak yang berlaku atau yang secara substansial telah berlaku pada tanggal pelaporan dan diharapkan untuk diterapkan jika aset pajak tanggungan direalisasikan atau liabilitas pajak tanggungan diselesaikan.

Aset pajak tanggungan diakui sepanjang kemungkinan besar laba kena pajak mendatang akan tersedia untuk dikompensasi dengan perbedaan temporer yang masih dapat dimanfaatkan.

Liabilitas pajak tanggungan diakui untuk semua perbedaan temporer kena pajak yang berasal dari investasi pada entitas anak dan asosiasi, kecuali untuk liabilitas pajak tanggungan dimana waktu pembalikan perbedaan temporer dikendalikan oleh Grup dan kemungkinan besar perbedaan temporer tidak akan dibalik di masa depan yang dapat diperkirakan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

w. Current and deferred income tax (continued)

Management periodically evaluates the positions taken in Annual Tax Returns ("SPT") in situations in which the applicable tax regulations are subject to interpretation. Where appropriate, it establishes a provision on the basis of the amounts expected to be paid to the tax authorities.

The difference between the financial statement carrying amounts of existing assets and liabilities relate to the final income tax, and their respective final tax bases are not recognised as deferred tax assets or liabilities.

Deferred income tax is recognised, using the balance sheet liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill; deferred income tax is not accounted for if it arises from the initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates (or laws) that have been enacted or substantially enacted as at the reporting date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised only to the extent that it is probable that future taxable profits will be available against which the temporary differences can be utilised.

Deferred tax liabilities are provided on temporary differences arising on investments in subsidiaries and associates, except for deferred income tax liabilities where the timing of the reversal of temporary difference is controlled by the Group and it is probable that the temporary difference will not be reversed in the foreseeable future.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

**w. Pajak penghasilan kini dan tangguhan
(lanjutan)**

Aset dan liabilitas pajak penghasilan tangguhan dapat saling hapus apabila terdapat hak yang berkekuatan hukum untuk melakukan saling hapus antara aset pajak kini dengan liabilitas pajak kini dan apabila aset dan liabilitas pajak penghasilan tangguhan dikenakan oleh otoritas perpajakan yang sama, baik atas entitas kena pajak yang sama ataupun berbeda dan adanya niat untuk melakukan penyelesaian saldo-saldo tersebut secara bersih.

Kekurangan/kelebihan pembayaran pajak penghasilan disajikan sebagai bagian dari "Beban pajak penghasilan" dalam laporan laba rugi dan penghasilan komprehensif lain konsolidasian. Grup juga menyajikan bunga/denda, jika ada, sebagai bagian dari "Beban pajak penghasilan".

x. Modal saham

Saham biasa diklasifikasikan sebagai ekuitas. Biaya tambahan yang secara langsung dapat diatribusikan kepada penerbitan saham biasa atau opsi disajikan pada ekuitas sebagai pengurang penerimaan, setelah dikurangi pajak. Biaya emisi saham disajikan sebagai pengurang akun tambahan modal disetor.

Biaya tambahan yang secara langsung dapat diatribusikan kepada penerbitan saham biasa atau opsi disajikan pada ekuitas sebagai pengurang penerimaan, setelah dikurangi pajak.

y. Distribusi dividen

Distribusi dividen kepada pemegang saham Perusahaan diakui sebagai liabilitas dalam laporan keuangan konsolidasian Grup pada periode dimana dividen dideklarasikan dan telah disetujui oleh pemegang saham Perusahaan.

z. Transaksi-transaksi dengan pihak berelasi

Grup melakukan transaksi dengan pihak-pihak berelasi sebagaimana yang didefinisikan dalam PSAK 7: Pengungkapan Pihak-Pihak Berelasi. Berdasarkan PSAK 7, entitas berelasi dengan Pemerintah merupakan pihak berelasi dari Grup. Entitas berelasi dengan Pemerintah mencakup entitas yang dikendalikan, dikendalikan bersama, atau yang dipengaruhi secara signifikan oleh Pemerintah.

Rincian saldo dan transaksi dengan pihak-pihak berelasi disajikan dalam Catatan 28.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

w. Current and deferred income tax (continued)

Deferred income tax assets and liabilities are offset when there are legally-enforceable rights to offset current tax assets against current tax liabilities and when the deferred income tax assets and liabilities relate to income taxes levied by the same taxation authority on the same taxable entities where there is an intention to settle the balances on a net basis.

The underpayment/overpayment of income tax is presented as part of "Income tax expenses" in consolidated statements of profit or loss and other comprehensive income. The Group also presents interest/penalties, if any, as part of "Income tax expenses".

x. Share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issuing of new ordinary shares or options are shown in equity as a deduction, net of tax from the proceeds. Share issuance costs are presented as a deduction from the additional paid-in capital account.

Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

y. Dividend distribution

Dividend distribution to the Company's shareholders is recognised as a liability in the Group's consolidated financial statements in the period in which the dividends are declared and approved by the Company's shareholders.

z. Transaction with related parties

The Group has transactions with related parties as defined under SFAS 7: Related Party Disclosures. Based on SFAS 7, Government-related entities are considered as related parties of the Group. Government-related entities include entities which are controlled, jointly controlled or significantly influenced by the Government.

The details of balances and transactions entered into with related parties are presented in Note 28.

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**2. INFORMASI KEBIJAKAN AKUNTANSI MATERIAL
(lanjutan)**

aa. Utang salam

Salam adalah akad jual beli barang pesanan (muslam fi'ih) dengan pengiriman di kemudian hari oleh Grup (muslam illaihi) dan pelunasannya dilakukan oleh pembeli pada saat akad disepakati sesuai dengan syarat-syarat tertentu.

Utang salam diakui pada saat Grup menerima uang muka penjualan salam sebesar jumlah yang diterima.

Uang muka salam yang diterima dapat berupa kas. Uang muka salam dalam bentuk kas diakui pada saat Grup menerima pembayaran dari bank dan diukur sebesar jumlah yang diterima.

Utang salam dihentikan pengakuannya pada saat penyerahan barang kepada pembeli mewakili bank. Setelah Grup menerima pembayaran dari pembeli, Grup akan mengalihkan pembayaran tersebut kepada bank.

Akad salam merupakan transaksi dengan kewajiban penyerahan barang oleh Grup ke pembeli akhir sesuai ketentuan pembeli dalam perjanjian akad salam. Transaksi salam disajikan pada laporan arus kas konsolidasian pada aktivitas keuangan.

**2. MATERIAL ACCOUNTING POLICY INFORMATION
(continued)**

aa. Salam payable

Salam is a sale and purchase contract for ordered goods (muslam fi'ih) with delivery at a later date by the Group (muslam illaihi) and the payment is made by the buyer when the contract is agreed after certain conditions.

The salam payable is recognised when the Group receives advance sales of salam in the amount received.

Advance from salam can be in the form of cash. Salam payable in the form of cash is recognised when the Group receives payment from the bank and is measured at the amount receive.

The salam payable is derecognised when the goods are delivered to the buyer on behalf of bank. After the Group receives payment from the buyer, the Group will transfer the proceeds to the bank.

Akad salam is a transaction with an obligation to deliver goods by the Group to the end customer according to the terms of the buyer in the akad salam agreement. Salam transaction is presented in the consolidated statement of cash flows in financing activities.

**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING**

Penyusunan laporan keuangan konsolidasian yang sesuai dengan Standar Akuntansi Keuangan di Indonesia mengharuskan manajemen untuk membuat estimasi dan asumsi yang mempengaruhi jumlah aset dan liabilitas yang dilaporkan dan pengungkapan aset dan liabilitas kontinjensi pada tanggal pelaporan, serta jumlah pendapatan dan beban selama periode pelaporan. Estimasi, asumsi, dan pertimbangan tersebut dievaluasi secara terus menerus dan berdasarkan pengalaman historis dan faktor-faktor lainnya, termasuk harapan peristiwa di masa datang yang diyakini wajar berdasarkan kondisi yang ada.

Grup telah mengidentifikasi hal-hal berikut di mana diperlukan pertimbangan, estimasi dan asumsi signifikan dan di mana hasil aktual dapat berbeda dari estimasi tersebut jika menggunakan asumsi dan kondisi yang berbeda dan dapat mempengaruhi secara material hasil keuangan atau posisi keuangan konsolidasian Grup yang dilaporkan dalam tahun mendatang.

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS**

The preparation of the consolidated financial statements in conformity with the Indonesian Financial Accounting Standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the reporting date and the reported amounts of revenue and expenses during the reporting period. Estimates, assumptions, and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Group has identified the following matters under which significant judgements, estimates and assumptions are made and where actual results may differ from these estimates under different assumptions and conditions and may materially affect the consolidated financial results or financial position of the Group reported in future years.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING (lanjutan)**

**a. Provisi atas kerugian kredit ekspektasian
piutang usaha**

Grup menghitung kerugian kredit ekspektasian piutang usaha dan piutang lain-lain. Tingkat provisi adalah berdasarkan hari jatuh tempo atas kelompok segmen pelanggan yang mempunyai karakteristik risiko kredit yang serupa.

Grup menyesuaikan pengalaman kerugian kredit historis dengan informasi *forward-looking*. Sebagai contoh, jika prakiraan atas kondisi ekonomi diperkirakan memburuk selama periode/tahun depan, yang dapat menyebabkan meningkatnya jumlah gagal bayar, tingkat gagal bayar historis disesuaikan. Pada setiap tanggal pelaporan, tingkat gagal bayar historis diperbaharui dan perubahan estimasi *forward-looking* dianalisis.

Penilaian atas korelasi antara tingkat gagal bayar historis yang diobservasi, prakiraan atas kondisi ekonomi dan kerugian kredit ekspektasian merupakan estimasi yang signifikan. Jumlah kerugian kredit ekspektasian paling dipengaruhi oleh perubahan keadaan dan prakiraan kondisi ekonomi. Pengalaman kerugian kredit historis Grup dan prakiraan kondisi ekonomi juga mungkin tidak menggambarkan gagal bayar aktual pelanggan di masa yang akan datang.

b. Ketidakpastian eksposur perpajakan

Pertimbangan dan asumsi diperlukan dalam menentukan besaran fasilitas pengurang pajak dan investasi (*capital allowance*) dan pengurangan beban tertentu untuk tujuan fiskal selama proses estimasi atas perhitungan beban pajak penghasilan masing-masing perusahaan dalam Grup. Secara khusus, perhitungan beban pajak penghasilan Grup melibatkan penafsiran terhadap peraturan perpajakan dan peraturan lainnya. Banyaknya transaksi dan perhitungan yang dapat menyebabkan ketidakpastian di dalam penentuan kewajiban pajak selama bisnis normal.

Semua pertimbangan dan estimasi yang dibuat manajemen seperti yang diungkapkan di atas dapat dipertanyakan oleh Direktorat Jenderal Pajak ("DJP"). Sebagai akibatnya, terjadi ketidakpastian dalam penentuan kewajiban pajak. Resolusi posisi pajak yang diambil oleh Grup, dapat berlangsung bertahun-tahun dan sangat sulit untuk memprediksi hasil akhirnya. Apabila terdapat perbedaan perhitungan pajak dengan jumlah yang telah dicatat, perbedaan tersebut akan berdampak pada pajak penghasilan dan pajak tangguhan dalam periode dimana penentuan pajak tersebut dibuat.

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

**a. Provision for expected credit losses of trade
receivables**

The Group calculates expected credit losses for trade receivables and other receivables. The provision rates are based on days past due for groupings of various customer segments that have similar credit risk characteristics.

The Group adjusts the historical credit loss experience with forward-looking information. For instance, if forecast economic conditions are expected to deteriorate over the next period/year, which can lead to an increased number of defaults, the historical default rates are adjusted. At every reporting date, the historical observed default rates are updated and changes in the forward-looking estimates are analysed.

The assessment of the correlation between historical observed default rates and forecast economic conditions and expected credit losses is a significant estimate. The amount of expected credit losses is sensitive to changes in circumstances and of forecast economic conditions. The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future.

b. Uncertain tax exposures

Judgements and assumptions are required to determine the capital allowances and deductibility of certain expenses for fiscal purpose during the estimation of the provision for income tax expense for each company within the Group. In particular, the calculation of the Group's income tax expenses involves the interpretation of applicable tax laws and regulations. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business.

All judgements and estimates taken by management as discussed above may be challenged by the Directorate General of Taxation ("DGT"). As a result, the ultimate tax determination becomes uncertain. The resolution of tax positions taken by the Group, can take several years to complete and in some cases, it is difficult to predict the ultimate outcome. Where the final outcome of these matters is different from the amounts initially recorded, such differences will have an impact on the income tax and deferred income tax provision in the period in which this determination is made.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING (lanjutan)**

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

c. Pajak penghasilan

c. Income taxes

Aset pajak tangguhan, termasuk yang timbul dari rugi fiskal, besaran *capital allowance* dan perbedaan temporer lainnya, diakui hanya apabila dianggap lebih mungkin daripada tidak bahwa mereka dapat diterima kembali, dimana hal ini tergantung pada kecukupan pembentukan laba kena pajak di masa depan. Sama seperti "penurunan nilai aset non-keuangan" asumsi atas laba kena pajak masa depan yang dapat dihasilkan sangat dipengaruhi oleh estimasi dan asumsi manajemen atas tingkat produksi yang diharapkan, volume penjualan, harga komoditas dan lain-lain; yang mana terpapar risiko dan ketidakpastian, sehingga terdapat kemungkinan perubahan keadaan akan mengubah proyeksi laba kena pajak di masa mendatang.

Deferred tax assets, including those arising from tax losses carried forward, capital allowances and other temporary differences, are recognised only where it is considered probable that they will be recovered, which is dependent on the generation of sufficient future taxable profits. Similar to "impairment of non-financial assets", assumptions about the generation of future taxable profits is heavily affected by management's estimates and assumptions regarding expected production levels, sales volumes, commodity prices, etc; which are subject to risk and uncertainty, and hence there is a possibility that changes in circumstances will alter the projected future taxable profits.

d. Imbalan pascakerja

d. Post-employment benefits

Nilai kini liabilitas imbalan pascakerja tergantung pada beberapa faktor yang ditentukan dengan dasar aktuarial berdasarkan beberapa asumsi. Asumsi yang digunakan untuk menentukan biaya pensiun bersih mencakup tingkat diskonto, kenaikan gaji di masa datang dan kenaikan biaya kesehatan. Adanya perubahan pada asumsi ini akan mempengaruhi jumlah tercatat liabilitas imbalan pascakerja.

The present value of the post-employment benefits liabilities depends on a number of factors that are determined on an actuarial basis using a number of assumptions. The assumptions used in determining the net cost for pensions include the discount rate, future salary increase and future medical costs. Any changes in these assumptions will have an impact on the carrying amount of post-employment benefits liabilities.

Grup menentukan tingkat diskonto dan kenaikan gaji masa datang yang sesuai pada akhir periode pelaporan. Tingkat diskonto adalah tingkat suku bunga yang harus digunakan untuk menentukan nilai kini atas estimasi arus kas keluar masa depan yang diharapkan untuk menyelesaikan liabilitas imbalan pascakerja. Dalam menentukan tingkat suku bunga yang sesuai, Grup mempertimbangkan tingkat suku bunga obligasi pemerintah yang didenominasikan dalam mata uang imbalan akan dibayar dan memiliki jangka waktu yang serupa dengan jangka waktu liabilitas imbalan pascakerja yang terkait.

The Group determines the appropriate discount rate and future salary increase at the end of each reporting period. The discount rate is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the post-employment benefits liabilities. In determining the appropriate discount rate, the Group considers the interest rates of government bonds that are denominated in the currency in which the benefits will be paid and that have terms to maturity approximating the terms of the related post-employment benefits liabilities.

Asumsi kunci liabilitas imbalan pascakerja lainnya sebagian ditentukan berdasarkan kondisi pasar saat ini. Informasi tambahan diungkapkan pada Catatan 18.

Other key assumptions for post-employment benefits liabilities are based in part on current market conditions. Additional information is disclosed in Note 18.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING (lanjutan)**

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

e. Estimasi masa manfaat aset tetap

e. Estimating the useful lives of fixed assets

Grup mengestimasi masa manfaat aset tetap berdasarkan ekspektasi utilisasi aset yang sesuai dengan rencana dan strategi usaha setelah mempertimbangkan perkembangan teknologi di masa depan dan perilaku pasar. Di samping itu, estimasi dari masa manfaat aset tetap juga mempertimbangkan penelaahan Grup secara kolektif terhadap praktek industri, evaluasi teknis internal dan pengalaman untuk aset yang sejenis. Estimasi masa manfaat ditelaah paling sedikit setiap akhir tahun pelaporan dan diperbaharui jika ekspektasi berbeda dari estimasi sebelumnya dikarenakan pemakaian dan kerusakan fisik, keusangan secara teknis atau komersial dan keterbatasan hukum atau pembatasan lainnya atas penggunaan dari aset. Namun, ada kemungkinan, hasil operasi di masa depan dapat dipengaruhi secara material oleh perubahan-perubahan dalam estimasi yang diakibatkan oleh perubahan faktor-faktor yang disebutkan di atas.

The Group estimates the useful lives of its fixed assets based on expected asset utilisation as anchored on business plans and strategies that also consider expected future technological developments and market behaviour. In addition, the Group's collective assessment of industry practice, an internal technical evaluation and experience with similar assets are also considered when estimating the useful life of fixed assets. The estimated useful lives are reviewed at least each financial year end and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limitations on the use of the assets. It is possible, however, that future results of operations could be materially affected by changes in the estimates brought about by changes in the factors mentioned above.

Biaya perolehan aset tetap disusutkan dengan menggunakan metode garis lurus berdasarkan taksiran masa manfaatnya. Manajemen mengestimasi masa manfaat ekonomis aset tetap 4 sampai dengan 20 tahun. Perubahan tingkat pemakaian dan perkembangan teknologi dapat mempengaruhi masa manfaat ekonomis dan nilai sisa aset.

The costs of fixed assets are depreciated on a straight-line basis over their estimated useful live. Management estimates the useful life of these fixed assets to be within 4 to 20 years. Changes in the expected level of usage and technological development could have an impact on the economic useful life and the residual values of these assets.

Jumlah dan waktu pencatatan beban untuk setiap periode akan terpengaruh oleh perubahan atas berbagai faktor dan situasi tersebut. Pengurangan estimasi masa manfaat dari aset tetap Grup akan meningkatkan beban operasi dan menurunkan jumlah tercatat aset tidak lancar.

The amounts and timing of recorded expenses for any period will be affected by changes in these factors and circumstances. A reduction in the estimated useful life of the Group's fixed assets will increase the recorded operating expenses and decrease the carrying amounts of non-current assets.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING (lanjutan)**

f. Nilai wajar aset tetap menggunakan model revaluasi

Tanah dinyatakan berdasarkan nilai wajar. Penentuan nilai wajar dilakukan oleh penilai publik independen.

Dalam proses penilaian, manajemen, dengan bantuan penilai publik independen, menentukan data dan asumsi, menelaah metode penilaian serta berdiskusi dengan penilai. Pendekatan dan metode yang digunakan dalam melakukan revaluasi tergantung pada kelas aset. Walaupun data dan asumsi Grup dianggap tepat dan wajar, namun perubahan signifikan pada data input atau asumsi yang digunakan dapat berpengaruh secara signifikan terhadap nilai aset yang menggunakan model revaluasi.

g. Pengakuan pendapatan dan piutang subsidi

Pemerintah Republik Indonesia memberikan subsidi pupuk melalui Grup berdasarkan Peraturan Menteri Perdagangan ("Permendag") No. 4 tahun 2023 menggantikan Permendag No. 15/M-DAG/PER/4/2013. Subsidi pupuk diberikan untuk kebutuhan kelompok tani dan/atau petani di sektor pertanian meliputi pupuk jenis urea, SP 36, ZA, NPK dan pupuk organik yang ditetapkan oleh Kementerian Pertanian.

Berdasarkan Peraturan Menteri Pertanian No.10/2022, sejak diterbitkan pada tanggal 8 Juli 2022 penyaluran pupuk bersubsidi hanya untuk pupuk urea dan NPK.

Tata cara penyediaan, pencairan dan pertanggungjawaban subsidi pupuk diatur dalam Peraturan Menteri Keuangan ("PMK") No. 68/PMK.02/2016. Besaran subsidi pupuk dihitung berdasarkan selisih antara harga pokok penjualan dengan harga eceran tertinggi.

Pendapatan subsidi dibukukan berdasarkan harga pupuk subsidi yang telah diaudit oleh BPK-RI yang tertuang pada Berita Acara Hasil Pemeriksaan dan estimasi kuantitas penyaluran pupuk yang tertuang pada Berita Acara Hasil Pemeriksaan tersebut yang didasarkan pada kuantitas tersalur bulanan yang telah diverifikasi Kementerian Pertanian. Secara historis, aktual kuantitas penyaluran pupuk yang disetujui dan estimasi dari kuantitas penyaluran tidak berbeda signifikan.

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

f. Fair value of fixed assets that use revaluation model

Land is stated at fair value. The determination of the fair value was performed by an independent public appraiser.

Management, with the assistance of an independent public appraiser, determines the data inputs and assumptions, assesses the valuation methods and holds discussions with the appraisers as part of the valuation process. The approaches and methods that are used in the revaluation depend upon the group of assets. While it is believed that the Group's data and assumptions are reasonable and appropriate, significant changes in data inputs, or significant changes in assumptions, may materially affect the value of the assets that use the revaluation model.

g. Revenue and receivable recognition of subsidy

The Government of the Republic of Indonesia provides a fertiliser subsidy through the Group based on Ministry of Trading ("Permendag") Regulation No. 4 year 2023 replaces Permendag No. 15/M-DAG/PER/4/2013. Fertiliser subsidies is given for the needs of farmer's group and/or farmer in agricultural sector including fertiliser type urea, SP 36, ZA, NPK and organic fertilisers stipulated by the Ministry of Agriculture.

Based on the Regulation of the Minister of Agriculture No.10/2022, since its issuance on 8 July 2022, the distribution of subsidised fertilisers is only for urea and NPK fertilisers.

The procedure for the reserve, liquidation and accountability of subsidised fertiliser is stipulated by Ministry of Finance Regulation ("PMK") No. 68/PMK.02/2016. Fertiliser subsidy amount is calculated based on the difference between cost of goods sold and the highest retail price.

Revenue from the Government subsidy was recorded based on subsidised fertiliser price audited by BPK-RI as stated on Minutes of Audit Result and estimates of distributed quantity as stated in Minutes of Audit Result which is based on monthly distributed quantity that has been verified by Ministry of Agriculture. Historically, the actual approved distributed quantity and estimates of distributed quantity are not significantly different.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI YANG PENTING (lanjutan)**

**g. Pengakuan pendapatan dan piutang subsidi
(lanjutan)**

Klasifikasi piutang subsidi antara porsi lancar dan tidak lancar ditentukan berdasarkan estimasi dan pertimbangan manajemen selama setahun ke depan berdasarkan ketersediaan sisa *budget* Daftar Isian Pelaksanaan Anggaran ("DIPA") dan pos anggaran lain tahun berikutnya yang dapat digunakan untuk penagihan piutang subsidi dan konfirmasi dari Kementerian Pertanian per tanggal neraca.

Selain itu, klasifikasi bagian lancar dan tidak lancar dari piutang bersubsidi didukung oleh tren pembayaran historis dari Pemerintah Indonesia.

h. Sewa

Grup mempunyai beberapa perjanjian sewa dimana Grup bertindak sebagai penyewa untuk beberapa aset tertentu. Grup mengevaluasi apakah Grup memiliki hak untuk mengendalikan aset sewaan berdasarkan PSAK 73: Sewa, yang mensyaratkan Grup untuk membuat pertimbangan dan estimasi dari hak untuk mengendalikan aset sewaan.

Karena Grup tidak dapat dengan mudah menentukan suku bunga implisit, manajemen menggunakan suku bunga pinjaman inkremental Grup sebagai tingkat diskonto. Ada beberapa faktor yang perlu dipertimbangkan dalam menentukan suku bunga pinjaman inkremental, yang banyak di antaranya memerlukan pertimbangan untuk dapat secara andal mengukur penyesuaian yang diperlukan untuk sampai pada tingkat diskonto akhir. Dalam menentukan suku bunga pinjaman inkremental, Grup mempertimbangkan faktor-faktor utama berikut: risiko kredit korporat Grup, jangka waktu sewa, jangka waktu pembayaran sewa, lingkungan ekonomi, waktu saat sewa terjadi, dan mata uang dimana pembayaran sewa ditentukan.

i. Cadangan penurunan nilai persediaan

Grup melakukan pencadangan penurunan nilai persediaan berdasarkan estimasi persediaan yang akan digunakan pada masa datang dan kondisi dari persediaan. Ketidakpastian terkait dengan faktor-faktor ini dapat menyebabkan nilai realisasi yang berbeda dengan nilai tercatat dari persediaan.

**3. CRITICAL ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

**g. Revenue and receivable recognition of
subsidy (continued)**

The classification of current and non-current portion of subsidy receivables is determined based on management's estimation and judgement for a year using the availability of the remaining budget of Daftar Isian Pelaksanaan Anggaran ("DIPA") and other budget items for the following year that available for collection of subsidy receivables and confirmation from the Ministry of Agriculture as of balance sheet date.

In addition, the classification of the current and non-current portions of subsidy receivables is supported by historical payment trends from the Government of Indonesia.

h. Leases

The Group has various lease agreements where the Group acts as a lessee in respect of certain assets. The Group evaluates whether the Group has the right to control the use of leases asset based on SFAS 73: Leases, which requires the Group to make judgements and estimates of right to control the leased asset.

Since the Group could not readily determine the implicit rate, management uses the Group's incremental borrowing rate as a discount rate. There are a number factors to consider in determining an incremental borrowing rate, many of which need judgement in order to be able to reliably quantify any necessary adjustments to arrive at the final discount rates. In determining an incremental borrowing rate, the Group considers the following main factors: the Group's corporate credit risk, the lease term, the lease payment term, the economic environment, the time at which the lease is entered into, and the currency in which the lease payments are denominated.

i. Provision for impairment of inventories

The Group provides provision of impairment of inventories based on estimated future usage and the condition of the inventories. Uncertainty associated with these factors may result in the realisable amount being different from the reported carrying amount of the inventories.

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4. KAS DAN SETARA KAS

4. CASH AND CASH EQUIVALENTS

	<u>2023</u>	<u>2022</u>	
Kas	<u>1,649</u>	<u>1,612</u>	Cash on hand
Kas di bank			Cash in banks
Rupiah			Rupiah
<u>Pihak berelasi</u>			<u>Related parties</u>
PT Bank Rakyat Indonesia (Persero) Tbk	698,750	1,357,473	PT Bank Rakyat Indonesia (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	446,954	1,086,806	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	259,382	79,732	PT Bank Mandiri (Persero) Tbk
PT Bank Syariah Indonesia Tbk	946	269	PT Bank Syariah Indonesia Tbk
<u>Pihak ketiga</u>			<u>Third parties</u>
PT Bank DKI	94,870	68,581	PT Bank DKI
PT Bank Central Asia Tbk	67,534	64,198	PT Bank Central Asia Tbk
Lain-lain (masing-masing dibawah Rp5.000)	<u>8,270</u>	<u>5,758</u>	Others (each below Rp5,000)
Jumlah rekening Rupiah	<u>1,576,706</u>	<u>2,662,817</u>	Total Rupiah accounts
USD			USD
<u>Pihak berelasi</u>			<u>Related parties</u>
PT Bank Rakyat Indonesia (Persero) Tbk	2,681	29,255	PT Bank Rakyat Indonesia (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	1,940	14,277	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	1,298	62,499	PT Bank Mandiri (Persero) Tbk
<u>Pihak ketiga</u>			<u>Third parties</u>
Lain-lain (masing-masing dibawah Rp5.000)	<u>3,324</u>	<u>6,227</u>	Others (each below Rp5,000)
Jumlah rekening USD	<u>9,243</u>	<u>112,258</u>	Total USD accounts
Deposito			Deposits
Rupiah			Rupiah
<u>Pihak berelasi</u>			<u>Related parties</u>
PT Bank Mandiri (Persero) Tbk	39,227	163,651	PT Bank Mandiri (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	<u>-</u>	<u>338,076</u>	PT Bank Negara Indonesia (Persero) Tbk
Jumlah deposito	<u>39,227</u>	<u>501,727</u>	Total deposits
Jumlah kas dan setara kas	<u>1,626,825</u>	<u>3,278,414</u>	Total cash and cash equivalents

Suku bunga tahunan deposito berjangka berkisar sebagai berikut:

The annual interest rate for time deposits were in the following ranges:

	<u>2023</u>	<u>2022</u>	
Deposito Rupiah	6.30%	4.25% - 4.80%	Deposits Rupiah

Pada tahun 2023, deposito Perusahaan dijaminan untuk pinjaman dari PT Pupuk Indonesia (Persero) sebesar Rp39.227 (2022: Rp501.727) Namun, jaminan tersebut dapat digunakan untuk pemenuhan kebutuhan operasional.

In 2023, the Company's deposits were pledged as collateral for loans from PT Pupuk Indonesia (Persero), amounting to Rp39,227 (2022: Rp501,727). However, the guarantee could be used to fulfil the operational needs.

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5. PIUTANG USAHA

5. TRADE RECEIVABLES

a. Berdasarkan pelanggan

a. By customers

	<u>2023</u>	<u>2022</u>	
Pihak berelasi (Catatan 28)	876,081	1,101,727	<i>Related parties (Note 28)</i>
Provisi penurunan nilai	<u>(173,850)</u>	<u>(180,036)</u>	<i>Provision for impairment</i>
Jumlah pihak berelasi - bersih	<u>702,231</u>	<u>921,691</u>	<i>Total related parties - net</i>
Pihak ketiga	1,262,521	1,006,834	<i>Third parties</i>
Provisi penurunan nilai	<u>(240,833)</u>	<u>(248,889)</u>	<i>Provision for impairment</i>
Jumlah pihak ketiga - bersih	<u>1,021,688</u>	<u>757,945</u>	<i>Total third parties - net</i>
Jumlah	<u>1,723,919</u>	<u>1,679,636</u>	<i>Total</i>
Dikurangi bagian lancar	<u>(1,434,314)</u>	<u>(1,378,855)</u>	<i>Less current portion</i>
Bagian tidak lancar	<u>289,605</u>	<u>300,781</u>	<i>Non-current portion</i>

b. Berdasarkan umur piutang

b. By aging receivables

	<u>2023</u>	<u>2022</u>	
Lancar	1,316,046	1,271,015	<i>Current</i>
Sudah jatuh tempo:			<i>Past due:</i>
1 - 3 bulan	405,678	481,408	<i>1 - 3 months</i>
3 - 6 bulan	124,570	61,572	<i>3 - 6 months</i>
6 - 12 bulan	71,010	50,280	<i>6 - 12 months</i>
> 1 tahun	<u>221,298</u>	<u>244,286</u>	<i>> 1 year</i>
Sub jumlah	2,138,602	2,108,561	<i>Sub total</i>
Provisi penurunan nilai	<u>(414,683)</u>	<u>(428,925)</u>	<i>Provision for impairment</i>
Jumlah - bersih	<u>1,723,919</u>	<u>1,679,636</u>	<i>Total - net</i>

c. Berdasarkan mata uang

c. By original currency

	<u>2023</u>	<u>2022</u>	
Rupiah	1,374,206	1,622,501	<i>Rupiah</i>
USD	<u>764,396</u>	<u>486,060</u>	<i>USD</i>
Jumlah	<u>2,138,602</u>	<u>2,108,561</u>	<i>Total</i>

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5. PIUTANG USAHA (lanjutan)

5. TRADE RECEIVABLES (continued)

d. Provisi penurunan nilai piutang usaha

d. Provision for impairment of trade receivable

Mutasi provisi penurunan nilai piutang usaha adalah sebagai berikut:

Movements of provision for impairment of trade receivables are as follows:

	2023	2022	
Saldo awal	428,925	427,323	<i>Beginning balance</i>
Penambahan	21,043	13,419	<i>Addition</i>
Pemulihan	(9,251)	(6,194)	<i>Recovery</i>
Penghapusan	(26,034)	(5,623)	<i>Write-off</i>
Saldo akhir	414,683	428,925	<i>Ending balance</i>

Grup menerapkan cadangan kerugian ekspektasian seumur hidup untuk seluruh piutang usaha. Untuk mengukur kerugian kredit ekspektasian, piutang usaha telah dikelompokkan berdasarkan karakteristik risiko kredit dan waktu jatuh tempo yang serupa.

The Group applies the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on similar credit risk characteristics and the days past due.

Perhitungan provisi kerugian penurunan nilai piutang secara individual dilakukan untuk pelanggan yang telah mengalami kesulitan pembayaran sesuai dengan periode yang telah ditentukan dan pelanggan yang umumnya memiliki peringkat kredit.

Provision for impairment losses for individual receivables are provided for customers that have difficulties in fulfilling their obligations according to the defined period and generally have credit ratings.

Perhitungan provisi kerugian penurunan nilai piutang secara kolektif dilakukan untuk pelanggan yang secara nilai tidak signifikan dan ada kemungkinan kecil gagal bayar. Perhitungan ini mempertimbangkan tren pembayaran piutang yang dilakukan oleh konsumen, informasi yang relevan tentang kejadian masa lalu, kondisi terkini dan perkiraan atas kondisi ekonomi.

Provision for impairment losses for collective receivables are provided for customers that have insignificant balances and with less possibilities of payment default. This calculation considers trends of payment made by customers, relevant information about past events, current conditions and forecasts of economic conditions.

Karena jatuh temponya yang pendek, nilai wajar piutang usaha kurang lebih sama dengan jumlah tercatatnya.

Due to the short-term nature, the fair value of trade receivables approximates their carrying amount.

Berdasarkan hasil penelaahan atas piutang masing-masing dan kolektif pelanggan pada akhir tahun, manajemen Grup berkeyakinan bahwa nilai provisi atas penurunan nilai telah memadai untuk menutup potensi kerugian atas piutang usaha tidak tertagih.

Based on the review of the status of the individual and collective customers at the end of the year, the Group's management believes that the provision for the impairment of trade receivables is adequate to cover potential losses from uncollectible trade receivables.

Lihat Catatan 28 untuk rincian saldo dan transaksi dengan pihak berelasi.

Refer to Note 28 for details of related parties balances and transactions.

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6. PIUTANG SUBSIDI DARI PEMERINTAH REPUBLIK INDONESIA

a. Piutang subsidi

Saldo piutang subsidi merupakan saldo piutang subsidi kepada Pemerintah Republik Indonesia atas penyaluran pupuk urea dan NPK (2022: urea, ZA, SP-36, NPK dan organik) bersubsidi oleh Perusahaan, dengan rincian sebagai berikut:

	<u>2023</u>	<u>2022</u>
Piutang atas subsidi pupuk untuk tahun:		
Estimasi piutang subsidi dari Pemerintah - 2023	5,521,786	-
2022	41,591	12,087,212
2020	<u>376,120</u>	<u>376,120</u>
Jumlah piutang subsidi	5,939,497	12,463,332
Dikurangi bagian lancar	<u>(5,521,786)</u>	<u>(12,463,332)</u>
Bagian tidak lancar	<u>417,711</u>	<u>-</u>

Pada tanggal 31 Desember 2023, berdasarkan estimasi manajemen, manajemen berpendapat bahwa seluruh piutang subsidi tahun 2023 akan terealisasi dalam 12 bulan kedepan, sehingga seluruh piutang subsidi ini diklasifikasikan sebagai aset lancar.

Estimasi piutang subsidi dari Pemerintah merupakan estimasi piutang subsidi atas penyaluran pupuk untuk tahun 2023. Lihat Catatan 3g mengenai pengakuan pendapatan dan piutang subsidi.

Piutang subsidi dari Pemerintah Indonesia merupakan piutang subsidi atas penyaluran pupuk subsidi untuk tahun 2023, 2022 dan 2020 berdasarkan hasil audit oleh BPK-RI yang tertuang pada Berita Acara Hasil Pemeriksaan tertanggal 28 Maret 2024 (untuk tahun 2023), Laporan Hasil Pemeriksaan tertanggal 27 Februari 2023 dan Berita Acara Hasil Pemeriksaan tertanggal 29 Mei 2023 (untuk tahun 2022) dan 28 Mei 2021 (untuk tahun 2020) dikurangi jumlah subsidi yang telah dibayarkan oleh Pemerintah.

6. SUBSIDY RECEIVABLES FROM THE GOVERNMENT OF THE REPUBLIC OF INDONESIA

a. Subsidy receivables

The balance of subsidy receivable is the balance of subsidy receivable from the Government of the Republic of Indonesia for distributing urea and NPK (2022: urea, ZA, SP-36, NPK and organic) subsidised fertiliser from the Company, with the following details:

*Receivable from subsidy fertiliser for the year:
Estimated subsidy receivable from the Government - 2023
2022
2020*

Total of subsidy receivables

Less current portion

Non-current portion

As at 31 December 2023, based on management's estimation, management is of the opinion that all of the 2023 subsidy receivables will be realised within the next 12 months, therefore all of these subsidy receivables are classified as current assets.

Estimated subsidy receivables from the Government represent estimated receivable from fertiliser distribution in 2023. Refer to Note 3g regarding subsidy revenue and receivable recognition.

Subsidy receivables from the Government of Indonesia represents subsidy receivables from subsidised fertiliser distribution in 2023, 2022 dan 2020 determined based on the audit result by BPK-RI as stated on the Minutes of Audit Result dated 28 March 2024 (for the year 2023), Laporan Hasil Pemeriksaan dated 27 February 2023 and the Minutes of Audit Results dated 29 May 2023 (for the year 2022) and 28 May 2021 (for the year 2020) deducted with the amount of subsidy paid by the Government.

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**6. PIUTANG SUBSIDI DARI PEMERINTAH REPUBLIK
INDONESIA (lanjutan)**

a. Piutang subsidi (lanjutan)

Pada tahun 2020, terdapat 97.957 ton pendapatan pupuk subsidi yang masih dalam proses penelusuran kelengkapan bukti oleh BPK-RI. Menindaklanjuti hal ini, Grup telah memberikan seluruh bukti dokumen tambahan yang diminta di tahun 2021 dan berdasarkan hasil verifikasi lanjutan, terdapat penyesuaian pendapatan subsidi 2020 sebesar Rp296 berdasarkan notulen rapat tertanggal 3 Desember 2021. Berdasarkan notulen rapat tertanggal 9 Januari 2024, piutang subsidi tahun 2020 masih dalam proses verifikasi dan validasi oleh BPK-RI. Pada tanggal penyelesaian laporan keuangan konsolidasian ini, manajemen masih menunggu laporan BPK-RI terkait hal ini. Oleh karena itu, manajemen mereklasifikasi piutang subsidi dari porsi lancar menjadi porsi tidak lancar.

Berdasarkan Berita Acara Hasil Pemeriksaan atas Perhitungan Kuantum Subsidi Pupuk Tahun 2022 pada PT Pupuk Indonesia (Persero) oleh BPK-RI tertanggal 29 Mei 2023, terdapat selisih lebih salur sebanyak 8.003 ton (bagian Perusahaan) yang diakibatkan belum terintegrasinya sistem penyaluran antara aplikasi T-Pubers dengan Kartu Tani dengan nilai sebesar Rp41.591 yang disajikan sebagai piutang subsidi bagian tidak lancar. Pada tanggal laporan keuangan konsolidasian ini diterbitkan, volume lebih salur pupuk subsidi tersebut masih dalam proses verifikasi ulang oleh PT Pupuk Indonesia (Persero), PT Bank Mandiri (Persero) Tbk, PT Bank Rakyat Indonesia (Persero) Tbk dan Direktorat Jenderal Prasarana dan Sarana Pertanian Kementerian Pertanian sebagai tindak lanjut atas temuan BPK-RI.

**6. SUBSIDY RECEIVABLES FROM THE
GOVERNMENT OF THE REPUBLIC OF INDONESIA
(continued)**

a. Subsidy receivables (continued)

In 2020, there are 97,957 tonnes of subsidised fertiliser revenue that are still in the process of tracking down evidence by BPK-RI. In response to this, the Group has provided all required additional documentary evidence in 2021 and based on the results of further verification, there is an adjustment in 2020 subsidy revenue of Rp296, based on the minutes of the meeting dated 3 December 2021. Based on minutes of the meeting dated 9 January 2024, the subsidy receivables period 2020 is still under verification and validation by BPK-RI. As of completion date of these consolidated financial statements, management is still waiting for the BPK-RI report in regards to this matter. Therefore, management has reclassified the subsidy receivables from current portion to non-current portion.

Based on the Minutes of Audit Results on the 2022 Subsidised Fertiliser Quantum Calculation at PT Pupuk Indonesia (Persero) by BPK-RI dated 29 May 2023, there were differences due to excess distribution of 8,003 tonnes (the Company's portion) as a result of disintegration of distribution between T-Pubers application and Kartu Tani amounting to Rp41,591 which presented as a non-current portion of subsidy receivables. As of the issuance date of these consolidated financial statements, the excess volume of subsidy distribution is still in the process of re-verification by PT Pupuk Indonesia (Persero), PT Bank Mandiri (Persero) Tbk, PT Bank Rakyat Indonesia (Persero) Tbk and Directorate General of Agricultural Infrastructure and Facilities of Ministry of Agriculture as a follow-up action from BPK-RI's finding.

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6. PIUTANG SUBSIDI DARI PEMERINTAH REPUBLIK INDONESIA (lanjutan) **6. SUBSIDY RECEIVABLES FROM THE GOVERNMENT OF THE REPUBLIC OF INDONESIA (continued)**

a. Piutang subsidi (lanjutan)

Mutasi saldo piutang subsidi adalah sebagai berikut:

	<u>2023</u>	<u>2022</u>
Saldo awal	13,834,298	4,695,464
Penyesuaian	(73,645)	36,626
Subsidi Pemerintah (Catatan 22)	17,241,949	22,927,292
Pajak Pertambahan Nilai ("PPN") atas pendapatan	1,896,615	2,501,104
Penerimaan dari Pemerintah	(23,630,760)	(14,694,303)
PPN atas penerimaan	(2,606,938)	(1,564,864)
Pajak Penghasilan ("PPH") 22 atas penerimaan	<u>(68,677)</u>	<u>(67,021)</u>
	6,592,842	13,834,298
Dikurangi: Utang PPN keluaran atas subsidi yang belum dibayarkan	<u>(653,345)</u>	<u>(1,370,966)</u>
Piutang subsidi - bersih	<u>5,939,497</u>	<u>12,463,332</u>

Tidak ada kerugian penurunan nilai yang dicatat sehubungan dengan piutang di atas. Risiko kredit pada piutang subsidi pupuk dianggap dapat diabaikan, sebab pihak debitur merupakan Pemerintah Republik Indonesia dan Grup memperoleh penggantian bunga atas keterlambatan pelunasan piutang subsidi ini.

Utang PPN keluaran atas subsidi yang belum dibayarkan merupakan utang PPN atas penjualan subsidi yang penyelesaiannya akan dilakukan melalui saling hapus dengan porsi PPN atas utang pelunasan piutang subsidi terkait.

b. Piutang subsidi yang belum ditagih

	<u>2023</u>	<u>2022</u>
Piutang subsidi belum ditagihkan	743,004	459,098
Dikurangi : Utang PPN keluaran atas subsidi yang belum ditagih	<u>(73,631)</u>	<u>(45,496)</u>
Jumlah	<u>669,373</u>	<u>413,602</u>

Piutang subsidi yang belum ditagih merupakan pendapatan atas penjualan pupuk bersubsidi ke distributor namun belum tersalur ke petani. Piutang ini akan diakui sebagai pendapatan pupuk bersubsidi pada periode dimana pupuk bersubsidi tersalurkan ke petani.

a. Subsidy receivables (continued)

The movements of the subsidy receivables are as follows:

	<u>2023</u>	<u>2022</u>
Saldo awal	13,834,298	4,695,464
Penyesuaian	(73,645)	36,626
Subsidi Pemerintah (Catatan 22)	17,241,949	22,927,292
Pajak Pertambahan Nilai ("PPN") atas pendapatan	1,896,615	2,501,104
Penerimaan dari Pemerintah	(23,630,760)	(14,694,303)
PPN atas penerimaan	(2,606,938)	(1,564,864)
Pajak Penghasilan ("PPH") 22 atas penerimaan	<u>(68,677)</u>	<u>(67,021)</u>
	6,592,842	13,834,298
Dikurangi: Utang PPN keluaran atas subsidi yang belum dibayarkan	<u>(653,345)</u>	<u>(1,370,966)</u>
Piutang subsidi - bersih	<u>5,939,497</u>	<u>12,463,332</u>

No impairment loss has been recorded in relation to the receivables mentioned above. The credit risk on receivables from the fertiliser subsidy is considered negligible, since the counterparty is the Government of the Republic of Indonesia and the Group is compensated with interest reimbursement as a result of late payment of subsidy's receivables.

VAT out payable from unpaid subsidy receivables is VAT payable from subsidy sales which settlement will be performed by offsetting VAT portion from settlement of the respective subsidy receivables.

b. Unbilled subsidy receivables

	<u>2023</u>	<u>2022</u>
Piutang subsidi belum ditagihkan	743,004	459,098
Dikurangi : Utang PPN keluaran atas subsidi yang belum ditagih	<u>(73,631)</u>	<u>(45,496)</u>
Jumlah	<u>669,373</u>	<u>413,602</u>

Unbilled subsidy receivables represent sales to distributors of subsidised fertilisers which have not yet been distributed to farmers. These receivables will be recognised as sales from subsidised fertiliser in period when the subsidised fertiliser is being distributed to farmers.

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7. PERSEDIAAN

7. INVENTORIES

	<u>2023</u>	<u>2022</u>	
Barang jadi	3,579,857	4,719,982	<i>Finished goods</i>
Bahan baku	1,147,672	2,601,811	<i>Raw materials</i>
Barang dalam proses	516,270	964,366	<i>Work-in-process</i>
Bahan pembantu dan penolong	245,860	284,900	<i>Indirect and supporting materials</i>
Suku cadang	274,734	215,689	<i>Spare parts</i>
Persediaan dalam perjalanan	<u>200,322</u>	<u>1,646,605</u>	<i>Inventory in transit</i>
Sub jumlah	<u>5,964,715</u>	<u>10,433,353</u>	<i>Sub total</i>
Provisi penurunan nilai	<u>(117,024)</u>	<u>(108,491)</u>	<i>Provision for impairment</i>
Jumlah	<u>5,847,691</u>	<u>10,324,862</u>	<i>Total</i>

Mutasi provisi penurunan nilai persediaan adalah sebagai berikut:

Movements of provision for impairment of inventories are as follows:

	<u>2023</u>	<u>2022</u>	
Saldo awal	108,491	96,742	<i>Beginning balance</i>
Penambahan	8,533	13,965	<i>Addition</i>
Penghapusan	<u>-</u>	<u>(2,216)</u>	<i>Write-off</i>
Saldo akhir	<u>117,024</u>	<u>108,491</u>	<i>Ending balance</i>

Manajemen berkeyakinan bahwa provisi penurunan nilai persediaan adalah cukup untuk menutupi kerugian penurunan nilai persediaan.

Management believes that the provision for impairment of inventories is adequate to cover the possible loss from impairment of inventories.

Pada tanggal 31 Desember 2023, seluruh persediaan telah diasuransikan dengan nilai pertanggungan sebesar Rp1.741.981 (2022: Rp1.674.266).

As at 31 December 2023, inventories were insured with coverage of Rp1,741,981 (2022: Rp1,674,266).

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8. INVESTASI PADA ENTITAS ASOSIASI DAN VENTURA BERSAMA **8. INVESTMENT IN ASSOCIATES AND JOINT VENTURE**

		2023						
Saldo awal/ Beginning balance	Penam- bahan/ (Pengu- rangan)/ Additions/ (Deductions)	Bagian atas laba/(rugi)/ Share in profit/(loss)	Bagian atas penghasilan komprehensif lain/ Share in other comprehensive income	Penyesuaian translasi/ Translation adjustment	Dividen/ Dividends	Saldo akhir/ Ending balance		
Entitas asosiasi								
<i>Keperilakuan langsung:</i>								
PT Kawasan Industri Gresik	135,962	-	25,088	-	-	(1,915)	159,135	
PT Petronika	55,385	-	2,449	217	2,801	(9,292)	51,560	
PT Pupuk Indonesia Utilitas	90,146	-	13,404	-	-	-	103,550	
PT Pupuk Indonesia Pangan	14,443	-	(1,801)	(12,642)	-	-	-	
<i>Keperilakuan tidak langsung melalui entitas anak:</i>								
PT Petrokopindo Cipta Selaras	37,163	-	4,151	-	-	(1,358)	39,956	
PT Aneka Jasa Grhadika	281	(281)	-	-	-	-	-	
Sub jumlah	333,380	(281)	43,291	(12,425)	2,801	(12,565)	354,201	
Ventura bersama								
PT Petro Jordan Abadi ("PJA")	-	-	139,553	(1,621)	(12,075)	-	125,857	
Jumlah	333,380	(281)	182,844	(14,046)	(9,274)	(12,565)	480,058	
		2022						
Saldo awal/ Beginning balance	Penam- bahan/ (Pengu- rangan)/ Additions/ (Deductions)	Bagian atas laba/(rugi)/ Share in profit/(loss)	Bagian atas penghasilan komprehensif lain/ Share in other comprehensive income	Penyesuaian translasi/ Translation adjustment	Dividen/ Dividends	Saldo akhir/ Ending balance		
Entitas asosiasi								
<i>Keperilakuan langsung:</i>								
PT Kawasan Industri Gresik	127,926	-	9,833	-	-	(1,797)	135,962	
PT Petronika	56,303	-	6,591	-	-	(7,509)	55,385	
PT Pupuk Indonesia Utilitas	87,530	-	5,200	-	-	(2,584)	90,146	
PT Pupuk Indonesia Pangan	16,586	-	(2,143)	-	-	-	14,443	
<i>Keperilakuan tidak langsung melalui entitas anak:</i>								
PT Petrokopindo Cipta Selaras	34,132	-	3,824	-	-	(793)	37,163	
PT Aneka Jasa Grhadika	281	-	-	-	-	-	281	
Sub jumlah	322,758	-	23,305	-	-	(12,683)	333,380	
Ventura bersama								
PT Petro Jordan Abadi ("PJA")	-	-	-	-	-	-	-	
Jumlah	322,758	-	23,305	-	-	(12,683)	333,380	

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**8. INVESTASI PADA ENTITAS ASOSIASI DAN
VENTURA BERSAMA (lanjutan)**

Berikut ini adalah ringkasan informasi keuangan entitas asosiasi pada 31 Desember 2023 dan 2022, yang dicatat dengan menggunakan metode ekuitas.

**8. INVESTMENT IN ASSOCIATES AND JOINT
VENTURE (continued)**

The following is a summary of financial information of associates as at 31 December 2023 and 2022, which are accounted for using the equity method.

	Aset lancar/ Current assets	Aset tidak lancar/ Non-current assets	Liabilitas lancar/ Current liabilities	Liabilitas jangka panjang/ Non-current liabilities	Ekuitas/ Equity	Pendapatan/ Revenue	Labal(rugi) tahun berjalan/ Profit/(loss) for the year	Penghasilan kompre- hensif lain/Other compre- hensive income	Persentase kepemilikan/ Percentage of ownership
31 Desember/December 2023									
PT Kawasan Industri Gresik	115,140	420,465	36,354	44,581	454,670	131,177	68,041	-	35.00%
PT Petronika	204,377	157,546	95,373	8,741	257,809	554,856	9,976	-	20.00%
PT Pupuk Indonesia Utilitas	479,776	1,185,242	276,490	348,985	1,039,543	921,720	147,185	(282)	10.00%
PT Pupuk Indonesia Pangan	94,759	91,886	41,484	734	144,427	76,957	(23,858)	-	10.00%
PT Petrokopindo Cipta Selaras	186,613	207,869	179,169	84,907	130,406	622,906	117,400	-	29.75%
PJA	876,917	2,265,467	1,784,264	803,222	554,898	2,799,081	110,071	272	50.00%
31 Desember/December 2022									
PT Kawasan Industri Gresik	66,672	394,652	33,446	39,413	388,465	69,891	25,101	-	35.00%
PT Petronika	227,915	174,262	109,607	15,643	276,927	810,110	32,204	-	20.00%
PT Pupuk Indonesia Utilitas	494,804	1,158,481	287,308	464,514	901,463	788,225	64,535	-	10.00%
PT Pupuk Indonesia Pangan	93,959	91,367	40,399	500	144,427	193,998	(20,782)	-	10.00%
PT Petrokopindo Cipta Selaras	153,389	191,957	160,610	64,464	120,272	442,139	12,850	-	29.75%
PT Aneka Jasa Ghradika	116,578	23,139	187,309	2,040	(49,632)	347	7	-	12.50%
PJA	1,080,607	2,390,986	1,257,636	1,761,506	452,451	4,106,528	363,773	46	50.00%

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9. ASET TETAP

9. FIXED ASSETS

	2023					
	Saldo awal/ <i>Beginning balance</i>	Penam- bahan/ <i>Additions</i>	Pengu- rangan/ <i>Deductions</i>	Penyesuaian lainnya/ <i>Other adjustment</i>	Reklasifikasi*/ <i>Reclassifi- cations*</i>	
Biaya perolehan Pemilikan langsung						Acquisition cost Directly owned
Tanah	8,531,519	-	-	-	(77,689)	8,453,830
Bangunan	3,367,135	1,772	(16)	-	233,983	3,602,874
Mesin dan peralatan	17,667,305	63,379	(521)	-	569,647	18,299,810
Kendaraan dan alat berat	114,051	14,083	-	-	-	128,134
Inventaris kantor dan rumah	196,800	42,746	-	-	55,469	295,015
Suku cadang penyangga	20,380	1,009	-	-	-	21,389
Sub jumlah	<u>29,897,190</u>	<u>122,989</u>	<u>(537)</u>	<u>-</u>	<u>781,410</u>	<u>30,801,052</u>
Aset hak guna						Right-of-use assets
Tanah	545,475	119,001	-	-	-	664,476
Bangunan	71,374	98,808	(4,293)	-	-	165,889
Mesin dan peralatan	1,834,342	-	-	(919,965)	-	914,377
Kendaraan dan alat berat	112,637	26,049	(26,080)	-	-	112,606
Peralatan kantor	863	-	-	-	-	863
Sub jumlah	<u>2,564,691</u>	<u>243,858</u>	<u>(30,373)</u>	<u>(919,965)</u>	<u>-</u>	<u>1,858,211</u>
Aset dalam penyelesaian	<u>1,282,236</u>	<u>1,322,838</u>	<u>-</u>	<u>-</u>	<u>(896,373)</u>	<u>1,708,701</u>
Sub jumlah	<u>33,744,117</u>	<u>1,689,685</u>	<u>(30,910)</u>	<u>(919,965)</u>	<u>(114,963)</u>	<u>34,367,964</u>
Akumulasi penyusutan Pemilikan langsung						Accumulated depreciation Directly owned
Bangunan	1,424,981	155,242	(8)	-	-	1,580,215
Mesin dan peralatan	7,061,170	1,079,672	(521)	-	-	8,140,321
Kendaraan dan alat berat	91,343	10,705	-	-	-	102,048
Inventaris kantor dan rumah	130,562	29,174	-	-	-	159,736
Suku cadang penyangga	20,378	5	-	-	-	20,383
Sub jumlah	<u>8,728,434</u>	<u>1,274,798</u>	<u>(529)</u>	<u>-</u>	<u>-</u>	<u>10,002,703</u>
Aset hak guna						Right-of-use assets
Tanah	32,679	23,202	-	-	-	55,881
Bangunan	21,267	86,494	(4,293)	-	-	103,468
Mesin dan peralatan	301,537	97,452	-	(393,672)	-	5,317
Kendaraan dan alat berat	55,833	38,788	(26,080)	-	-	68,541
Peralatan kantor	564	188	-	-	-	752
Sub jumlah	<u>411,880</u>	<u>246,124</u>	<u>(30,373)</u>	<u>(393,672)</u>	<u>-</u>	<u>233,959</u>
Sub jumlah	<u>9,140,314</u>	<u>1,520,922</u>	<u>(30,902)</u>	<u>(393,672)</u>	<u>-</u>	<u>10,236,662</u>
Nilai buku - bersih	<u>24,603,803</u>					<u>24,131,302</u>

*) Reklasifikasi termasuk tanah milik Perusahaan yang direklasifikasi ke properti investasi dan aset dalam penyelesaian Perusahaan yang direklasifikasi ke aset takberwujud masing-masing sebesar Rp77.689 dan Rp37.274.

*) Reclassifications include the Company's land to investment properties and the Company's construction in progress to intangible assets amounting to Rp77,689 and Rp37,274, respectively.

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9. ASET TETAP (lanjutan)

9. FIXED ASSETS (continued)

2022							
Saldo awal/ <i>Beginning balance</i>	Penam- bahan/ <i>Additions</i>	Pengu- rangan/ <i>Deductions</i>	Selisih penilaian kembali/ <i>Surplus on revaluation</i>	Reklasifikasi*/ <i>Reclassifi- cations*</i>	Saldo akhir/ <i>Ending balance</i>		
Biaya perolehan						Acquisition cost	
Pemilikan langsung						Directly owned	
Tanah	8,360,225	-	-	171,305	(11)	8,531,519	Land
Bangunan	3,266,912	2,960	-	-	97,263	3,367,135	Buildings
Mesin dan peralatan	17,486,749	25,372	(125,878)	-	281,062	17,667,305	Machinery and equipments
Kendaraan dan alat berat	112,423	1,718	(90)	-	-	114,051	Vehicles and heavy equipments
Inventaris kantor dan rumah	171,149	14,587	-	-	11,064	196,800	Office supplies and housing
Suku cadang penyangga	21,702	-	(1,322)	-	-	20,380	Supporting spare parts
Sub jumlah	<u>29,419,160</u>	<u>44,637</u>	<u>(127,290)</u>	<u>171,305</u>	<u>389,378</u>	<u>29,897,190</u>	Sub total
Aset hak guna						Right-of-use assets	
Tanah	393,754	49,523	(638)	-	102,836	545,475	Land
Bangunan	145,780	66,835	(141,241)	-	-	71,374	Buildings
Mesin dan peralatan	1,834,342	-	-	-	-	1,834,342	Machinery and equipments
Kendaraan dan alat berat	125,087	29,548	(41,998)	-	-	112,637	Vehicles and heavy equipments
Peralatan kantor	863	-	-	-	-	863	Office equipments
Sub jumlah	<u>2,499,826</u>	<u>145,906</u>	<u>(183,877)</u>	<u>-</u>	<u>102,836</u>	<u>2,564,691</u>	Sub total
Aset dalam penyelesaian	672,161	1,102,300	-	-	(492,225)	1,282,236	Construction in progress
Sub jumlah	<u>32,591,147</u>	<u>1,292,843</u>	<u>(311,167)</u>	<u>171,305</u>	<u>(11)</u>	<u>33,744,117</u>	Sub total
Akumulasi penyusutan						Accumulated depreciation	
Pemilikan langsung						Directly owned	
Bangunan	1,279,196	145,785	-	-	-	1,424,981	Buildings
Mesin dan peralatan	6,155,451	1,031,597	(125,878)	-	-	7,061,170	Machinery and equipments
Kendaraan dan alat berat	80,972	10,462	(91)	-	-	91,343	Vehicles and heavy equipments
Inventaris kantor dan rumah	108,677	21,885	-	-	-	130,562	Office supplies and housing
Suku cadang penyangga	21,700	-	(1,322)	-	-	20,378	Supporting spare parts
Sub jumlah	<u>7,645,996</u>	<u>1,209,729</u>	<u>(127,291)</u>	<u>-</u>	<u>-</u>	<u>8,728,434</u>	Sub total
Aset hak guna						Right-of-use assets	
Tanah	16,117	17,200	(638)	-	-	32,679	Land
Bangunan	101,319	61,189	(141,241)	-	-	21,267	Buildings
Mesin dan peralatan	201,025	100,512	-	-	-	301,537	Machinery and equipments
Kendaraan dan alat berat	63,908	33,923	(41,998)	-	-	55,833	Vehicles and heavy equipments
Peralatan kantor	376	188	-	-	-	564	Office equipments
Sub jumlah	<u>382,745</u>	<u>213,012</u>	<u>(183,877)</u>	<u>-</u>	<u>-</u>	<u>411,880</u>	Sub total
Sub jumlah	<u>8,028,741</u>	<u>1,422,741</u>	<u>(311,168)</u>	<u>-</u>	<u>-</u>	<u>9,140,314</u>	Sub total
Nilai buku - bersih	<u>24,562,406</u>					<u>24,603,803</u>	Book value - net

*) Reklasifikasi termasuk tanah milik Perusahaan yang direklasifikasi ke properti investasi sebesar Rp11.

*) Reclassifications include the Company's land to investment properties amounting to Rp11.

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9. ASET TETAP (lanjutan)

Alokasi beban penyusutan untuk tahun-tahun yang berakhir pada 31 Desember 2023 dan 2022 adalah sebagai berikut:

	2023	2022
Beban pokok penjualan (Catatan 23)	1,380,824	1,310,819
Beban penjualan (Catatan 24)	120,485	85,835
Beban umum dan administrasi (Catatan 25)	19,613	26,087
Jumlah	1,520,922	1,422,741

Pada tanggal 31 Desember 2023, seluruh aset tetap, kecuali tanah, telah diasuransikan dengan nilai pertanggungan sebesar Rp11.122.625 (2022: Rp11.234.962) terhadap risiko kebakaran dan risiko lainnya.

Aset tetap PKY digunakan sebagai jaminan atas pinjaman bank (Catatan 10).

Pada tanggal 31 Desember 2023 dan 2022, manajemen Grup berpendapat bahwa tidak ada indikasi penurunan nilai aset tetap.

Pada tahun 2023, Grup tidak melakukan revaluasi atas nilai wajar tanah. Grup meyakini bahwa tidak ada perubahan yang signifikan atas nilai wajar tanah dibandingkan dengan nilai revaluasi yang dilakukan di tahun 2022.

Nilai revaluasi dilakukan atas dasar penilaian dari beberapa Kantor Jasa Penilai Publik ("KJPP") sebagai berikut:

Entitas/ Entity	Nama KJPP/ KJPP name	Nomor laporan/ Report number	Tanggal laporan/ Report date	Tanggal penilaian/ Valuation date
PKG	KJPP Hari Utomo dan Rekan	No. 01751/2.0025-00/PI/04/ 0099/1/X/2022	21 Oktober/ October 2022	31 Agustus/ August 2022
PSG	KJPP Toha, Okky, Heru dan Rekan	No. 00088/2.0014-01/PI/04/ 0083/1/XI/2022	1 November 2022	18 Agustus/ August 2022
PKY	KJPP Satria Setiawan dan Rekan	No. 00956/2.0124-00/PI/04/ 0348/1/XII/2022	30 Desember 2022/ December 2022	23 Desember/ December 2022

Standar penilaian yang digunakan adalah Standar Penilaian Indonesia edisi VII-2018 dengan menggunakan pendekatan pasar untuk revaluasi tanah tahun 2022. Berdasarkan hasil revaluasi ini, terdapat selisih surplus nilai wajar tanah sejumlah Rp171.305 telah dicatat sebagai "Cadangan revaluasi tanah" pada penghasilan komprehensif lain.

Pada 31 Desember 2023 dan 2022, nilai tercatat tanah apabila menggunakan model biaya adalah masing-masing sebesar Rp111.450 dan Rp110.809.

9. FIXED ASSETS (continued)

The allocation of depreciation expenses for the years ended 31 December 2023 and 2022 is as follows:

Cost of sales (Note 23)
Selling expenses (Note 24)
General and administrative expenses (Note 25)

Total

On 31 December 2023, all fixed assets, except land, are insured with the coverage insured of Rp11,122,625 (2022: Rp11,234,962) against fire and other risks.

PKY's fixed assets are used as collateral for bank loans (Note 10).

As at 31 December 2023 and 2022, the Group's management is of the opinion that there was no indication of impairment in the fixed assets value.

In 2023, the Group did not perform fair value revaluation of its land. The Group believes that there were no significant changes in fair value of its land compared to the revaluation performed in 2022.

Revaluation amount was carried by several Independent Public Appraisers ("KJPP") as follows:

The assessment standards used was Indonesian Appraisal Standard edition VII-2018 using the market approach for the land revaluation in 2022. Based on the revaluation, the surplus on revaluation of land amounting to Rp171,305 was recorded as "Asset revaluation reserve" in other comprehensive income.

As at 31 December 2023 and 2022, the carrying value of using the cost model amounted to Rp111,450 and Rp110,809, respectively.

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9. ASET TETAP (lanjutan)

Pendekatan pasar yang digunakan untuk mengukur nilai wajar tanah mempertimbangkan penjualan dari aset sejenis atau pengganti dan data pasar yang terkait, serta menghasilkan estimasi nilai melalui proses perbandingan. Pada dasarnya, properti yang dinilai (obyek penilaian) dibandingkan dengan properti yang sebanding, baik dari transaksi yang telah terjadi maupun properti yang masih dalam tahap penawaran penjualan dari suatu proses jual beli, yang disesuaikan untuk perbedaan pada sifat, lokasi dan kondisi dari tanah yang dinilai.

Revaluasi tanah dilakukan menggunakan nilai wajar tingkat 2 dan dihitung dengan menggunakan pendekatan pasar. Data masukan yang digunakan diperoleh dari pasar yaitu harga jual per meter persegi atau harga sewa per meter persegi. Untuk tahun yang berakhir pada tanggal 31 Desember 2023 dan 2022, tidak terdapat perubahan hierarki nilai wajar.

Selama tahun 2023, Grup telah mengkapitalisasi biaya pinjaman atas proyek Soda Ash, Gudang Ekspor Urea dan Phonska V sebesar Rp15.613 (2022: Rp1.073). Biaya pinjaman dikapitalisasi pada tingkat bunga rata-rata tertimbang dari pinjaman umum yaitu sebesar 7,3%.

Rincian aset dalam penyelesaian per 31 Desember 2023 terdiri dari bangunan, prasarana, pabrik dan peralatan dengan persentase penyelesaian antara 1% - 99%. Aset-aset tersebut diestimasi akan selesai pada tahun 2024-2025.

Hak atas tanah diperoleh berdasarkan Sertifikat Hak Guna Bangunan ("HGB") yang dapat diperbaharui dengan masa yang akan berakhir antara tahun 2029 sampai dengan tahun 2045. Mengacu pada praktek di masa lalu, Grup memiliki keyakinan dapat memperpanjang HGB tersebut.

Pada 16 November 2023, Perusahaan dan PT Pupuk Indonesia Utilitas menandatangani amandemen perjanjian penyediaan tenaga listrik dan steam dan berlaku efektif tertanggal 1 Desember 2023. Amandemen ini berdampak adanya modifikasi perjanjian sewa dengan penyesuaian saldo aset hak guna dan liabilitas sewa masing-masing sebesar Rp526.293.

Pada tanggal 31 Desember 2023, harga perolehan aset tetap yang telah disusutkan penuh dan masih digunakan adalah sebesar Rp3.679.671 (2022: Rp3.272.399).

9. FIXED ASSETS (continued)

The market approach used to measure the fair value of land considers the sales of similar assets or replacement assets and related market information, which provides value estimation by means of a comparison process. Generally, the properties being valued (the valuation objects) are properties that are compared to other similar properties that have either completed the transaction process or been offered for sale, adjusted for differences in the nature, location or condition of the specific land.

The level 2 fair value of land is calculated using the market approach. Data inputs were obtained from the market which is sales price per square metre or rental price per square meter. For the years ended 31 December 2023 and 2022, there are no change in fair value hierarchy.

During 2023, the Group has capitalised borrowing costs of Soda Ash project, Export Urea Warehouse and Phonska V amounting to Rp15,613 (2022: Rp1,073). The borrowing costs were capitalised at the weighted average rate of its general borrowings of 7.3%.

Details of construction in progress as of 31 December 2023 comprised of building, infrastructure, plants and equipments with percentage of completion ranging from 1% - 99%. These assets are estimated to be completed in 2024-2025.

Land rights are held under renewable Building Use Rights ("HGB") which will expire between 2029 until 2045. Based on historical practices, the Group believes that they can renew those HGB.

On 16 November 2023, the Company and PT Pupuk Indonesia Utilitas signed an amendment of a power and steam supply agreement with and effective date on 1 December 2023. This amendment resulted to lease modification with adjustment being applied to the carrying value of right-of-use assets and lease liabilities amounting to Rp526,293, respectively.

As of 31 December 2023, the acquisition cost of fixed assets which have been fully depreciated and still being used amounting to Rp3,679,671 (2022: Rp3,272,399).

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10. PINJAMAN BANK JANGKA PENDEK

10. SHORT-TERM BANK LOANS

	<u>2023</u>	<u>2022</u>	
Rupiah			Rupiah
Pihak berelasi			Related parties
PT Bank Negara Indonesia (Persero) Tbk	16,484	346,907	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	-	225,939	PT Bank Mandiri (Persero) Tbk
PT Bank Rakyat Indonesia (Persero) Tbk	-	105,911	PT Bank Rakyat Indonesia (Persero) Tbk
	<u>16,484</u>	<u>678,757</u>	
Pihak ketiga			Third parties
PT Bank CIMB Niaga Tbk	208,396	60,937	PT Bank CIMB Niaga Tbk
PT Bank OCBC NISP Tbk	71,998	67,123	PT Bank OCBC NISP Tbk
PT Bank Pan Indonesia Tbk	51,358	20,286	PT Bank Pan Indonesia Tbk
PT Bank DKI	11,709	18,129	PT Bank DKI
PT Bank DBS Indonesia	-	105,423	PT Bank DBS Indonesia
PT Bank Oke Indonesia Tbk	-	55	PT Bank Oke Indonesia Tbk
	<u>343,461</u>	<u>271,953</u>	
Jumlah pinjaman bank jangka pendek saldo Rupiah	<u>359,945</u>	<u>950,710</u>	Total short-term bank loan in Rupiah amount
USD			USD
Pihak berelasi			Related parties
PT Bank Negara Indonesia (Persero) Tbk	-	2,120	PT Bank Negara Indonesia (Persero) Tbk
Pihak ketiga			Third parties
PT Bank CIMB Niaga Tbk	-	41,330	PT Bank CIMB Niaga Tbk
PT Bank Pan Indonesia Tbk	-	6,467	PT Bank Pan Indonesia Tbk
PT Bank OCBC NISP Tbk	-	3,808	PT Bank OCBC NISP Tbk
	<u>-</u>	<u>51,605</u>	
Jumlah pinjaman bank jangka pendek saldo USD	<u>-</u>	<u>53,725</u>	Total short-term bank loan in USD amount
Jumlah	<u>359,945</u>	<u>1,004,435</u>	Total

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10. PINJAMAN BANK JANGKA PENDEK (lanjutan)

10. SHORT-TERM BANK LOANS (continued)

Beberapa informasi lain yang signifikan terkait dengan pinjaman bank jangka pendek pada tanggal 31 Desember 2023 adalah sebagai berikut:

Other significant information related to short-term bank loans as at 31 December 2023 is as follows:

Kreditur/ Creditor	Entitas/ Entity	Jenis fasilitas/ Facility type	Jumlah fasilitas/ Facility amount	Jatuh tempo/ Due date	Suku bunga per tahun/ Annual interest rate	Jaminan/ Collateral
PT Bank Negara Indonesia (Persero) Tbk	PKY	Kredit modal kerja ("KMK")/Working capital loan	Rp25,000	20 September 2024	8.75%	Aset tetap, persediaan dan piutang usaha/ Fixed assets, inventories and trade receivables
PT Bank CIMB Niaga Tbk	PKY	Pinjaman rekening koran ("PRK")/Checking account loan	Rp15,000	16 September 2024	8.50%	Persediaan dan piutang usaha/ Inventories and trade receivables
	PSG	KMK	Rp200,000	16 September 2024	8.00%	Tanpa jaminan/ Clean Basis
PT Bank OCBC NISP Tbk	PKY	Demand loan	Rp85,000	20 Maret/March 2025	8.50%	Persediaan dan piutang usaha/ Inventories and trade receivables
	PKY	PRK/Checking account loan	Rp15,000	20 Maret/March 2025	8.50%	Persediaan dan piutang usaha/ Inventories and trade receivables
PT Bank DKI	PSG	Letter of Credit ("LC")	Rp50,000	16 Juni/June 2024	7.5%	Persediaan dan piutang usaha/ Inventories and trade receivables
PT Bank Pan Indonesia Tbk	PSG	LC	USD15,000,000 senilai dengan/ equivalent to Rp240,000	25 Maret/March 2024	USD 5.5% dan/ and Rp 8.5%	Persediaan dan piutang usaha/ Inventories and trade receivables

Grup diharuskan untuk memenuhi perubahan beberapa persyaratan dan ketentuan mengenai anggaran dasar, kegiatan usaha, dividen, aksi korporasi, kegiatan pembiayaan dan lainnya.

The Group is required to comply with certain terms and conditions in relation to charges in its articles of association, the nature of the business, dividends, corporate actions, financing activities and other matters.

Sesuai dengan perjanjian pinjaman bank, Grup diwajibkan memenuhi kewajiban-kewajiban tertentu seperti batasan rasio keuangan. Pada tanggal 31 Desember 2023, Grup telah memenuhi persyaratan rasio keuangan

As specified by the bank loan agreements, the Group is required to comply with certain covenants, such as financial ratio covenants. As of 31 December 2023, the Group has complied with the financial ratio requirements.

11. UTANG USAHA

11. TRADE PAYABLES

	<u>2023</u>	<u>2022</u>	
Pihak berelasi (Catatan 28)	247,067	1,449,229	Related parties (Note 28) Third parties
Pihak ketiga	<u>525,108</u>	<u>5,674,007</u>	
Jumlah	<u><u>772,175</u></u>	<u><u>7,123,236</u></u>	Total

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11. UTANG USAHA (lanjutan)

11. TRADE PAYABLES (continued)

Rincian utang usaha berdasarkan mata uang adalah sebagai berikut:

The details of trade payables based on currencies are as follows:

	<u>2023</u>	<u>2022</u>	
Rupiah	519,201	2,063,944	Rupiah
USD	227,712	5,036,840	USD
JPY	18,227	9,795	JPY
CNY	5,014	11,110	CNY
EUR	1,998	1,529	EUR
SGD	<u>23</u>	<u>18</u>	SGD
Jumlah	<u>772,175</u>	<u>7,123,236</u>	Total

Saldo utang usaha pihak ketiga merupakan utang atas pembelian bahan baku, bahan penolong, suku cadang dan jasa.

Trade payables to third parties are derived from the procurement of raw materials, supporting materials, spare parts and services.

12. PERPAJAKAN

12. TAXATION

a. Pajak dibayar di muka

a. Prepaid taxes

	<u>2023</u>	<u>2022</u>	
Pajak penghasilan badan ("PPH Badan")			Corporate income tax ("CIT")
<u>Perusahaan</u>			<u>The Company</u>
Pasal 28a			Article 28a
Tahun 2023	240,505	-	Year 2023
<u>Entitas anak</u>			<u>Subsidiaries</u>
Pasal 28a			Article 28a
Tahun 2023	5,217	-	Year 2023
Tahun 2022	<u>7,304</u>	<u>7,304</u>	Year 2022
Sub jumlah	<u>253,026</u>	<u>7,304</u>	Sub total
Pajak lainnya			Other taxes
<u>Perusahaan</u>			<u>The Company</u>
Pembayaran surat ketetapan pajak kurang bayar ("SKPKB") dalam proses keberatan	-	70,121	Payment of underpayment tax assessment letter ("SKPKB") in the objection process
PPN	518,840	494,282	VAT
<u>Entitas anak</u>			<u>Subsidiaries</u>
PPN	<u>-</u>	<u>116</u>	VAT
Sub jumlah	<u>518,840</u>	<u>564,519</u>	Sub total
Jumlah	<u>771,866</u>	<u>571,823</u>	Total
Dikurangi bagian lancar	<u>(332,766)</u>	<u>(489,512)</u>	Less current portion
Bagian tidak lancar	<u>439,100</u>	<u>82,311</u>	Non-current portion

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12. PERPAJAKAN (lanjutan)

12. TAXATION (continued)

b. Utang pajak

b. Taxes payable

	<u>2023</u>	<u>2022</u>	
PPh Badan			CIT
<u>Perusahaan</u>			<u>The Company</u>
Pasal 25	30,242	11,493	Article 25
Pasal 29	-	251,078	Article 29
<u>Entitas anak</u>			<u>Subsidiaries</u>
Pasal 25	1,695	1,548	Article 25
Pasal 29	4,087	288	Article 29
Sub jumlah	<u>36,024</u>	<u>264,407</u>	Sub total
Pajak lainnya			Other taxes
<u>Perusahaan</u>			<u>The Company</u>
Pasal 21	70,842	151,958	Article 21
Pasal 22	31,111	5,557	Article 22
Pasal 23/26	12,033	7,198	Article 23/26
Pasal 4(2)	3,789	3,948	Article 4(2)
Pasal 15	157	320	Article 15
PPN Wapu	90,215	107,121	VAT Wapu
<u>Entitas anak</u>			<u>Subsidiaries</u>
Pasal 21	4,059	2,786	Article 21
Pasal 23/26	763	382	Article 23/26
Pasal 4(2)	108	64	Article 4(2)
PPN	7,623	20	VAT
PPN Wapu	711	743	VAT Wapu
Sub jumlah	<u>221,411</u>	<u>280,097</u>	Sub total
Jumlah	<u>257,435</u>	<u>544,504</u>	Total

c. Beban pajak penghasilan

c. Income tax expenses

	<u>2023</u>	<u>2022</u>	
Pajak kini			Current tax
<u>Perusahaan</u>			<u>The Company</u>
Entitas anak	293,435	823,663	Subsidiaries
Penyesuaian beban pajak tahun sebelumnya	34,398	34,948	Adjustment in respect of prior years
	<u>-</u>	<u>22,742</u>	
Sub jumlah	<u>327,833</u>	<u>881,353</u>	Sub total
Pajak tangguhan			Deferred tax
<u>Perusahaan</u>			<u>The Company</u>
Entitas anak	54,677	96,927	Subsidiaries
Penyesuaian beban pajak tahun sebelumnya	4,029	(4,220)	Adjustment in respect of prior years
	<u>-</u>	<u>(34,641)</u>	
Sub jumlah	<u>58,706</u>	<u>58,066</u>	Sub total
Beban pajak penghasilan	<u>386,539</u>	<u>939,419</u>	Income tax expenses

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12. PERPAJAKAN (lanjutan)

12. TAXATION (continued)

c. Beban pajak penghasilan (lanjutan)

c. Income tax expenses (continued)

Rekonsiliasi antara laba sebelum pajak Perusahaan dengan estimasi penghasilan kena pajak Perusahaan adalah sebagai berikut:

The reconciliation between profit before income tax of the Company and estimated taxable income of the Company is as follows:

	2023	2022	
Laba sebelum pajak penghasilan konsolidasian	1,641,304	4,169,054	<i>Consolidated profit before income tax</i>
Laba sebelum pajak penghasilan entitas anak	(104,354)	(134,910)	<i>Profit before income tax of subsidiaries</i>
Disesuaikan dengan jurnal eliminasi konsolidasian	28,028	25,848	<i>Adjusted for consolidated elimination</i>
Laba sebelum pajak penghasilan - Perusahaan	1,564,978	4,059,992	<i>Profit before income tax - the Company</i>
Perbedaan temporer			<i>Temporary differences</i>
Provisi penurunan nilai piutang	(6,580)	(1,007)	<i>Provision for impairment of receivable</i>
Imbalan kerja	(28,093)	(143,256)	<i>Employee benefits</i>
Provisi penurunan nilai persediaan	6,451	11,509	<i>Provision for impairment of inventories</i>
Akrual bonus dan insentif	(118,998)	192,589	<i>Bonus and incentive accrual</i>
Selisih penyusutan aset tetap komersial dan fiskal	(43,630)	(175,746)	<i>Difference between commercial and fiscal depreciation</i>
Aset hak-guna	527,439	(379,504)	<i>Right-of-use assets</i>
Liabilitas sewa pembiayaan	(585,122)	54,834	<i>Finance lease liabilities</i>
Perbedaan tetap			<i>Permanent differences</i>
Penghasilan yang telah dikenakan pajak final	(153,865)	(162,468)	<i>Income subject to final tax</i>
Beban yang tidak dapat dikurangkan menurut pajak	171,216	286,977	<i>Non-deductible expenses</i>
Laba kena pajak Perusahaan tahun berjalan	1,333,796	3,743,920	<i>The Company's taxable income for the year</i>
Beban pajak kini - Perusahaan	293,435	823,663	<i>Current tax expenses - the Company</i>
Dikurangi pembayaran pajak di muka:			<i>Less prepayment of taxes:</i>
Pasal 22	(210,817)	(425,592)	<i>Article 22</i>
Pasal 23	(4,173)	(5,672)	<i>Article 23</i>
Pasal 25	(318,950)	(141,321)	<i>Article 25</i>
Pajak penghasilan (lebih)/kurang bayar - Perusahaan	(240,505)	251,078	<i>(Over)/underpayment of income tax - the Company</i>
Beban pajak kini - Entitas anak	34,398	34,948	<i>Current tax expenses - Subsidiaries</i>
Dikurangi pembayaran pajak di muka - Entitas anak	(35,528)	(41,964)	<i>Less prepayment of taxes - Subsidiaries</i>
Pajak penghasilan lebih bayar - Entitas anak	(1,130)	(7,016)	<i>Overpayment of income tax - Subsidiaries</i>

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12. PERPAJAKAN (lanjutan)

12. TAXATION (continued)

c. Beban pajak penghasilan (lanjutan)

c. Income tax expenses (continued)

Rekonsiliasi antara beban pajak penghasilan konsolidasian Grup dengan jumlah teoritis beban pajak penghasilan yang dihitung berdasarkan laba sebelum pajak penghasilan konsolidasian Grup sebagai berikut:

The reconciliation between the Group's consolidated income tax expense and the theoretical tax amount on the Group's consolidated profit before income tax is as follows:

	2023	2022	
Laba konsolidasian sebelum pajak penghasilan	1,641,304	4,169,054	<i>Consolidated profit before income tax</i>
Pajak penghasilan dihitung dengan tarif pajak efektif	361,087	917,192	<i>Tax calculated at effective tax rates</i>
Beban yang tidak dapat dikurangkan menurut pajak	60,092	65,184	<i>Non deductible-expenses</i>
Penghasilan yang telah dikenakan pajak final	(34,640)	(31,058)	<i>Income subject to final income tax</i>
Penyesuaian tahun sebelumnya	-	(11,899)	<i>Adjustment in respect of prior years</i>
Jumlah beban pajak penghasilan konsolidasian	386,539	939,419	<i>Consolidated income tax expenses</i>

d. Administrasi

d. Administration

Berdasarkan Undang-Undang Perpajakan yang berlaku di Indonesia, perusahaan-perusahaan di dalam Grup yang berdomisili di Indonesia menghitung dan membayar sendiri besarnya jumlah pajak yang terutang. DJP dapat menetapkan atau mengubah pajak dalam batas waktu lima tahun saat terutangnya pajak.

Under the Taxation Laws of Indonesia, companies within the Group which are domiciled in Indonesia calculate and pay tax on the basis of self assessment. The DGT may assess or amend taxes within five years of the time the tax becomes due.

Aset dan kewajiban pajak tangguhan telah dihitung dengan memperhitungkan tarif pajak yang diharapkan berlaku pada saat realisasi.

Deferred tax assets and have been calculated taking into account tax rates expected to be prevailing at the time they are realised.

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12. PERPAJAKAN (lanjutan)

12. TAXATION (continued)

e. Aset dan liabilitas pajak tangguhan

e. Deferred tax assets and liabilities

	1 Januari/ January 2023	(Dibebankan/ dikreditkan ke laba rugi/ (Charged)/ credited to profit or loss	Dikreditkan ke laba komprehensif lain/Credited to other com- prehensive income	Penyesuaian tahun sebelumnya/ Prior year adjustment	31 Desember/ December 2023	
Perusahaan						The Company
Provisi penurunan nilai piutang	41,196	(1,448)	-	-	39,748	Provision for impairment of receivables
Imbalan kerja	110,932	(6,180)	85,189	-	189,941	Employee benefits
Selisih nilai buku bersih aset tetap komersil dan fiskal	(418,258)	(9,599)	-	-	(427,857)	Difference between commercial and fiscal net book value fixed assets
Akrual bonus dan insentif	101,231	(26,180)	-	-	75,051	Bonus and incentive accrual
Aset hak guna	(471,868)	116,037	-	-	(355,831)	Right-of-use assets
Liabilitas pembiayaan sewa	398,956	(128,727)	-	-	270,229	Finance lease liabilities
Lain-lain	(37)	1,420	27,174	-	28,557	Others
	<u>(237,848)</u>	<u>(54,677)</u>	<u>112,363</u>	<u>-</u>	<u>(180,162)</u>	
Entitas anak						Subsidiaries
Aset pajak tangguhan entitas anak - bersih	77,192	(4,029)	1,065	-	74,228	Deferred tax assets of the subsidiaries - net
Jumlah	<u>(160,656)</u>	<u>(58,706)</u>	<u>113,428</u>	<u>-</u>	<u>(105,934)</u>	Total
	1 Januari/ January 2022	(Dibebankan/ dikreditkan ke laba rugi/ (Charged)/ credited to profit or loss	Dikreditkan ke laba komprehensif lain/Credited to other com- prehensive income	Penyesuaian tarif pajak/ Tax rate adjustment	31 Desember/ December 2022	
Perusahaan						The Company
Provisi penurunan nilai piutang	41,417	(221)	-	-	41,196	Provision for impairment of receivables
Imbalan kerja	77,581	(31,516)	30,226	34,641	110,932	Employee benefits
Selisih nilai buku bersih aset tetap komersil dan fiskal	(379,594)	(38,664)	-	-	(418,258)	Difference between commercial and fiscal net book value fixed assets
Akrual bonus dan insentif	58,861	42,370	-	-	101,231	Bonus and incentive accrual
Aset hak guna	(388,377)	(83,491)	-	-	(471,868)	Right-of-use assets
Liabilitas pembiayaan sewa	386,892	12,064	-	-	398,956	Finance lease liabilities
Lain-lain	(2,568)	2,531	-	-	(37)	Others
	<u>(205,788)</u>	<u>(96,927)</u>	<u>30,226</u>	<u>34,641</u>	<u>(237,848)</u>	
Entitas anak						Subsidiaries
Aset pajak tangguhan entitas anak - bersih	73,126	4,220	(154)	-	77,192	Deferred tax assets of the subsidiaries - net
Jumlah	<u>(132,662)</u>	<u>(92,707)</u>	<u>30,072</u>	<u>34,641</u>	<u>(160,656)</u>	Total

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12. PERPAJAKAN (lanjutan)

f. Surat ketetapan pajak

Perusahaan

Tahun pajak 2023

Pada bulan Juli 2023, Perusahaan menerima Surat Keputusan Pengembalian Pendahuluan Kelebihan Pembayaran ("SKPPKP") pajak atas PPN bulan Maret dan Mei 2023 dari Kantor Pajak sebesar Rp757.571. Pada 14 Agustus 2023, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp757.571.

Pada bulan Desember 2023, Perusahaan menerima SKPPKP pajak atas PPN bulan Oktober 2023 dari Kantor Pajak sebesar Rp315.213. Pada 5 Januari 2024, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp314.638.

Tahun pajak 2022

PPN Masukan tahun pajak 2022

Pada bulan September 2022, Perusahaan menerima SKPPKP pajak atas PPN bulan Juli 2022 dari Kantor Pajak sebesar Rp312.076. Pada 18 Oktober 2022, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp312.076.

Pada bulan November 2022, Perusahaan menerima SKPPKP pajak atas PPN bulan September 2022 dari Kantor Pajak sebesar Rp1.360.450. Pada 15 Desember 2022, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp1.360.450.

12. TAXATION (continued)

f. Tax assessment letter

The Company

Fiscal year 2023

In July 2023, the Company received a Decision Letter on Preliminary Refunds for Overpayments ("SKPPKP") of taxes of VAT for period March and May 2023 from the Tax Office amounting to Rp757,571. On 14 August 2023, the Company has received payment from the Tax Office in the amount of Rp757,571.

In December 2023, the Company received a SKPPKP of taxes of VAT for period October 2023 from the Tax Office amounting to Rp315,213. On 5 January 2024, the Company has received payment from the Tax Office in the amount of Rp314,638.

Fiscal year 2022

VAT In fiscal year 2022

In September 2022, the Company received a SKPPKP of taxes of VAT for period July 2022 from the Tax Office amounting to Rp312,076. On 18 October 2022, the Company has received payment from the Tax Office in the amount of Rp312,076.

In November 2022, the Company received a SKPPKP of taxes of VAT for period September 2022 from the Tax Office amounting to Rp1,360,450. On 15 December 2022, the Company has received payment from the Tax Office in the amount of Rp1,360,450.

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12. PERPAJAKAN (lanjutan)

f. Surat penetapan pajak (lanjutan)

Tahun pajak 2021

Bea pabean tahun pajak 2021

Pada bulan Mei 2021, Perusahaan menerima Surat Penetapan Kembali Tarif dan Nilai Pabean ("SPKTNP") sebagai hasil pemeriksaan terhadap bea cukai sebesar Rp17.768. Berdasarkan surat tersebut, Perusahaan menerima sanksi maksimum sesuai dengan peraturan No. 99/PMK.04/2019, dikarenakan Perusahaan telah membeli barang dari luar negeri dengan harga lebih rendah dari barang impor Asam Sulfat dengan referensi harga yang dimiliki oleh pihak Bea Cukai.

Pada bulan Juni 2021, Perusahaan telah mengajukan surat banding. Pada bulan Mei 2023, Perusahaan menerima surat keputusan dari Pengadilan Pajak yang telah menolak banding dari Perusahaan atas SPKTNP Bea Cukai, Perusahaan telah mencatat Rp17.768 sebagai denda pajak pada laba rugi tahun 2023.

PPN Masukan tahun pajak 2021

Pada bulan Agustus 2022, Perusahaan menerima surat keputusan lebih bayar atas PPN bulan April 2021 dari Kantor Pajak sebesar Rp339.365, dari lebih bayar yang diklaim oleh Perusahaan sebesar Rp342.961. Pada 27 September 2022, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp339.365. Perusahaan menerima surat keputusan ini, dan selisih hasil surat keputusan lebih bayar dibandingkan dengan angka yang tercatat sebelumnya sebesar Rp3.542 telah dicatat sebagai denda pajak di 2022.

Tahun pajak 2020

Pada bulan Oktober 2022, Perusahaan menerima surat keputusan lebih bayar atas pajak penghasilan badan 2020 dari Kantor Pajak sebesar Rp265.490, dari lebih bayar yang diklaim oleh Perusahaan sebesar Rp281.886. Pada 27 Oktober 2022, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp265.490. Perusahaan menerima surat keputusan ini, dan selisih hasil surat keputusan lebih bayar dibandingkan dengan angka yang tercatat sebelumnya sebesar Rp16.396 telah dicatat sebagai penyesuaian beban pajak tahun sebelumnya di 2022.

12. TAXATION (continued)

f. Tax assessment letter (continued)

Fiscal year 2021

Custom duty fiscal year 2021

In May 2021, the Company received customs re-stipulation letter ("SPKTNP") as a result of review on customs duty amounting to Rp17,768. Based on that letter, the Company received maximum penalty fee as stated in regulation No. 99/PMK.04/2019, due to the Company has purchased Sulfuric Acid from overseas at a lower price than of imported Sulfuric Acid goods with reference to prices owned by Customs.

In June 2021, the Company has submitted appeal letter. In May 2023, the Company received a decision letter from the Tax Court which had rejected the Company's appeal to the Customs SPKTNP, the Company recorded tax penalty amounting to Rp17,768 in profit or loss 2023.

VAT In fiscal year 2021

In August 2022, the Company received tax audit result from the Tax Office confirming an overpayment of VAT for period April 2021 amounting to Rp339,365, as opposed to the overpayment which were claimed by the Company of Rp342,961. On 27 September 2022, the Company has received this overpayment amounting to Rp339,365 from Tax Office. The Company accepted this tax audit result and the difference between the overpayment per tax audit result compared to the overpayment previously recorded to Rp3,542 was recorded as tax penalty in 2022.

Fiscal year 2020

In October 2022, the Company received tax audit result from the Tax Office confirming an overpayment of corporate income tax fiscal year 2020 amounted to Rp265,490, as opposed to the overpayment which were claimed by the Company of Rp281,886. On 27 October 2022, the Company has received this overpayment of Rp265,490. The Company accepted this tax audit result, and the difference between the overpayment per tax audit result compared to the overpayment previously recorded amounted to Rp16,396 was recorded as adjustment in respect of prior year in 2022.

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12. PERPAJAKAN (lanjutan)

f. Surat ketetapan pajak (lanjutan)

Tahun pajak 2020 (lanjutan)

Bea pabean tahun pajak 2020

Pada bulan Juni 2020, Perusahaan menerima Surat Penetapan Tarif dan Nilai Pabean ("SPTNP") sebagai hasil pemeriksaan Bea Cukai Gresik. Berdasarkan surat tersebut, Perusahaan menerima sanksi maksimum sesuai dengan PMK No. 99/PMK.04/2019, dikarenakan Perusahaan telah membeli barang dari luar negeri dengan harga lebih rendah dari barang impor Asam Sulfat dengan referensi harga yang dimiliki oleh pihak Bea Cukai.

Perusahaan menolak surat ketetapan tersebut dan mengajukan keberatan di bulan Agustus 2020 kepada Direktorat Jenderal Bea dan Cukai Kanwil Jawa Timur I. Pada bulan Oktober 2020, Perusahaan menerima surat keputusan dari Direktorat Jenderal Bea dan Cukai Jawa Timur yang telah menolak keberatan dari Perusahaan atas SPTNP Bea Cukai Gresik dan menetapkan kekurangan bayar Bea Masuk, Pajak Impor dan Denda dengan total nilai Rp28.381.

Pada bulan November 2020, Perusahaan telah membayar SPTNP ini dan mengajukan surat banding. Atas banding ini, Perusahaan telah mencatat Rp2.373 sebagai biaya di tahun 2020. Pada bulan Juli 2022 berdasarkan hasil keputusan pengadilan pajak, mengabulkan banding dari Perusahaan sebesar Rp25.004. Pada 26 Juli 2022, Perusahaan telah mendapatkan pembayaran dari Kantor Pelayanan Perbendaharaan Negara sebesar Rp25.004.

Tahun pajak 2017

Pada bulan Agustus 2019, Perusahaan menerima SKPKB atas PPh 21 tahun 2017 sebesar Rp62.360 yang telah dibayarkan di Agustus 2019. Perusahaan telah mengajukan surat keberatan atas SKPKB tersebut di bulan November 2019.

Pada bulan Oktober 2020, Perusahaan menerima surat keputusan dari Kantor Pajak yang menerima sebagian keberatan sebesar Rp11.011. Pada 13 April 2021, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak.

12. TAXATION (continued)

f. Tax assessment letter (continued)

Fiscal year 2020 (continued)

Custom duty fiscal year 2020

In June 2020, the Company received customs stipulation letter ("SPTNP") as a result of Gresik Customs review. Based on that letter, the Company received maximum penalty fee as stated in PMK No. 99/PMK.04/2019, due to the Company has purchased Sulfuric Acid from overseas at a lower price than of imported Sulfuric Acid goods with reference to prices owned by Customs.

The Company disagreed with the assessment and submitted objection letter in August 2020 to the Directorate General of Customs and Excise Regional Office of East Java I. In October 2020, the Company received a decision letter from the East Java Directorate General of Customs and Excise which had rejected the Company's objection to the Gresik Customs SPTNP and determine the underpayment of Import Duty, Import Tax and Fines with a total value of Rp28,381.

In November 2020, the Company has paid this SPTNP and submitted appeal letter. Related to this appeal, the Company has recorded Rp2,373 as expenses in 2020. In July 2022, based on the results of the tax court decision, the Company was granted an appeal amounted to Rp25,004. On 26 July 2022, the Company received a payment from the State Treasury Service Office in the amount of Rp25,004.

Fiscal year 2017

In August 2019, the Company received a tax assessment letter regarding SKPKB for income tax article 21 for fiscal year 2017 amounting to Rp62,360 which has been paid on August 2019. The Company made an objection of those SKPKB on November 2019.

In October 2020, the Company received decision letter from Tax Office which partially granted the objection for Rp11,011. On 13 April 2021, the Company has received the payment from Tax Office.

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12. PERPAJAKAN (lanjutan)

f. Surat ketetapan pajak (lanjutan)

Tahun pajak 2017 (lanjutan)

Pada bulan Desember 2020, Perusahaan telah mengajukan banding ke Pengadilan Pajak atas jumlah Rp51.349. Pada 15 Juni 2023, Perusahaan menerima surat keputusan banding sebesar Rp6.992. Pada tanggal 8 Agustus 2023, Perusahaan telah menerima pembayaran dari Kantor Pajak sebesar Rp6.992. Perusahaan menerima surat keputusan ini dan selisih hasil surat keputusan lebih bayar dibandingkan angka yang tercatat sebelumnya sebesar Rp44.357 telah dicatat sebagai denda pajak di tahun 2023.

Entitas anak

Pada bulan April 2022, PSG menerima surat ketetapan lebih bayar pajak badan untuk tahun pajak 2020 sebesar Rp4.459. Pada tanggal 14 April 2022, PSG telah menerima pembayaran dari Kantor Pajak sebesar Rp4.408 dan atas selisih tersebut telah dibebankan pada laba rugi tahun 2022.

Pada bulan November 2022, PSG menerima surat ketetapan lebih bayar pajak badan untuk tahun pajak 2021 sebesar Rp3.801. Pada tanggal 5 Desember 2022, PSG telah menerima pembayaran dari Kantor Pajak sebesar Rp3.770 dan atas selisih tersebut telah dibebankan pada laba rugi tahun 2022.

12. TAXATION (continued)

f. Tax assessment letter (continued)

Fiscal year 2017 (continued)

In December 2020, the Company has submitted appeal to the Tax Court for the remaining amount of Rp51,349. On 15 June 2023, the Company has received the decision letter of appeal amounting to Rp6,992. On 8 August 2023, the Company has received payment from the Tax Office in the amount of Rp6,992. The Company accepted this tax audit result, and the difference between the overpayment per tax audit compared to the overpayment previously recorded amounted to Rp44,357 was recorded as tax penalty in 2023.

Subsidiaries

In April 2022, PSG received tax assessment confirming overpayment of corporate income tax for fiscal year 2020 amounting to Rp4,459. On 14 April 2022, PSG has received the payment from Tax Office amounting to Rp4,408 and the difference has been charged to profit or loss 2022.

In November 2022, PSG received tax assessment confirming overpayment of corporate income tax for fiscal year 2021 amounting Rp3,801. On 5 December 2022, PSG has received the payment from Tax Office amounting to Rp3,770 and the difference has been charged to profit or loss 2022.

13. BEBAN AKRUAL

13. ACCRUED EXPENSES

	<u>2023</u>	<u>2022</u>	
Gas bumi	451,378	436,338	Natural gas
Pembelian material	411,062	2,338,247	Purchase of material
Ongkos angkut pembelian	281,073	241,420	Freight
Pembangunan aset	261,177	274,452	Asset construction
Biaya bersama (Catatan 28)	80,638	8,537	Joint costs (Note 28)
Sewa	25,321	22,287	Rent
Bunga pinjaman	22,618	28,905	Interest from loan
Insentif distributor	17,948	20,755	Distributor incentives
Lain-lain	172,486	208,842	Others
Jumlah	<u>1,723,701</u>	<u>3,579,783</u>	Total

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14. PINJAMAN JANGKA PANJANG DARI PEMEGANG SAHAM **14. LONG-TERM LOANS FROM SHAREHOLDER**

	2023	2022	
Pinjaman dari pemegang saham	3,871,510	3,321,510	<i>Loans from shareholder</i>
Dikurangi bagian lancar	(1.410.000)	(550.000)	<i>Less current portion</i>
Bagian tidak lancar	2,461,510	2,771,510	<i>Non-current portion</i>

Informasi terkait dengan pinjaman jangka panjang dari pemegang saham pada tanggal 31 Desember 2023 adalah sebagai berikut:

Information related to long-term loans from shareholder as at 31 December 2023 are as follows:

Kreditur/ Creditor	Entitas/ Entity	Tahun penambahan pinjaman/ Year of loan addition	Jenis fasilitas/ Facility type	Jumlah/ Amount	Jatuh tempo/ Due date	Suku bunga per tahun/ Annual interest rate
PT Pupuk Indonesia (Persero)	PKG	2023	Pinjaman/Loan	1,100,000	28 Desember/ December 2024	JIBOR 3 bulan/months + margin 0.45%
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman/Loan	310,000	10 Maret/March 2024	5.6%
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman/Loan	1,500,000	10 Maret/March 2026	6.2%
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman/Loan	700,000	10 Maret/March 2028	7.2%
PT Pupuk Indonesia (Persero)	PKG	2020	Pinjaman/Loan	261,510	3 September 2025	7.7%
Jumlah/Total				3,871,510		

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15. PINJAMAN BANK JANGKA PANJANG

15. LONG-TERM BANK LOANS

	<u>2023</u>	<u>2022</u>	
Pihak berelasi			Related parties
<u>Kredit modal kerja jangka panjang</u>			<u>Long-term working capital loan</u>
PT Bank Mandiri (Persero) Tbk	2,133,333	5,000,000	PT Bank Mandiri (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	2,050,000	1,403,000	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Rakyat Indonesia (Persero) Tbk	-	715,000	PT Bank Rakyat Indonesia (Persero) Tbk
Sub jumlah	<u>4,183,333</u>	<u>7,118,000</u>	Sub total
Pihak ketiga			Third parties
<u>Kredit modal kerja jangka panjang</u>			<u>Long-term working capital loan</u>
PT Bank Central Asia Tbk	1,830,000	2,200,000	PT Bank Central Asia Tbk
PT Bank BTPN Tbk	1,303,000	1,202,000	PT Bank BTPN Tbk
PT Bank DKI	1,000,000	1,300,000	PT Bank DKI
PT CIMB Niaga Tbk	700,000	-	PT Bank CIMB Niaga Tbk
PT Bank Oke Indonesia Tbk	-	45,798	PT Bank Oke Indonesia Tbk
Sub jumlah	<u>4,833,000</u>	<u>4,747,798</u>	Sub total
Jumlah pinjaman bank	9,016,333	11,865,798	Total bank loans
Dikurangi biaya keuangan yang belum diamortisasi	<u>(4.502)</u>	<u>(3.873)</u>	Less unamortised financing cost
Jumlah pinjaman bank - bersih	9,011,831	11,861,925	Total bank loans - net
Dikurangi bagian lancar	<u>(174.000)</u>	<u>(1.274.000)</u>	Less current portion
Bagian jangka panjang	<u>8,837,831</u>	<u>10,587,925</u>	Non-current portion
Seluruh pinjaman bank jangka panjang dalam mata uang Rupiah.		All long-term bank loans are in Rupiah.	

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15. PINJAMAN BANK JANGKA PANJANG (lanjutan)

15. LONG-TERM BANK LOANS (continued)

Beberapa informasi lain yang signifikan terkait dengan pinjaman bank jangka panjang pada tanggal 31 Desember 2023 adalah sebagai berikut:

Other significant information related to long-term bank loans as at 31 December 2023 are as follows:

Kreditur/ Creditor	Entitas/ Entity	Jenis fasilitas/ Facility type	Jumlah fasilitas/ Facility amount	Jatuh tempo/ Due date	Suku bunga per tahun/ Annual interest rate	Jaminan/ Collateral
PT Bank Negara Indonesia (Persero) Tbk	PKG	KMK	Rp4,876,368	20 September 2025	JIBOR 3 bulan/months + 1.80%	Tanpa jaminan/ Clean basis
PT Bank Mandiri (Persero) Tbk	PKG	Kredit Berjangka/ Term Loan	Rp2,000,000	17 Desember/ December 2026	JIBOR 3 bulan/months + 2.25%	Tanpa jaminan/ Clean basis
	PKG	Kredit Berjangka/ Term Loan	Rp3,000,000	22 Desember/ December 2027	JIBOR 3 bulan/months + 2.25%	Tanpa jaminan/ Clean basis
PT Bank Central Asia Tbk	PKG	KMK	Rp2,200,000	28 Februari/February 2025	Ditentukan setiap penarikan/Determined on each withdrawal	Tanpa jaminan/ Clean basis
PT Bank BTPN Tbk	PKG	KMK	Rp3,990,000	31 Oktober/October 2025	JIBOR 3 bulan/months + 1.60% (Rp) dan/and 1.5% (USD)	Tanpa jaminan/ Clean basis
	PKG	Kredit Berjangka/ Term Loan	Rp1,000,000	30 November 2026	JIBOR 3 bulan/months + 2.25%	Tanpa jaminan/ Clean basis
PT Bank CIMB Niaga Tbk	PKG	KMK	Rp1,800,000	16 September 2025	6.90%	Tanpa jaminan/ Clean basis
PT Bank DKI	PKG	KMK	Rp900,000	21 Desember/ December 2025	Ditentukan setiap penarikan/Determined on each withdrawal	Tanpa jaminan/ Clean basis
	PSG	KMK	Rp400,000	23 Desember/ December 2025	8.00%	Tanpa jaminan/ Clean basis

Sesuai dengan perjanjian pinjaman bank, Grup diwajibkan memenuhi kewajiban-kewajiban tertentu seperti batasan rasio keuangan. Pada tanggal 31 Desember 2023, Grup telah memenuhi persyaratan rasio keuangan.

As specified by the bank loan agreements, the Group is required to comply with certain covenants, such as financial ratio covenants. As at 31 December 2023, the Group has complied with the financial ratio requirements.

16. LIABILITAS SEWA PEMBIAYAAN

16. FINANCE LEASE LIABILITIES

Liabilitas sewa secara efektif terjamin karena hak atas aset sewaan akan kembali kepada pihak yang menyewakan jika terjadi peristiwa gagal bayar.

Lease liabilities are effectively secured as the rights to the leased asset revert to the lessor in the event of default.

Liabilitas sewa terutama timbul dari transaksi sewa dan transaksi yang mengandung sewa atas aset berupa fasilitas pembangkit listrik dan uap, tanah, kendaraan dan perlengkapan dari pihak ketiga dan pihak berelasi.

Lease liabilities mainly arise from lease transactions and transactions that contain leases of assets in the form of electricity and steam generating facilities, land, vehicles and equipment from third parties and related parties.

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16. LIABILITAS SEWA PEMBIAYAAN (lanjutan)

Pembayaran sewa pembiayaan minimum di masa mendatang, serta nilai kini atas pembayaran minimum sewa pembiayaan pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

	<u>2023</u>	<u>2022</u>
Liabilitas sewa pembiayaan bruto - pembayaran sewa minimum		
Tidak lebih dari 1 tahun	208,698	219,382
Lebih dari 1 tahun dan kurang dari 5 tahun	616,847	711,055
Lebih dari 5 tahun	<u>1,065,226</u>	<u>1,486,177</u>
	1,890,771	2,416,614
Beban keuangan di masa depan atas sewa pembiayaan	<u>(654,962)</u>	<u>(594,739)</u>

Nilai kini liabilitas sewa

1,235,809 **1,821,875**

	<u>2023</u>	<u>2022</u>
Nilai kini liabilitas sewa adalah sebagai berikut:		
Tidak lebih dari 1 tahun	121,627	144,642
Lebih dari 1 tahun dan kurang dari 5 tahun	343,068	470,670
Lebih dari 5 tahun	<u>771,114</u>	<u>1,206,563</u>

Nilai kini liabilitas sewa

1,235,809 **1,821,875**

Tidak ada pembatasan signifikan yang ditetapkan oleh lessor dalam perjanjian sewa pembiayaan dengan Grup terkait dengan penggunaan aset atau pencapaian kinerja keuangan tertentu.

16. FINANCE LEASE LIABILITIES (continued)

Future minimum lease payments under finance leases together with the present value of the minimum lease payments as of 31 December 2023 and 2022 were as follows:

*Gross finance lease liabilities -
minimum lease payments
No later than 1 year
More than 1 year and no more
than 5 years
More than 5 years*

*Future finance charges
on finance leases*

Present value of lease liabilities

*The present value of lease
liabilities is as follows:*

*No later than 1 year
More than 1 year and no more
than 5 years
More than 5 years*

Present value of lease liabilities

There is no significant restriction imposed by lease arrangements between lessor and the Group on use of the assets or maintenance of certain financial performance.

17. UTANG SALAM

Pada 31 Desember 2023, Perusahaan sudah membayar keseluruhan utang salam dari PT Bank CIMB Niaga Tbk.

Saldo utang salam merupakan utang atas uang muka penjualan barang jadi dengan margin bagi hasil sebesar 5,25%.

Seluruh utang salam dilakukan dalam mata uang Rupiah.

17. SALAM PAYABLES

As at 31 December 2023, the Company had fully paid salam payables from PT Bank CIMB Niaga Tbk.

Salam payables represents payable for advances for sales of finished goods with a profit sharing margin of 5.25%.

All salam payables are in Rupiah.

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18. LIABILITAS IMBALAN KERJA

18. EMPLOYEE BENEFITS LIABILITIES

a. Liabilitas imbalan kerja jangka pendek

a. Short-term employee benefits liabilities

	<u>2023</u>	<u>2022</u>	
Bonus karyawan	300,000	447,058	Employee bonuses
Insentif/gaji dan upah	60,305	78,095	Incentives/salaries and wages
Tantiem	38,500	40,655	Tantiem
Bagian lancar atas liabilitas imbalan kerja jangka panjang	<u>98,645</u>	<u>58,322</u>	Current portion of long-term employee benefits liabilities
Jumlah	<u>497,450</u>	<u>624,130</u>	Total

b. Liabilitas imbalan kerja jangka panjang

b. Long-term employee benefits liabilities

Pada tahun 2023 dan 2022, imbalan karyawan dihitung oleh aktuaris independen, Konsultan Aktuaria Steven & Mourits. Tabel berikut menyajikan ikhtisar liabilitas imbalan karyawan dan biaya yang dibebankan sebagaimana tercatat pada laporan keuangan konsolidasian:

In 2023 and 2022, the reserves for employee benefits are calculated by an independent actuary, Steven & Mourits Actuarial Consulting. The table below presents a summary of the employee benefits liabilities and expenses reported in the consolidated financial statements:

	<u>2023</u>	<u>2022</u>	
Liabilitas di posisi keuangan untuk:			Liabilities on financial position for:
Imbalan pascakerja ("IPK")	1,269,173	871,852	Post-employment benefits ("PEB")
Imbalan jangka panjang lainnya ("IJPL")	<u>49,850</u>	<u>52,291</u>	Other long-term benefits ("OLTEB")
	1,319,023	924,143	
Dikurangi:			Less:
Bagian lancar	<u>(98,645)</u>	<u>(58,322)</u>	Current portion
Bagian jangka panjang	<u>1,220,378</u>	<u>865,821</u>	Non-current portion
Dibebankan pada laba rugi:			Charged to profit or loss:
IPK	51,097	4,909	PEB
IJPL	<u>36,067</u>	<u>22,610</u>	OLTEB
Jumlah	<u>87,164</u>	<u>27,519</u>	Total
Dibebankan pada laba komprehensif lain:			Charged to other comprehensive income:
IPK	<u>392,065</u>	<u>136,691</u>	PEB

Rincian estimasi liabilitas imbalan pascakerja dan imbalan jangka panjang lainnya untuk masing-masing program yang diselenggarakan Grup pada tanggal 31 Desember 2023 dan 2022 sebagai berikut:

The details of estimated post-employment benefits liabilities and other long-term benefits for each of the programs operated by the Group as at 31 December 2023 and 2022 were as follows:

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18. LIABILITAS IMBALAN KERJA (lanjutan)

18. EMPLOYEE BENEFITS LIABILITIES (continued)

**b. Liabilitas imbalan kerja jangka panjang
(lanjutan)**

**b. Long-term employee benefits liabilities
(continued)**

	31 Desember/December 2023				Jumlah/ Total	
	IPK/PEB		IJPL/OLTEB			
	Nilai kini kewajiban/ Present value of obligations	Nilai wajar aset program/ Fair value of plan assets	Nilai kini kewajiban/ Present value of obligations	Nilai wajar aset program/ Fair value of plan assets		
Pada 1 Januari 2023	871,852	(376,479)	52,291	-	547,664	As at 1 January 2023
Biaya jasa kini	24,739	-	24,375	-	49,114	Current service cost
Biaya bunga bersih	61,412	-	2,569	-	63,981	Current interest cost
Biaya jasa lalu	905	-	-	-	905	Past service costs
Pendapatan bunga	-	(36,254)	-	-	(36,254)	Interest income
Biaya terminasi	295	-	-	-	295	Termination cost
Keuntungan aktuarial dari penyesuaian pengalaman	-	-	8,908	-	8,908	Actuarial gains arising from experience adjustment
Keuntungan aktuarial dari perubahan asumsi keuangan	-	-	215	-	215	Actuarial gains arising from changes in financial assumptions
Jumlah yang diakui dalam laba rugi	87,351	(36,254)	36,067	-	87,164	Amount recognised in profit or loss
Pengukuran kembali: Imbal hasil aset program	-	24,105	-	-	24,105	Remeasurements: Return on plan assets
Kerugian aktuarial dari penyesuaian pengalaman	2,035	-	-	-	2,035	Actuarial loss arising from experience adjustment
Kerugian aktuarial dari perubahan asumsi keuangan	396,878	-	-	-	396,878	Actuarial loss arising from changes in financial assumptions
Pemulihan aset program	-	(3,833)	-	-	(3,833)	Recovery on plan asset
Perubahan atas dampak batas aset	-	(27,120)	-	-	(27,120)	Changes in effect of asset ceiling
Jumlah yang diakui dalam penghasilan komprehensif lain	398,913	(6,848)	-	-	392,065	Amount recognised in other comprehensive income
Pembayaran dari program: Pembayaran imbalan dari aset program	(65,393)	75,649	-	-	10,256	Payments from plans: Benefit payments from plan asset
Pembayaran iuran oleh perusahaan	(31,414)	(54,507)	(38,508)	-	(124,429)	Company contribution during period
Pembayaran iuran oleh karyawan	7,864	(7,864)	-	-	-	Employee contribution during period
Pencairan dari aset program	-	306,266	-	-	306,266	Disbursement from plan asset
Sub jumlah	(88,943)	319,544	(38,508)	-	192,093	Sub total
Liabilitas bersih imbalan kerja pada 31 Desember 2023	1,269,173	(100,037)	49,850	-	1,218,986	Net employee benefits liabilities as at 31 December 2023
Dampak batas aset	-	-	-	-	-	Effect of assets ceiling
Aset program yang tidak memenuhi kriteria perspektif akuntansi	-	100,037	-	-	100,037	Unqualified plan asset from an accounting perspective
Liabilitas imbalan kerja pada 31 Desember 2023	1,269,173	-	49,850	-	1,319,023	Employee benefits liabilities as at 31 December 2023

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18. LIABILITAS IMBALAN KERJA (lanjutan)

18. EMPLOYEE BENEFITS LIABILITIES (continued)

**b. Liabilitas imbalan kerja jangka panjang
(lanjutan)**

**b. Long-term employee benefits liabilities
(continued)**

	31 Desember/December 2022				Jumlah/ Total	
	IPK/PEB		IJPL/OLTEB			
	Nilai kini kewajiban/ Present value of obligations	Nilai wajar aset program/ Fair value of plan assets	Nilai kini kewajiban/ Present value of obligations	Nilai wajar aset program/ Fair value of plan assets		
Pada 1 Januari 2022	919,228	(579,802)	50,570	-	389,996	As at 1 January 2022
Biaya jasa kini	24,856	2,048	22,720	-	49,624	Current service cost
Biaya bunga bersih	58,663	-	1,918	-	60,581	Current interest cost
Biaya jasa lalu	279	-	-	-	279	Past service costs
Pendapatan bunga	-	(42,975)	-	-	(42,975)	Interest income
Kerugian aktuarial dari penyesuaian pengalaman	-	-	(2,028)	-	(2,028)	Actuarial loss from experience adjustment
Pemulihan atas penyisihan aset program	-	(930)	-	-	(930)	Recovery of impairment of plan assets
Dampak perubahan pada metode atribusi	(43,648)	-	-	-	(43,648)	Impact of changes in attribution method
Penyesuaian tahun lalu	-	6,616	-	-	6,616	Prior year adjustment
Jumlah yang diakui dalam laba rugi	40,150	(35,241)	22,610	-	27,519	Amount recognised in profit or loss
Pengukuran kembali: Imbal hasil aset program non-bunga - bersih	-	24,434	-	-	24,434	Remeasurements: Return on plan assets non-interest - net
Kerugian aktuarial yang timbul dari perubahan asumsi keuangan	(8,322)	-	-	-	(8,322)	Actuarial loss from change in financial assumptions
Pemulihan atas penyisihan aset program	-	(702)	-	-	(702)	Recovery of impairment of plan assets
Kerugian aktuarial dari penyesuaian pengalaman	98,176	-	-	-	98,176	Actuarial loss from experience adjustment
Dampak perubahan pada metode atribusi	(1,967)	-	-	-	(1,967)	Impact of changes in attribution method
Jumlah yang diakui dalam penghasilan komprehensif lain	87,887	23,732	-	-	111,619	Amount recognised in other comprehensive income
Pembayaran dari program:						Payments from plans:
Pembayaran imbalan dari aset program	-	118,493	-	-	118,493	Benefit payments from plan asset
Pembayaran iuran	6,829	(86,191)	-	-	(79,362)	Contribution payments
Imbalan yang dibayar	(182,242)	-	(20,889)	-	(203,131)	Benefit payments
Sub jumlah	(175,413)	32,302	(20,889)	-	(164,000)	Sub total
Liabilitas bersih imbalan kerja pada 31 Desember 2022	871,852	(559,009)	52,291	-	365,134	Net employee benefits liabilities as at 31 December 2022
Dampak batas aset	-	25,072	-	-	25,072	Effect of application of assets ceiling
Pengembalian aset imbalan kerja kepada Grup melalui aset keuangan lainnya	-	157,458	-	-	157,458	Return of employee benefits assets to the Group through other financial assets
Aset program yang tidak memenuhi kriteria perspektif akuntansi	-	376,479	-	-	376,479	Unqualified plan asset from an accounting perspective
Liabilitas imbalan kerja pada 31 Desember 2022	871,852	-	52,291	-	924,143	Employee benefits liabilities as at 31 December 2022

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18. LIABILITAS IMBALAN KERJA (lanjutan)

b. Liabilitas imbalan kerja jangka panjang (lanjutan)

Dalam tahun 2023, terdapat pencairan aset program milik Perusahaan dari PT BNI Life Insurance sebesar Rp306.266 karena berakhirnya perjanjian pada Maret 2023. Pada tanggal 31 Desember 2023, Perusahaan masih dalam proses kajian komprehensif mengenai penunjukan Dana Pensiun Lembaga Keuangan ("DPLK"). Dana tersebut di investasikan di rekening deposito *on-call* sampai Perusahaan menunjuk DPLK untuk menggantikan PT BNI Life Insurance. Dana di rekening deposito ini disajikan sebagai "Aset tidak lancar lainnya" pada laporan keuangan konsolidasian.

Berdasarkan berita acara antara PT Asuransi Jiwa IFG dan Perusahaan No. 181/BAC/U/XII/2022 tanggal 8 Desember 2022, telah disepakati bahwa aset imbalan kerja sebesar Rp157.458 akan dikembalikan oleh PT Asuransi Jiwa IFG kepada Perusahaan untuk menggantikan imbalan kerja yang telah dibayarkan, pembayaran sudah diterima oleh Perusahaan dalam 3 tahap di periode Januari, Februari dan Maret 2023.

Pada tanggal 31 Desember 2023, nilai tunai aset program manfaat pasti pascakerja yang terbentuk pada PT Asuransi Jiwa IFG, PT BNI Life Insurance, Yayasan Petrokimia Gresik yang secara akuntansi tidak dapat disajikan secara bersih terhadap liabilitas, dikarenakan merupakan aset program yang ditempatkan pada pihak berelasi, adalah masing-masing sebesar Rp61.716, Rp532, dan Rp37.789 (2022: Rp24.687, Rp296.626, Rp55.166) disajikan sebagai "Aset imbalan kerja" pada laporan posisi keuangan konsolidasian.

Pada tanggal 31 Desember 2023 dan 2022, aset program ditempatkan dalam bentuk investasi deposito berjangka, surat berharga dan reksa dana yang tidak memiliki harga pasar yang dikutip dan nilai wajarnya mendekati nilai tercatatnya.

Asumsi utama yang digunakan dalam menentukan liabilitas imbalan kerja karyawan Grup adalah sebagai berikut:

	<u>2023</u>	<u>2022</u>	
Tingkat kenaikan gaji	4% - 5%	4% - 5%	Salary increment rate
Tingkat diskonto	6.50% - 6.95%	5.75% - 7.40%	Discount rate
Tingkat kematian	TMI IV	TMI IV	Mortality rate
Tingkat pengunduran diri	0.02% - 10%	0.02% - 10%	Voluntary resignation rate
Usia pensiun	56 tahun/years	56 tahun/years	Retirement age

18. EMPLOYEE BENEFITS LIABILITIES (continued)

b. Long-term employee benefits liabilities (continued)

In 2023, there is disbursement from plan asset owned by the Company from PT BNI Life Insurance amounting to Rp306,266 due to agreement maturity in March 2023. As at 31 December 2023, the Company is still on the process of comprehensive assessment regarding appointment of new Financial Institution Pension Fund ("FIPF"). The fund is invested in on-call deposit account until new FIPF is appointed to replace PT BNI Life Insurance. The fund in this deposit account is presented as "Other non-current assets" in the consolidated statements of financial position.

Based on minutes between PT Asuransi Jiwa IFG and the Company No. 181/BAC/U/XII/2022 dated 8 December 2022, it was agreed that the Rp157,458 of employee benefits assets will be returned by PT Asuransi Jiwa IFG to the Company to reimburse it for employee benefits already paid, Company has received the payment in 3 phases, in the period of January, February and March 2023.

As at 31 December 2023, the total investment value of defined benefit plan assets in PT Asuransi Jiwa IFG, PT BNI Life Insurance and Yayasan Petrokimia Gresik which is cannot be accounted for netting off with the liabilities, due to placement of plan assets in related parties, is amounting to Rp61,716, Rp532 and Rp37,789, (2022: Rp24,687, Rp296,626, Rp55,166), respectively are presented as "Employee benefits assets" in the consolidated statements of financial position.

As at 31 December 2023 and 2022, the plan assets were mostly placed in the form of investments in time deposits, bonds and mutual funds, which did not have quoted market prices and their fair value approximate their carrying value.

The principal assumptions used in determining the Group's employee benefit liabilities are as follows:

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18. LIABILITAS IMBALAN KERJA (lanjutan)

**b. Liabilitas imbalan kerja jangka panjang
(lanjutan)**

Melalui program pensiun manfaat pasti, Grup terekspos beberapa risiko seperti kenaikan gaji, volatilitas aset dan perubahan imbal hasil obligasi, sebagai berikut:

Volatilitas aset

Asumsi yang berhubungan dengan tingkat pengembalian aset yang diharapkan ditentukan berdasarkan data historis dan ekspektasi manajemen terhadap pengembangan investasi dimasa yang akan datang. Jika imbal hasil aset program lebih rendah, maka akan menghasilkan defisit program.

Perubahan imbal hasil obligasi

Liabilitas program dihitung menggunakan tingkat diskonto yang merujuk kepada tingkat imbal hasil obligasi Pemerintah. Jika imbal hasil aset program lebih rendah, maka akan menghasilkan defisit program.

Penurunan imbal hasil obligasi Pemerintah akan meningkatkan liabilitas program, walaupun hal ini akan saling hapus secara sebagian dengan kenaikan dari nilai aset program yang dimiliki.

Grup memastikan bahwa posisi investasi telah diatur dalam kerangka *asset-liability matching* ("ALM") yang telah dibentuk untuk mencapai hasil jangka panjang yang sejalan dengan liabilitas pada program pensiun imbalan pasti. Dalam kerangka ALM, tujuan Grup adalah untuk menyesuaikan aset-aset dan liabilitas pensiun dengan berinvestasi pada portofolio yang terdiversifikasi dengan baik dalam menghasilkan tingkat pengembalian yang optimal, dengan mempertimbangkan tingkat risikonya.

Investasi pada program telah terdiversifikasi dengan baik, sehingga kinerja buruk satu investasi tidak akan memberikan dampak material bagi seluruh kelompok aset.

Risiko gaji

Nilai kini kewajiban imbalan pasti dihitung dengan mengacu pada gaji masa depan peserta program. Dengan demikian, kenaikan gaji peserta program akan meningkatkan liabilitas program itu.

18. EMPLOYEE BENEFITS LIABILITIES (continued)

**b. Long-term employee benefits liabilities
(continued)**

Through its defined benefits pension plans, the Group is exposed to a number of risks such as salary growth, assets volatility and changes in bonds yields, as follows:

Assets volatility

Assumptions regarding the expected return on plan assets are based on the historical data and management's expectation of the future investment development. If the yield of plan assets is lower, it will generate a deficit program.

Changes in bond yields

The plan liabilities are calculated using a discount rate set with reference to Government bond yields. If plan assets underperform this yield, this will create a deficit program.

A decrease in Government bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the plan's assets.

The Group ensures that the investment positions are managed within an asset-liability matching ("ALM") framework that is developed to achieve long-term returns that are in line with the obligation in defined benefit pension plans. Within this ALM framework, the Group's objective is to match assets and the pension obligations by investing in a well-diversified portfolio that generates sufficient risk-adjusted returns.

Investment across the plans is well diversified, such that the failure of any single investment would not have a material impact on the overall level of assets.

Salary risk

The present value of the defined benefit plan liability is calculated by reference to the future salaries of plan participants. As such, an increase in the salary of the plan participants will increase the plan's liability.

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18. EMPLOYEE BENEFITS LIABILITIES (continued)

b. Liabilitas imbalan kerja jangka panjang (lanjutan)

b. Long-term employee benefits liabilities (continued)

Sensitivitas dari kewajiban imbalan pasti terhadap perubahan asumsi aktuarial utama tertimbang pada 31 Desember 2023 adalah sebagai berikut:

The sensitivity of the defined benefit obligation to changes in the weighted actuarial principal assumptions as at 31 December 2023 is as follows:

**Dampak atas kewajiban imbalan pasti/
Impact on defined benefit obligations**

	Perubahan asumsi/ Change in assumptions	Kenaikan asumsi/ Increase in assumptions	Penurunan asumsi/ Decrease in assumptions	
Tingkat diskonto	1%	Penurunan sebesar/ Decrease by 2.64%	Kenaikan sebesar/ Increase by 4.88%	<i>Discount rate</i>
Tingkat kenaikan gaji	1%	Kenaikan sebesar/ Increase by 5.18%	Penurunan sebesar/ Decrease by 2.68%	<i>Salary growth rate</i>

Analisis sensitivitas didasarkan pada perubahan atas satu asumsi aktuarial dimana asumsi lainnya dianggap konstan. Dalam praktiknya, hal ini jarang terjadi dan perubahan beberapa asumsi mungkin saling berkorelasi. Dalam perhitungan sensitivitas kewajiban imbalan pasti jangka panjang lainnya atas asumsi aktuarial utama, metode yang sama (perhitungan nilai kini kewajiban imbalan pasti jangka panjang lainnya dengan menggunakan metode proyeksi unit kredit di akhir periode) telah diterapkan seperti dalam penghitungan kewajiban pensiun yang diakui dalam laporan posisi keuangan konsolidasian.

The sensitivity analysis are based on a change in an assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined other long-term benefit obligation to significant actuarial assumptions, the same method (present value of the defined other long-term benefit obligation calculated with the projected unit credit method at the end of the reporting period) has been applied as when calculating the pension liability recognised within the consolidated statements of financial position.

Rata-rata durasi untuk masing-masing kewajiban imbalan pasti adalah 1,49 - 20,77 tahun.

The weighted average duration of each defined benefit obligation is 1.49 - 20.77 years.

Manajemen berkeyakinan bahwa perkiraan liabilitas dan imbalan kerja karyawan yang diberikan dari keseluruhan program pensiun Grup, yang didasarkan pada estimasi perhitungan aktuaris, telah melebihi kewajiban minimal yang ditentukan oleh UU Cipta Kerja No. 11 Tahun 2020 dan undang-undang yang berlaku.

Management believes that the estimated liabilities of the employee benefits from all of the Group's pension programmes, based on the estimated calculations as provided by the actuaries, exceeds the minimum liabilities that are stated by Job Creation Law No. 11 Year 2020 and the prevailing regulations.

Analisa jatuh tempo yang diharapkan dari imbalan pascakerja dan imbalan jangka panjang lainnya yang tidak terdiskonto adalah sebagai berikut:

Expected maturity analysis of undiscounted post-employment benefit and other long-term benefits is as follow:

	Kurang dari 1 tahun/ Less than a year	1 sampai 5 tahun/ Between 1-5 years	Lebih dari 5 tahun/ Over 5 years	Jumlah/ Total	
IPK	68,266	227,266	1,962,738	2,258,270	<i>PEB</i>
IJPL	30,379	85,187	370,897	486,463	<i>OLTEB</i>
Jumlah	98,645	312,453	2,333,635	2,744,733	Total

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19. KEPENTINGAN NON-PENGENDALI

19. NON-CONTROLLING INTERESTS

	2023	2022	
Koperasi Karyawan Keluarga Besar Petrokimia Gresik (memiliki 0,01% di PT Petrosida Gresik)	15	18	<i>Koperasi Karyawan Keluarga Besar Petrokimia Gresik (owns 0.01% in PT Petrosida Gresik)</i>
Mitsubishi Corporation (memiliki 20% di PT Petrokimia Kayaku)	119,109	111,364	<i>Mitsubishi Corporation (owns 20% in PT Petrokimia Kayaku)</i>
Nippon Kayaku Co. Ltd (memiliki 20% di PT Petrokimia Kayaku)	119,109	111,364	<i>Nippon Kayaku Co. Ltd (owns 20% in PT Petrokimia Kayaku)</i>
Jumlah	238,233	222,746	Total
Mutasi kepentingan non-pengendali adalah sebagai berikut:			<i>Changes in the non-controlling interests are as follows:</i>
	2023	2022	
Saldo awal	222,746	191,181	<i>Beginning balance</i>
Jumlah laba komprehensif tahun berjalan yang diatribusikan kepada non-pengendali	34,173	48,797	<i>Total comprehensive income attributable to non-controlling interests</i>
Dividen entitas anak yang dibagikan untuk kepentingan non-pengendali	(18,686)	(17,232)	<i>Subsidiaries' dividend to non-controlling interest</i>
Saldo akhir	238,233	222,746	Ending balance

20. MODAL SAHAM

20. SHARE CAPITAL

Susunan kepemilikan saham pada tanggal 31 Desember 2023 dan 2022 adalah sebagai berikut:

The stockholder's composition as at 31 December 2023 and 2022 was as follows:

Nama pemegang saham/ Name of shareholders	Jumlah saham/ Number of shares	Persentase kepemilikan/ Percentage of ownership	Jumlah/ Total
PT Pupuk Indonesia (Persero)	6,599,835	99.9975%	6,599,835
Yayasan Petrokimia Gresik	165	0.0025%	165
Jumlah/Total	6,600,000	100%	6,600,000

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21. DIVIDEN

Berdasarkan Rapat Umum Pemegang Saham Perusahaan yang diadakan pada tanggal 8 Juni 2023, para pemegang saham telah menyetujui pencadangan umum sebesar Rp2.717.264 dan pembayaran dividen tunai atas kinerja tahun 2022 sejumlah Rp475.000. Dividen tunai tersebut dibayarkan bertahap pada tanggal 3 Juli 2023, 2 Agustus 2023 dan 1 September 2023.

Berdasarkan Rapat Umum Pemegang Saham Perusahaan yang diadakan pada tanggal 30 Juni 2022, para pemegang saham telah menyetujui pencadangan umum sebesar Rp1.334.356 dan pembayaran dividen tunai atas kinerja tahun 2021 sejumlah Rp571.867. Dividen tunai tersebut dibayarkan bertahap pada tanggal 25 Juli 2022, 25 Agustus 2022 dan 23 September 2022.

21. DIVIDEND

Based on the Company's Annual General Shareholder Meeting held on 8 June 2023, the shareholders approved a general reserve of Rp2,717,264 and cash dividend from performance in 2022 amounting to Rp475,000. The cash dividend was paid in installments, on 3 July 2023, 2 August 2023 and 1 September 2023.

Based on the Company's Annual General Shareholder Meeting held on 30 June 2022, the shareholders approved a general reserve of Rp1,334,356 and cash dividend from performance in 2021 amounting to Rp571,867. The cash dividend was paid in installments, on 25 July 2022, 25 August 2022 and 23 September 2022.

22. PENJUALAN BERSIH

22. NET SALES

	<u>2023</u>	<u>2022</u>	
Pihak berelasi (Catatan 28)	19,892,346	25,178,903	<i>Related parties (Note 28)</i>
Pihak ketiga	<u>11,847,469</u>	<u>14,233,943</u>	<i>Third parties</i>
Jumlah	<u>31,739,815</u>	<u>39,412,846</u>	Total
	<u>2023</u>	<u>2022</u>	
Penjualan pupuk bersubsidi			Sales from subsidised fertiliser
Phonska	3,550,851	4,360,514	<i>Phonska</i>
Non-phonska	1,208,919	2,024,722	<i>Non-phonska</i>
Subsidi Pemerintah (Catatan 6a)	17,241,949	22,927,292	<i>Government subsidy (Note 6a)</i>
Kenaikan/(penurunan) piutang subsidi yang belum ditagih	<u>255,771</u>	<u>(77,226)</u>	<i>Increase/(decrease) of unbilled subsidy receivables</i>
Sub jumlah	<u>22,257,490</u>	<u>29,235,302</u>	<i>Sub total</i>
Penjualan pupuk non-subsidi	<u>5,544,850</u>	<u>5,416,058</u>	Sales of non-subsidised fertiliser
Penjualan non-pupuk			Sales of non-fertiliser
Pestisida	1,686,344	1,830,289	<i>Pesticides</i>
Asam fosfat	136,301	353,454	<i>Phosphoric acid</i>
Amonia	565,088	1,308,248	<i>Ammonia</i>
Jasa dan utilitas	337,657	206,038	<i>Service and utilities</i>
Lain-lain	<u>1,272,180</u>	<u>1,133,338</u>	<i>Others</i>
Sub jumlah	<u>3,997,570</u>	<u>4,831,367</u>	<i>Sub total</i>
Jumlah pendapatan bruto	31,799,910	39,482,727	<i>Total gross revenue</i>
Potongan penjualan	<u>(60,095)</u>	<u>(69,881)</u>	<i>Sales discounts</i>
Jumlah	<u>31,739,815</u>	<u>39,412,846</u>	Total

Pada tahun 2023 dan 2022, tidak terdapat penjualan kepada pelanggan dengan jumlah melebihi 10% dari jumlah penjualan pupuk, kecuali pendapatan subsidi pupuk dari Pemerintah masing-masing sebesar Rp17.497.720 (55%) dan Rp22.850.066 (58%).

In 2023 and 2022, the Group has no single customer from which it generates revenue of more than 10% of total sales of fertiliser except for the Government's fertiliser subsidy, which amounted to Rp17,497,720 (55%) and Rp22,850,066 (58%), respectively.

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22. PENJUALAN BERSIH (lanjutan)

Lihat Catatan 28 untuk rincian saldo dan transaksi dengan pihak berelasi.

Pendapatan subsidi dari Pemerintah tahun 2023 dan 2022 dibukukan sesuai Berita Acara Hasil Pemeriksaan antara Perusahaan dengan BPK-RI.

Untuk kuantum penyaluran, manajemen menggunakan penyaluran pupuk berdasarkan Berita Acara Verifikasi Kementerian Pertanian. Sampai dengan tanggal laporan keuangan konsolidasian ini, volume penyaluran subsidi masih dalam proses pemeriksaan BPK-RI.

22. NET SALES (continued)

Refer to Note 28 for details of related parties balances and transactions.

Subsidy revenue from the Government for the year 2023 and 2022 was recorded according to Minutes of Audit Result between the Company and BPK-RI.

For the distributed quantity, management uses the total quantity as stated in the Minutes of Verification of the Ministry of Agriculture. Up to the date of these consolidated financial statements, the subsidy distributed volume are still being audited by BPK-RI.

23. BEBAN POKOK PENJUALAN

23. COST OF SALES

	<u>2023</u>	<u>2022</u>	
Biaya bahan baku dan pupuk impor	20,830,474	29,352,935	Cost of raw materials and import of fertilisers
Biaya penyusutan (Catatan 9)	1,380,824	1,310,819	Depreciation expenses (Note 9)
Biaya pegawai	1,063,203	1,136,827	Employee costs
Biaya bahan penolong	743,788	772,073	Cost of auxiliary materials
Biaya overhead pabrik	579,448	541,097	Factory overhead costs
Biaya pemeliharaan	483,536	460,675	Maintenance expenses
Biaya pengemasan	<u>135,162</u>	<u>73,826</u>	Packaging costs
Jumlah biaya produksi	25,216,435	33,648,252	Total cost of production
Persediaan awal barang dalam proses	964,366	288,172	Beginning work-in process
Persediaan akhir barang dalam proses	<u>(516,270)</u>	<u>(964,366)</u>	Ending work-in-process
Jumlah beban pokok produksi	<u>25,664,531</u>	<u>32,972,058</u>	Total cost of goods manufactured
Persediaan awal barang jadi	<u>4,719,982</u>	<u>3,821,342</u>	Beginning finished goods
Barang siap untuk dijual	<u>30,384,513</u>	<u>36,793,400</u>	Goods available-for-sale
Dikurangi:			Less:
Persediaan akhir barang jadi	<u>(3,579,857)</u>	<u>(4,719,982)</u>	Ending finished goods
Jumlah	<u>26,804,656</u>	<u>32,073,418</u>	Total

Perusahaan melakukan pembelian asam fosfat, asam fluosilikat dan gypsum dari PJA sebesar Rp2.961.167 (2022: Rp4.182.001).

The Company purchased phosphoric acid, fluosilicate acid and gypsum from PJA amounting to Rp2,961,167 (2022: Rp4,182,001).

Lihat Catatan 28 untuk rincian saldo dan transaksi dengan pihak berelasi.

Refer to Note 28 for details of related parties balances and transactions.

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24. BEBAN PENJUALAN

24. SELLING EXPENSES

	<u>2023</u>	<u>2022</u>	
Distribusi	363,970	303,588	<i>Distribution</i>
Pegawai	208,984	212,446	<i>Employees</i>
Penyusutan (Catatan 9)	120,485	85,835	<i>Depreciation (Note 9)</i>
Sewa	116,439	152,549	<i>Rent</i>
Promosi dan pemasaran	115,452	93,226	<i>Promotion and marketing</i>
Jasa	104,558	93,553	<i>Services</i>
Perlengkapan dan operasional kantor	28,474	31,041	<i>Office equipment and operations</i>
Penelitian dan penyuluhan	12,769	13,428	<i>Research and counseling</i>
Perjalanan dinas	9,733	15,917	<i>Business travel</i>
Lainnya (masing-masing dibawah Rp10.000)	<u>57,849</u>	<u>31,406</u>	<i>Others (each below Rp10,000)</i>
Jumlah	<u>1,138,713</u>	<u>1,032,989</u>	Total

25. BEBAN UMUM DAN ADMINISTRASI

25. GENERAL AND ADMINISTRATIVE EXPENSES

	<u>2023</u>	<u>2022</u>	
Pegawai	334,753	316,736	<i>Employees</i>
Jasa	100,810	98,437	<i>Services</i>
Denda pajak	81,079	35,564	<i>Tax penalties</i>
Perlengkapan kantor	52,349	48,441	<i>Office supplies</i>
Bina lingkungan	46,277	44,935	<i>Regional development</i>
Listrik, air dan utilitas	43,272	41,263	<i>Electricity, water and utilities</i>
Beban/(pemulihan) penurunan nilai piutang usaha	24,284	(12,543)	<i>Expense/(reversal) of impairment of trade receivables</i>
Pelatihan	23,201	17,554	<i>Training</i>
Promosi dan publikasi	20,660	11,816	<i>Promotion and publication</i>
Penyusutan (Catatan 9)	19,613	26,087	<i>Depreciation (Note 9)</i>
Perjalanan dinas	18,282	12,194	<i>Business travel</i>
Pemeliharaan	8,133	22,906	<i>Maintenance</i>
Lainnya (masing-masing dibawah Rp5.000)	<u>54,226</u>	<u>56,877</u>	<i>Others (each below Rp5,000)</i>
Jumlah	<u>826,939</u>	<u>720,267</u>	Total

26. BEBAN KEUANGAN

26. FINANCE COSTS

	<u>2023</u>	<u>2022</u>	
Beban bunga	1,565,363	976,581	<i>Interest expenses</i>
Beban bagi hasil utang salam	28,158	13,374	<i>Salam payables margin</i>
Beban keuangan lainnya	<u>28,520</u>	<u>33,033</u>	<i>Others finance expenses</i>
Jumlah	<u>1,622,041</u>	<u>1,022,988</u>	Total

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27. PENDAPATAN/(BEBAN) LAIN-LAIN, BERSIH

27. OTHER INCOME/(EXPENSES), NET

	<u>2023</u>	<u>2022</u>	
Keuntungan/(kerugian) selisih kurs - bersih	59,463	(496,603)	Gain/(loss) on foreign exchange - net
Pendapatan denda	42,097	44,965	Income from penalty
Pendapatan lain-lain - bersih (masing-masing dibawah Rp10.000)	<u>5,126</u>	<u>31,039</u>	Other income - net (each below Rp10,000)
Jumlah	<u>106,686</u>	<u>(420,599)</u>	Total

28. TRANSAKSI DAN SALDO PIHAK BERELASI

28. RELATED PARTIES TRANSACTION AND BALANCE

a. Sifat hubungan dan transaksi

Dalam kegiatan usaha normal, Grup melakukan transaksi usaha dan bukan usaha dengan pihak-pihak berelasi, yang terafiliasi dengan Grup melalui kepemilikan langsung dan tak langsung, dan/atau di bawah kendali pihak yang sama. Harga jual atau beli antara pihak-pihak berelasi ditentukan berdasarkan persyaratan yang disetujui oleh kedua belah pihak, yang mungkin tidak sama dengan transaksi lain yang dilakukan dengan pihak-pihak yang tidak berelasi.

Rincian sifat hubungan dan jenis transaksi yang signifikan dengan pihak-pihak berelasi adalah sebagai berikut:

a. Nature of relationships and transaction

In the normal course of business, the Group entered into trade and other transactions with related parties, which are affiliated with the Group through equity ownership, either direct or indirect, and/or under common control. Sales or purchase price among related parties is made based on terms agreed by the parties, which may not be the same as those for transactions between unrelated parties.

The details of the nature of relationships and types of significant transactions with related parties are as follows:

<u>Pihak-pihak yang berelasi/ Related parties</u>	<u>Sifat hubungan dengan pihak berelasi/Relationship with the related parties</u>	<u>Transaksi/ Transaction</u>
Pemerintah Republik Indonesia/ Government of the Republic of Indonesia	Pemegang saham utama/ Ultimate parent	Penggantian biaya subsidi/ Reimbursement of subsidy
PT Bank Mandiri (Persero) Tbk, PT Bank Negara, Indonesia (Persero) Tbk, PT Bank Rakyat Indonesia (Persero) Tbk, PT Bank Syariah Indonesia Tbk	Entitas di bawah kendali Pemerintah/Entities controlled by Government	Penempatan giro, penempatan deposito berjangka yang tidak dibatasi, fasilitas non-cash loan, fasilitas Bill Purchasing Line, fasilitas kredit modal kerja, fasilitas Supply Chain Financing dan fasilitas Treasury Line/Placement of current accounts, placement of unrestricted time deposits, non-cash loan facility, Bill Purchasing Line facility, working capital loan facility, Supply Chain Financing facility and Treasury line facility

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28. TRANSAKSI DAN SALDO PIHAK BERELASI 28. RELATED PARTIES TRANSACTION AND BALANCE (lanjutan) (continued)

a. Sifat hubungan dan transaksi (lanjutan) a. Nature of relationships and transaction (continued)

Pihak-pihak yang berelasi/ Related parties	Sifat hubungan dengan pihak berelasi/Relationship with the related parties	Transaksi/ Transaction
PT Asuransi Jasa Indonesia, PT Bhandha Ghara Rekso (Persero), PT Indonesia Asahan Aluminium (Persero), PT Iglas (Persero), PT Semen Indonesia (Persero) Tbk, PT Semen Tonasa, PT Semen Padang PT Pertamina Gas, PT Jasa Prima Logistik, PT Perkebunan Nusantara (Persero) dan entitas anak/and subsidiaries, PT Perusahaan Perdagangan Indonesia (Persero), PT Barata Indonesia (Persero), PT Perum Perhutani (Persero), PT Perusahaan Gas Negara (Persero) Tbk, PT Pertamina Hulu Energi West Madura Offshore, PT Pertamina Patra Niaga, PT Nindya Karya (Persero), PT Telkom Indonesia (Persero) Tbk, PT Perusahaan Listrik Negara (Persero), PT Asuransi Jiwa IFG, PT BNI Life Insurance, PT Sang Hyang Seri, PT Rajawali Nusindo	Entitas di bawah kendali Pemerintah/Entities controlled by Government	Penjualan pupuk subsidi, penjualan pupuk non-subsidi, penjualan jasa, penjualan produk non-pupuk, pembelian bahan baku, sewa, pemakaian listrik, jasa pengangkutan gas dan penempatan aset program/Subsidy fertiliser sales, non-subsidy fertiliser sales, rendering of services, non-fertiliser sales, purchase of raw material, rental, electricities, gas transportation services and placement of asset program
PT Pupuk Indonesia (Persero), Yayasan Petrokimia Gresik	Pemegang saham/Shareholders	Dividen, penjualan dan penempatan aset program/Dividend, sales and placement of asset program
PT Pupuk Kalimantan Timur, PT Pupuk Kujang Cikampek, PT Pupuk Iskandar Muda, PT Pupuk Sriwidjaja Palembang, PT Pupuk Indonesia Utilitas, PT Pupuk Indonesia Pangan, PT Pupuk Indonesia Niaga , PT Rekayasa Industri, PT Sigma Utama	Entitas sepengendalian/ Under common control entities	Penjualan pupuk non-subsidi, penjualan non-pupuk, sewa, biaya bersama dan pembelian non-bahan baku, jasa konstruksi/Non-subsidy fertiliser sales, non-fertiliser sales, rental, joint costs and purchase of non-raw materials
PT Aneka Jasa Grhadika, PT Petrocentral, PT Gresik Cipta Sejahtera, PT Petronika, PT Petrokopindo Cipta Selaras, PT Kawasan Industri Gresik, PT Graha Sarana Gresik, PT Petro Graha Medika, PT Petro Karya Mandiri, PT Fokus Jasa Mitra, PT Yasida Makmur Abadi, Koperasi Karyawan Keluarga Besar Petrokimia Gresik ("K3PG")	Entitas afiliasi/Affiliated	Penjualan pupuk non-subsidi, penjualan non-pupuk, sewa dan pembelian non-bahan baku/Non-subsidy fertiliser sales, non-fertiliser sales, rental and purchase of non-raw materials
PJA	Ventura bersama/Joint ventures	Penjualan non-pupuk dan pembelian bahan baku/ Non-fertiliser sales and purchase of raw materials
Dewan Komisaris dan Direksi/ Board of Commissioners and Directors	Personil manajemen kunci/ Key management personnel	Kompensasi dan remunerasi/Compensation and remuneration

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28. TRANSAKSI DAN SALDO PIHAK BERELASI **28. RELATED PARTIES TRANSACTION AND BALANCE** (lanjutan) (continued)

b. Rincian transaksi dan saldo

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut:

b. Transaction and balance detail

Significant transactions with related parties are as follows:

	<u>2023</u>	<u>2022</u>	
Piutang usaha (Catatan 5)			Trade receivables (Note 5)
PJA	559,725	511,088	PJA
PT Gresik Cipta Sejahtera	78,990	77,734	PT Gresik Cipta Sejahtera
PT Yasida Makmur Abadi	45,278	27,673	PT Yasida Makmur Abadi
PT Pupuk Sriwidjaja Palembang	45,264	3,176	PT Pupuk Sriwidjaja Palembang
PT Semen Tonasa	16,674	13,305	PT Semen Tonasa
PT Pupuk Indonesia Utilitas	15,496	1,046	PT Pupuk Indonesia Utilitas
PT Rajawali Nusindo	15,206	525	PT Rajawali Nusindo
PT Petrocentral	14,375	20,471	PT Petrocentral
PT Indonesia Asahan Alumunium (Persero)	12,323	25,744	PT Indonesia Asahan Alumunium (Persero)
PT Pupuk Indonesia Niaga	7,911	750	PT Pupuk Indonesia Niaga
PT Petrokopindo Cipta Selaras	7,029	49	PT Petrokopindo Cipta Selaras
PT Semen Indonesia (Persero) Tbk	5,746	6,826	PT Semen Indonesia (Persero) Tbk
PT Pertamina Gas	5,636	-	PT Pertamina Gas
PT Sang Hyang Seri	5,258	6,391	PT Sang Hyang Seri
PT Pupuk Iskandar Muda	1,137	322,258	PT Pupuk Iskandar Muda
Lain-lain (masing-masing dibawah Rp5.000)	<u>40,033</u>	<u>84,691</u>	Others (each below Rp5,000)
Jumlah	876,081	1,101,727	Total
Provisi penurunan nilai	<u>(173,850)</u>	<u>(180,036)</u>	Provision for impairment
Jumlah - bersih	<u>702,231</u>	<u>921,691</u>	Total - net
	<u>2023</u>	<u>2022</u>	
Piutang lain-lain			Other receivables
PJA	<u>-</u>	<u>40,000</u>	PJA
	<u>2023</u>	<u>2022</u>	
Aset keuangan lancar lainnya			Other current financial assets
PT Asuransi Jiwa IFG	<u>-</u>	<u>157,458</u>	PT Asuransi Jiwa IFG
	<u>2023</u>	<u>2022</u>	
Piutang subsidi (Catatan 6a)			Subsidy receivables (Note 6a)
Pemerintah Republik Indonesia	<u>5,939,497</u>	<u>12,463,332</u>	Government of the Republic of Indonesia
	<u>2023</u>	<u>2022</u>	
Aset imbalan kerja (Catatan 18b)			Employee benefits assets (Note 18b)
PT Asuransi Jiwa IFG	61,716	24,687	PT Asuransi Jiwa IFG
Yayasan Petrokimia Gresik	37,789	55,166	Yayasan Petrokimia Gresik
PT BNI Life Insurance	<u>532</u>	<u>296,626</u>	PT BNI Life Insurance
Jumlah	<u>100,037</u>	<u>376,479</u>	Total

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b. Rincian transaksi dan saldo (lanjutan)

b. Transaction and balance detail (continued)

	<u>2023</u>	<u>2022</u>	
Utang usaha (Catatan 11)			Trade payables (Note 11)
PT Pupuk Kalimantan Timur	86,663	13,727	PT Pupuk Kalimantan Timur
PT Pupuk Sriwidjaja Palembang	36,527	112,961	PT Pupuk Sriwidjaja Palembang
PT Pupuk Indonesia (Persero)	24,653	62,122	PT Pupuk Indonesia (Persero)
K3PG	21,665	9,330	K3PG
PT Pupuk Indonesia Utilitas	15,058	21,833	PT Pupuk Indonesia Utilitas
PT Graha Sarana Gresik	12,608	13,932	PT Graha Sarana Gresik
PT Nindya Karya (Persero)	9,851	10,539	PT Nindya Karya (Persero)
PT Aneka Jasa Grhadika	6,889	28,225	PT Aneka Jasa Grhadika
PT Gresik Graha Wisata	6,412	6,345	PT Gresik Graha Wisata
PJA	3,740	787,592	PJA
PT Pupuk Iskandar Muda	862	142,155	PT Pupuk Iskandar Muda
PT Pertamina Gas	-	157,915	PT Pertamina Gas
Lain-lain (masing-masing dibawah Rp5.000)	<u>22,139</u>	<u>82,553</u>	Others (each below Rp5,000)
Jumlah	<u>247,067</u>	<u>1,449,229</u>	Total
	<u>2023</u>	<u>2022</u>	
Akrual biaya bersama (Catatan 13)			Accrued joint costs (Note 13)
PT Pupuk Indonesia (Persero)	73,939	6,098	PT Pupuk Indonesia (Persero)
PT Pupuk Sriwidjaja Palembang	3,429	711	PT Pupuk Sriwidjaja Palembang
PT Pupuk Kujang Cikampek	1,431	571	PT Pupuk Kujang Cikampek
PT Pupuk Kalimantan Timur	1,061	712	PT Pupuk Kalimantan Timur
PT Pupuk Iskandar Muda	<u>778</u>	<u>445</u>	PT Pupuk Iskandar Muda
Jumlah	<u>80,638</u>	<u>8,537</u>	Total
	<u>2023</u>	<u>2022</u>	
Liabilitas sewa pembiayaan			Finance lease liabilities
PT Pupuk Indonesia Utilitas	1,083,118	1,757,154	PT Pupuk Indonesia Utilitas
PT Graha Sarana Gresik	16,266	25,678	PT Graha Sarana Gresik
PT Petrokopindo Cipta Selaras	12,919	13,252	PT Petrokopindo Cipta Selaras
Yayasan Petrokimia Gresik	4,803	12,309	Yayasan Petrokimia Gresik
PT Barata Indonesia (Persero)	<u>1,234</u>	<u>2,187</u>	PT Barata Indonesia (Persero)
Jumlah	<u>1,118,340</u>	<u>1,810,580</u>	Total

Lihat Catatan 9 untuk informasi mengenai modifikasi sewa dengan PT Pupuk Indonesia Utilitas.

Refer to Note 9 for the information related to lease modification with PT Pupuk Indonesia Utilitas.

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28. TRANSAKSI DAN SALDO PIHAK BERELASI 28. RELATED PARTIES TRANSACTION AND BALANCE (lanjutan) (continued)

b. Rincian transaksi dan saldo (lanjutan)

b. Transaction and balance detail (continued)

	<u>2023</u>	<u>2022</u>	
Penjualan (Catatan 22)			Sales (Note 22)
			<i>The Government of</i>
Pemerintah Republik Indonesia	17,497,720	22,850,066	<i>the Republic of Indonesia</i>
PT Gresik Cipta Sejahtera	417,257	535,088	<i>PT Gresik Cipta Sejahtera</i>
PT Pupuk Indonesia Niaga	408,459	200,021	<i>PT Pupuk Indonesia Niaga</i>
PT Pupuk Sriwidjaya Palembang	248,830	78,569	<i>PT Pupuk Sriwidjaya Palembang</i>
PJA	160,476	268,194	<i>PJA</i>
PT Perusahaan Perdagangan Indonesia (Persero)	157,890	181,906	<i>PT Perusahaan Perdagangan Indonesia (Persero)</i>
PT Sang Hyang Seri	139,423	161,242	<i>PT Sang Hyang Seri</i>
PT Indonesia Asahan Alumunium (Persero)	98,189	62,354	<i>PT Indonesia Asahan Alumunium (Persero)</i>
K3PG	96,577	232,254	<i>K3PG</i>
PT Petro Karya Mandiri	94,625	235	<i>PT Petro Karya Mandiri</i>
PT Yasida Makmur Abadi	83,126	69,377	<i>PT Yasida Makmur Abadi</i>
PT Pupuk Iskandar Muda	79,602	348,375	<i>PT Pupuk Iskandar Muda</i>
Lain-lain (masing-masing dibawah Rp75.000)	<u>410,172</u>	<u>191,222</u>	<i>Others (each below Rp75,000)</i>
Jumlah	<u>19,892,346</u>	<u>25,178,903</u>	Total
	<u>2023</u>	<u>2022</u>	
Pembelian			Purchase
PJA	2,961,167	4,182,001	<i>PJA</i>
PT Pupuk Kalimantan Timur	522,207	1,913,886	<i>PT Pupuk Kalimantan Timur</i>
PT Fokus Jasa Mitra	406,895	386,819	<i>PT Fokus Jasa Mitra</i>
PT Petrokopindo Cipta Selaras	405,417	392,886	<i>PT Petrokopindo Cipta Selaras</i>
PT Pupuk Sriwidjaya Palembang	352,436	805,131	<i>PT Pupuk Sriwidjaya Palembang</i>
PT Aneka Jasa Grhadika	312,932	234,896	<i>PT Aneka Jasa Grhadika</i>
PT Pupuk Indonesia Utilitas	225,276	215,141	<i>PT Pupuk Indonesia Utilitas</i>
K3PG	209,145	135,456	<i>K3PG</i>
PT Graha Sarana Gresik	201,607	246,545	<i>PT Graha Sarana Gresik</i>
PT Gresik Cipta Sejahtera	159,429	126,628	<i>PT Gresik Cipta Sejahtera</i>
PT Nindya Karya (Persero)	146,918	19,075	<i>PT Nindya Karya (Persero)</i>
PT Bhanda Ghara Reksa (Persero)	131,191	164,509	<i>PT Bhanda Ghara Reksa (Persero)</i>
PT Perusahaan Listrik Negara (Persero)	120,834	137,801	<i>PT Perusahaan Listrik Negara (Persero)</i>
PT Pupuk Iskandar Muda	57,124	267,615	<i>PT Pupuk Iskandar Muda</i>
PT Jasa Prima Logistik	17,393	28,406	<i>PT Jasa Prima Logistik</i>
PT Perkebunan Nusantara (Persero) dan entitas anak	13,434	13,203	<i>PT Perkebunan Nusantara (Persero) and subsidiaries</i>
PT Yasida Makmur Abadi	11,879	112,358	<i>PT Yasida Makmur Abadi</i>
PT Pupuk Indonesia Niaga	11,207	81,345	<i>PT Pupuk Indonesia Niaga</i>
Perum Jasa Tirta	10,624	46,066	<i>Perum Jasa Tirta</i>
Lain-lain (masing-masing dibawah Rp10.000)	<u>41,327</u>	<u>47,012</u>	<i>Others (each below Rp10,000)</i>
Jumlah	<u>6,318,442</u>	<u>9,556,779</u>	Total

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28. TRANSAKSI DAN SALDO PIHAK BERELASI
(lanjutan)

**28. RELATED PARTIES TRANSACTION AND
BALANCE** (continued)

c. Kompensasi manajemen kunci

c. Key management personnels compensation

Komisaris dan Direksi Perusahaan merupakan personil manajemen kunci.

The Board of Commissioners and Directors of the Company are considered key management personnel.

Remunerasi untuk Komisaris dan Direksi Grup, untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2023 dan 2022, adalah sebagai berikut:

Remuneration for the Board of Commissioners and Directors of the Group for the years ended 31 December 2023 and 2022 was as follows:

	2023	2022	
Perusahaan	81,568	81,436	<i>The Company</i>
Entitas anak	3,696	8,352	<i>The subsidiaries</i>
Jumlah	85,264	89,788	Total

**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN**

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES**

Faktor risiko keuangan

Financial risk factor

Berbagai aktivitas yang dilakukan membuat Grup terekspos berbagai risiko keuangan diantaranya: risiko pasar (termasuk dampak risiko nilai tukar mata uang asing, risiko tingkat harga komoditas, dan risiko tingkat suku bunga), risiko kredit, dan risiko likuiditas. Tujuan dari manajemen risiko keuangan Grup adalah untuk mengidentifikasi, menganalisis, mengukur, mengawasi, dan mengelola risiko keuangan dalam upaya melindungi kesinambungan bisnis dalam jangka panjang dan meminimalkan potensi kerugian yang timbul dari ketidakpastian atau perubahan tak terduga dalam kondisi pasar dan kinerja keuangan konsolidasian Grup. Manajemen risiko keuangan dijalankan dalam pengawasan Direksi.

The Group's activities are exposed to a variety of financial risks as follows: market risk (including foreign currency exchange rates risk, commodity prices risk and interest rates risk), credit risk and liquidity risk. The objectives of the Group's risk management are to identify, analyse, measure, monitor and manage basic risks in order to safeguard the Group's long-term business continuity and to minimise potential losses arising from uncertainties or unexpected changes in market conditions and the Group's consolidated financial performance. Financial risk management is carried out under monitoring by the Board of Directors.

Grup menggunakan berbagai metode untuk mengukur risiko keuangan yang dihadapinya. Metode ini meliputi analisis sensitivitas untuk risiko tingkat suku bunga, nilai tukar dan risiko harga lainnya dan analisis umur piutang untuk risiko kredit.

The Group uses various methods to measure financial risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate, foreign exchange and other price risks and aging analysis for credit risk.

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**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

a. Risiko pasar

Risiko suku bunga

Risiko suku bunga Grup terutama timbul dari pinjaman jangka pendek dan pinjaman jangka panjang dalam mata uang Rupiah dan USD. Risiko suku bunga dari kas di bank dan deposito tidak signifikan dan semua instrumen keuangan lainnya tidak dikenakan bunga. Grup memiliki pinjaman dengan tingkat suku bunga tetap dan tingkat suku bunga mengambang. Pinjaman dengan tingkat suku bunga mengambang terekspos terhadap risiko suku bunga arus kas. Pinjaman dengan tingkat suku bunga tetap mengekspos Grup terhadap risiko suku bunga nilai wajar. Grup mengelola risiko dengan menyeimbangkan porsi pinjaman dengan bunga tetap dan bunga mengambang.

Pada tanggal 31 Desember 2023, jika tingkat suku bunga atas pinjaman jangka pendek dan panjang 100 basis poin lebih tinggi/lebih rendah, dengan asumsi semua variabel lain konstan, laba rugi untuk tahun berjalan akan menjadi lebih rendah/lebih tinggi sebesar Rp92.375 (2022: Rp126.265).

Pinjaman jangka panjang dari pemegang saham yang diterbitkan menggunakan suku bunga tetap mengekspos Grup terhadap risiko suku bunga nilai wajar.

Risiko harga

Grup menghadapi risiko harga komoditas karena faktor-faktor tertentu, seperti cuaca, kebijakan Pemerintah, tingkat permintaan dan penawaran di pasar dan lingkungan ekonomi global. Eksposur tersebut terutama timbul dari pembelian bahan baku. Grup mengelola risiko ini dengan memonitor harga komoditas dan mengelola biaya produksi secara efisien untuk tetap pada tingkat di bawah harga jual. Harga penjualan produk Grup untuk kepentingan pemenuhan subsidi pupuk ditentukan dengan mempertimbangkan biaya produksi aktual.

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

a. Market risk

Interest rate risk

The Group's interest rate risk arises from short-term borrowings and long-term borrowings denominated in Rupiah and USD. The interest rate risk from cash in banks and deposits is not significant and all other financial instruments are not interest bearing. The Group has borrowings with fixed and floating interest rates. Borrowings with floating interest rates are exposed to cashflow interest rate risk. Borrowings with fixed rates exposes the Group to fair value interest risk. The Group manages the risk by maintaining an appropriate mix of fixed and floating rate borrowings.

As at 31 December 2023, if interest rates on short-term and long-term borrowings had been 100 basis points higher/lower with all other variables held constant, profit or loss for the year would have been Rp92,375 (2022: Rp126,265), lower/higher.

The long-term loan from the shareholder issued at fixed rate exposes the Group to fair value interest risk.

Price risk

The Group is exposed to commodity price risk due to certain factors, such as weather, Government policies, levels of supply and demand in the market and the global economic environment. These exposures mainly arise from the purchase of raw materials. The Group manages this risk by monitoring commodity prices and managing production costs efficiently to be lower than the selling price. Selling price of the Group's products for the fertiliser subsidies are determined by taking into account the actual production costs.

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**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

a. Risiko pasar (lanjutan)

Risiko nilai tukar mata uang asing

Grup menghadapi risiko nilai tukar mata uang asing yang terutama timbul dari aset dan liabilitas moneter yang diakui dalam mata uang yang berbeda dengan mata uang fungsional entitas yang bersangkutan. Sebagian dari risiko ini dikelola menggunakan kontrak lindung nilai dengan perbankan dan lindung nilai natural yang berasal dari aset dan liabilitas moneter dalam mata uang asing yang sama.

Pada tanggal 31 Desember 2023, jika Rupiah melemah/menguat sebesar 1% terhadap USD dengan semua variabel konstan, laba sebelum pajak dalam tahun berjalan akan menjadi lebih rendah atau menjadi lebih tinggi Rp4.096 (2022: lebih rendah atau lebih tinggi Rp71.256), terutama yang timbul sebagai akibat keuntungan/kerugian selisih kurs atas penjabaran aset dan liabilitas moneter dalam mata uang asing.

b. Risiko kredit

Pada tanggal 31 Desember 2023, jumlah maksimum eksposur dari risiko kredit adalah Rp10.320.602 (2022: Rp18.075.597). Risiko kredit terutama berasal dari penempatan dana pada bank, piutang usaha, piutang subsidi, piutang subsidi yang belum ditagihkan, aset keuangan lancar lainnya, piutang jangka panjang dan aset tidak lancar lainnya.

Semua kas di bank ditempatkan di bank yang memiliki kualitas kredit yang baik. Oleh karena, itu Grup berkeyakinan bahwa risiko kredit atas aset keuangan ini adalah minimal.

Risiko kredit pada piutang subsidi pupuk dan piutang subsidi dari Pemerintah yang belum tertagih dianggap dapat diabaikan, sebab pihak yang bersangkutan merupakan Pemerintah Republik Indonesia.

Selain itu, Grup juga memastikan bahwa penjualan hanya dilakukan kepada pelanggan dengan sejarah kredit yang baik. Grup memiliki penilaian atas pelanggan dalam hal kemampuan membayar piutang saat jatuh tempo. Penilaian setiap pelanggan didasarkan pada posisi keuangannya serta pengalaman sebelumnya.

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

a. Market risk (continued)

Foreign exchange risk

The Group is facing foreign exchange risk primarily arises from recognised monetary assets and liabilities that are denominated in a currency that is not the entity's functional currency. These exposure are managed partially by using derivative contract with banks and natural hedges that arise from monetary assets and liabilities in the same foreign currency.

As at 31 December 2023, if the Rupiah had weakened/strengthened by 1% against the USD with all other variables held constant, the pre-tax profit for the year would have been by Rp4,096 lower or higher (2022: Rp71,256 lower or higher), respectively, mainly as a result of foreign exchange gains/losses on the translation of monetary assets and liabilities denominated in foreign currency.

b. Credit risk

As at 31 December 2023, the total maximum exposure from credit risk was Rp10,320,602 (2022: Rp18,075,597). Credit risk arises from cash in banks, trade receivables, subsidy receivables, unbilled subsidy receivables, other current financial assets, long-term receivables and other non-current assets.

All the cash in banks are placed in bank with good credit rating. Consequently, the Group believes the credit risk of such financial assets is minimal.

The credit risk on receivables from fertiliser subsidy and unbilled subsidy receivables from the Government are considered negligible, since the counterparty is the Government of the Republic of Indonesia.

In addition, the Group also ensures that sales are only made to customers with a good credit history. The Group has an assessment of customers in terms of ability to pay receivables when due. Each customer's valuation is based on the customer's financial position and previous experience.

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**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

b. Risiko kredit (lanjutan)

Pada tanggal 31 Desember 2023 dan 2022, saldo dari risiko kredit Grup terdiri dari:

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

b. Credit risk (continued)

As at 31 December 2023 and 2022, balances of the Group's credit risk consist of the following:

	<u>Belum jatuh tempo/ Not yet due</u>	<u>Telah jatuh tempo/ Past due</u>	<u>Penurunan nilai/ Impairment</u>	<u>Jumlah/ Total</u>	
31 Desember 2023					31 December 2023
Kas di bank	1,625,176	-	-	1,625,176	Cash in banks
Piutang usaha	1,316,046	822,556	(414,683)	1,723,919	Trade receivables
Piutang subsidi	5,939,497	-	-	5,939,497	Subsidy receivables
Piutang subsidi yang belum ditagihkan	669,373	-	-	669,373	Unbilled subsidy receivables
Aset keuangan lancar lainnya	34,806	-	-	34,806	Other current financial assets
Aset tidak lancar lainnya	327,831	-	-	327,831	Other non-current assets
Jumlah	<u>9,912,729</u>	<u>822,556</u>	<u>(414,683)</u>	<u>10,320,602</u>	Total
31 Desember 2022					31 December 2022
Kas di bank	3,276,802	-	-	3,276,802	Cash in banks
Piutang usaha	1,271,015	837,546	(428,925)	1,679,636	Trade receivables
Piutang subsidi	12,463,332	-	-	12,463,332	Subsidy receivables
Piutang subsidi yang belum ditagihkan	413,602	-	-	413,602	Unbilled subsidy receivables
Aset keuangan lancar lainnya	220,720	-	-	220,720	Other current financial assets
Aset tidak lancar lainnya	21,505	-	-	21,505	Other non-current assets
Jumlah	<u>17,666,976</u>	<u>837,546</u>	<u>(428,925)</u>	<u>18,075,597</u>	Total

Semua kas di bank dan deposito ditempatkan di bank asing dan lokal yang memiliki reputasi.

Grup menerapkan cadangan kerugian ekspektasian seumur hidup untuk seluruh piutang usaha. Untuk mengukur kerugian kredit ekspektasian, piutang usaha telah dikelompokkan berdasarkan karakteristik risiko kredit dan waktu jatuh tempo yang serupa.

Untuk mengukur kerugian kredit ekspektasian, piutang dikelompokkan berdasarkan karakteristik risiko kredit bersama dan hari lewat jatuh tempo. Tingkat kerugian ekspektasian didasarkan pada profil pembayaran pelanggan selama 36 bulan sebelum 1 Januari 2023 atau 31 Desember 2023 serta kerugian kredit historis yang dialami, bila ada. Tingkat kerugian historis kemudian disesuaikan untuk mencerminkan informasi terkini dan informasi *forward-looking* mengenai faktor-faktor makroekonomi yang mempengaruhi kemampuan pelanggan untuk melunasi piutang.

All the cash in banks and time deposits are placed in reputable foreign and local banks.

The Group applies the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on similar credit risk characteristics and the days past due.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The expected loss rates are based on the profile of payments from customers over a period of 36 months before 1 January 2023 or 31 December 2023 and historical credit losses, if any. The historical loss rates are then adjusted to reflect current and forward-looking information on macroeconomic factors affecting the ability of the customers to settle the receivables.

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**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

b. Risiko kredit (lanjutan)

Pada tanggal 31 Desember 2023 dan 2022, Grup telah mencadangkan nilai piutang usaha dan piutang lainnya yang telah jatuh tempo dan mengalami penurunan nilai.

Seluruh saldo piutang usaha dan piutang lainnya di atas yang belum jatuh tempo dan tidak mengalami penurunan nilai sebagian besar berasal dari pelanggan pihak ketiga dan pihak berelasi yang sudah ada lebih dari 12 bulan yang tersebar merata atas jumlah pelanggan yang besar. Grup juga melakukan evaluasi kredit berkelanjutan atas kondisi keuangan piutang secara berkala.

Manajemen yakin akan kemampuannya untuk terus mengendalikan dan mempertahankan eksposur yang minimal terhadap risiko kredit mengingat Grup memiliki kebijakan yang jelas dalam pemilihan pelanggan, perjanjian yang mengikat secara hukum untuk penjualan pupuk, non-pupuk, dan jasa lainnya yang telah dilakukan.

Kebijakan umum Grup untuk penjualan pupuk, non-pupuk, dan jasa lainnya untuk pelanggan yang sudah ada dan pelanggan baru adalah sebagai berikut:

- memilih pelanggan dengan kondisi keuangan yang kuat dan reputasi baik;
- menerima pelanggan baru dan penjualan pupuk, non-pupuk dan jasa lainnya disetujui oleh pihak yang berwenang sesuai dengan kebijakan delegasi kekuasaan Grup; dan
- meminta pembayaran di muka untuk penjualan pupuk dan non-pupuk untuk pelanggan lama dan baru.

c. Risiko likuiditas

Risiko likuiditas merupakan risiko yang muncul dalam situasi dimana posisi arus kas Grup mengindikasikan bahwa arus kas masuk dari pendapatan jangka pendek tidak cukup untuk memenuhi arus kas keluar untuk pengeluaran jangka pendek.

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

b. Credit risk (continued)

As at 31 December 2023 and 2022, the Group had provided the reserve for the balance of trade receivables and other receivables which have been past due and impaired.

The entire balance from trade receivables and other receivables is mostly derived from third party and related party customers which have existed for more than 12 months and are spread over a large number of customers. The Group also performs ongoing credit evaluation on the financial condition of its accounts receivables.

Management is confident in its ability to continue to control and maintain minimal exposure to credit risk, since the Group has clear policies on the selection of customers, legally binding agreements in place for sale of fertiliser, non-fertiliser and other services rendered.

The Group's general policies for sale of fertiliser, non-fertiliser and other services rendered to new and existing customers are as follows:

- selecting customers with strong financial conditions and good reputations;
- acceptance of new customers and sale of fertiliser, non-fertiliser and other services rendered being approved by the authorised personnel according to the Group's delegation of authority policy; and
- requesting advance payments for sales of fertiliser and non-fertiliser for recurring and new customers.

c. Liquidity risk

Liquidity risk is defined as a risk that arises in situations where the Group's cash flow balance indicate that cash inflow from short-term revenue is not enough to cover the cash outflow of short-term expenditure.

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**29. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

c. Risiko likuiditas (lanjutan)

Untuk mengatur risiko likuiditas, Grup memonitor dan menjaga tingkat kas dan setara kas yang diperkirakan cukup untuk mendanai kegiatan operasional Grup dan mengurangi pengaruh fluktuasi arus kas. Manajemen Grup juga secara rutin memonitor arus kas perkiraan dan aktual termasuk profil jatuh tempo pinjaman dan secara terus-menerus menilai kondisi pasar keuangan untuk kesempatan memperoleh dana. Sebagai tambahan, Grup juga mengatur untuk memiliki fasilitas *stand-by loan* yang dapat ditarik sesuai dengan permintaan untuk mendanai kegiatan operasi pada saat diperlukan.

Tabel dibawah ini menganalisa liabilitas keuangan Grup pada tanggal pelaporan berdasarkan kelompok jatuh temponya dari sisa periode hingga tanggal jatuh tempo kontraktual. Jumlah yang diungkapkan dalam tabel ini adalah nilai arus kas kontraktual yang tidak terdiskonto termasuk estimasi pembayaran bunga:

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

c. Liquidity risk (continued)

To manage its liquidity risk, the Group monitors its level of cash and cash equivalents and maintains these at a level deemed adequate to finance the Group's operational activities and to mitigate the effect of fluctuations in cash flow. The Group's management also regularly monitors forecast and actual cash flows, including loan maturity profiles and continuously assesses the financial markets for opportunities to raise funds. In addition, the Group has a stand-by loan facility which can be withdrawn upon request to fund its operations when needed.

The table below analyses the liabilities at the reporting date into relevant maturity groupings based on the remaining period to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows including estimated interest payments:

	31 Desember/December 2023				
	Kurang dari 1 tahun/ Less than a year	1-5 tahun/ years	Di atas 5 tahun/ Over 5 years	Jumlah/ Total	
Pinjaman bank					<i>Short-term bank loans</i>
jangka pendek	380,381	-	-	380,381	
Utang usaha	772,175	-	-	772,175	<i>Trade payables</i>
Beban akrual	1,723,701	-	-	1,723,701	<i>Accrued expenses</i>
Utang lain-lain	86,672	-	-	86,672	<i>Others liabilities</i>
Liabilitas kontrak	123,709	-	-	123,709	<i>Contract liabilities</i>
Utang sewa					<i>Finance lease liabilities</i>
pembiayaan	208,698	616,847	1,065,226	1,890,771	
Pinjaman jangka panjang					<i>Long-term loan from shareholder</i>
dari pemegang					
saham	1,655,214	2,746,976	-	4,402,190	
Pinjaman bank					<i>Long-term bank loans</i>
jangka panjang	834,180	9,730,243	-	10,564,423	
Jumlah	<u>5,784,730</u>	<u>13,094,066</u>	<u>1,065,226</u>	<u>19,944,022</u>	Total

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KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

c. Risiko likuiditas (lanjutan)

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

c. Liquidity risk (continued)

31 Desember/December 2022

	Kurang dari 1 tahun/ <i>Less than</i> a year	1-5 tahun/ years	Di atas 5 tahun/ <i>Over 5 years</i>	Jumlah/ Total	
Pinjaman bank					
jangka pendek	1,021,979	-	-	1,021,979	Short-term bank loans
Utang salam	1,202,280	-	-	1,202,280	Salam payable
Utang usaha	7,123,236	-	-	7,123,236	Trade payables
Beban akrual	3,579,783	-	-	3,579,783	Accrued expenses
Utang lain-lain	92,797	-	-	92,797	Others payables
Liabilitas kontrak	117,453	-	-	117,453	Contract liabilities
Utang sewa					Finance
pembiayaan	219,382	711,055	1,486,177	2,416,614	lease liabilities
Pinjaman jangka panjang					Long-term loan
dari pemegang saham	769,396	2,609,743	750,400	4,129,539	from shareholder
Pinjaman bank					Long-term
jangka panjang	2,164,282	12,347,104	-	14,511,386	bank loans
Jumlah	16,290,588	15,667,902	2,236,577	34,195,067	Total

Nilai wajar instrumen keuangan

Nilai wajar aset dan liabilitas keuangan diestimasi untuk keperluan pengakuan dan pengukuran atau untuk keperluan pengungkapan.

Nilai wajar adalah suatu jumlah dimana suatu aset dapat dipertukarkan atau suatu liabilitas diselesaikan antara pihak yang memahami dan berkeinginan untuk melakukan transaksi wajar.

PSAK 68: Pengukuran Nilai Wajar, mensyaratkan pengungkapan atas pengukuran nilai wajar dengan tingkat hirarki nilai wajar sebagai berikut:

- harga kuotasian (tidak disesuaikan) dalam pasar aktif untuk aset atau liabilitas yang identik (Tingkat 1);
- input selain harga kuotasian dari pasar yang termasuk dalam Tingkat 1 yang dapat diobservasi untuk aset atau liabilitas, baik secara langsung (misalnya harga) atau secara tidak langsung (misalnya turunan dari harga) (Tingkat 2);
- input untuk aset atau liabilitas yang bukan berdasarkan data pasar yang dapat diobservasi (input yang tidak dapat diobservasi) (Tingkat 3).

Fair value of financial instruments

The fair value of financial assets and liabilities are estimated for recognition and measurement or for disclosure purposes.

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable and willing parties in an arm's length transaction.

SFAS 68: Fair Value Measurement, requires disclosure of fair value measurements through the following fair value measurement hierarchy:

- quoted (unadjusted) prices in an active market for identical assets or liabilities (Level 1);
- inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices) (Level 2);
- inputs for assets or liabilities that are not based on observable market data (unobservable inputs) (Level 3).

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KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

Nilai wajar instrumen keuangan (lanjutan)

Nilai tercatat dari aset dan liabilitas keuangan dengan jatuh tempo kurang dari satu tahun, termasuk kas dan setara kas, piutang usaha, piutang subsidi, piutang subsidi yang belum ditagihkan, aset keuangan lancar lainnya, utang usaha, beban akrual, utang lain-lain, utang sewa pembiayaan, pinjaman bank dan pinjaman dari pemegang saham diperkirakan mendekati nilai wajarnya karena bersifat jangka pendek.

Sedangkan nilai tercatat dari liabilitas keuangan dengan jatuh tempo lebih dari satu tahun, termasuk pinjaman bank jangka panjang dan pinjaman dari pemegang saham, diperkirakan mendekati nilai wajarnya karena transaksi telah menggunakan pendekatan pasar dan efek diskontonya tidak signifikan. Untuk aset keuangan dengan jatuh tempo lebih dari satu tahun termasuk piutang lainnya dari PJA, nilai wajarnya diperkirakan mendekati nilai tercatatnya dikarenakan Perusahaan telah mencatat piutang tersebut sesuai dengan suku bunga pasar efektif.

30. PENGELOLAAN PERMODALAN

Dalam mengelola permodalannya, Grup senantiasa mempertahankan kelangsungan usaha serta memaksimalkan manfaat bagi pemegang saham dan pemangku kepentingan lainnya.

Grup secara aktif dan rutin menelaah dan mengelola permodalannya untuk memastikan struktur modal dan pengembalian yang optimal bagi pemegang saham, dengan mempertimbangkan efisiensi penggunaan modal berdasarkan arus kas operasi dan belanja modal, serta mempertimbangkan kebutuhan modal di masa yang akan datang.

Grup juga berusaha mempertahankan keseimbangan antara tingkat pinjaman dan posisi ekuitas untuk memastikan struktur modal dan pengembalian yang optimal. Tidak ada perubahan pada pendekatan Grup dalam mengelola permodalannya selama tahun berjalan.

**29. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

Fair value of financial instruments (continued)

The carrying amount for financial assets and liabilities with maturities of less than one year, including cash and cash equivalents, trade receivables, subsidy receivables, unbilled subsidy receivables, other current financial assets, trade payables, accrued expenses, other liabilities, finance lease liabilities, bank loans and loans from shareholders are considered to approximate their fair values due to their short-term maturity.

Meanwhile, the carrying values of financial liabilities with maturities of more than one year, including long-term bank loans and loans from shareholders, are estimated to be close to their fair values because the transactions have used a market approach and the discount effect is not significant. For financial assets with maturities of more than one year including other receivables from PJA, the fair value is estimated to be close to the carrying amount because the Company has recorded the receivables at the effective market interest rate.

30. CAPITAL MANAGEMENT

In managing capital, the Group safeguards its ability to continue as a going concern and to maximise benefits to its shareholders and other stakeholders.

The Group actively and regularly reviews and manages its capital to ensure the optimal capital structure and return to the shareholders, taking into consideration the efficiency of capital use based on operating cash flow and capital expenditure and also consideration of future capital needs.

The Group also seeks to maintain a balance between its level of borrowing and equity position in order to ensure the optimal capital structure and return. There were no changes in the Group's approach to capital management during the year.

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31. PERJANJIAN PENTING DAN KOMITMEN

a. Penugasan dari Pemerintah

Pengadaan dan penyaluran pupuk bersubsidi

Permendag No. 4 tahun 2023 menggantikan Peraturan Menteri Perdagangan Republik Indonesia No. 15/M-DAG/PER/4/2013 tentang Pengadaan dan Penyaluran Pupuk Bersubsidi untuk sektor pertanian, disebutkan bahwa wilayah tanggung jawab atau wilayah pengadaan dan penyaluran pupuk bersubsidi kepada kelompok tani dan/atau petani mulai dari lini I, lini II, lini III, sampai dengan lini IV yang ditetapkan oleh PT Pupuk Indonesia (Persero).

Pada tanggal 22 Oktober 2019, 7 Januari 2021, 5 Maret 2021, 5 Januari 2022 dan 12 Januari 2023, PT Pupuk Indonesia (Persero) menerbitkan surat No. U-4617/A00.PM/2019, No. 0108/A/PJ/C31/ET/2021, No. 02410/A/PJ.04.01/C31/ET/2021 No. 00163/A/PJ/C31/ET2022 dan No. 00075/D/HK/D11200/SP/2023 perihal pembagian wilayah tanggung jawab pengadaan dan penyaluran pupuk bersubsidi yang berlaku masing-masing terhitung sejak 1 Januari 2020, 1 Februari 2021, 1 April 2021, 1 Maret 2022 dan 1 Januari 2023.

Harga eceran tertinggi pupuk bersubsidi:

Peraturan Menteri Pertanian/ Decree of the Minister of Agricultural	Tanggal terbit/Date of issuance	Berlaku/ Effective period	Urea per kilogram	NPK per kilogram	Organik/ Organic per kilogram	ZA per kilogram	SP-36 per kilogram	Organik cair/Liquid organic per liter/litre
Permentan No. 10 Tahun 2022	8 Juli/July 2022	2022	2,250	2,300	800	1,700	2,400	20
Permentan No. 734 Tahun 2022	24 September 2022	2023	2,250	2,300	-	-	-	-
Permentan No. 744 Tahun 2023	20 Desember/ December 2023	2024	2,250	2,300	-	-	-	-

31. SIGNIFICANT AGREEMENTS AND COMMITMENTS

a. Public service obligation

Supply and distribution of subsidised fertiliser

Permendag No. 4 tahun 2023 replace Decree of the Minister of Trade of the Republic of Indonesia. No. 15/M-DAG/PER/4/2013 on Procurement and Distribution of Subsidised Fertiliser to the agricultural sector, stated that the responsibility or the procurement and distribution of subsidised fertiliser to farmers' groups and/or farmers start of line I, line II, line III, up to the line IV established by PT Pupuk Indonesia (Persero).

On 22 October 2019, 7 January 2021, 5 March 2021, 5 January 2022 and 12 January 2023, PT Pupuk Indonesia (Persero) issued letter No. U-4617/A00.PM/2019, No. 0108/A/PJ/C31/ET/2021, No. 02410/A/PJ.04.01/C31/ET/2021, No. 00163/A/PJ/C31/ET2022 and No. 00075/D/HK/D11200/SP/2023 regarding the segregation of responsibility area for procurement and distribution of subsidised fertiliser to apply from 1 January 2020, 1 February 2021, 1 April 2021, 1 March 2022 and 1 January 2023, respectively.

The highest retail prices of subsidised fertilisers are as follows:

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31. PERJANJIAN PENTING DAN KOMITMEN (lanjutan)

**31. SIGNIFICANT AGREEMENTS AND COMMITMENTS
(continued)**

b. Pengadaan gas bumi

b. Supply of natural gas

Entitas/ Entity	Pemasok/ Supplier	Masa berlaku kontrak/ Contract validity period	Jumlah gas yang akan dipasok selama masa kontrak (MMSCFD)/ Volume of gas that will be supplied during contract term (MMSCFD)	Pabrik/ Plant
Perusahaan/ the Company	Kangean Energy Indonesia Ltd	1 Januari/January 2022 sampai/ to 31 Desember/December 2026	14.69	Pabrik 1A
Perusahaan/ the Company	Husky CNOOC Madura Limited (MDA - MBH)	11 November 2022 sampai/to 11 November 2032	85	Pabrik 1A, 1B
Perusahaan/ the Company	Husky CNOOC Madura Limited (MAC)	4 September 2023 sampai/to 30 Juni/June 2026	15	Pabrik 1A, 1B
Perusahaan/ the Company	Husky CNOOC Madura Limited (BD)	24 Januari/January 2018 sampai/to 19 Oktober/October 2032	5	Pabrik 1A, 1B
Perusahaan/ the Company	Pertamina Hulu Energi West Madura Offshore	1 Februari/February 2018 sampai/to 31 Desember/December 2026	10	Pabrik 1A, 2, 3
Perusahaan/ the Company	Perusahaan Gas Negara	18 November 2022 sampai/to 31 Desember/ December 2024	15	Pabrik 1A
PKY	Perusahaan Gas Negara	1 April 2023 sampai/to 31 Maret/ March 2028	0.34	PKY Plant 2

c. Perjanjian pengangkutan gas bumi melalui pipa dengan PT Pertamina Gas

Perusahaan melakukan perjanjian pengangkutan gas bumi melalui pipa dengan PT Pertamina Gas sesuai dengan kapasitas total sebesar 316.251 MMSCF. Perjanjian ini berlaku hingga tanggal 31 Desember 2028 sejak tanggal dimulainya perjanjian ini atau dengan dicapainya kapasitas penyaluran pipa sebesar 316.251 MMSCF.

c. Natural gas transportation agreement via pipeline with PT Pertamina Gas

The Company entered into a natural gas transportation agreement via pipeline with PT Pertamina Gas with total capacity of 316,251 MMSCF. This agreement is valid to 31 December 2028 from the date of the agreement or up to delivery of 316,251 MMSCF.

d. Perjanjian pemanfaatan lahan tol Surabaya - Gresik untuk penempatan pipa

Perusahaan melakukan perjanjian pemanfaatan lahan tol dengan PT Margabumi Matraraya. Berdasarkan perjanjian tersebut, Perusahaan memperoleh izin pemanfaatan lahan sampai dengan 4 Februari 2028.

d. Toll road Surabaya - Gresik utilisation agreement for pipe

The Company entered into an utilisation agreement for pipe with PT Margabumi Matraraya. Based on the agreement, the Company obtain land use permits up to 4 February 2028.

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31. PERJANJIAN PENTING DAN KOMITMEN (lanjutan)

e. Perjanjian penyediaan tenaga listrik dan steam dengan PT Pupuk Indonesia Utilitas

Perusahaan melakukan perjanjian penyediaan tenaga listrik dan steam dengan PT Pupuk Indonesia Utilitas. Berdasarkan perjanjian tersebut, PT Pupuk Indonesia Utilitas wajib menyalurkan listrik dan steam untuk Perusahaan melalui penghasil listrik dan steam selama 20 tahun sejak tanggal 1 April 2018 dengan jumlah sebesar 131.868.000 kWh per tahun untuk listrik dan 855.360 ton per tahun untuk steam.

f. Perjanjian off-take asam fosfat dengan PJA

Perusahaan melakukan perjanjian pengambilan asam fosfat dengan PJA. Berdasarkan perjanjian tersebut, PJA setuju menjual Asam Fosfat kepada Perusahaan dengan jumlah sebesar 200.000 MT (+/- 10%) per tahun sesuai dengan harga yang disetujui.

32. KONTINJENSI

Penggunaan tanah Hak atas Pengelolaan Lahan atas nama PT Pelabuhan Indonesia III (Persero)

Perusahaan melakukan perjanjian penggunaan tanah milik Perusahaan yang merupakan bagian dari Hak atas Pengelolaan Lahan ("HPL") milik PT Pelabuhan Indonesia III (Persero) ("Pelindo III"), dimana perjanjian tersebut berakhir tanggal 31 Januari 2004. Sampai dengan tanggal 31 Desember 2022, perjanjian tersebut belum diperpanjang dikarenakan adanya perbedaan pandangan antara Perusahaan dengan Pelindo III terkait (1) Tumpang tindih wilayah HGB Perusahaan dengan HPL Pelindo III; (2) areal yang diklaim oleh Pelindo III meliputi wilayah perairan.

Perusahaan telah melakukan beberapa kali pembahasan dengan Pelindo III, termasuk klaim penagihan yang dilakukan oleh Pelindo III atas penggunaan lahan dari tahun 2004-2018 sebesar Rp31.000 yang telah ditolak oleh Perusahaan karena tidak ada dasar berupa perjanjian atau kesepakatan dari penagihan tersebut yang mengacu pada permasalahan tumpang tindih hak atas tanah dan areal yang diklaim sebagaimana dijelaskan di atas.

31. SIGNIFICANT AGREEMENTS AND COMMITMENTS (continued)

e. Procurement of electric and steam agreement with PT Pupuk Indonesia Utilitas

The Company and PT Pupuk Indonesia Utilitas entered into a power and steam supply agreement. Based on this agreement, PT Pupuk Indonesia Utilitas has the obligation to supply power and steam to the Company through a power and steam generator for 20 years from 1 April 2018 at a total quantity of 131,868,000 kWh per year for electricity and 855,360 tonnes per year for steam.

f. Phosphoric acid off take agreement with PJA

The Company entered into agreement with PJA. Based on this agreement, PJA agrees to deliver Phosphoric Acid to the Company at a total quantity of 200,000 MT (+/- 10%) per year according to the agreed price.

32. CONTINGENCIES

Land usage for Hak atas Pengelolaan Lahan PT Pelabuhan Indonesia III (Persero)

The Company entered into land use agreement for the land owned by the Company which is part of Right of Management (Hak atas Pengelolaan Lahan or "HPL") owned by PT Pelabuhan Indonesia III (Persero) ("Pelindo III"), where the agreement had ended on 31 January 2004. Up to 31 December 2022, this agreement had not been extended due to different view between the Company and Pelindo III regarding: (1) Overlapped of HGB owned by the Company and HPL owned by Pelindo III; (2) area claimed by Pelindo III includes water territory.

The Company has held several discussions with Pelindo III, including claims for billing made by Pelindo III for land use from 2004-2018 in the amount of Rp31,000 which has been rejected by the Company because there is no basis in the form of an agreement or agreement for the billing which refers to the problem overlapping land rights and areas claimed as described above.

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32. KONTINJENSI (lanjutan)

**Penggunaan tanah Hak atas Pengelolaan Lahan
atas nama PT Pelabuhan Indonesia III (Persero)
(lanjutan)**

Perusahaan dan Pelindo III mengajukan permasalahan ini untuk mendapatkan evaluasi dan rekomendasi dari Badan Pengawas Keuangan dan Pembangunan ("BPKP") Perwakilan Jawa Timur dan berdasarkan rekomendasi dari BPKP Perwakilan Jawa Timur tersebut, Perusahaan dan Pelindo III sepaham untuk melakukan pengukuran bersama dengan melibatkan pihak Badan Pertanahan Nasional ("BPN") untuk memastikan luas tanah atau batas-batas area HPL yang dimiliki oleh Pelindo III, yang telah dilakukan pada pertengahan tahun 2021. Setelah hasil pengukuran bersama keluar dari BPN, Perusahaan dan Pelindo III akan bermusyawarah untuk menentukan langkah-langkah selanjutnya, termasuk jika perlu untuk menuangkan dalam suatu perjanjian/kesepakatan.

Sampai dengan tanggal penerbitan laporan keuangan konsolidasian ini, Perusahaan sedang menunggu hasil pengukuran bersama dari BPN. Manajemen percaya bahwa hasil akhir dari perselisihan ini tidak akan memberikan dampak material yang merugikan pada laporan keuangan konsolidasian Grup. Oleh karena itu, manajemen tidak membukukan provisi atas perselisihan pada tanggal 31 Desember 2023.

32. CONTINGENCIES (continued)

**Land usage for Hak atas Pengelolaan Lahan
PT Pelabuhan Indonesia III (Persero) (continued)**

The Company and Pelindo III submitted this matter to obtain an evaluation and recommendation from the East Java Representative Office for Finance and Development ("BPKP") and based on the recommendation from the East Java Representative BPKP, the Company and Pelindo III agreed to carry out a joint measurement involving the Land Agency National ("BPN") to ascertain the area of land or the boundaries of the HPL area owned by Pelindo III, which was carried out in mid-2021. After the results of the joint measurement come out of BPN, the Company and Pelindo III will deliberate to determine the next steps, including if necessary to include in an agreement.

As of the issuance date of these consolidated financial statements, the Company is still waiting for the joint measurement results from BPN. Management believes that the final outcome of this dispute will not have a material adverse effect on the Group's consolidated financial statements. Therefore, management did not record any provision for disputes on 31 December 2023.

33. INFORMASI TAMBAHAN UNTUK LAPORAN ARUS KAS

Berikut adalah aktivitas investasi dan pendanaan yang tidak memerlukan penggunaan kas dan setara kas, sehingga tidak disajikan dalam laporan arus kas konsolidasian:

33. SUPPLEMENTARY INFORMATION FOR CASH FLOWS

Below are the investing and financing activities that do not require the use of cash and cash equivalents, so it is not presented in the consolidated statement of cash flows:

	<u>2023</u>	<u>2022</u>	
Modifikasi kontrak sewa	526,293	-	Lease modification
Perolehan aset tetap melalui kenaikan beban akrual - pembelian	261,177	274,452	Acquisition of fixed assets through increase of accruals - purchasing
Perolehan aset tetap melalui kenaikan liabilitas sewa	243,858	29,579	Acquisition of fixed assets through increase of lease liabilities
Piutang dividen dari PT Petronika	2,312	-	Dividend receivables from PT Petronika
Penurunan utang usaha dan beban akrual melalui kenaikan pinjaman bank jangka pendek	-	1,096,371	Decrease in account payable and accrual expense through short-term bank loan

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**33. INFORMASI TAMBAHAN UNTUK LAPORAN ARUS
KAS (lanjutan)**

Tabel dibawah ini menunjukkan rekonsiliasi liabilitas yang timbul dari aktivitas pendanaan untuk tahun yang berakhir pada tanggal 31 Desember 2023 dan 2022, sebagai berikut:

**33. SUPPLEMENTARY INFORMATION FOR CASH
FLOWS (continued)**

The table below sets out a reconciliation of liabilities arising from financing activities for the years ended 31 December 2023 and 2022, as follows:

	<u>Liabilitas sewa/Lease liabilities</u>	<u>Pinjaman/ Borrowings</u>	<u>Jumlah/ Total</u>	
Saldo per 1 Januari 2022	<u>1,762,593</u>	<u>14,688,824</u>	<u>16,451,417</u>	Balance as at 1 January 2022
Kas keluar (pembayaran)	(215,051)	(4,450,918)	(4,665,969)	Cash out flow (repayment)
Pembayaran bunga	76,850	-	76,850	Payment of interest
Penambahan di tahun berjalan	29,579	4,855,641	4,885,220	Addition in current year
Aktivitas nonkas	-	1,096,371	1,096,371	Non-cash activities
Biaya keuangan yang belum diamortisasi	-	(2,048)	(2,048)	Unamortised financing cost
Penyesuaian saldo selisih kurs	<u>167,904</u>	<u>-</u>	<u>167,904</u>	Forex adjustment
Saldo per 31 Desember 2022	<u>1,821,875</u>	<u>16,187,870</u>	<u>18,009,745</u>	Balance as at 31 December 2022
Kas keluar (pembayaran)	(333,411)	(3,682,269)	(4,015,680)	Cash out flow (repayment)
Pembayaran bunga	78,498	-	78,498	Payment of interest
Penambahan di tahun berjalan	243,858	1,500,131	1,743,989	Addition in current year
Aktivitas nonkas	(526,293)	-	(526,293)	Non-cash activities
Penyesuaian lainnya	-	(761,817)	(761,817)	Other adjustments
Biaya keuangan yang belum diamortisasi	-	(629)	(629)	Unamortised financing cost
Penyesuaian saldo selisih kurs	<u>(48,718)</u>	<u>-</u>	<u>(48,718)</u>	Forex adjustment
Saldo per 31 Desember 2023	<u>1,235,809</u>	<u>13,243,286</u>	<u>14,479,095</u>	Balance as at 31 December 2023

34. ASET DAN LIABILITAS KEUANGAN

Pada tanggal 31 Desember 2023, Grup mengklasifikasikan kas dan setara kas, piutang usaha, piutang subsidi, piutang subsidi yang belum ditagih, aset keuangan lancar lainnya dan aset tidak lancar lainnya sebesar Rp10.322.251 (2022: Rp18.077.209) sebagai aset keuangan yang diukur pada biaya perolehan diamortisasi dan aset keuangan pada nilai wajar melalui penghasilan komprehensif lain sebesar Rp9.553 (2022: Rp10.718).

Pada tanggal 31 Desember 2023, Grup mengklasifikasikan utang usaha, utang lain-lain, beban akrual, pinjaman bank jangka pendek, liabilitas kontrak, pinjaman jangka panjang dari pemegang saham, pinjaman bank jangka panjang dan liabilitas sewa pembiayaan sebesar Rp17.185.352 (2022: Rp28.923.014) sebagai liabilitas pada biaya perolehan diamortisasi.

34. FINANCIAL ASSETS AND LIABILITIES

As at 31 December 2023, the Group classified its cash and cash equivalents, trade receivables, subsidy receivables, unbilled subsidy receivables, other current financial assets and other non-current assets amounting to Rp10,322,251 (2022: Rp18,077,209) as financial assets measured at amortised cost and financial assets measured through at fair value through other comprehensive income amounting to Rp9,553 (2022: Rp10,718).

As at 31 December 2023, the Group classified its trade payables, other payables, accrued expenses, short-term bank loans, contract liabilities, long-term loans from shareholder, long-term bank loans and finance lease liabilities amounting to Rp17,185,352 (2022: Rp28,923,014) as liabilities at amortised costs.

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35. KEJADIAN SETELAH TANGGAL NERACA

Pada tahun 2023, Perusahaan dan Jordan Phosphate Mines Company Plc ("JPMC") memiliki rencana untuk melakukan transaksi konversi pinjaman menjadi penyertaan modal (*debt to equity swap*"DES") dalam PJA dengan nilai masing-masing sebesar USD35.531.683 (nilai penuh) (setara dengan Rp547.756).

Pada tanggal 14 November 2023, Perusahaan dan PJA menandatangani perjanjian rencana transaksi DES.

Pada tanggal 9 Januari 2024, Perusahaan telah mendapatkan persetujuan transaksi DES dari PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik sebagai pemegang saham Perusahaan. Pada tanggal 19 Maret 2024, PJA telah memperoleh persetujuan atas transaksi DES dari pemegang saham.

Berdasarkan Akta Notaris Laily Asmazatin, S.H., M.Kn. No. 4 tanggal 25 Maret 2024, pemegang saham PJA menyetujui penerbitan saham baru PJA dan telah dilakukan Penerimaan Pemberitahuan Perubahan Anggaran Dasar oleh Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia melalui surat No. AHU-AH.01.03-0072326 tanggal 26 Maret 2024.

**36. TANGGUNG JAWAB DAN OTORISASI
PENERBITAN LAPORAN KEUANGAN
KONSOLIDASIAAN**

Manajemen Perusahaan bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian yang diotorisasi untuk terbit pada tanggal 31 Maret 2024.

35. SUBSEQUENT EVENTS

In 2023, the Company and Jordan Phosphate Mines Company Plc ("JPMC") have plan to execute to conversion the long-term loans into PJA's equity (debt to equity swap"DES") amounting to USD35,531,683 (full amount) (equivalent to Rp547,756).

On 14 November 2023, the Company and PJA entered into an agreement of DES transaction plan.

On 9 January 2024, the Company obtained the approval of DES transaction from PT Pupuk Indonesia (Persero) and Yayasan Petrokimia Gresik as the Company's shareholders. On 19 March 2024, PJA obtained the approval of DES from its shareholders.

Based on Notarial Deed No. 4 dated 25 March 2024 of Laily Asmazatin, S.H., M.Kn., PJA's shareholders approved the issuance of PJA's new shares and the Notification of Amendments to the Article of Association was received by the Minister of Laws and Human Rights of Republic of Indonesia through letter No. AHU-AH.01.03-0072326 dated 26 March 2024.

**36. RESPONSIBILITY AND AUTHORISATION FOR
ISSUANCE OF THE CONSOLIDATED FINANCIAL
STATEMENTS**

The management of the Company is responsible for the preparation and presentation of the consolidated financial statements that were authorised to be issued on 31 March 2024.

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REFERENSI KRITERIA ARA 2023 BERDASARKAN SE OJK-16-2021

Reference to 2023 ARA Criteria based on SE OJK-16-2021

No.	Penjelasan Kriteria	Criteria Description	Halaman Page
Umum		General	
1	Laporan tahunan disajikan dalam bentuk dokumen cetak dan dokumen elektronik.	The annual report is presented in the form of printed documents and electronic documents.	√
2	Laporan Tahunan yang disajikan dalam bentuk dokumen cetak, dicetak pada kertas yang berwarna terang, berkualitas baik, berukuran A4, dijilid, dan dapat diperbanyak dengan kualitas yang baik.	The Annual Report is presented as a printed document, printed on light-coloured, good quality paper, A4 size, bound, and can be reproduced in good quality.	√
3	Laporan Tahunan dapat menyajikan informasi dengan mencantumkan judul dan/atau keterangan yang jelas, sehingga mudah dibaca dan dipahami.	The Annual Report may present information in the form of images, graphs, tables, and/or diagrams by including clear titles and/or captions, so that they are easy to read and understand.	√
4	Laporan Tahunan yang disajikan dalam bentuk dokumen elektronik merupakan Laporan Tahunan yang dikonversi dalam <i>Portable Document Format</i> (PDF).	The Annual Report presented in the form of electronic documents is the Annual Report converted in Portable Document Format (PDF).	√
Uraian Isi Laporan Tahunan		Annual Report Content Description	
a. Ikhtisar Data Keuangan Penting		a. Summary of Key Financial Data	12-19
<p>Ikhtisar data keuangan penting memuat informasi keuangan yang disajikan dalam bentuk perbandingan selama 3 (tiga) tahun atau perusahaan publik tersebut menjalankan kegiatan usahanya kurang dari 3 (tiga) tahun, paling sedikit memuat:</p> <p>Informasi memuat antara lain:</p> <ol style="list-style-type: none"> 1. Penjualan/pendapatan; 2. Laba bruto; 3. Laba (rugi); 4. Jumlah laba (rugi) yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non pengendali; 5. Laba (rugi) komprehensif; 6. Jumlah laba (rugi) komprehensif yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non pengendali; 7. Laba (rugi) per saham; 8. Jumlah aset; 9. Jumlah liabilitas; 10. Jumlah ekuitas; 11. Rasio laba (rugi) terhadap jumlah aset; 12. Rasio laba (rugi) terhadap ekuitas; 13. Rasio laba (rugi) terhadap pendapatan penjualan; 14. Rasio lancar; 15. Rasio liabilitas terhadap ekuitas; 16. Rasio liabilitas terhadap jumlah aset; dan 17. Informasi dan rasio keuangan lainnya yang relevan dengan emiten atau perusahaan publik dan jenis industrinya. 		<p>Highlights of key financial data contains information presented in comparative form for 3 (three) financial years or since commencement of business if the Issuer or Public Company has been in business for less than 3 (three) years, including at least:</p> <p>The information includes, among others:</p> <ol style="list-style-type: none"> 1. Income 2. Gross Profit 3. Profit (loss) 4. The amount of profit (loss) can be attributed to the owner of the parent entity and non-controlling interests; 5. Comprehensive Profit (Loss); 6. Comprehensive amount of profit (loss) that can be attributed to the owner of the parent entity and non-controlling interest; 7. Profit (loss) per share; 8. Total assets; 9. Total liabilities; 10. Total equity; 11. Profit (loss) ratio to total assets; 12. Profit (loss) ratio to equity; 13. Profit (loss) ratio to income; 14. Current ratio; 15. Liability ratio to equity; 16. Liability ratio to total assets; and 17. Other financial information and ratios that are relevant to issuers or public companies and their types of industry. 	

No.	Penjelasan Kriteria	Criteria Description	Halaman Page
b. Informasi Saham		b. Share Information	
1.	Saham yang telah diterbitkan untuk setiap masa triwulan yang disajikan dalam bentuk perbandingan selama 2 (dua) tahun buku terakhir, paling sedikit memuat: a. jumlah saham yang beredar; b. kapitalisasi pasar berdasarkan harga pada bursa efek tempat saham dicatatkan; c. harga saham tertinggi, terendah, dan penutupan berdasarkan harga pada bursa efek tempat saham dicatatkan; dan d. volume perdagangan pada bursa efek tempat saham dicatatkan. Informasi dalam huruf b), huruf c), dan huruf d) hanya diungkapkan jika sahamnya tercatat di bursa efek;	1. Shares that have been issued for each quarter which is presented in the form of a comparison for 2 (two) last fiscal year, at least contains: a. the number of shares in circulation; b. market capitalization based on prices on the stock exchange where shares were recorded; c. the highest, lowest, and closing share price is based on prices on the stock exchange where the stock is recorded; and d. trading volume of shares on the stock exchange where shares were recorded. Information in letter b), letter c), and letter d) are only revealed if the shares are recorded on the stock exchange;	20
2.	Dalam hal terjadi aksi korporasi yang menyebabkan terjadinya perubahan pada saham, seperti pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, perubahan nilai nominal saham, penerbitan efek konversi, serta penambahan dan pengurangan modal, informasi saham sebagaimana dimaksud pada angka 1) ditambahkan penjelasan paling sedikit mengenai : a. tanggal pelaksanaan aksi korporasi; b. rasio pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, jumlah efek konversi yang diterbitkan, dan perubahan nilai nominal saham; c. jumlah saham beredar sebelum dan sesudah aksi korporasi; d. jumlah efek konversi yang dilaksanakan (jika ada); dan e. harga saham sebelum dan sesudah aksi korporasi.	2. In the event of a corporate action that causes changes in stocks, such as stock split, stock merging, share dividends, bonus shares, changes in the nominal value of shares, issuance of conversion effects, as well as additional and reduction of capital, share information as referred to in number 1) added the least explanation regarding: a. the date of implementing corporate action; b. stock split ratios, stock merging, share dividends, bonus shares, the amount of conversion effects issued, and changes in the nominal value of shares; c. the number of shares circulating before and after corporate action; d. the number of conversion effects carried out (if any); and e. share prices before and after corporate action.	196
3.	Dalam hal terjadi penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) dalam tahun buku, dijelaskan alasan penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) tersebut; dan	3. In the event of a temporary suspension of stock trading (<i>suspension</i>) and/or stock delisting in the financial year, explained the reasons for the stock suspension and/or delisting; and	196
4.	Dalam hal penghentian sementara perdagangan saham (<i>suspension</i>) sebagaimana dimaksud pada angka 3) dan/atau proses pembatalan pencatatan saham (<i>delisting</i>) masih berlangsung hingga akhir periode Laporan Tahunan, dijelaskan tindakan yang dilakukan untuk menyelesaikan penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) tersebut.	4. In the case of stock suspension as referred to in number 3) and/or the delisting is still ongoing until the end of the annual report period, explained the actions taken to resolve the stock suspension and/or delisting.	196
c. Laporan Direksi		c. Board of Directors' Report	63-85
	Laporan Direksi paling sedikit memuat uraian singkat mengenai: 1. Kinerja emiten atau perusahaan publik, paling sedikit memuat: a. strategi dan kebijakan strategis emiten atau perusahaan publik; b. peranan Direksi dalam perumusan strategi dan kebijakan strategis emiten atau perusahaan publik; c. proses yang dilakukan Direksi untuk memastikan implementasi strategi emiten atau perusahaan publik; d. perbandingan antara hasil yang dicapai dengan yang ditargetkan emiten atau perusahaan publik; dan e. kendala yang dihadapi emiten atau perusahaan publik.	The Board of Directors report must at least contain a brief description of: 1. The performance of the issuer or public company, must at least include: a. strategy and strategic policy of the issuer or public company; b. the role of the Board of Directors in the formulation of strategy and strategic policy of issuer or public company; c. the process carried out by the Board of Directors to ensure the implementation of issuer or public company strategies; d. comparison between achieved results and targets of the issuer or public company; and e. obstacles faced by issuer or public company.	63-72

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2.	Gambaran tentang prospek usaha emiten atau perusahaan publik; dan	2. Overview of business prospects of the issuer or public company; and	83-84
3.	Penerapan tata kelola emiten atau perusahaan publik.	3. Implementation of issuer or public company's corporate governance.	72-82
d. Laporan Dewan Komisaris		c. Board of Commissioners' Report	51-59
	Laporan Dewan Komisaris paling sedikit memuat uraian singkat mengenai:	The Board of Commissioners report must at least contain a brief description of:	52-56
1.	Penilaian terhadap kinerja Direksi mengenai pengelolaan emiten atau perusahaan publik, termasuk pengawasan Dewan Komisaris dalam perumusan dan implementasi strategi emiten atau perusahaan publik yang dilakukan oleh Direksi;	1. Assessment of the performance of the Board of Directors regarding the management of the Issuer or Public Company, including the supervision of the Board of Commissioners in the formulation and implementation of the strategy of the issuer or public company carried out by the Board of Directors;	
2.	Pandangan atas prospek usaha emiten atau perusahaan publik yang disusun oleh Direksi; dan	2. Views on the business prospects of issuer or public company compiled by the Directors; and	56-57
3.	Pandangan atas penerapan tata kelola emiten atau perusahaan publik.	3. Views on the implementation of issuer or public company's corporate governance.	54
e. Profil Emiten atau Perusahaan Publik		e. Profile of Issuer or Public Company	92-201
	Profil emiten atau perusahaan publik paling sedikit memuat informasi:	Profile of issuer or public company at least contains information:	92
1.	Nama emiten atau perusahaan publik termasuk apabila terdapat perubahan nama, alasan perubahan, dan tanggal efektif perubahan nama pada tahun buku;	1. The name of the issuer or public company including if there is a change of name, the reason for the change, and the effective date of the change of name in the financial year;	
2.	Akses terhadap emiten atau perusahaan publik termasuk kantor cabang atau kantor perwakilan yang memungkinkan masyarakat dapat memperoleh informasi mengenai emiten atau perusahaan publik, meliputi: a. alamat; b. nomor telepon; c. alamat surat elektronik; dan d. alamat situs web.	2. Access to the issuer or public company including branch offices or representative offices that enable the public to obtain information about the issuer or public company, including: a. address; b. telephone number; c. e-mail address; and d. website address.	92
3.	Riwayat singkat emiten atau perusahaan publik;	3. Brief history of issuer or public company;	94-95
4.	Visi dan misi emiten atau perusahaan publik serta budaya perusahaan (<i>corporate culture</i>) atau nilai-nilai perusahaan;	4. Vision and mission of issuer or public company and corporate culture or company values;	102-104
5.	Kegiatan usaha menurut anggaran dasar terakhir, kegiatan usaha yang dijalankan pada tahun buku, serta jenis barang dan/atau jasa yang dihasilkan;	5. Business activities according to the latest articles of association, business activities carried out in the financial year, as well as types of goods and/ or services produced;	105-118
6.	Wilayah operasional emiten atau perusahaan publik; wilayah operasional merupakan wilayah atau daerah pelaksanaan kegiatan operasional atau jangkauan dari kegiatan operasional perusahaan.	6. Operational areas of issuer or public company; Operational area is an area or area of implementing operational activities or reach of company operational activities.	122-127
7.	Struktur organisasi emiten atau perusahaan publik dalam bentuk bagan, paling sedikit sampai dengan struktur 1 (satu) tingkat di bawah Direksi termasuk komite di bawah Direksi (jika ada) dan komite di bawah Dewan Komisaris, disertai dengan nama dan jabatan;	7. Organizational structure of the Issuer or Public Company in the form of a chart, including names and positions at least up to the structure of one level below the board of directors including committees under the Board of Directors (if any) and committees under the Board of Commissioners, accompanied by names and positions;	146-147 & 148-166
8.	Daftar keanggotaan asosiasi industri baik dalam skala nasional maupun internasional yang berkaitan dengan penerapan keuangan berkelanjutan;	8. List of national and international industry association memberships related to the implementation of sustainable finance;	195

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9.	<p>9. Profil Direksi, paling sedikit memuat:</p> <ol style="list-style-type: none"> nama dan jabatan yang sesuai dengan tugas dan tanggung jawab; foto terbaru; usia; kewarganegaraan; riwayat pendidikan dan/atau sertifikasi; riwayat jabatan, meliputi informasi: <ol style="list-style-type: none"> dasar hukum pengangkatan sebagai anggota Direksi pada emiten atau perusahaan publik yang bersangkutan; rangkap jabatan, baik sebagai anggota Direksi, anggota Dewan Komisaris, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar emiten atau perusahaan publik. Dalam hal anggota Direksi tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut; dan pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; hubungan afiliasi dengan anggota Direksi lainnya, anggota Dewan Komisaris, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi. Dalam hal anggota Direksi tidak memiliki hubungan afiliasi, maka emiten atau perusahaan publik mengungkapkan hal tersebut; dan perubahan komposisi anggota Direksi dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Direksi, maka diungkapkan mengenai hal tersebut. 	<p>9. Profile of the Board of Directors, at least contains:</p> <ol style="list-style-type: none"> name and title in accordance with duties and responsibilities; latest photo; age; citizenship; educational history and/or certification; work experience, including information: <ol style="list-style-type: none"> the legal basis for appointment as a member of the Board of Directors of the issuer or public company in question; multiple positions, either as members of the Board of Directors, members of the Board of Commissioners, and/or members of committees and other positions both inside and outside the issuer or public company. In the event that a member of the Board of Directors does not hold multiple positions, such disclosure shall be made; work experience and time period both inside and outside the issuer or public company; affiliation relationship with other members of the Board of other members of the Board of Directors, members of the Board of Commissioners, major shareholders, and controllers either directly or indirectly up to the individual owner, including the name of the affiliated party. In the event that members of the Board of Directors have no affiliation, the issuer or public company must disclose this; and changes in the composition of members of the Board of Directors and the reasons for the changes. In the event that there is no change in the composition of members of the Board of Directors, it must disclose. 	156-159
10.	<p>10. Profil Dewan Komisaris, paling sedikit memuat:</p> <ol style="list-style-type: none"> nama dan jabatan; foto terbaru; usia; kewarganegaraan; riwayat pendidikan dan/atau sertifikasi; riwayat jabatan, meliputi informasi: <ol style="list-style-type: none"> dasar hukum pengangkatan sebagai anggota Dewan Komisaris; dasar hukum pengangkatan pertama kali sebagai anggota Dewan Komisaris yang merupakan komisaris independen pada emiten atau perusahaan publik yang bersangkutan; rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar emiten atau perusahaan publik. Dalam hal anggota Dewan Komisaris tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut; dan pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik. hubungan afiliasi dengan anggota Dewan Komisaris lainnya, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi; Dalam hal anggota Dewan Komisaris tidak memiliki hubungan afiliasi, maka emiten atau perusahaan publik mengungkapkan hal tersebut; 	<p>10. Profile of the Board of Commissioners, at least contains:</p> <ol style="list-style-type: none"> name and title; latest photo; age; citizenship; education and/or certification; work experience, including information: <ol style="list-style-type: none"> legal basis for appointment as a member of the Board of Commissioners; the legal basis for the first appointment as a member of the Board of Commissioners who is an independent commissioner of the issuer or public company in question; multiple positions, either as members of the Board of Directors, members of the Board of Commissioners, and/or members of committees and other positions both inside and outside the issuer or public company. In the event that a member of the Board of Directors does not hold multiple positions, such disclosure shall be made; work experience and time period both inside and outside the issuer or public company; affiliation relationship with other members of the Board of Directors, members of the Board of Commissioners, major shareholders, and controllers either directly or indirectly up to the individual owner, including the name of the affiliated party. IN the event that members of the Board of Directors have no affiliation, the issuer or public company must disclose this; and 	148-154

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	<ul style="list-style-type: none"> h. pernyataan independensi komisaris independen dalam hal komisaris independen telah menjabat lebih dari 2 (dua) periode; dan i. perubahan komposisi anggota Dewan Komisaris dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Dewan Komisaris, maka diungkapkan mengenai hal tersebut; 	<ul style="list-style-type: none"> h. statement of Independence of Independent Commissioners in case they have served more than two terms; and i. changes in the composition of members of the Board of Commissioners and the reasons for the changes. In the event that there is no change in the composition of the Board of Commissioners, it must be disclosed; 	
11.	Dalam hal terdapat perubahan susunan anggota Direksi dan/atau anggota Dewan Komisaris yang terjadi setelah tahun buku berakhir sampai dengan batas waktu penyampaian Laporan Tahunan, susunan yang dicantumkan dalam Laporan Tahunan adalah susunan anggota Direksi dan/atau anggota Dewan Komisaris yang terakhir dan sebelumnya;	11. In the event that there is a change in the composition of members of the Board of Directors and/or members of the Board of Commissioners that occurs after the financial year ends until the deadline for submitting the Annual Report, the composition included in the Annual Report is the last and previous composition of members of the Board of Directors and/or members of the Board of Commissioners;	57-58 & 84-85
12.	Jumlah karyawan menurut jenis kelamin, jabatan, usia, tingkat pendidikan, dan status ketenagakerjaan (tetap/kontrak) dalam tahun buku; pengungkapan informasi dapat disajikan dalam bentuk tabel.	12. Number of employees by sex, position, age, education level, and employment status (permanent/contract) in the financial year; disclosure of information can be presented in the form of table.	170-176
13.	<p>Nama pemegang saham dan persentase kepemilikan pada awal dan akhir tahun buku, yang terdiri dari informasi mengenai:</p> <ul style="list-style-type: none"> a. pemegang saham yang memiliki 5% (lima persen) atau lebih saham emiten atau perusahaan publik; b. anggota Direksi dan anggota Dewan Komisaris yang memiliki saham emiten atau perusahaan publik. Dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki saham, maka diungkapkan mengenai hal tersebut; dan c. kelompok pemegang saham masyarakat, yaitu kelompok pemegang saham yang masing-masing memiliki kurang dari 5% (lima persen) saham emiten atau perusahaan publik. <p>Informasi di atas dapat disajikan dalam bentuk tabel.</p>	<p>13. Shareholders' names and percentage of ownership at the beginning and end of the fiscal year, which consists of information about:</p> <ul style="list-style-type: none"> a. shareholders who have 5% (five percent) or more shares of issuer or public company; b. members of the Board of Directors and members of the Board of Commissioners who have shares of issuers or public companies. In case of all members of the Board of Directors and/or all members of the Board of Commissioners do not have shares, it must be disclosed; and c. group of public shareholders, namely the group of shareholders who each own less than 5% (five per cent) of the shares of the issuer or public company. <p>The information above can be presented in the form of table.</p>	128-129
14.	Persentase kepemilikan tidak langsung atas saham emiten atau perusahaan publik oleh anggota Direksi dan anggota Dewan Komisaris pada awal dan akhir tahun buku, termasuk informasi mengenai pemegang saham yang terdaftar dalam daftar pemegang saham untuk kepentingan kepemilikan tidak langsung anggota Direksi dan anggota Dewan Komisaris; dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki kepemilikan tidak langsung atas saham emiten atau perusahaan publik, maka diungkapkan mengenai hal tersebut.	14. Percentage of indirect ownership of shares of the issuer or public company by members of the Board of Directors and members of the Board of Commissioners at the beginning and end of the financial year, including information on shareholders registered in The register of shareholders for the benefit of indirect ownership of members of the Board of Directors and members of the Board of Commissioners; in the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not have indirect ownership of shares of the issuer or public company, then disclose this matter.	128
15.	<p>Jumlah pemegang saham dan persentase kepemilikan per akhir tahun buku berdasarkan klasifikasi:</p> <ul style="list-style-type: none"> a. kepemilikan institusi lokal; b. kepemilikan institusi asing; c. kepemilikan individu lokal; dan d. kepemilikan individu asing. 	<p>15. Number of shareholders and percentage of ownership as of the end of the financial year by classification:</p> <ul style="list-style-type: none"> a. ownership of local institutions; b. ownership of foreign institutions; c. ownership of local individuals; and d. ownership of foreign individuals. 	128-129
16.	Informasi mengenai pemegang saham utama dan pengendali emiten atau perusahaan publik, baik langsung maupun tidak langsung, sampai kepada pemilik individu, yang disajikan dalam bentuk skema atau bagan;	16. Information about the main shareholders and the controller of Issuer or public company, either directly or indirectly, to the individual owner, which is presented in the form of a scheme or chart;	128-131

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17.	Nama entitas anak, perusahaan asosiasi, perusahaan ventura bersama di mana emiten atau perusahaan publik memiliki pengendalian bersama entitas (jika ada), beserta persentase kepemilikan saham, bidang usaha, total aset, dan status operasi entitas anak, perusahaan asosiasi, perusahaan ventura bersama; untuk entitas anak, ditambahkan informasi mengenai alamat entitas anak tersebut.	17. The name of subsidiary, associated companies, joint venture companies where the issuer or public company has joint control (if any), along with the percentage of share ownership, business sector, total assets, and operating status of subsidiaries, associated companies, joint venture companies; for subsidiaries, information on the address of the subsidiary is added.	132-145
18.	Kronologis pencatatan saham, jumlah saham, nilai nominal, dan harga penawaran dari awal pencatatan hingga akhir tahun buku serta nama bursa efek di mana saham emiten atau perusahaan publik dicatatkan, termasuk pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, dan perubahan nilai nominal saham, pelaksanaan efek konversi, pelaksanaan penambahan dan pengurangan modal (jika ada);	18. Chronology of the listing of shares, number of shares, nominal value, and offering price from the beginning of the listing until the end of the financial year as well as the name of the stock exchange where the shares of the issuer or public company are listed, including stock split, reverse stock, share dividends, bonus shares, and changes in the nominal value of shares, implementation of conversion effects, implementing capital increase and reduction (if any);	196
19.	Informasi pencatatan efek lainnya selain efek sebagaimana dimaksud pada angka 18), yang belum jatuh tempo pada tahun buku paling sedikit memuat nama efek, tahun penerbitan, tingkat suku bunga/imbal hasil, tanggal jatuh tempo, nilai penawaran, dan peringkat efek (jika ada);	19. Information recording other effects besides the effects referred to in number 18), that have not matured in the financial year at least include the name of the security, year of issuance, interest rate/yield, maturity date, offering value, and security rating (if any);	196
20.	Informasi penggunaan jasa akuntan publik (AP) dan kantor akuntan publik (KAP) beserta jaringan/asosiasi/aliansinya meliputi: a. nama dan alamat; b. periode penugasan; c. informasi jasa audit dan/atau non audit yang diberikan; d. biaya jasa (<i>fee</i>) audit dan/atau non audit untuk masing-masing penugasan yang diberikan selama tahun buku; dan e. dalam hal AP dan KAP beserta jaringan/asosiasi/aliansinya, yang ditunjuk tidak memberikan jasa non audit, maka diungkapkan mengenai informasi tersebut; Pengungkapan informasi penggunaan jasa AP dan KAP beserta jaringan/asosiasi/aliansinya dapat disajikan dalam bentuk tabel.	20. Information on the use of services of public accountants (AP) and public accounting firms (KAP) and their networks/associations/alliances including: a. name and address; b. assignment period; c. audit and/or non-audit service information provided; d. service costs (fees) audit and/or nonaudit for each assignment given during the financial year; and e. in the event that the AP and KAP along with its network/association/alliance, appointed do not provide non-audit services, the information shall be disclosed; Disclosure of information on the use of AP and KAP services and their networks/associations/alliances can be presented in tabular form.	197-199
21.	Nama dan alamat lembaga dan/atau profesi penunjang pasar modal selain AP dan KAP.	21. Name and address of capital market supporting institutions and/or professionals other than AP and KAP.	197-198
f. Analisis dan Pembahasan Manajemen		f. Analysis and Management Discussion	
	Analisis dan pembahasan manajemen memuat analisis dan pembahasan mengenai laporan keuangan dan informasi penting lainnya dengan penekanan pada perubahan material yang terjadi dalam tahun buku, yaitu paling sedikit memuat: 1. Tinjauan operasi per segmen usaha sesuai dengan jenis industri emiten atau perusahaan publik, paling sedikit mengenai: a. produksi, yang meliputi proses, kapasitas, dan perkembangannya; b. pendapatan/penjualan; dan c. profitabilitas.	Management's discussion and analysis contains analysis and discussion of the financial statements and other key information with an emphasis on material changes that occurred during the financial year, which includes at least: 1. Review of operations per business segment in accordance with the type of industry of the issuer or public company, contains a description of: a. production, which includes the process, capacity; b. income; and c. profitability.	204-224

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2.	Kinerja keuangan komprehensif yang mencakup perbandingan kinerja keuangan dalam 2 (dua) tahun buku terakhir, penjelasan tentang penyebab adanya perubahan dan dampak perubahan tersebut, paling sedikit mengenai: a. aset lancar, aset tidak lancar, dan total aset; b. liabilitas jangka pendek, liabilitas jangka panjang, dan total liabilitas; c. ekuitas; d. pendapatan/penjualan, beban, laba (rugi), penghasilan komprehensif lain, dan total laba (rugi) komprehensif; dan e. arus kas.	2. Comprehensive financial performance which includes a comparison of financial performance in the last 2 (two) financial years, an explanation of the causes of the changes and the impact of these changes, at least regarding: a. current assets, non-current assets, and total assets; b. short-term liabilities, long-term liabilities, and total liabilities; c. equity; d. business income, expenses, profits (loss), other comprehensive income, and comprehensive income for the current period; and e. cash flow.	227-244
3.	Kemampuan membayar utang atau kewajiban dengan menyajikan perhitungan rasio yang relevan;	3. The ability to pay debts or obligations by presenting relevant ratio calculations;	245-248
4.	Tingkat kolektibilitas piutang emiten atau perusahaan publik dengan menyajikan perhitungan rasio yang relevan;	4. The collectibility level of receivables of the issuer or public company by presenting relevant ratio calculations;	245
5.	Struktur modal (<i>capital structure</i>) dan kebijakan manajemen atas struktur modal (<i>capital structure</i>) tersebut disertai dasar penentuan kebijakan dimaksud;	5. Capital structure and management's policy on the capital structure and the basis for determining the policy;	248-250
6.	Bahasan mengenai ikatan yang material untuk investasi barang modal dengan penjelasan paling sedikit memuat: a. tujuan dari ikatan tersebut; b. sumber dana yang diharapkan untuk memenuhi ikatan tersebut; c. mata uang yang menjadi denominasi; dan d. langkah yang direncanakan emiten atau perusahaan publik untuk melindungi risiko dari posisi mata uang asing yang terkait.	6. Discussion on material commitments of capital investments with an explanation containing at least: a. commitment purpose; b. source of funds to meet the commitments; c. denomination currency of commitments; d. initiatives taken to mitigate exchange rate risk.	250
7.	Bahasan mengenai investasi barang modal yang direalisasikan pada tahun buku terakhir. Penjelasan tentang: a. jenis investasi barang modal; b. tujuan investasi barang modal; c. nilai investasi barang modal yang dikeluarkan pada tahun buku terakhir.	7. Discussion on capital goods investment bond realized at the latest financial year Explanation on: a. type of capital investment; b. objectives of capital investment; c. nominal value of capital investment realized in the last fiscal year.	250-251
8.	Informasi dan fakta material yang terjadi setelah tanggal laporan akuntan (jika ada);	8. Information and material facts following the date of accounting report (if any);	254-255
9.	Prospek usaha dari emiten atau perusahaan publik dikaitkan dengan kondisi industri, ekonomi secara umum dan pasar internasional disertai data pendukung kuantitatif dari sumber data yang layak dipercaya;	9. Business prospects of the issuer or public company in relation to industry conditions, the economy in general and international markets accompanied by quantitative supporting data from reliable data sources;	206-212
10.	Perbandingan antara target/proyeksi pada awal tahun buku dengan hasil yang dicapai (realisasi), mengenai: a. pendapatan/penjualan; b. laba (rugi); c. struktur modal (<i>capital structure</i>); atau d. hal lainnya yang dianggap penting bagi emiten atau perusahaan publik.	10. Comparison between targets/projections at the beginning of the fiscal year and the results achieved (realization), regarding: a. income; b. profit (loss); c. capital structure; or d. other matters considered important for the issuer or public company.	250-254
11.	Target/proyeksi yang ingin dicapai emiten atau perusahaan publik untuk 1 (satu) tahun mendatang, mengenai: a. pendapatan/penjualan; b. laba (rugi); c. struktur modal (<i>capital structure</i>); atau d. hal lainnya yang dianggap penting bagi emiten atau perusahaan publik;	11. The target/projection to be achieved by the issuer or public company for the next 1 (one) year, regarding: a. income; b. profit (loss); c. capital structure; or d. other matters considered important for the issuer or public company.	251-254
12.	Uraian tentang aspek pemasaran Uraian tentang aspek pemasaran atas produk dan/atau jasa perusahaan, antara lain strategi pemasaran dan pangsa pasar	12. Marketing aspects Description on marketing aspects of the company's products and/or services, among others marketing strategy and market shares.	212-215

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13.	<p>Uraian mengenai dividen selama 2 (dua) tahun buku terakhir, paling sedikit:</p> <ol style="list-style-type: none"> kebijakan pembagian dividen antara lain memuat informasi persentase jumlah dividen yang dibagikan terhadap laba bersih; tanggal pembayaran dividen kas dan/atau tanggal distribusi dividen non kas; jumlah dividen per saham (kas dan/atau non kas); dan jumlah dividen per tahun yang dibayar. <p>Pengungkapan informasi dapat disajikan dalam hal emiten atau perusahaan publik tidak membagikan dividen dalam 2 (dua) tahun terakhir, maka diungkapkan mengenai hal tersebut.</p>	<p>13. Description on dividend for the last 2 (two) year, at least:</p> <ol style="list-style-type: none"> dividend payout policy includes information on payout ratio to net ratio; date of cash dividend payout and/or date of non-cash dividend payout; total cash dividend per share; and total dividend disbursement per year. <p>Disclosure of information can be presented in table form. In the case of issuers or public companies have not distributed dividends in the last 2 (two) years, it was revealed about this.</p>	256
14.	<p>Realisasi penggunaan dana hasil penawaran umum, dengan ketentuan:</p> <ol style="list-style-type: none"> dalam hal selama tahun buku, emiten memiliki kewajiban menyampaikan laporan realisasi penggunaan dana, maka diungkapkan realisasi penggunaan dana hasil penawaran umum secara kumulatif sampai dengan akhir tahun buku; dan dalam hal terdapat perubahan penggunaan dana sebagaimana diatur dalam peraturan Otoritas Jasa Keuangan mengenai laporan realisasi penggunaan dana hasil penawaran umum, maka emiten perubahan tersebut. 	<p>14. Realization of initial public offering proceeds, covers the following:</p> <ol style="list-style-type: none"> in the event during the financial year, the Issuer has an obligation to submit a report on the realization of the use of proceeds, then disclose the cumulative realization of the use of proceeds from the public offering up to the end to the financial year; and in the event that there is a change in the use of proceeds as stipulated in the Financial Services Authority Regulation regarding the report on the realization of the use of proceeds from a public offering, the Issuer shall explain such change. 	257
15.	<p>Informasi material (jika ada), antara lain mengenai investasi, ekspansi, divestasi, penggabungan/peleburan usaha, akuisisi, restrukturisasi utang/modal, transaksi material, transaksi afiliasi, dan transaksi benturan kepentingan, yang terjadi pada tahun buku, paling sedikit memuat:</p> <ol style="list-style-type: none"> tanggal, nilai, dan objek transaksi; nama pihak yang bertransaksi dan sifat hubungan afiliasi sifat hubungan afiliasi (jika ada); penjelasan mengenai kewajaran transaksi; memenuhi ketentuan terkait; dan dalam hal terdapat hubungan afiliasi, selain mengungkapkan informasi sebagaimana dimaksud dalam huruf a) sampai dengan huruf e), emiten atau perusahaan publik juga mengungkapkan informasi: <ol style="list-style-type: none"> pernyataan direksi bahwa transaksi afiliasi telah melalui prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (<i>arms-length principle</i>); dan peran Dewan Komisaris dan komite audit dalam melakukan prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (<i>arms-length principle</i>). 	<p>15. Material information (if any), among others regarding investment, expansion, divestment, merger/consolidation, acquisition, debt/capital restructuring, material transactions, affiliated transactions, and conflict of interest transactions, which occurred in the financial year, at least contains:</p> <ol style="list-style-type: none"> date, amount, and object of transaction; name of the party and the nature of the affiliated relationship affiliated relationship (if any); explanation of the fairness of the transaction; compliance of related provisions; and in the event of affiliated relationship, in addition to disclosing information as referred to in letter a) to letter e), the issuer or public company shall also disclose information: <ol style="list-style-type: none"> a statement from the Board of Directors that the related party transaction has gone through adequate procedures to ensure that the related party transaction is carried out in accordance with generally accepted business practices, among others, by fulfilling the arms-length principle; and the role of the Board of Commissioners and audit committee in conducting adequate procedures to ensure that related party transactions are carried out in accordance with generally accepted business practices, among others, by fulfilling the arms-length principle. 	258-262

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	g. Tata Kelola Emiten atau Perusahaan Publik	g. Governance of Issuer or Public Company	
	Tata kelola emiten atau perusahaan publik paling sedikit memuat uraian singkat mengenai: 1. Rapat Umum Pemegang Saham Uraian memuat antara lain: a. informasi mengenai keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku meliputi: i. keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang direalisasikan pada tahun buku; dan ii. keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang belum direalisasikan beserta alasan belum direalisasikan. b. dalam hal emiten atau perusahaan publik menggunakan pihak independen dalam pelaksanaan RUPS untuk melakukan perhitungan suara, maka diungkapkan mengenai hal tersebut.	Issuer or Public Company Governance shall at least contain a brief description of: 1. General Meeting of Shareholders Descriptions include among others: a. information regarding GMS resolutions in the financial year and 1 (one) year prior to the financial year that are realized in the financial year includes: i. resolutions of the GMS in the financial year and 1 (one) year prior to the financial year that are realized in the financial year; and ii. resolutions of the GMS in the financial year and one year prior to the financial year that have not been realized along with the reasons for the unrealized resolutions; b. in the event that the issuer or public company uses an independent party in the implementation of the GMS to perform vote counting, it shall disclose such matter.	365-378
	2. Uraian Direksi Uraian Direksi antara lain: a. tugas dan tanggung jawab masing-masing anggota Direksi; informasi mengenai tugas dan tanggung jawab masing-masing anggota Direksi diuraikan dan dapat disajikan dalam bentuk tabel; b. pernyataan bahwa Direksi memiliki pedoman atau piagam (<i>charter</i>) Direksi; c. kebijakan dan pelaksanaan frekuensi rapat Direksi, rapat Direksi bersama Dewan Komisaris, dan tingkat kehadiran anggota Direksi dalam rapat tersebut termasuk kehadiran dalam RUPS; informasi tingkat kehadiran anggota Direksi dalam rapat Direksi, rapat Direksi bersama Dewan Komisaris, atau RUPS dapat disajikan dalam bentuk tabel; d. pelatihan dan/atau peningkatan kompetensi anggota Direksi: i. kebijakan pelatihan dan/atau peningkatan kompetensi anggota Direksi, termasuk program orientasi bagi anggota Direksi yang baru diangkat (jika ada); dan ii. pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Direksi dalam tahun buku (jika ada); e. penilaian Direksi terhadap kinerja komite yang mendukung pelaksanaan tugas Direksi pada tahun buku paling sedikit memuat: i. prosedur penilaian kinerja; dan ii. kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat; dan f. dalam hal emiten atau perusahaan publik tidak memiliki komite yang mendukung pelaksanaan tugas Direksi, maka diungkapkan mengenai hal tersebut.	2. Description on the Board of Directors Descriptions include among others: a. duties and responsibilities of each member of the Board of Directors; information regarding the duties and responsibilities of each member of the Board of Directors can be presented in the form of tables; b. statement that the Board of Directors has guideline or charter of the Board of Directors; c. policy and implementation of the frequency of Board of Directors meetings, joint Board of Directors meetings with the Board of Commissioners, and the attendance rate of members of the Board of Directors in such meetings including attendance at the GMS; Information on the attendance rate of members of the Board of Directors in Board of Directors meetings, joint Board of Directors meetings with the Board of Commissioners, or GMS can be presented in the form of a table; d. training and/or competency development for members of the Board of Directors: i. training and/or competency development policy for members of the Board of Directors, including orientation program for newly appointed members of the Board of Directors (if any); and ii. training and/or competency development attended by members of the Board of Directors during the financial year (if any); e. the Board of Directors' assessment of the performance of committees that support the implementation of the duties of the Board of Directors in the financial year contains at least: i. performance assessment procedures; and ii. criteria used such as performance achievements during financial year, competence and attendance at meetings; and f. in the event that the Issuer or Public Company does not have a committee that supports the implementation of the duties of the Board of Directors, it shall disclose the matter.	441-464

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3.	<p>Uraian Dewan Komisaris</p> <p>Uraian memuat antara lain:</p> <ul style="list-style-type: none"> a. tugas dan tanggung jawab Dewan Komisaris; b. pernyataan bahwa Dewan Komisaris memiliki pedoman atau piagam (<i>charter</i>) Dewan Komisaris; c. kebijakan dan pelaksanaan frekuensi rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi dan tingkat kehadiran anggota Dewan Komisaris dalam rapat tersebut termasuk kehadiran dalam RUPS; d. pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris: <ul style="list-style-type: none"> i. kebijakan pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris, termasuk program orientasi bagi anggota Dewan Komisaris yang baru diangkat (jika ada); dan ii. pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Dewan Komisaris dalam tahun buku (jika ada); e. penilaian kinerja Direksi dan Dewan Komisaris serta masing-masing anggota Direksi dan anggota Dewan Komisaris, paling sedikit memuat: <ul style="list-style-type: none"> i. prosedur penilaian kinerja; ii. kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat; dan iii. pihak yang melakukan penilaian; f. penilaian Dewan Komisaris terhadap kinerja Komite yang mendukung pelaksanaan tugas Dewan Komisaris pada tahun buku meliputi: <ul style="list-style-type: none"> i. prosedur penilaian kinerja; dan ii. kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat. 	<p>3. Description on the Board of</p> <p>The description of loading, among others:</p> <ul style="list-style-type: none"> a. duties and responsibilities of the Board of Commissioners; b. statement that the Board of Commissioners has guideline or charter of the Board of Commissioners; c. the policy and implementation of the frequency of Board of Commissioners meetings, Board of Commissioners meetings with the Board of Directors and the level of attendance of members of the Board of Commissioners in such meetings including attendance at the GMS; d. training and/or competency development for members of the Board of Commissioners: <ul style="list-style-type: none"> i. training and/or competency development policies for members of the Board of Commissioners, including orientation program for newly appointed members of the Board of Commissioners (if any); and ii. training and/or competency development attended by members of the Board of Commissioners during the financial year (if any); e. performance assessment of the Board of Directors and the Board of Commissioners and each member of the Board of Directors and members of the Board of Commissioners, at least containing: <ul style="list-style-type: none"> i. procedures for conducting performance assessment; ii. criteria used such as performance achievements during the financial year, competence and attendance at meetings; and iii. party conducting the assessment; 6. assessment of the Board of Commissioners on the Performance of the Committee that supports the implementation of the tasks of the Board of Commissioners in the fiscal year includes: <ul style="list-style-type: none"> i. performance assessment procedures; and ii. the criteria used such as performance achievements during the financial year, competence and attendance at the meeting. 	384-440
4.	<p>Uraian mengenai kebijakan nominasi dan remunerasi bagi Dewan Komisaris dan Direksi mencakup antara lain:</p> <ul style="list-style-type: none"> a. prosedur nominasi, meliputi uraian singkat mengenai kebijakan dan proses nominasi anggota Direksi dan/atau anggota Dewan Komisaris; dan b. prosedur dan pelaksanaan remunerasi Direksi dan Dewan Komisaris, antara lain: <ul style="list-style-type: none"> i. prosedur penetapan remunerasi Direksi dan Dewan Komisaris; ii. struktur remunerasi Direksi dan Dewan Komisaris seperti, gaji, tunjangan, tantiem/bonus dan lainnya; dan iii. besarnya remunerasi masing-masing anggota Direksi dan anggota Dewan Komisaris. 	<p>4. Description of the nomination and remuneration policy for the Board of Commissioners and the Board of Directors includes, among others:</p> <ul style="list-style-type: none"> a. nomination procedures, including a brief description of the policy and nomination process for members of the Board of Directors and/or members of the Board of Commissioners; and b. procedures and implementation of remuneration for the Board of Directors and Board of Commissioners, among others: <ul style="list-style-type: none"> i. procedures for determining the remuneration of the Board of Directors and Board of Commissioners; ii. the remuneration structure of the Board of Directors and Board of Commissioners such as salary, allowances, tantiem/bonus and others; and iii. the amount of remuneration for each member of the Board of Directors and the Board of Commissioners. 	379-381; 408-409; 441-443; 463-464

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5.	<p>Dewan Pengawas Syariah Bagi emiten atau perusahaan publik yang menjalankan kegiatan usaha berdasarkan prinsip syariah sebagaimana tertuang dalam anggaran dasar, paling sedikit memuat:</p> <ol style="list-style-type: none"> nama; dasar hukum pengangkatan Dewan Pengawas Syariah; periode penugasan Dewan Pengawas Syariah; tugas dan tanggung jawab Dewan Pengawas Syariah; dan frekuensi dan cara pemberian nasihat dan saran serta pengawasan pemenuhan prinsip syariah di pasar modal terhadap emiten atau perusahaan publik. 	<p>5. Sharia Supervisory For issuers or public companies conducting business activities based on sharia principles as stated in the articles of association, at least contains:</p> <ol style="list-style-type: none"> name; legal basis for appointment of Sharia Supervisory Board; the assignment period of the Sharia Supervisory Board; duties and responsibilities of the Sharia Supervisory Board; and the frequency and manner of providing advice and counsel and supervising the fulfillment of sharia principles in the capital market to the issuer or public company. 	-
6.	<p>Komite Audit Mencakup antara lain:</p> <ol style="list-style-type: none"> nama dan jabatannya dalam keanggotaan komite; usia; kewarganegaraan; riwayat pendidikan (bidang studi dan lembaga pendidikan); riwayat jabatan, meliputi informasi: <ol style="list-style-type: none"> dasar hukum penunjukan sebagai anggota komite; rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/ atau anggota komite serta jabatan lainnya (jika ada); dan pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; periode dan masa jabatan anggota Komite Audit; pernyataan independensi Komite Audit; pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); kebijakan dan pelaksanaan frekuensi rapat komite audit dan tingkat kehadiran anggota komite audit dalam rapat tersebut; dan pelaksanaan kegiatan Komite Audit pada tahun buku sesuai dengan yang dicantumkan dalam pedoman atau piagam (<i>charter</i>) komite audit. 	<p>6. Audit Committee Includes, among others:</p> <ol style="list-style-type: none"> name and position; age; nationality; education and qualifications (Field of study and institutions); work experience including information: <ol style="list-style-type: none"> the legal basis for the appointment as a member of the committee; dual position, both as a member of the Board of Commissioners, members of the Board of Directors, and/or members of the committee and other positions (if any); and work experience and time period both inside and outside of the issuer or public company; period and term of office members of the Audit Committee; statement of the Independence of the Audit Committee; training and/or competency development attended during the financial year (if any); policy and implementation of the frequency of audit committee meetings and the level of attendance of audit committee members at the meetings; and the implementation of audit committee activities in the financial year in accordance with the guidelines or charter of the audit committee. 	416-427
7.	<p>Komite/Fungsi Nominasi dan/atau Remunerasi Mencakup antara lain;</p> <ol style="list-style-type: none"> nama dan jabatannya dalam keanggotaan komite; usia; kewarganegaraan; riwayat pendidikan (bidang studi dan lembaga pendidikan); riwayat jabatan, meliputi informasi: <ol style="list-style-type: none"> dasar hukum penunjukan sebagai anggota komite; rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/ atau anggota komite serta jabatan lainnya (jika ada); dan pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; periode dan masa jabatan anggota komite; 	<p>7. Committee/Function Nominations and/or Remuneration Descriptions include among others:</p> <ol style="list-style-type: none"> name and position in the membership of the committee; age; nationality; education qualifications (field of study and Institutions); work experience, including: <ol style="list-style-type: none"> the legal basis for the appointment as a member of the committee; dual position, both as a member of the Board of Commissioners, members of the Board of Directors, and/or members of the committee and other positions (if any); and work experience and time period both inside and outside the issuer or public company; period and term of office of committee members; 	428-440

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	<ul style="list-style-type: none"> g. independensi komite nominasi dan/atau remunerasi; h. pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); i. uraian tugas dan tanggung jawab; j. pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>); k. kebijakan dan pelaksanaan frekuensi rapat dan tingkat kehadiran anggota dalam rapat tersebut; l. uraian singkat pelaksanaan kegiatan pada tahun buku; dan m. dalam hal tidak dibentuk komite nominasi dan remunerasi, emiten atau perusahaan publik cukup mengungkapkan informasi sebagaimana dimaksud dalam poin 9-12 dan mengungkapkan: <ul style="list-style-type: none"> i. alasan tidak dibentuknya komite; dan ii. pihak yang melaksanakan fungsi nominasi dan remunerasi. 	<ul style="list-style-type: none"> g. independence of the nomination and/or remuneration committee; h. training and/or competency enhancement that has been attended in the financial year (if any); i. description of duties and responsibilities; j. statement that already has charter; k. policy and implementation of the frequency of meetings and the level of attendance of members at such meetings; l. brief description of the implementation of activities in the financial year; and m. in the event that no nomination and remuneration committee is formed, the Issuer or Public Company shall sufficiently disclose the information as referred to in points 9-12 and disclose: <ul style="list-style-type: none"> i. the reasons for not establishing the committee; and ii. the party conducting the nomination and remuneration function. 	
8.	<p>Komite-komite lain di bawah Dewan Komisaris dan/atau Direksi yang dimiliki oleh perusahaan (jika ada)</p> <p>Mencakup antara lain:</p> <ul style="list-style-type: none"> a. nama dan jabatannya dalam keanggotaan komite; b. usia; c. kewarganegaraan; d. riwayat pendidikan (bidang studi dan lembaga pendidikan); e. riwayat jabatan, meliputi informasi: <ul style="list-style-type: none"> i. dasar hukum penunjukan sebagai anggota komite; ii. rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya (jika ada); dan iii. pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; f. periode dan masa jabatan anggota komite; g. pernyataan independensi komite; h. pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); i. uraian tugas dan tanggung jawab; j. pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>); k. kebijakan dan pelaksanaan frekuensi rapat dan tingkat kehadiran anggota dalam rapat tersebut; l. uraian singkat pelaksanaan kegiatan pada tahun buku. 	<p>8. Other committees under the Board of Commissioners and/or Board of Directors owned by the company (if any)</p> <p>Descriptions include among others:</p> <ul style="list-style-type: none"> a. name and position in the membership of the committee; b. age; c. nationality; d. education qualifications (field of study and institutions); e. work experience, including: <ul style="list-style-type: none"> i. the legal basis for the appointment as a member of the committee; ii. dual position, both as a member of the Board of Commissioners, members of the Board of Directors, and/or members of the committee and other positions (if any); And iii. work experience and time period both inside and outside the issuer or public company; f. period and term of office of committee members; g. statement of Independence of the committee; h. training and/or competency enhancement that has been attended in the financial year (if any); i. description of duties and responsibilities; j. statement that already has charter; k. policy and implementation of the frequency of meetings and the level of attendance of members at such meetings; l. brief description of the implementation of activities in the financial year. 	-
9.	<p>Uraian Tugas dan Fungsi Sekretaris Perusahaan</p> <p>Mencakup antara lain:</p> <ul style="list-style-type: none"> a. nama; b. domisili; c. riwayat jabatan: <ul style="list-style-type: none"> i. dasar hukum penunjukan sebagai Sekretaris Perusahaan; dan ii. pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; d. riwayat pendidikan (bidang studi dan lembaga pendidikan); e. pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku; dan f. uraian singkat pelaksanaan tugas Sekretaris Perusahaan pada tahun buku. 	<p>9. Description of Duties and Responsibilities of Corporate Secretary</p> <p>Including, among others:</p> <ul style="list-style-type: none"> a. name; b. domicile; c. work experience: <ul style="list-style-type: none"> i. the legal basis for the appointment as the Corporate Secretary; And ii. work experience and time period both inside and outside the issuer or public company; d. educational qualifications (field of study and institutions) e. training and/or competency development attended during the financial year; and f. brief description of the implementation of the duties of the company secretary in the financial year. 	470-476

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10.	Uraian mengenai Unit Audit Internal Mencakup antara lain: a. nama Kepala Unit Audit Internal; b. riwayat jabatan: i. dasar hukum penunjukan sebagai Kepala Unit Audit Internal; dan ii. pengalaman kerja beserta periode waktunya baik di dalam maupun di luar emiten atau perusahaan publik; c. pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku; d. kedudukan Unit Audit Internal dalam struktur perusahaan; e. uraian singkat pelaksanaan tugas Unit Audit Internal pada tahun buku termasuk kebijakan dan pelaksanaan frekuensi rapat dengan Direksi, Dewan Komisaris, dan/atau Komite Audit.	10. Description of the Internal Audit Unit Includes, among others: a. name of Head of Internal Audit Unit; b. work experience: i. legal basis for appointment as Head of Internal Audit Unit; and ii. work experience and time period both inside and outside the issuer or public company; c. training and/or competency development attended during the financial year; d. the position of the Internal Audit Unit in the company structure; e. a brief description of the implementation of the Internal Audit Unit's duties in the financial year including the policy and implementation of the frequency of meetings with the Board of Directors, Board of Commissioners, and/or Audit Committee.	477-485
11.	Uraian mengenai Sistem Pengendalian Intern Mencakup antara lain: a. penjelasan singkat mengenai sistem pengendalian intern, antara lain mencakup pengendalian keuangan dan operasional, serta kepatuhan terhadap peraturan perundang-undangan lainnya; b. tinjauan atas efektivitas Sistem Pengendalian Internal; dan c. pernyataan Direksi dan/atau Dewan Komisaris atas kecukupan Sistem Pengendalian Internal.	11. A description of the internal control system Including, among others: a. a brief explanation of the internal control system, including financial and operational control, as well compliance with other laws and regulations; b. the Internal Control System effectiveness review; and c. statement of the Board of Directors and/or Board of Commissioners on the adequacy of the Internal Control System.	495-498
12.	Uraian mengenai Manajemen Risiko perusahaan Mencakup antara lain: a. gambaran umum mengenai sistem Manajemen Risiko emiten atau perusahaan publik; b. jenis risiko dan cara pengelolaannya; c. tinjauan atas efektivitas sistem manajemen risiko emiten atau perusahaan publik; dan d. pernyataan Direksi dan/atau Dewan Komisaris atau Komite Audit atas kecukupan sistem manajemen risiko.	12. Description of company Risk Management Including, among others: a. overview of the Risk Management system issuers or public companies; b. types of risks and how to manage them; c. review of the effectiveness of the issuer risk management system or public company; and d. statement of the Board of Directors and/or Board of Commissioners or audit committee on the adequacy of the risk management system.	485-495
13.	Perkara hukum yang sedang dihadapi oleh perusahaan, entitas anak, anggota Dewan Komisaris, dan/atau anggota Direksi yang menjabat pada periode laporan tahunan. Memuat antara lain: a. pokok perkara/gugatan; b. status penyelesaian perkara/gugatan; c. pengaruhnya terhadap kondisi emiten atau perusahaan publik.	13. Legal cases faced by the company, subsidiaries, members of the Board of Commissioners and/or members of the Board of Directors who served during the annual report period. Including, among others: a. principal case/lawsuit; b. status of case settlement/lawsuit; c. its effect on the condition of the issuer or public company.	499
14.	Informasi tentang sanksi administratif/sanksi yang dikenakan kepada emiten atau perusahaan publik, anggota Dewan Komisaris dan anggota Direksi, oleh Otoritas Jasa Keuangan dan otoritas lainnya pada tahun buku (jika ada).	14. Information on administrative sanctions/ sanctions imposed on the issuer or public company, members of the Board of Commissioners and members of the Board of Directors, by the Financial Services Authority and other authorities in the financial year (if any).	499
15.	Bahasan mengenai kode etik Memuat antara lain: a. pokok-pokok kode etik; b. bentuk sosialisasi kode etik dan upaya penegakannya; dan c. pernyataan bahwa kode etik berlaku bagi anggota Direksi, anggota Dewan Komisaris, dan karyawan emiten atau perusahaan publik.	15. Discussion of the code of ethics Contains a description, among others: a. principles of the code of ethics; b. forms of socialization of the code of ethics and efforts to enforce them; and c. statements that the code of ethics applies to members of the Board of Directors, Board of Commissioners, and employees of issuers or public company.	516-545

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16.	<p>Uraian singkat mengenai kebijakan pemberian kompensasi jangka panjang berbasis kinerja kepada manajemen dan/atau karyawan yang dimiliki oleh emiten atau perusahaan publik (jika ada), antara lain berupa program kepemilikan saham oleh manajemen (<i>Management Stock Ownership Program/MSOP</i>) dan/atau program kepemilikan saham oleh karyawan (<i>Employee Stock Ownership Program/ESOP</i>);</p> <p>Dalam hal pemberian kompensasi berupa program kepemilikan saham oleh manajemen (<i>Management Stock Ownership Program/MSOP</i>) dan/atau program kepemilikan saham oleh karyawan (<i>Employee Stock Ownership Program/ESOP</i>), informasi diungkapkan paling sedikit memuat:</p> <ol style="list-style-type: none"> jumlah saham dan/atau opsi; jangka waktu pelaksanaan; persyaratan karyawan dan/atau manajemen yang berhak; dan harga pelaksanaan atau penentuan harga pelaksanaan. 	<p>16. A brief description of the policy on the provision of performance-based long-term compensation to management and/or employees owned by the Issuer or Public Company (if any), among others in the form of Management Stock Ownership Program (MSOP) and/or Employee Stock Ownership Program (ESOP);</p> <p>In the case of compensation in the form of Management Stock Ownership Program (MSOP) and/or Employee Stock Ownership Program (ESOP), the information disclosed shall at least contain:</p> <ol style="list-style-type: none"> number of shares and/or options; period of implementation; employee and/or management requirements entitled; and implementation price or determination of implementation prices. 	257
17.	<p>Uraian singkat mengenai kebijakan pengungkapan informasi mengenai:</p> <ol style="list-style-type: none"> kepemilikan saham anggota Direksi dan anggota Dewan Komisaris paling lambat 3 (tiga) hari kerja setelah terjadinya kepemilikan atau setiap perubahan kepemilikan atas saham perusahaan terbuka; dan pelaksanaan atas kebijakan dimaksud. 	<p>17. A brief description of the disclosure policy of information regarding:</p> <ol style="list-style-type: none"> share ownership of members of the Board of Directors and members of the Board of Commissioners no later than three business days after the occurrence of ownership or any change in ownership of shares of the public listed company; and implementation of the policy referred to. 	378; 387; 452
18.	<p>Pengungkapan mengenai <i>whistleblowing system</i> Memuat uraian tentang mekanisme <i>whistleblowing system</i> antara lain:</p> <ol style="list-style-type: none"> cara penyampaian laporan pelanggaran; perlindungan bagi pelapor; penanganan pengaduan; pihak yang mengelola pengaduan; hasil dari penanganan pengaduan, paling sedikit: <ol style="list-style-type: none"> jumlah pengaduan yang masuk dan diproses pada tahun buku terakhir; dan tindak lanjut atas pengaduan. <p>Dalam hal emiten atau perusahaan publik tidak memiliki sistem pelaporan pelanggaran (<i>whistleblowing system</i>), maka diungkapkan mengenai hal tersebut.</p>	<p>18. Disclosure of Whistleblowing System Contains a description of the whistleblowing system mechanism, among others:</p> <ol style="list-style-type: none"> how to submit a violation report; protection for the reporter; handling complaints; party that manages complaints; results of handling complaints, at least: <ol style="list-style-type: none"> the number of complaints that entered and processed in the last fiscal year; and follow up on complaints <p>In the event that the issuer or public company does not have a whistleblowing system, it must be disclosed.</p>	529-533
19.	<p>Uraian mengenai kebijakan antikorupsi emiten atau perusahaan publik, paling sedikit memuat:</p> <ol style="list-style-type: none"> program dan prosedur yang dilakukan dalam mengatasi praktik korupsi, balas jasa (<i>kickbacks</i>), <i>fraud</i>, suap, dan/atau gratifikasi dalam emiten atau perusahaan publik; dan pelatihan/sosialisasi antikorupsi kepada karyawan emiten atau perusahaan publik. <p>Dalam hal emiten atau perusahaan publik tidak memiliki kebijakan antikorupsi, maka dijelaskan alasan tidak dimilikinya kebijakan dimaksud.</p>	<p>19. Description of anti-corruption policy of issuer or public company, at least contains:</p> <ol style="list-style-type: none"> Program and procedures in place to address corruption, kickbacks, fraud, bribery, and/or gratuities within the issuer or public company; and anti-corruption training/socialization to employees of the issuer or public company; <p>In the event that the issuer or public company does not have an anti-corruption policy, the reasons for not having such policy should be explained.</p>	534-545
20.	<p>Penerapan atas pedoman tata kelola perusahaan terbuka bagi emiten yang menerbitkan efek bersifat ekuitas atau perusahaan publik, meliputi:</p> <ol style="list-style-type: none"> pernyataan mengenai rekomendasi yang telah dilaksanakan; dan/atau penjelasan atas rekomendasi yang belum dilaksanakan, disertai alasan dan alternatif pelaksanaannya (jika ada). <p>Pengungkapan informasi dapat disajikan dalam bentuk tabel.</p>	<p>20. Implementation of the public company governance guidelines for issuers that issue equity securities or public companies, including:</p> <ol style="list-style-type: none"> a statement regarding recommendations that have been implemented; and/or an explanation of the recommendations that have not been implemented, along with reasons and alternatives for implementation (if any). <p>Disclosure of information can be presented in table form.</p>	196 (bukan merupakan perusahaan publik) (not a public company)

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	h. Tanggung Jawab Sosial dan Lingkungan Emiten or Perusahaan Publik	h. Social and Environmental Responsibility of the Issuer or Public Company	548-551
1.	Informasi yang diungkapkan dalam bagian tanggung jawab sosial dan lingkungan merupakan Laporan Keberlanjutan (<i>Sustainability Report</i>) sebagaimana dimaksud dalam Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, paling sedikit memuat: <ul style="list-style-type: none"> a. penjelasan strategi keberlanjutan; b. ikhtisar aspek keberlanjutan (ekonomi, sosial, dan lingkungan hidup); c. profil singkat emiten atau perusahaan publik; d. penjelasan Direksi; e. tata kelola keberlanjutan; f. kinerja keberlanjutan; g. verifikasi tertulis dari pihak independen (jika ada); h. lembar umpan balik (<i>feedback</i>) untuk pembaca (jika ada); dan i. tanggapan emiten atau perusahaan publik terhadap umpan balik laporan tahun sebelumnya. 	1. The information disclosed in the social and environmental responsibility section constitutes the Sustainability Report as referred to in the Financial Services Authority Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies, at least containing: <ul style="list-style-type: none"> a. description of the sustainable strategy; b. highlights of sustainability aspects (economic, social, and environmental); c. a brief profile of the Board of Directors; d. description of the Board of Directors; e. sustainable governance; f. sustainable performance; g. written verification from an independent party (if any); h. feedback sheet for the reader (if any); and i. the Issuer's or Public Company's response to the previous year's report feedback. 	
2.	Laporan Keberlanjutan sebagaimana dimaksud pada angka 1), harus disusun sesuai Pedoman Teknis Penyusunan Laporan Keberlanjutan (<i>Sustainability Report</i>) bagi Emiten dan Perusahaan Publik sebagaimana tercantum dalam Lampiran II yang merupakan bagian tidak terpisahkan dari Surat Edaran Otoritas Jasa Keuangan ini.	2. The Sustainability Report as referred to in point 1), must be prepared in accordance with the Technical Guidelines for the Preparation of Sustainability Reports for Issuers and Public Companies as set out in Appendix II which is an integral part of this Circular Letter of the Financial Services Authority.	
3.	Informasi Laporan Keberlanjutan (<i>Sustainability Report</i>) pada angka 1) dapat: <ul style="list-style-type: none"> a. diungkapkan pada bagian lain yang relevan di luar bagian tanggung jawab sosial dan lingkungan, seperti penjelasan Direksi terkait Laporan Keberlanjutan diungkapkan dalam bagian terkait Laporan Direksi; dan/atau b. merujuk pada bagian lain di luar bagian tanggung jawab sosial dan lingkungan dengan tetap mengacu pada Pedoman Teknis Penyusunan Laporan Keberlanjutan (<i>Sustainability Report</i>) bagi Emiten dan Perusahaan Publik sebagaimana tercantum dalam Lampiran II yang merupakan bagian tidak terpisahkan dari Surat Edaran Otoritas Jasa Keuangan ini, seperti profil emiten atau perusahaan publik. 	3. Sustainability Report information in number 1) can: <ul style="list-style-type: none"> a. disclosed in other relevant sections outside the social and environmental responsibility section, such as the Board of Directors' explanation of the Sustainability Report disclosed in the relevant section of the Board of Directors' Report; and/or b. refer to other sections outside the social and environmental responsibility section while still referring to the Technical Guidelines for the Preparation of Sustainability Report for Issuers and Public Companies as set out in Appendix II which is an integral part of this Circular Letter of the Financial Services Authority, such as the profile of the issuer or public company. 	
4.	Laporan Keberlanjutan (<i>Sustainability Report</i>) sebagaimana dimaksud pada angka 1) merupakan bagian yang tidak terpisahkan dari Laporan Tahunan, tetapi dapat disajikan secara terpisah dengan Laporan Tahunan.	4. The Sustainability Report as referred to in point 1) is an integral part of the Annual Report, but can be presented separately with the Annual Report.	
5.	Dalam hal Laporan Keberlanjutan disajikan secara terpisah dengan Laporan Tahunan, informasi yang diungkapkan dalam Laporan Keberlanjutan dimaksud harus: <ul style="list-style-type: none"> a. memuat seluruh informasi sebagaimana dimaksud pada angka 1); dan b. disusun sesuai Pedoman Teknis Penyusunan Laporan Keberlanjutan (<i>Sustainability Report</i>) bagi Emiten dan Perusahaan Publik sebagaimana tercantum dalam Lampiran II yang merupakan bagian tidak terpisahkan dari Surat Edaran Otoritas Jasa Keuangan ini. 	5. In the event that the Sustainability Report is presented separately from the Annual Report, the information disclosed in the Sustainability Report shall: <ul style="list-style-type: none"> a. contain all information as referred to in number 1); and b. prepared in accordance with the Technical Guidelines for the Compilation of Sustainability Report for Issuers and Public Companies as set out in Appendix II which is an integral part of this Circular Letter of the Financial Services Authority. 	

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6.	Dalam hal Laporan Keberlanjutan disajikan secara terpisah dengan Laporan Tahunan, maka dalam bagian tanggung jawab sosial dan lingkungan memuat informasi bahwa informasi mengenai tanggung jawab sosial dan lingkungan telah diungkapkan dalam Laporan Keberlanjutan yang disajikan secara terpisah dari Laporan Tahunan.	6. In the event that the Sustainability Report is presented separately from the Annual Report, the social and environmental responsibility section shall contain information that information regarding social and environmental responsibility has been disclosed in the Sustainability Report presented separately from the Annual Report.	
7.	Penyampaian Laporan Keberlanjutan (<i>Sustainability Report</i>) yang disajikan secara terpisah dengan Laporan Tahunan harus disampaikan bersamaan dengan penyampaian Laporan Tahunan.	7. Submission of the Sustainability Report that is presented separately with the Annual Report must be submitted together with the submission of the Annual Report.	
i.	Laporan Keuangan Tahunan yang telah Diaudit	i. Audited Annual Financial Statements	560-666
	Laporan keuangan tahunan yang dimuat dalam Laporan Tahunan disusun sesuai dengan standar akuntansi keuangan di Indonesia dan telah diaudit oleh akuntan publik yang terdaftar di Otoritas Jasa Keuangan. Laporan keuangan tahunan dimaksud memuat pernyataan mengenai pertanggungjawaban atas laporan keuangan sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan mengenai tanggung jawab Direksi atas laporan keuangan atau peraturan perundang-undangan di sektor pasar modal yang mengatur mengenai laporan berkala perusahaan efek dalam hal emiten merupakan perusahaan efek.	The annual financial statements contained in the Annual Report are prepared in accordance with Indonesian financial accounting standards and have been audited by a public accountant registered with the Financial Services Authority. The annual financial report shall contain a statement regarding the responsibility for the financial statements as stipulated in the Financial Services Authority Regulation regarding the responsibility of the Board of Directors for financial statements or the laws and regulations in the capital market sector that regulate the periodic reports of securities companies in the event that the issuer is a securities company.	560-666
j.	Surat Pernyataan Anggota Dewan Komisaris dan Anggota Direksi tentang Tanggung Jawab atas Laporan Tahunan	j. Statement Letter of Membership of the Board of Commissioners and Member of the Board of Directors on the Responsibility for the Annual Report	88-89
	Surat pernyataan anggota Direksi dan anggota Dewan Komisaris tentang tanggung jawab atas Laporan Tahunan disusun sesuai dengan format Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak Terpisahkan dari Surat Edaran Otoritas Jasa Keuangan ini.	The statement letter of members of the Board of Directors and members of the Board of Commissioners regarding responsibility for the Annual Report is prepared in accordance with the format of the Statement Letter of Members of the Board of Directors and Members of the Board of Commissioners regarding Responsibility for the Annual Report as set out in Appendix I which is an integral part of this Circular Letter of the Financial Services Authority.	88-89

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