



Strengthening Resilience for Enhancing Growth

MEMPERKUAT KETAHANAN UNTUK MENINGKATKAN PERTUMBUHAN



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 dan 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.

Strengthening Resilience for Enhancing Growth

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 always 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 steps to improve the quality of the company, provide excellent service, and produce high quality products.



KESINAMBUNGAN TEMA

THEME CONTINUITY

ANNUAL REPORT | LAPORAN TAHUNAN

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 steps 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 a superior 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 the progress of a nation's economy. Petrokimia Gresik has a big role in realizing and improving national food security, with the creation of national food security, people's welfare will increase so that Indonesia can become more advanced.



ANNUAL REPORT | LAPORAN TAHUNAN

2018

BANGKIT MENJAWAB TANTANGAN MENUJU SOLUSI AGROINDUSTRI RISING TO THE CHALLENGE OF SOLUTIONS FOR AGROINDUSTRY

Di tengah persaingan industri yang semakin masif, banyak perusahaan yang bergerak di berbagai industri mulai berfokus pada pengembangan inovasi-inovasi baru dalam rangka mempertahankan bisnis, memberikan produk dan pelayanan yang melebihi harapan seluruh *stakeholder*, para konsumen, serta berkontribusi dalam membangun sektor industri terkait.

In the midst of increasingly massive industrial competition, companies from various industries started to focus on developing new innovations to maintain business, provide products and services that exceed consumers' expectations, and contribute to the development of the related industrial sector.



ANNUAL REPORT | LAPORAN TAHUNAN

2019

LEADING TOWARDS EXCELLENCE AND SUSTAINABLE AGRICULTURE MENUJU KEUNGGULAN DAN PERTANIAN BERKELANJUTAN

Tantangan usaha yang semakin beragam menjadi 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 yang panjang. **"Sustainable Agriculture"** tidak hanya menjadi masa depan pertanian di Indonesia tapi juga merupakan masa depan perusahaan. Semakin maju sektor pertanian tentu akan berdampak positif pada masa depan perusahaan.

The increasingly diverse business challenges have motivated 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.



ANNUAL REPORT | LAPORAN TAHUNAN

2017

MERAJUT ASA BANGSA, MEMPERKOKOH KEMANDIRIAN PANGAN WEAVING HOPE OF THE NATION, STRENGTHENING FOOD SELF-SUFFICIENCY

PG selalu teguh berkomitmen mendukung program- program Pemerintah dalam mencapai ketahanan pangan dengan memberikan kontribusi optimal bagi pengembangan perekonomian nasional dengan merangkul seluruh *stakeholder* perusahaan.

PG is strongly committed to supporting the Government programs in order to achieve food resilience by providing optimal contribution to the national economic development by embracing all stakeholders of the company.



PENGHARGAAN UTAMA



Petrokimia Gresik Raih Apresiasi Tertinggi "Propernas Emas" Pertama dari Kementerian LHK RI atas Pengelolaan Lingkungan yang Optimal

Petrokimia Gresik Wins the First "Propernas Emas" Appreciation from the Ministry of LHK RI on Environmental Management Optimal

"Lima dekade usia Petrokimia Gresik akhirnya bisa meraih Propernas Emas. Ini membuktikan bahwa Petrokimia Gresik adalah perusahaan yang ingin terus maju dan sustain dalam memberikan berkah bagi masyarakat sekitar serta peduli terhadap lingkungan".
"Five decades of age, Petrokimia Gresik has finally been able to achieve the Gold Propernas. This proves that Petrokimia Gresik is a company that wants to continue to advance and be sustainable in providing blessings for the surrounding community and care for the environment"



Petrokimia Gresik Raih "Gold Rank" Perdana di Ajang Asrrat 2021

Petrokimia Gresik Wins the First "Gold Rank" at the 2021 Asrrat Event

Petrokimia Gresik perusahaan Solusi Agroindustri anggota holding Pupuk Indonesia berhasil meraih predikat "Gold Rank" atas penerapan standar pelaporan yang transparan serta praktik bisnis berkelanjutan, pada keikutsertaan perdananya di ajang Asia Sustainability Reporting Rating (ASRRAT) 2021. | Petrokimia Gresik Agroindustry Solutions company member of the holding of Pupuk Indonesia succeeded achieved the "Gold Rank" predicate for the application of transparent reporting standards and practices sustainable business, at its inaugural participation in the Asia Sustainability Reporting event Rating (ASRRAT) 2021.



MAJOR AWARDS



Pengelolaan Lingkungan Petrokimia Gresik Kembali Raih Industri Hijau Level 5 dari Kemenperin RI

Pengelolaan Lingkungan Petrokimia Gresik Kembali Raih Industri Hijau Level 5 dari Kemenperin RI

"Petrokimia Gresik senantiasa menerapkan prinsip industri hijau secara konsisten guna meningkatkan daya saing usaha. Selain itu juga menyelaraskan pembangunan industri dengan kelestarian lingkungan hidup serta dapat memberikan manfaat bagi masyarakat," | "Petrokimia Gresik always applies the principles of the green industry consistently in order to increase business competitiveness. In addition, it also harmonizes industrial development with environmental sustainability and can provide benefits to the community.



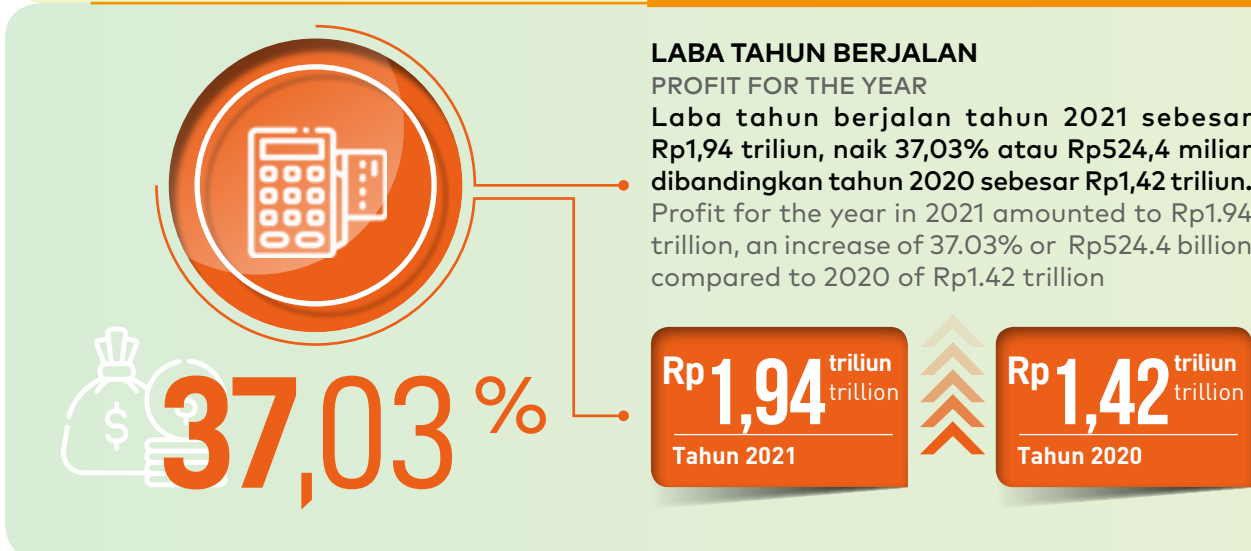
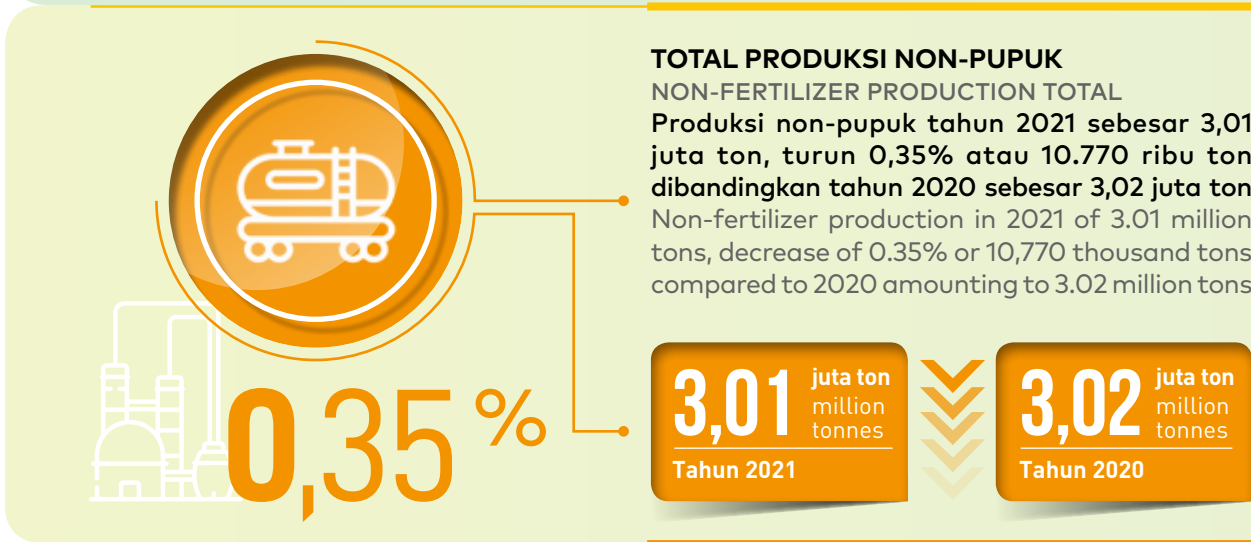
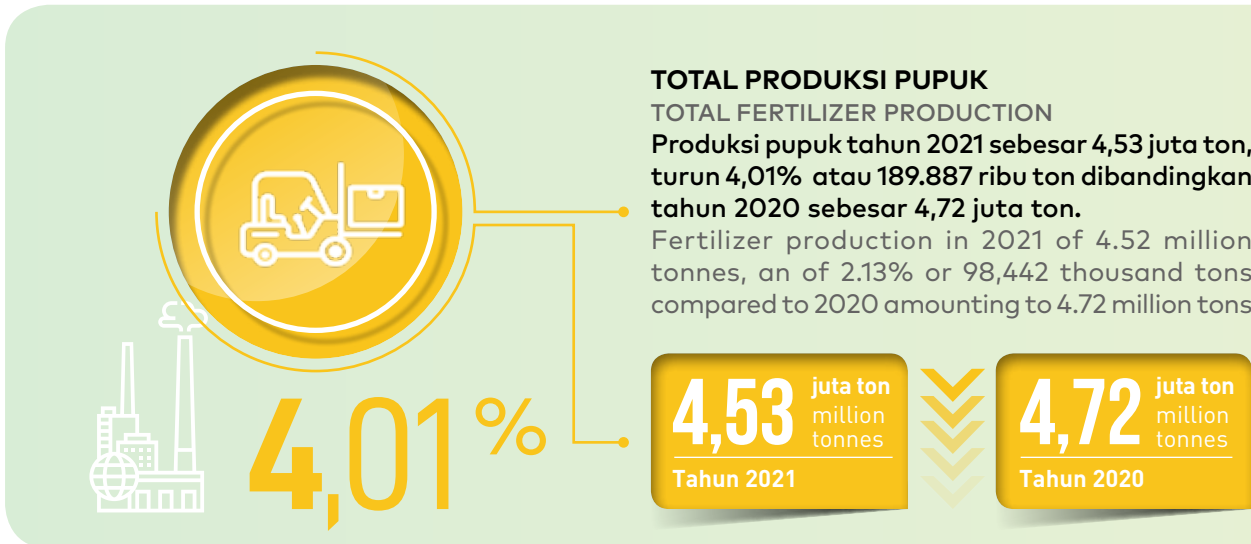
Petrokimia Gresik Jadi "Most Trusted Company" dalam Implementasi Good Corporate Governance

Petrokimia Gresik Becomes "Most Trusted Company" in Good Corporate Governance Implementation

Petrokimia Gresik perusahaan Solusi Agroindustri anggota holding Pupuk Indonesia dinobatkan sebagai "Most Trusted Company" dalam implementasi Good Corporate Governance (GCG) berdasarkan Corporate Governance Perception Index (CGPI) dalam ajang nasional Indonesia Trusted Companies Award." | "Petrokimia Gresik Agroindustry Solutions company member of the holding of Pupuk Indonesia was named the "Most Trusted Company" in the implementation of Good Corporate Governance (GCG) based on the Corporate Governance Perception Index (CGPI) in the national Indonesia Trusted Companies Award.

PENCAPAIAN KINERJA PG 2021

2021 PERFORMANCE ACHIEVEMENT OF PG





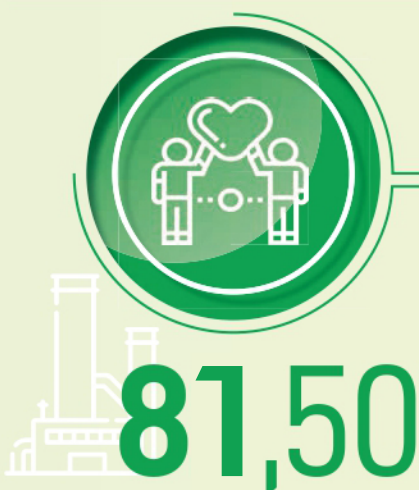
**SKOR GCG SELF ASSESSMENT PG 2021
SEBESAR / GCG SELF-ASSESSMENT
SCORE OF PG IN 2021 WAS**

dengan predikat "Sangat Baik"
with the predicate "Excellent"



**PENILAIAN BALDRIGE EXCELLENCE
FRAMEWORK (BEF)
BALDRIGE EXCELLENCE
FRAMEWORK (BEF) ASSESSMENT**

**dengan predikat
"Emerging Industry Leader"**
The Title of Emerging Industry Leader



**TINGKAT KESEHATAN PERUSAHAAN
BERDASARKAN SK MENTERI BUMN NOMOR
KEP-100/MBU/2002 MENCAPAI SKOR 81,50
DENGAN KATEGORI "SEHAT AA"**

COMPANY SOUNDNESS LEVEL BASED ON SOE
MINISTER DECREE NUMBER KEP-100/MBU/2002
ACHIEVED A SCORE OF 81.50 IN THE
"HEALTHY AA" CATEGORY

"AA"
SEHAT | HEALTHY



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PROFIL PERUSAHAAN
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LAPORAN LABA RUGI KOMPREHENSIF

COMPREHENSIVE STATEMENTS OF PROFIT OR LOSS

(dalam Jutaan Rupiah - in million Rupiah)

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019 ^{*)}	2018	2017
Penjualan Sales	28.903.053	26.571.112	28.932.149	27.667.823	23.641.051
Beban Pokok Penjualan Cost of Sales	23.797.196	21.802.169	23.587.883	22.124.900	19.062.105
Laba Kotor Gross Profit	5.105.857	4.768.943	5.344.266	5.542.923	4.578.947
Laba Usaha Operating Profit	3.468.782	3.220.961	3.571.752	3.696.680	2.934.553
Laba Sebelum Pajak Profit Before Tax	2.594.799	1.726.357	1.842.456	2.438.285	1.472.957
Laba Tahun Berjalan Profit for the Year	1.940.690	1.416.212	1.303.934	1.796.129	873.667
Penghasilan/(Beban) Komprehensif Lain Other Comprehensive Income/Cost	468	(227.668)	9.015	(44.379)	(188.088)
Laba Komprehensif Tahun Berjalan Comprehensive Income for the Year	1.941.158	1.188.544	1.394.084	1.751.750	685.579
Laba Tahun Berjalan yang dapat Diatribusikan Kepada Pemilik Entitas Induk Profit for the Year Attributable to Owners of the Parent Entity	1.906.223	1.388.134	1.279.481	1.777.933	856.158
Laba Tahun Berjalan yang dapat Diatribusikan Kepada Kepentingan Non Pengendali Profit for the Year Attributable to Non-Controlling Interests	34.467	28.078	24.453	18.196	17.509
Laba Komprehensif Tahun Berjalan yang dapat Diatribusikan Kepada Pemilik Entitas Induk Comprehensive Income for the Year Attributable to Owners of the Parent Entity	1.907.054	1.162.623	1.298.166	1.732.925	668.070
Laba Komprehensif Tahun Berjalan yang dapat Diatribusikan Kepada Kepentingan Non Pengendali Comprehensive Income for the Year Attributable to Non- Controlling Interests	34.105	25.921	95.918	18.825	17.509
Dividen Kas Cash Dividend	694.067	564.577	627.277	351.025	833.534
Dividen Kas per Saham (Nilai Penuh) Cash Dividend per Share (Full Amount)	105.162	85.542	95.042	53.186	348.308
Laba Bersih per Saham (Nilai Penuh) Net Profit per Share (Full Amount)	294.044	214.578	197.566	269.384	357.722
Jumlah Saham Beredar (Lembar) Total Outstanding Shares (Share)	6.600.000	6.600.000	6.600.000	6.600.000	2.393.093
Nilai Nominal Per Saham (Nilai Penuh) Nominal Value per Share (Full Amount)	1.000.000	1.000.000	1.000.000	1.000.000	1.000.000

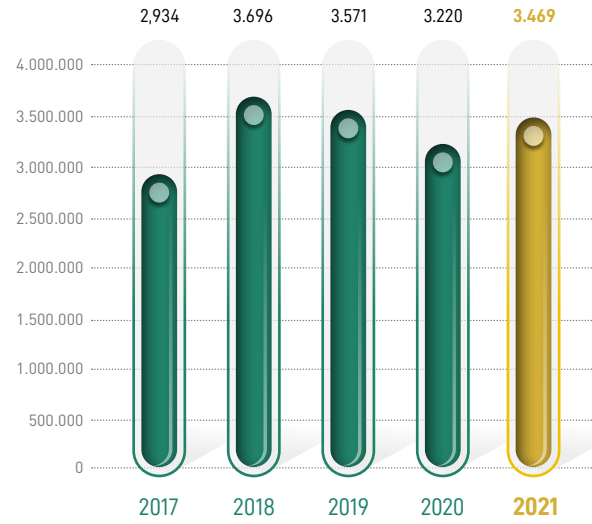
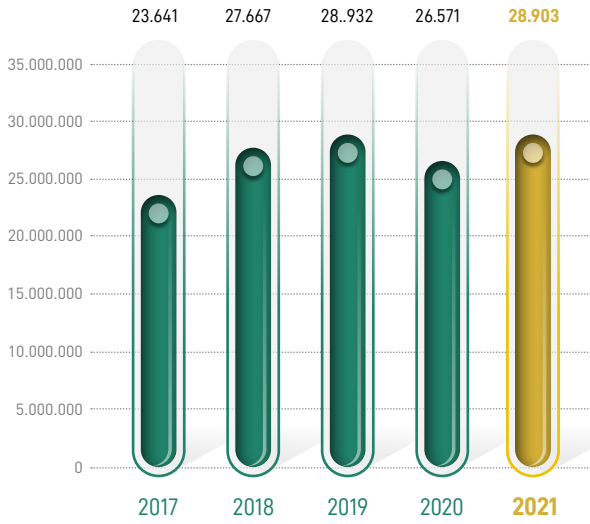
^{*)} Audited

^{**)} Restatement

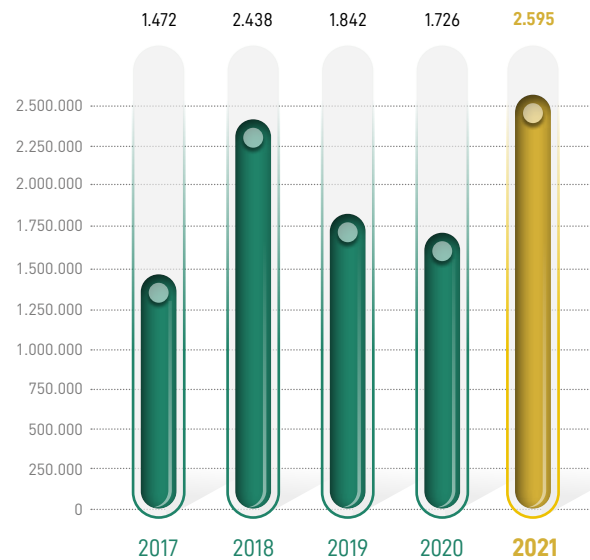


IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

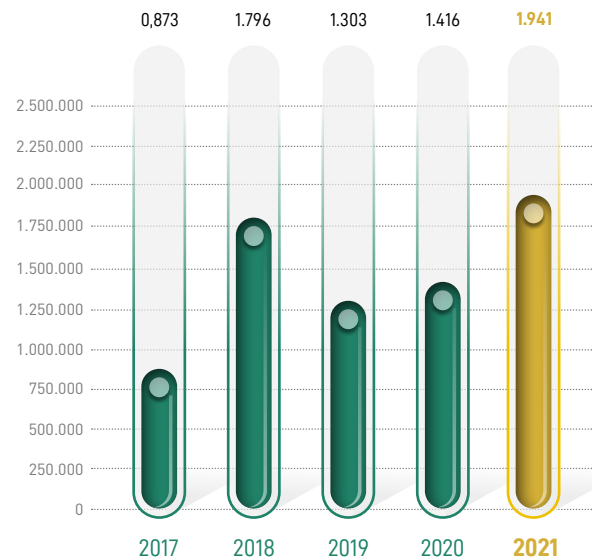
GRAFIK LAPORAN LABA RUGI KOMPREHENSIF
COMPREHENSIVE INCOME STATEMENT GRAPH



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 TAHUN BERJALAN - PROFIT FOR THE YEAR
dalam miliar rupiah | in billion rupiah

IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

LAPORAN POSISI KEUANGAN
STATEMENTS OF FINANCIAL POSITION

(dalam Jutaan Rupiah - in million Rupiah)

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019 ^{**)}	2018	2017
Aset Assets					
Kas Cash	2.288.481	2.477.369	2.659.328	3.050.966	2.853.979
Persediaan Inventories	7.469.174	5.189.831	6.290.013	7.208.853	5.305.220
Aset Lancar Current Assets	4.343.567	5.317.933	8.960.769	20.605.848	16.336.565
Investasi pada Entitas Asosiasi dan Ventura Bersama Investment in Associates and Joint Venture	322.758	305.172	277.674	529.988	456.730
Aset Tetap Bersih Net Fixed Assets	24.562.406	24.793.171	23.327.303	24.370.370	22.787.014
Aset Lain Other Assets	4.185.844	3.312.957	3.915.533	1.237.285	1.689.950
Jumlah Aset Total Assets	43.182.763	41.396.433	45.430.620	46.468.281	41.052.231
Liabilitas Liabilities					
Liabilitas Jangka Pendek Current Liabilities	10.551.416	8.925.650	17.383.449	9.308.668	14.987.763
Liabilitas Jangka Panjang Non-Current Liabilities	13.132.566	14.205.055	10.262.990	18.670.508	8.965.583
Jumlah Liabilitas Total Liabilities	23.683.982	23.130.705	27.646.439	27.979.176	23.953.346
Ekuitas Equity					
Modal Saham Share Capital	6.600.000	6.600.000	6.600.000	2.393.093	2.393.093
Saldo Laba Retained Earnings	5.298.595	4.086.439	3.390.973	2.648.134	14.641.411
Pendapatan Komprehensif Lain Other Comprehensive Income	7.409.005	7.408.174	7.633.685	-	-
Kepentingan Non-Pengendali Non-Controlling Interests	191.181	171.115	159.523	72.701	64.381
Jumlah Ekuitas Total Equity	19.498.781	18.265.728	17.784.181	18.489.105	17.098.885
Jumlah Liabilitas dan Ekuitas Total Liabilities & Equity	43.182.763	41.396.433	45.430.620	46.468.281	41.052.231

*) Audited

**) Restatement

LAPORAN ARUS KAS
STATEMENTS OF CASH FLOWS

(dalam Jutaan Rupiah - in million Rupiah)

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019 ^{**)}	2018	2017
Arus Kas dari (untuk) Aktivitas Operasi Cash Flows provided by (used in) Operating Activities	3.552.335	7.718.187	1.411.215	(2.419.919)	2.930.018
Arus Kas dari (untuk) Aktivitas Investasi Cash Flows provided by (used in) Investing Activities	(907.980)	(496.657)	(888.652)	(2.241.442)	(2.397.353)
Arus Kas dari (untuk) Aktivitas Pendanaan Cash Flows provided by (used in) Financing Activities	(2.851.047)	(7.434.711)	(918.389)	4.856.901	(510.202)

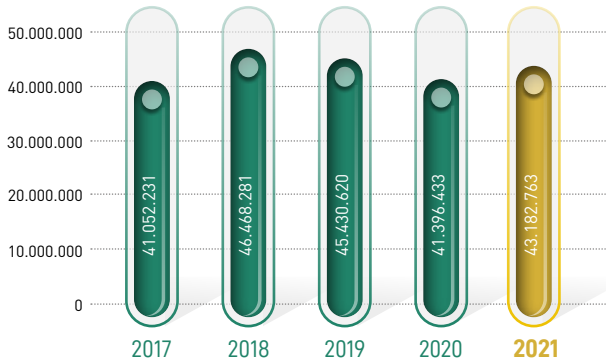
*) Audited

**) Restatement



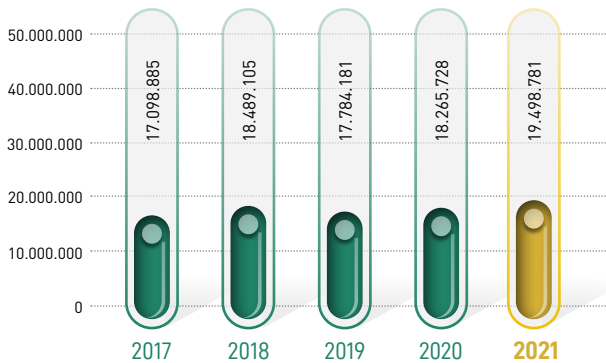
IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

GRAFIK LAPORAN POSISI KEUANGAN
GRAPH OF STATEMENT OF FINANCIAL POSITION



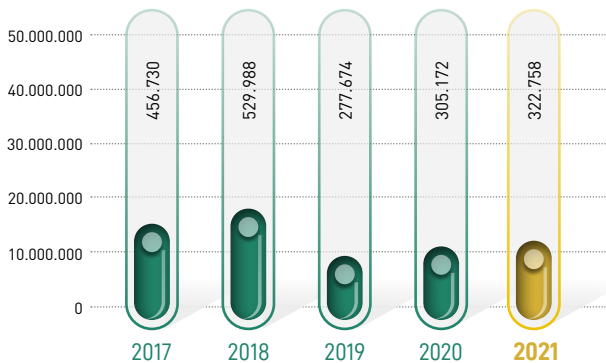
JUMLAH ASET - TOTAL ASSETS

Dalam Rp juta | In Rp million



JUMLAH EKUITAS - TOTAL EQUITY

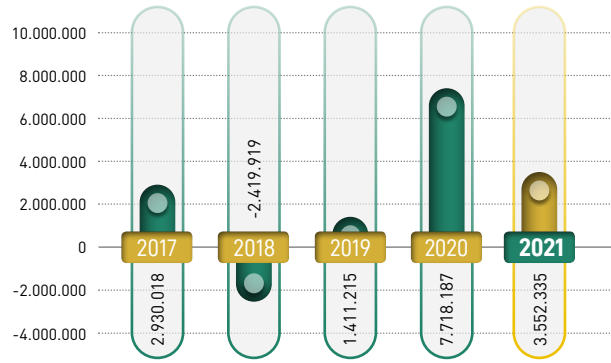
Dalam Rp juta | In Rp million



INVESTASI PADA ENTITAS ASOSIASI

INVESTMENT IN ASSOCIATES

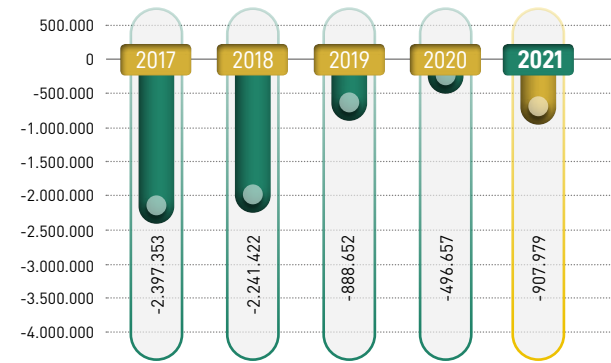
Dalam Rp juta | In Rp million



ARUS KAS DARI (UNTUK) AKTIVITAS OPERASI

CASH FLOWS PROVIDED BY (USED IN) OPERATING ACTIVITIES

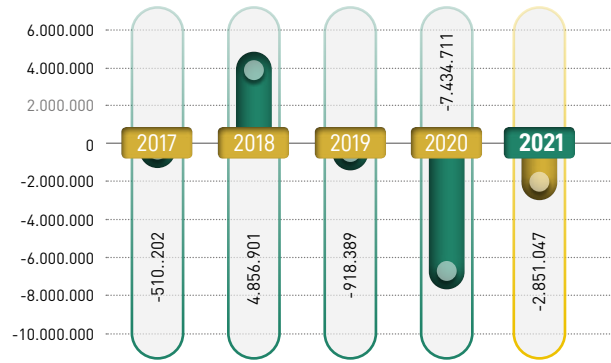
Dalam Rp juta | In Rp million



ARUS KAS DARI (UNTUK) AKTIVITAS INVESTASI

CASH FLOWS PROVIDED BY (USED INVESTING ACTIVITIES)

Dalam Rp juta | In Rp million



ARUS KAS DARI (UNTUK) AKTIVITAS PENDANAAN

CASH FLOWS PROVIDED BY (USED FINANCING ACTIVITIES)

Dalam Rp juta | In Rp million

IKHTISAR KEUANGAN
 FINANCIAL HIGHLIGHTS

RASIO KEUANGAN
 FINANCIAL RATIOS

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019 ^{**)}	2018	2017
Rasio Likuiditas Liquidity Ratio %					
Rasio Aset Lancar terhadap Liabilitas Lancar Current Ratio	133,64	145,48	103,03	221,36	109,00
Rasio Kas terhadap Liabilitas Lancar Cash Ratio	21,69	27,76	15,30	32,78	19,04
Rasio Aset Lancar - Persediaan terhadap Liabilitas Lanca Quick Ratio	62,85	87,34	66,85	143,92	73,60
Rasio Solvabilitas Solvability Ratio %					
Rasio Liabilitas terhadap Ekuitas Debt to Equity Ratio	121,46	126,63	155,46	151,33	140,09
Rasio Liabilitas terhadap Aset Debt to Asset Ratio	54,85	55,88	60,85	60,21	58,35
Rasio Pinjaman terhadap Ekuitas Debt to Equity Ratio	55 : 45	56 : 44	61 : 39	60 : 40	58 : 42
Kemampuan Membayar Bunga Interest Coverage Ratio	503,98	323,88	257,58	348,55	297,05
Rasio Profitabilitas Profitability Ratio %					
Marjin Laba Kotor Gross Profit Margin	17,67	17,95	18,47	20,03	19,37
Marjin Laba Usaha Operating Profit Margin	16,58	17,19	16,14	15,91	12,42
Marjin Laba Bersih Net Profit Margin	6,72	5,33	4,51	6,49	3,70
Rasio Laba Bersih terhadap Ekuitas Return on Equity	11,18	8,55	8,19	9,71	5,11
Rasio Laba Bersih terhadap Aset Return on Assets	4,50	3,42	2,87	5,25	3,59
Rasio Laba Bersih terhadap Investasi Return on Investment	11,41	11,45	10,72	3,87	2,13
Rasio Aktivitas Activity Ratio %					
Rasio Perputaran Aset Asset Turnover Ratio	67,00	64,19	63,68	59,54	57,59
Rasio Modal terhadap Aset Capital to Assets Ratio	45,15	44,12	39,15	39,63	41,49
Pendapatan terhadap Modal Kerja Bersih Revenues to Net Working Capital	814	655	5494	244,90	1.752,74
Nilai Tukar (Rp/USD) Exchange Rate (Rp/ USD)	14.269	14.105	13.901	14.481	13.548

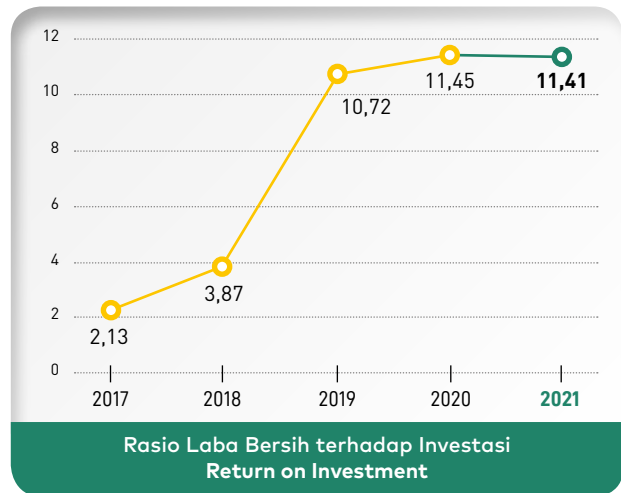
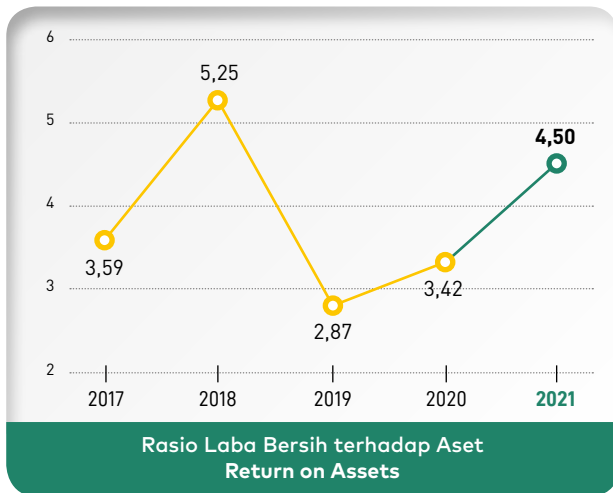
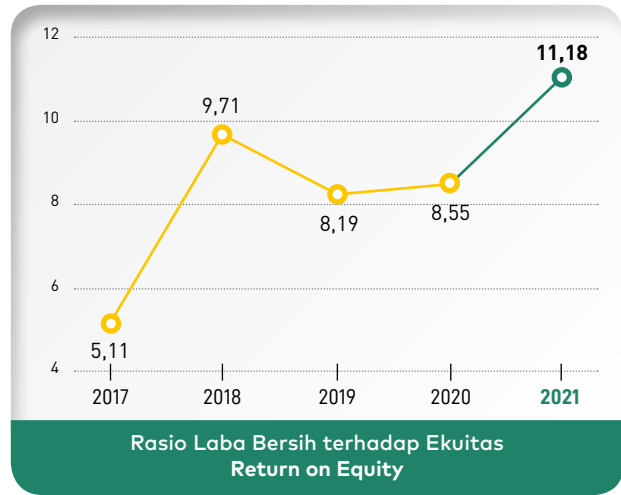
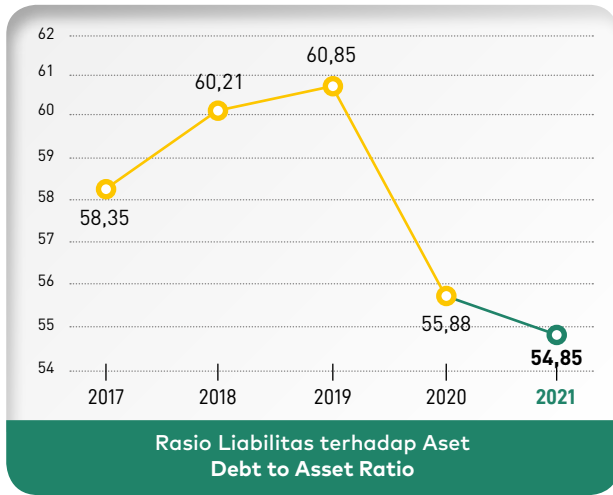
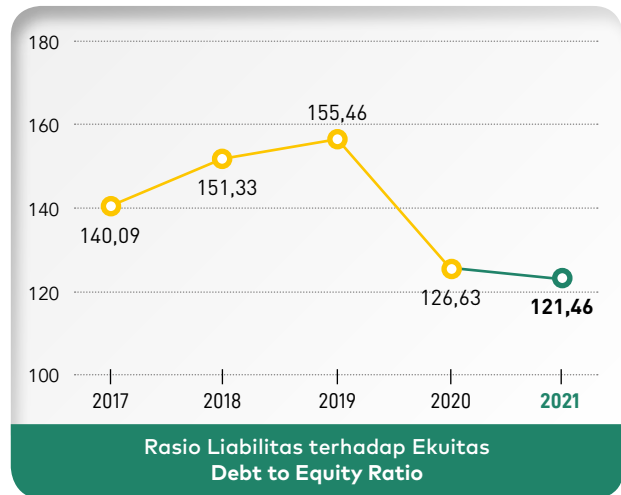
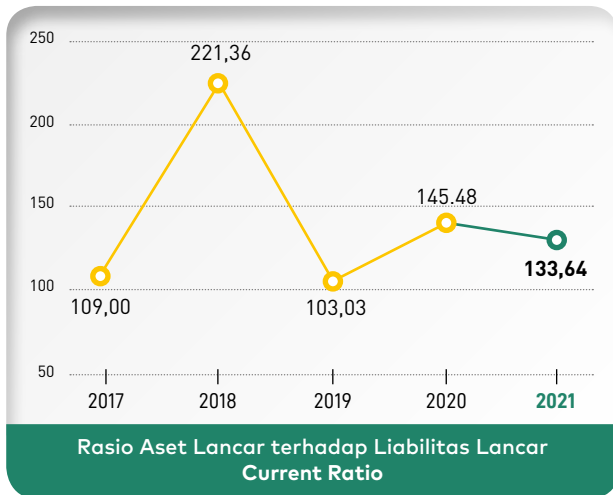
^{*)} Audited

^{**) Restatement}



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

GRAFIK RASIO KEUANGAN
CHART OF FINANCIAL RATIOS



IKHTISAR OPERASIONAL

OPERATIONAL HIGHLIGHTS

PRODUKSI PUPUK FERTILIZER PRODUCTION

(dalam ton - in tonnes)

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019	2018	2017
PRODUKSI PRODUCTION					
Pupuk Urea Urea Fertilizer	947.860	1.003.843	906.472	658.519	4.60.015
Pupuk ZA ZA Fertilizer	759.226	795.930	698.392	589.341	798.782
Pupuk SP-36 SP-36 Fertilizer	325.138	451.972	479.443	450.576	480.131
Pupuk Phonska Phonska Fertilizer	2.089.936	2.006.396	2.104.283	2.308.271	2.434.476
Pupuk NPK Kebomas NPK Kebomas Fertilizer	389.238	447.510	413.911	339.426	378.456
Pupuk ZK (Kalium Sulfat) ZK (Potassium Sulfate) Fertilizer	14.021	9.655	14.364	16.475	15.184
Jumlah Produksi Pupuk Total Fertilizer Production	4.525.419	4.715.306	4.616.865	4.362.608	4.567.044
Pupuk Petroganik (produksi oleh Mitra) Petroganik Fertilizer	391.683	610.350	524.120	776.475	606.527
PENJUALAN SALES					
Pupuk Subsidi Subsidized Fertilizer	4.340.190	4.626.074	5.192.362	5.218.491	4.965.528
Pupuk Non Subsidi - Domestik Domestic - Non Subsidized	510.275	356.696	291.995	271.703	242.711
Pupuk Non Subsidi - Ekspor Export Non Subsidized	301.203	493.713	392.891	185.642	274.374
Jumlah Penjualan Pupuk Total Fertilizer Sales	5.151.668	5.476.483	5.877.284	5.675.836	5.482.612

*) Audited

PRODUKSI NON-PUPUK NON-FERTILIZER PRODUCTION

(dalam ton - in tonnes)

URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019	2018	2017
PRODUKSI NON-PUPUK NON-FERTILIZER PRODUCTION					
Amoniak Ammonia	907.301	1.095.376	949.700	693.001	457.350
Asam Sulfat Sulfuric Acid	881.200	853.111	849.510	698.796	1.198.470
Asam Fosfat Phosphoric Acid	191.856	218.883	270.333	248.714	288.203
Gypsum	994.160	821.036	889.888	637.438	1.010.826
Aluminium Florida Aluminium Fluoride	7.265	7.114	11.301	12.653	11.049
CO ₂ Cair Liquid CO ₂	11.181	12.042	15.816	14.866	17.008
Dry Ice	592	670	976	333	873
Asam Klorida Hydrochloric Acid	15.881	11.975	15.909	18.795	16.299
Jumlah Produksi Non-Pupuk Total Non- Fertilizer Production	3.009.437	3.020.207	3.003.433	2.324.596	3.000.077
PENJUALAN SALES					
Penjualan Non-Pupuk Non-Fertilizer Sales	1.826.826	1.540.712	1.378.902	1.481.624	1.635.494

*) Audited

PENYALURAN PKBL PKBL IMPLEMENTATION

(dalam Jutaan Rupiah - in million Rupiah)

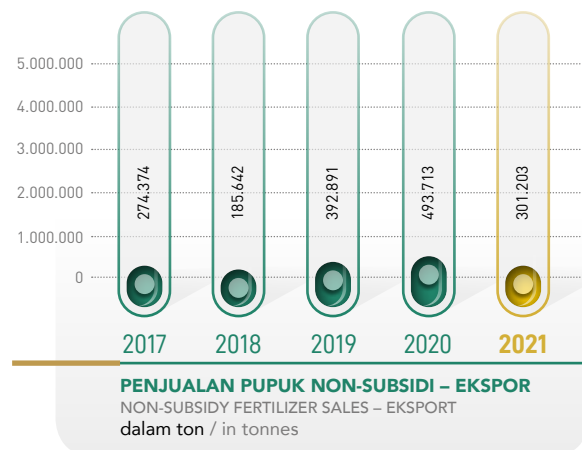
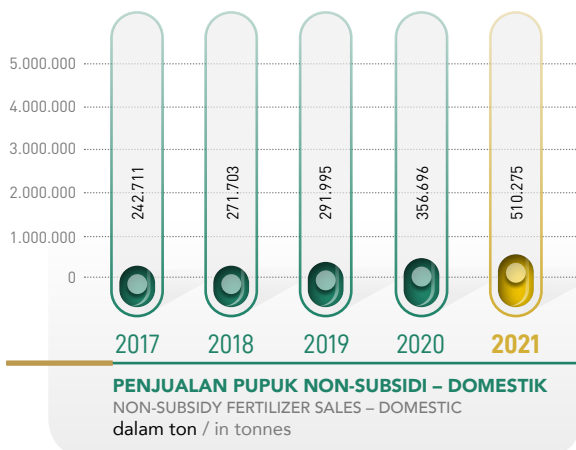
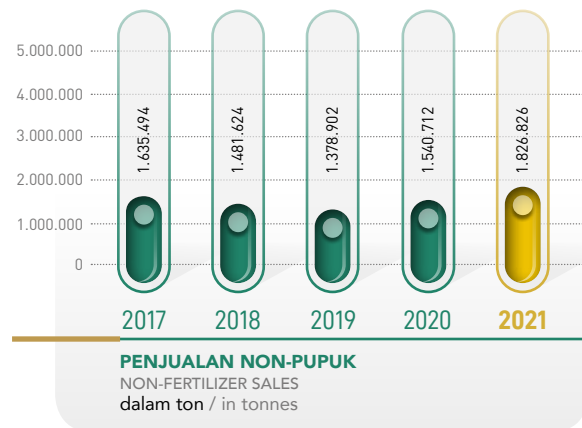
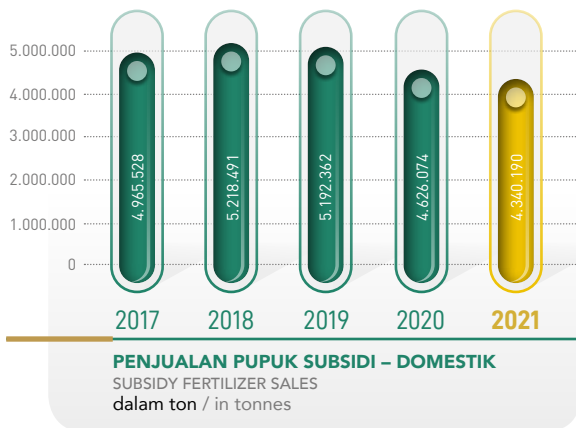
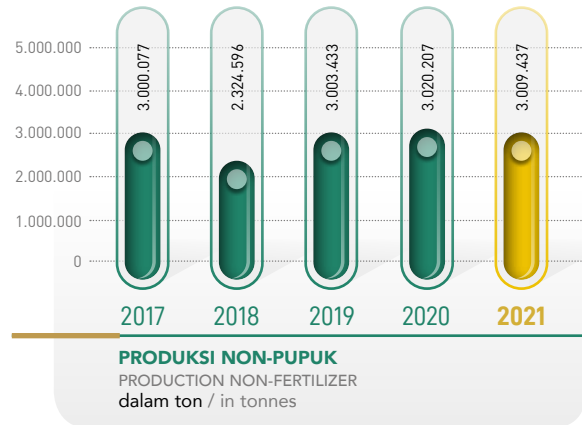
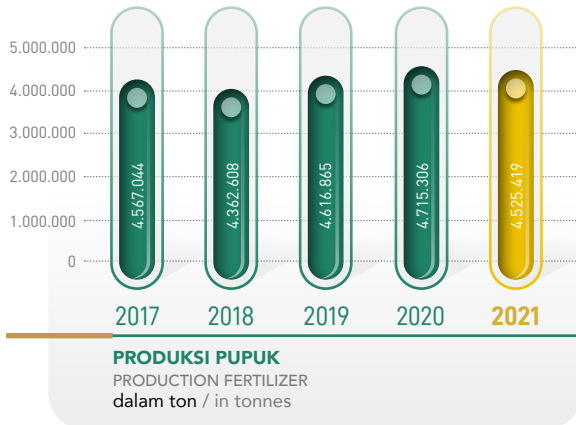
URAIAN DESCRIPTION	2021 ^{*)}	2020 ^{*)}	2019	2018	2017
Program Kemitraan Partnership Program	42.973	38.255	47.103	43.706	52.423
Program Bina Lingkungan Community Development Program	10.002	6.840	15.261	13.370	22.212

*) Audited



IKHTISAR OPERASIONAL OPERATIONAL HIGHLIGHTS

GRAFIK OPERASIONAL CHART OF OPERATIONS



PERISTIWA PENTING 2021

2021 EVENT HIGHLIGHTS

14

JANUARI 2021 | JANUARY, 2021

Petrokimia Gresik Berhasil Kantongi Hak Guna dan Pengelolaan 117,2 Hektar Lahan Reklamasi

Petrokimia Gresik has succeeded in securing the right to use and manage 117.2 hectares of land for reclamation

Petrokimia Gresik berhasil mengantongi hak guna dan pengelolaan 117,2 Hektar Lahan Reklamasi, sehingga saat ini perusahaan menempati areal lebih dari 500 hektar di Kabupaten Gresik, Jawa Timur. | Petrokimia Gresik has succeeded in obtaining the right to use and manage 117.2 hectares of land for reclamation, so that currently the company occupies an area of more than 500 hectares in Gresik Regency, East Java.



26

FEBRUARI 2021 | FEBRUARI, 2021

Pisah Sambut Direksi Baru, Budi Wahyu Soesilo sebagai Direktur Keuangan & Umum, Petrokimia Gresik

Farewell to New Directors, Budi Wahyu Soesilo as Finance & General Director, Petrokimia Gresik

Pisah Sambut Direksi Baru, Budi Wahyu Soesilo sebagai Direktur Keuangan & Umum, Petrokimia Gresik | Farewell to New Directors, Budi Wahyu Soesilo as Finance & General Director, Petrokimia Gresik



09

MARET 2021 | MARCH, 2021

Kepercayaan Pemerintah dan Masyarakat Terhadap Phonska OCA Petrokimia Gresik | Government and public trust in Phonska OCA Petrokimia Gresik

Tanam perdana demplot pemupukan berimbang sebagai komitmen Petrokimia Gresik siap mengemban tugas menyupply 1,5 juta liter Pupuk Organik Cair (POC) bersubsidi Phonska Oca | First planting of a balanced fertilization demonstration plot as a commitment Petrokimia Gresik is ready to take on the task of supplying 1.5 million liters of subsidized Liquid Organic Fertilizer (POC) Phonska Oca





PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

13

MARET 2021 | MARCH, 2021

Kunjungan Tiga Menteri dalam Panen Raya di Tambakrejo
Three Ministers' Visit to Panen Raya in Tambakrejo

Kunjungan Tiga Menteri RI, yaitu Menteri Pertanian Syahrul Yasin Limpo, Menteri Perdagangan Muhammad Lutfi, dan Menteri BUMN Erick Thohir, mengikuti panen raya padi di Desa Tambakrejo Kecamatan Duduk Sampeyan Kabupaten Gresik | The visit of Three Indonesian Ministers, namely the Minister of Agriculture Syahrul Yasin Limpo, the Minister of Trade Muhammad Lutfi, and the Minister of SOEs Erick Thohir, attended the rice harvest in Tambakrejo Village, Sit Sampeyan District, Gresik Regency



28

MARET 2021 | MARCH, 2021

6.821 Insan di Lingkungan Petrokimia Gresik Ikuti SVB BUMN Jawa Timur
6,821 People in Gresik Petrokimia Environment Join the East Java BUMN SVB

Vaksinasi 6.821 karyawan Petrokimia Gresik dan anak perusahaan, sebagai bentuk upaya preventif penanggulangan Covid-19 di lingkungan perusahaan Vaccination of 6,821 employees of Petrokimia Gresik and its subsidiaries, as a form of preventive measures against Covid-19 within the company



04

MEI 2021 | MAY, 2021

Pengiriman Penjualan Perdana Green Surfactant
Green Surfactant First Sale Delivery

Penjualan perdana green surfaktan sebanyak 7.000 liter kepada KSO Pertamina EP-Samudra Energy BWP Meruap di Jambi sebagai tonggak sejarah baru perusahaan The initial sale of 7,000 liters of green surfactant to KSO Pertamina EP-Samudra Energy BWP overflows in Jambi as a new milestone for the company



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

10

JUNI 2021 | JUNE, 2021

Penandatanganan Kesepakatan Petrokimia Gresik dan PT Polowijo Gosari Indonesia untuk Melakukan Kajian Bersama Rencana Pembangunan Pabrik Pupuk Kieserite
The signing of the agreement between Petrokimia Gresik and PT polowijo Gosari Indonesia to conduct a joint study on the plan to build a kieserite fertilizer factory

Petrokimia Gresik bersama PT Polowijo Gosari Indonesia tandatangani MoU untuk Kaji Pembangunan Pabrik Pupuk Kieserite Pertama di Indonesia | Petrokimia Gresik together with PT Polowijo Gosari Indonesia signed the MoU to Study the Construction of the First Kieserite Fertilizer Factory in Indonesia



10

JUNI 2021 | JUNE, 2021

Petrokimia Gresik Berhasil Kantongi Sertifikat Sistem Manajemen Energi ISO 50001:2018 | Petrokimia Gresik Successfully Receives Energy Management System Certificate ISO 50001:2018

Berkat pengelolaan dan pemanfaatan energi yang efektif dan efisien, Petrokimia Gresik berhasil mengantongi Sertifikat Sistem Manajemen Energi ISO 50001:2018. Thanks to the effective and efficient management and utilization of energy, Petrokimia Gresik has won the ISO 50001:2018 Energy Management System Certificate.



17

JUNI 2021 | JUNE, 2021

Memorandum of Understanding (MoU) Jual beli Gas Bumi dengan Kangean Energy Indonesia (KEI)
Memorandum of Understanding (MoU) Sale and purchase of Natural Gas with Kangean Energy Indonesia (KEI)

Penandatanganan MoU Jual beli Gas Bumi bersama Kangean Energy Indonesia (KEI) sebagai upaya menjamin Ketersediaan Gas | Memorandum of Understanding (MoU) Jual beli Gas Bumi dengan Kangean Energy Indonesia (KEI)



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

05

JULI 2021 | JULY, 2021

Petrokimia Gresik Berhasil Kantongi Sertifikat Konsistensi Implementasi SMAP ISO 37001 | Petrokimia Gresik successfully won the ISO 37001 SMAP Implementation Consistency Certificate

Petrokimia Gresik dapatkan sertifikat Konsistensi Implementasi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001 | Petrokimia Gresik got the certificate of Consistency in Implementation of Anti-Bribery Management System (SMAP) SNI ISO 37001..



10

JULI 2021 | JULY, 2021

Peluncuran Tiga Produk Baru di HUT ke-49 Petrokimia Gresik | Launching of Three New Products at the 49th Anniversary of Petrokimia Gresik

Petrokimia Gresik berinovasi dengan meluncurkan 3 Produk baru yakni Pupuk SP-26, Petro Niphos, dan Phonska alam, sebagai solusi agroindustri baru bagi pertanian Indonesia yang berkelanjutan. | Petrokimia Gresik innovates by launching 3 new products, namely Fertilizer SP-26, Petro Niphos, and Phonska Alam, as new agro-industrial solutions for sustainable Indonesian agriculture.



13

JULI 2021 | JULY, 2021

Kunjungan Menteri Koordinator Bidang Pembangunan Manusia dan Kebudayaan Dukung Penuh Reaktivasi Unit Produksi Oksigen (Air Separation Plant) | The Visit of the Coordinating Minister for Human Development and Culture to Fully Support the Reactivation of the Oxygen Production Unit (Air Separation Plant)

Menteri Koordinator Bidang Pembangunan Manusia dan Kebudayaan (Menko PMK) Muhadjir Effendy mengunjungi Unit Air Separation Plant (ASP) Petrokimia Gresik (PG) Coordinating Minister for Human Development and Culture (Menko PMK) Muhadjir Effendy visited the Petrokimia Gresik (PG) Air Separation Plant (ASP) Unit



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

15

AGUSTUS 2021 | AUGUST, 2021

Peresmian Unit Produksi Oksigen Air Separation Plant oleh Menteri BUMN Erick Thohir. | Inauguration of the Air Separation Plant Oxygen Production Unit by SOE Minister Erick Thohir.

Petrokimia Gresik berhasil mengaktifkan kembali Unit Produksi Oksigen Air Separation Plant (ASP) untuk membantu pemerintah tanggulangi Covid-19, dengan menyuplai 23 Ton oksigen medis per hari. Langkah ini diapresiasi oleh Menteri BUMN Erick Thohir secara langsung. | Petrokimia Gresik managed to reactivate the Air Separation Plant Oxygen Production Unit (ASP) to help the government deal with Covid-19, by supplying 23 tons of medical oxygen per day. This step was directly appreciated by SOE Minister Erick Thohir.



16

AGUSTUS 2021 | AUGUST, 2021

Perjanjian Kerjasama Petrokimia Gresik dengan PLN Unit Induk Distribusi Jawa Timur terapkan Program Captive Incentive | The cooperation agreement between Petrokimia Gresik and PLN, the East Java Distribution Main Unit, applies the Captive Incentive Program

Melalui program kerja sama ini, Petrokimia Gresik Berhasil Tekan Biaya Listrik hingga 12% | Through this cooperation program, Petrokimia Gresik has succeeded in reducing electricity costs by up to 12%



27

AGUSTUS 2021 | AUGUST, 2021

Penutupan DEMPLOD DAMBAAN oleh Kodam V Brawijaya | Closing of DREAM DEMPLOT by Kodam V Brawijaya

Penutupan DEMPLOD DAMBAAN oleh Kodam V Brawijaya sebagai bentuk apresiasi terhadap program yang telah berhasil meningkatkan produktivitas pertanian di Gresik. | The closing of the DAMBAAN DEMPLOT by Kodam V Brawijaya as a form of appreciation for the program that has succeeded in increasing agricultural productivity in Gresik.



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

30

AGUSTUS 2021 | AUGUST, 2021

Kunjungan Gubernur Jatim ke Air Separation Plant Unit Sekaligus Penyerahan Bantuan dari Satgas Bencana Nasional BUMN kepada Pemerintah Provinsi Jawa Timur
The visit of the Governor of East Java to the Air Separation Plant Unit as well as the handing over of assistance from the BUMN National Disaster Task Force to the East Java Provincial Government

Kunjungan Gubernur Jatim ke Air Separation Plant Unit sekaligus penyerahan bantuan dari Satgas Bencana Nasional BUMN kepada Pemerintah Provinsi Jawa Timur | The visit of the Governor of East Java to the Air Separation Plant Unit as well as the handing over of assistance from the BUMN National Disaster Task Force to the East Java Provincial Government



02

SEPTEMBER 2021 | SEPTEMBER, 2021

Penandatanganan Nota Kesepahaman dengan PT Garam (Persero) dan Unilever Asia Pte. Ltd. | The signing of a memorandum of understanding with PT Garam (Persero) and Unilever Asia Pte. Ltd.

Petrokima Gresik bekerja sama dengan PT Garam (Persero) dan PT Unilever Asia Pte. Ltd bangun ekosistem bisnis Pabrik Soda Ash. Dimana PT Garam akan menyuplai bahan baku Soda Ash, dan PT Unilever Asia Pte. Ltd sebagai offtaker produk Soda Ash Petrokimia Gresik. | Petrokima Gresik cooperates with PT Garam (Persero) and PT Unilever Asia Pte. Ltd builds Soda Ash Factory business ecosystem. Where PT Garam will supply the raw material for Soda Ash, and PT Unilever Asia Pte. Ltd. as the offtaker of Soda Ash Petrokimia Gresik products.



08

SEPTEMBER 2021 | SEPTEMBER, 2021

Peluncuran AgroMan dan Sales Force
Launch of AgroMan and Sales Force

Peluncuran AgroMan dan Sales Force merupakan upaya Petrokimia Gresik dalam meningkatkan layanan dan memperluas jangkauan kawalan pertanian di berbagai daerah. | The launch of AgroMan and Sales Force is Petrokimia Gresik's effort to improve services and expand the reach of agricultural control in various regions.



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

10

SEPTEMBER 2021 | SEPTEMBER, 2021

Kunjungan Menteri Investasi atau Kepala Badan Koordinasi Penanaman Modal (BKPM) ke Lokasi Proyek Pabrik Soda Ash Petrokimia Gresik | The visit of the Minister of Investment or the Head of the Investment Coordinating Board (BKPM) to the Gresik Soda Ash Plant project site

Melalui kunjungan ini, Menteri Investasi atau Kepala Badan Koordinasi Penanaman Modal (BKPM), Bahlil Lahadalia mendorong percepatan pembangunan Pabrik Soda Ash Petrokimia Gresik yang akan menjadi Pabrik Soda Ash Pertama di Indonesia. | Through this visit, the Minister of Investment or Head of the Investment Coordinating Board (BKPM), Bahlil Lahadalia encouraged the acceleration of the construction of the Petrokimia Gresik Soda Ash Factory which will become the First Soda Ash Factory in Indonesia.



14

SEPTEMBER 2021 | SEPTEMBER, 2021

Peluncuran Digital Learning Center Petrokimia Gresik
Launching of Petrokimia Gresik's Digital Learning Center

Digital Learning Center (DLC) merupakan bentuk upaya dukungan Petrokimia Gresik dalam mencetak SDM unggul Indonesia. | The Digital Learning Center (DLC) is a form of support for Petrokimia Gresik in producing superior Indonesian human resources.



22

SEPTEMBER 2021 | SEPTEMBER, 2021

Innovation Awards Konvensi Inovasi Petrokimia Gresik (KIPG) Ke-35 Brawijaya | Innovation Awards 35th Gresik Petrochemical Innovation Convention (KIPG)

Konvensi Inovasi Petrokimia Gresik (KIPG) Ke-35, merupakan gelaran Pesta Inovasi dalam rangka merayakan efisiensi perusahaan hingga 250 Milyar Rupiah berkat berbagai inovasi yang dihasilkan Insan Petrokimia Gresik The 35th Gresik Petrochemical Innovation Convention (KIPG), is an Innovation Party event to celebrate the company's efficiency of up to 250 billion Rupiah thanks to various innovations produced by Gresik Petrochemical People



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

30

SEPTEMBER 2021 | SEPTEMBER, 2021

Kunjungan Komisi VI DPR RI Bidang Industri, Investasi dan Persaingan Usaha | Commission VI visit of the House of Representatives of the Republic of Indonesia for Industry, Investment and Business Competition

Kunjungan Spesifik Komisi VI DPR RI bidang industri, Investasi dan Persaingan Usaha ini dalam rangka untuk mengawal kinerja keuangan dan operasional di Petrokimia Gresik | The Special Visit of Commission VI DPR RI in the fields of industry, investment and business competition is to oversee the financial and operational performance of Petrokimia Gresik.



12

OKTOBER 2021 | OKTOBER, 2021

Silaturahmi 3 Menteri dengan Manajemen Petrokimia Gresik
Meeting of 3 Ministers with Gresik Petrochemical Management

Kunjungan Menteri Perindustrian Agus Gumiwang Kartasasmita; Menteri Energi dan Sumber Daya Mineral Arifin Tasrif; dan Menteri Koordinator Bidang Perekonomian Airlangga Hartarto, ke PT Petrokimia Gresik sebagai bukti dukungan pemerintah terhadap objek vital dan strategis Indonesia. | Minister of Industry visit Agus Gumiwang Kartasasmita; Minister of Energy and Mineral Resources Arifin Tasrif; and Coordinating Minister for Economic Affairs Airlangga Hartarto, to PT Petrokimia Gresik as evidence of the government's support for Indonesia's vital and strategic objects.



12

OKTOBER 2021 | OKTOBER, 2021

Pembukaan Program Magang Kerjasama dengan Tiga Kementerian | Opening of Internship Program in Cooperation with Three Ministries

Petrokimia Gresik berkolaborasi bersama kementerian Pendidikan dan kebudayaan Ristek, Kementerian BUMN serta Kementerian Perindustrian dalam melaksanakan program magang sebagai bentuk aksi nyata Petrokimia Gresik tingkatkan SDM Indonesia. | Petrokimia Gresik collaborates with the Ministry of Education and Culture, Research and Technology, the Ministry of SOEs and the Ministry of Industry in implementing an internship program as a form of real action for Petrokimia Gresik to improve Indonesian human resources.



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

11

NOVEMBER 2021 | NOVEMBER, 2021

Penanaman 12.300 Bibit Pohon dalam Gerakan #BUMNHijaukanIndonesia | Planting 12,300 Tree Seeds in the #BUMNHijaukanIndonesia Movement

Petrokimia Gresik mendapat amanah mengkoordinir penanaman 12.300 bibit pohon di Pasuruan sebagai bentuk kontribusi dan dukungan perusahaan dalam gerakan #BUMNHijaukanIndonesia yang digagas oleh Kementerian BUMN | Petrokimia Gresik was entrusted with coordinating the planting of 12,300 tree seedlings in Pasuruan as a form of company contribution and support in the #BUMNHijaukanIndonesia movement initiated by the Ministry of SOEs



06

DESEMBER 2021 | DECEMBER, 2021

Penandatanganan MoU Kerjasama Strategis Petrokimia Gresik dengan ITS | Signing of MoU for Strategic Cooperation of Petrokimia Gresik with ITS

Petrokimia Gresik menandatangani MoU Kerjasama Strategis dengan Institute Teknologi Sepuluh November dalam bidang pengembangan SDM, produk, dan berbagai program inovatif solusi agroindustri. | Petrokimia Gresik signed a Strategic Cooperation MoU with the Sepuluh November Institute of Technology in the field of human resource development, products, and various innovative agro-industry solutions programs.



10
11

DESEMBER 2021 | DECEMBER, 2021

Focus Group Discussion (FGD) Perencanaan Strategis Perusahaan Tahun 2022 | Focus Group Discussion (FGD) Corporate Strategic Planning in 2022

Untuk menyongsong tahun 2022, Manajemen Petrokimia Gresik menggelar Focus Group Discussion Perencanaan Strategis Perusahaan yang diikuti oleh seluruh pejabat Grade I perusahaan. | To welcome 2022, Petrokimia Gresik Management held a Focus Group Discussion on Corporate Strategic Planning which was attended by all Grade I officials of the company.



PERISTIWA PENTING 2021
2021 EVENT HIGHLIGHTS

12

DESEMBER 2021 | DECEMBER, 2021

Petrokimia Gresik bersama Satgas Tanggap Bencana Nasional BUMN Jawa Timur Salurkan Bantuan Tahap II untuk Korban Erupsi Gunung Semeru | Petrokimia Gresik together with the East Java BUMN National Disaster Response Task Force Distribute Phase II Assistance for Victims of the Mount Semeru Eruption

Bantuan Korban Erupsi Gunung Semeru dari Satgas Tanggap Bencana Nasional BUMN Jatim yang dikomandoi Petrokimia Gresik tuai pujian berkat bantuan yang cepat dan sistematis. | The assistance for victims of the Mount Semeru Eruption from the National Disaster Response Task Force for East Java SOEs, which is commanded by Petrokimia Gresik, has received praise for its fast and systematic assistance.



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DESEMBER 2021 | DECEMBER, 2021

Penandatanganan SPJB Bersama 372 Distributor SPJB Signing with 372 Distributorst

Siapkan Distribusi Pupuk Subsidi 2022, Petrokimia Gresik Tandatangani SPJB Bersama 372 Distributor untuk pastikan penyaluran pupuk bersubsidi sesuai ketentuan Prepare Distribution of Subsidized Fertilizer 2022, Petrokimia Gresik Signs SPJB with 372 Distributors to ensure distribution of subsidized fertilizer is in accordance with the provisions



28

DESEMBER 2021 | DECEMBER, 2021

Petrokimia Gresik Berhasil Meraih PROPERNAS EMAS Pertama | Petrokimia Gresik Successfully Wins First PROPERNAS GOLD

Berkat keseriusan dan konsistensi perusahaan dalam bidang pengelolaan lingkungan, Petrokimia Gresik berhasil meraih PROPERNAS EMAS dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Ini menjadi catatan sejarah baru, karena merupakan capaian PROPERNAS EMAS pertama dalam sejarah berdirinya perusahaan. | Thanks to the company's seriousness and consistency in environmental management, Petrokimia Gresik has won PROPERNAS GOLD from the Ministry of Environment and Forestry (KLHK). This is a new historical record, because it is the first PROPERNAS GOLD achievement in the history of the company's establishment.



PENGHARGAAN DAN SERTIFIKASI

AWARDS AND CERTIFICATION



24 FEBRUARI 2021 | February 24, 2021
INDONESIA INHOUSE MAGAZINE AWARDS 2021
GOLD WINNER

Sub Kategori Cetak | Print Sub Category

- GEMA Edisi 324 September 2020
- GEMA Edisi 326 November 2021

masa berlaku | validity period
2021 - 2022



31 MARET 2021 | March 31, 2021
PUBLIC RELATIONS INDONESIA AWARDS (PRIA) 2021

GOLD WINNER

- Sub Kategori Departemen PR
PR Department Sub Category
- Sub Kategori Media Cetak GEMA
Agustus 2020/Sub Category Print Media
GEMA August 2020
- Sub Kategori Website
Website Sub Category

SILVER WINNER

- Sub Kategori Video Profil
Sub Category Profile Videos
- Video Profil
- Sub Kategori E- Magazine GEMA Mei 2020
Sub Category E- Magazine GEMA May 2020

BRONZE WINNER

- Sub Kategori Community Based Development
"Penciptaan Ekowisata Sempadan Sungai Bersama Masyarakat Nelayan Desa Sukorejo"
Community Based Development Sub-Category
"Creating River Border Ecotourism with the Fisherman Community of Sukorejo Village"

TERPOPULER DI MEDIA CETAK

- Most Popular in Print Media
- Anak Usaha BUMN/BUMN's Subsidiary

masa berlaku | validity period
2021 - 2022



25 MARET 2021 | March 25, 2021
WOW BRAND FESTIVE DAY 2021
Gold Champion NPK Kebomas

masa berlaku | validity period
2021 - 2022



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



8 APRIL 2021 | April 8, 2021

INDONESIA GREEN AWARDS 2021

- TERBAIK – Kategori Pengembangan Wisata Konservasi Alam | BEST – Nature Conservation Tourism Development Category
- TERBAIK – Kategori Penanganan Sampah Plastik | BEST – Plastic Waste Handling Category
- TERBAIK – Kategori Penyelamatan Sumber Daya Air | BEST – Water Resources Rescue Category
- TERBAIK – Kategori Rekayasa Teknologi dalam Menghemat Energi / Penggunaan Energi Baru Terbarukan | BEST – Technological Engineering Category in Energy Saving / Use of New Renewable Energy
- TERBAIK – Kategori Mengembangkan Keanekaragaman Hayati | BEST – Category Developing Biodiversity
- TERBAIK – Kategori mempelopori Pencegahan Polusi | BEST – Category pioneering Pollution Prevention
- TERBAIK – Kategori Pengolahan Sampah Terpadu | BEST – Integrated Waste Management Category
- The Best IGA 2021

masa berlaku | validity period
2021 - 2022



8 APRIL 2021 | April 8, 2021

ANUGERAH BUMN 2021 | SOE Award 2021

Petrokimia Gresik, perusahaan Solusi Agroindustri anggota *holding* Pupuk Indonesia meraih penghargaan terbaik I Kategori "Pengembangan Talenta Unggul" untuk anak perusahaan BUMN Petrokimia Gresik, an Agroindustrial Solutions company member of the Pupuk Indonesia holding, won the best award I for the "Excellent Talent Development" category for a BUMN subsidiary

masa berlaku | validity period
2021 - 2022



9 APRIL 2021 | April 9, 2021

INDONESIA ENTERPRISE RISK MANAGEMENT AWARD IV 2021

- 3rd Best Risk Management
Kategori SOE Subsidiary Company

masa berlaku | validity period
2021 - 2022

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATION



22 APRIL 2021 | April 22, 2021

TOP CSR Award 2021

- TOP CSR Awards star #4 – Program Lingkungan Peternakan Sapi Terintegrasi
TOP CSR Awards star #4 – Integrated Cattle Farming Environment Program
- TOP CSR Awards star #4 Program Kampung Pisang Trepan | TOP CSR Awards star #4 Program Trepan Banana Village
- TOP CSR Awards star #4 – Program Ekowisata Mangrove | TOP CSR Awards star #4 – Mangrove Ecotourism Program
- TOP CSR Awards star #4 – Program Restorasi dan Pembelajaran Mangrove | TOP CSR Awards star #4 – Mangrove Ecotourism Program
- TOP CSR Awards star #4 – Program Lingkungan Kampung Sehat | TOP CSR Awards star #4 – Healthy Village Environment Program
- TOP Leader on CSR Commitment 2021 – Dwi Satriyo Annurogo | TOP Leader on CSR Commitment 2021 – Dwi Satriyo Annurogo

masa berlaku | validity period
2021 - 2022



3 JUNI 2021 | June 3, 2021

PENGHARGAAN KLHK | KLHK Award

Apresiasi Kategori Private Sector dalam Konservasi KEE Mangrove Ujungpangkah | Appreciation for the Private Sector Category in Ujungpangkah Mangrove KEE Conservation

masa berlaku | validity period
2021 - 2022



4 AGUSTUS 2021 | August 4, 2021

Governance, Risk and Compliance (GRC) & Performance Excellence Award 2021

- The Best GRC Overall for Corporate Governance & Performance 2021
- The Best CEO – Dwi Satriyo Annurogo

masa berlaku | validity period
2021 - 2022



27 AGUSTUS 2021 | August 27, 2021

INDONESIA CSR AWARD (ICSRA)

- The Best Indonesia CSR Senior Leader 2021 – Kategori Subsidiary of SOE Company
- 1st The Best CSR of The Year 2021 - Kategori Subsidiary of SOE Company
- 1st The Best of The Best CSR of The Year 2021 (Juara Umum – 1) - Kategori Subsidiary of SOE Company
- The Best Indonesia CEO for CSR of The Year 2021 - Kategori Subsidiary of SOE Company

masa berlaku | validity period
2021 - 2022



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



13 SEPTEMBER 2021 | September 13, 2021

NUSANTARA CSR AWARD (NCSRA)

- Kategori Peningkatan Mutu Kesehatan – Program “Kampung Sehat dengan Berbagai Pengobatan” | Health Quality Improvement Category – “Healthy Village with Various Treatments” Program
- Kategori Bantuan Kesehatan dan Ekonomi untuk Penanggulangan Darurat COVID-19 – “Program Paket Imun untuk Masyarakat Sekitar Perusahaan” | Category Health and Economic Assistance for COVID-19 Emergency Management – “Immune Package Program for Communities Around the Company”
- Kategori Peningkatan Mutu Pendidikan – Program “SEKAR MAMAMIA (Sekolah Kader Mama & Pemuda Petrokimia)” | Education Quality Improvement Category – “SEKAR MAMAMIA (Mama Cadre & Petrochemical Youth School)” Program
- Kategori Pemberdayaan Ekonomi dan Komunitas – Program “LITERASI (Limbah Ternak Terintegrasi), Ada Cuan Dari Limbah” Category of Economic and Community Empowerment – Program “LITERASI (Integrated Livestock Waste), There is Cuan From Waste”
- Kategori Pengembangan Desa Wisata – Program KALAM (Kali Lamong), Wisata Nuansa Alam Mangrove di Tengah Kota Gresik | Tourism Village Development Category – KALAM Program (Kali Lamong), Mangrove Nature Tourism in the Middle of Gresik City”

masa berlaku | validity period
2021 - 2022



16 SEPTEMBER 2021 | September 16, 2021

Konvensi Inovasi Internasional “26th Asia Pacific Quality Organization (APQO)

- 3 Stars – GIO Digital Office,
- 3 Stars - GIO Fleksi
- 3 Stars - SS Kuantitatif
- 3 Stars - SS Sludar Sludur

masa berlaku | validity period
2021 - 2022



17 SEPTEMBER 2021 | September 17, 2021

Indonesian Sustainable Development Goals Award (ISDA) 2021

- GOLD – SDGs 13.3 – Pusat Restorasi dan Pembelajaran Mangrove Mengare
- GOLD – SDGs 13.3 – Center for Mangrove Restoration and Learning in Mengare

masa berlaku | validity period
2021 - 2022

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATION



17 SEPTEMBER 2021 | September 17, 2021

Anugerah Humas Indonesia (AHI) 2021

- Bronze Winner - Kategori Website Terinovatif
Bronze Winner - The Most Innovative Website Category
- Terpopuler di Media Digital – Kategori Anak Usaha BUMN | Most Popular in Digital Media – BUMN Subsidiary Category

masa berlaku | validity period
2021 - 2022



8 OKTOBER 2021 | October 8, 2021

Stellar Workspace Award 2021

- "2021 Stellar Workplace Recognition in Employee Commitment & Satisfaction"

masa berlaku | validity period
2021 - 2022



17 SEPTEMBER 2021 | September 17, 2021

Indonesia Human Capital Award (IHCA) VII 2021

- Best of Five Company in HR Contribution to Community"
- "4th Best of The Year 2021 PLATINUM AWARD-A-Excellent"
- "The Best Indonesia-HC Director 2021 untuk Direktur Keuangan & Umum, Budi Wahyu Soesilo" dalam kategori Subsidiary of SOE's Company-Non Finance Company. | "The Best Indonesia-HC Director 2021 for Finance & General Director, Budi Wahyu Soesilo" in the Subsidiary of SOE's Company-Non Finance Company category.

masa berlaku | validity period
2021 - 2022



14 OKTOBER 2021 | October 14, 2021

TJSL & CSR Award 2021

- Juara 1 Pilar Sosial Anak BUMN
1st Winner of SOE Children's Social Pillar
- Juara 1 Pilar ekonomi Anak BUMN
1st Winner of SOE Child Economic Pillar
- Juara 1 Pilar lingkungan BUMN
1st Winner of BUMN Environment Pillar
- The Leader of TJSL Initiative on Manufacturing CEO Anak BUMN | The Leader of TJSL Initiative on Manufacturing CEO Subsidiary BUMN

masa berlaku | validity period
2021 - 2022



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



17 NOVEMBER | November 17, 2021 Asia Sustainability Reporting Rating (ASRRAT) 2021

Gold Rank - Penerapan standar pelaporan yang transparan serta praktik bisnis berkelanjutan.
Gold Rank - Implementation of transparent reporting standards and sustainable business practices

masa berlaku | validity period
2021 - 2022



20 NOVEMBER 2021 | November 20, 2021 INDI Award

- Indonesia Industry Readiness Index (INDI 4.0) Award Tahun 2021 - kategori Product and Service. | Indonesia Industry Readiness Index (INDI 4.0) Award 2021 - Product and Service category.

masa berlaku | validity period
2021 - 2022



20 NOVEMBER 2021 | November 20, 2021 TEMU KARYA MUTU DAN PRODUKTIVITAS NASIONAL (TKMPN) XXV | XXV National

Productivity and Quality Work Meeting

- Diamond - GIO Petroport
- Diamond - GIO P205
- Diamond - GIO Optima
- Diamond - SS Robo Basmilang (PT Petrokimia Kayaku)

masa berlaku | validity period
2021 - 2022



1 DESEMBER 2021 | December 1, 2021 PROGRAM PENGHARGAAN INDUSTRI HIJAU

Green Industry Award Program

- Diamond - GIO Petroport
- Diamond - GIO P205
- Diamond - GIO Optima
- Diamond - SS Robo Basmilang (PT Petrokimia Kayaku)

masa berlaku | validity period
2021 - 2022

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATION



8 DESEMBER 2021 | December 8, 2021

Indonesia Trusted Companies Award

- Petrokimia Gresik dinobatkan sebagai "Most Trusted Company" dalam implementasi Good Corporate Governance (GCG) berdasarkan Corporate Governance Perception Index (CGPI)
- Petrokimia Gresik has been named the "Most Trusted Company" in the implementation of Good Corporate Governance (GCG) based on the Corporate Governance Perception Index (CGPI)

masa berlaku | validity period
2021 - 2022



16 DESEMBER 2021 | December 16, 2021

Customer Centric Innovation For Business Transformation", PIQI (Pupuk Indonesia Quality Improvement)

- Excellent - GIO Petroport
- Very Good - GIO Sistro
- Very Good - GIO Optima
- Good - GIO Gypsum

masa berlaku | validity period
2021 - 2022



10 DESEMBER 2021 | December 10, 2021

7th Jambore PR Indonesia

- Most Popular Leader in Social Media 2021

masa berlaku | validity period
2021 - 2022



24 DESEMBER 2021 | December 24, 2021

Lomba Puisi Balai Pustaka

Balai Pustaka Poetry Contest

- Juara 1 Lomba Baca Puisi - Kategori Komisaris
- 1st Place in Poetry Reading Contest - Commissioner Category

masa berlaku | validity period
2021 - 2022



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



28 DESEMBER 2021 | December 28, 2021

PROPERNAS EMAS | Gold Propernas

- Petrokimia Gresik Raih Apresiasi Tertinggi "Propernas Emas" Pertama dari Kementerian LHK RI Atas Pengelolaan Lingkungan yang Optimal. / Petrokimia Gresik Receives the First "Propernas Gold" Appreciation from the Ministry of LHK RI for Optimal Environmental Management

masa berlaku | validity period
2021 - 2022



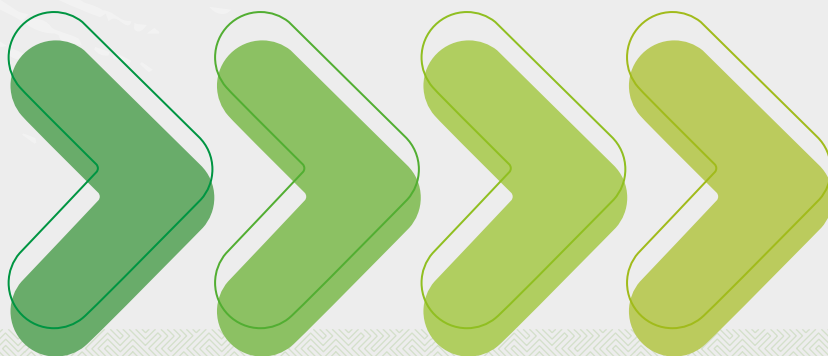
**PETROKIMIA
GRESIK**
Solusi Agroindustri

LAPORAN MANAJEMEN

MANAGEMENT REPORT



- 40. **LAPORAN DEWAN KOMISARIS**
Board of Commissioners Report
- 52. **LAPORAN DIREKSI**
Board of Directors Report
- 82. **TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2021**
Responsibility for 2021 Annual Report



Seluruh kinerja dan pencapaian PG sepanjang tahun 2021, kami sampaikan dalam laporan tahunan ini sebagai pertanggungjawaban dan keterbukaan informasi kepada Pemegang Saham, Regulator, serta Pemangku Kepentingan lainnya.

All of PG's performances and achievements throughout 2021, we will convey in the report this year as accountability and information disclosure to Shareholders, Regulators, and other Stakeholders.





T. NUGROHO PURWANTO
Komisaris Utama | President Commissioner

Pada tahun 2021, assessment GCG dilakukan oleh BPKP Perwakilan Provinsi Jawa Timur yang berhasil mengantarkan PG memperoleh skor **94,06** dengan predikat Sangat Baik. Skor tersebut mengalami peningkatan dari tahun 2020 sebesar **93,53**. | In 2021, the GCG assessment was carried out by the East Java Provincial Representative Office of the BPKP, which succeeded in bringing PG to a score of 94.06 with Excellent predicate. This score had increased from 93.53 in 2020.

94,06

Skor Assessment GCG
GCG Assessment Score



LAPORAN DEWAN KOMISARIS

REPORT OF THE BOARD OF COMMISSIONERS

PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG KAMI HORMATI,

Puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa atas limpahan rahmat dan karunia-Nya kepada kita semua, sehingga kita semua dapat melewati tahun 2021 dengan berbagai keberhasilan kinerja yang membanggakan.

Tahun 2021 merupakan tahun pemulihan dengan kondisi perekonomian yang tumbuh sebesar 3,69%, lebih tinggi dibandingkan tahun 2020 yang mengalami kontraksi pertumbuhan sebesar 2,07%. Dewan Komisaris memberikan apresiasi yang setinggi-tingginya kepada Direksi yang telah menjalankan tugasnya dengan baik, sehingga Perseroan dapat membukukan kinerja finansial dan non finansial yang baik di tahun 2021.

Sebuah kebanggaan bagi saya, mewakili seluruh Anggota Dewan Komisaris yang lain, untuk menyampaikan laporan pengawasan terhadap kinerja PT Petrokimia Gresik (PG) selama tahun buku 2021 yang berisi tentang rincian pelaksanaan tugas pengawasan implementasi strategi dan pengelolaan bisnis serta pemberian nasihat kepada Direksi agar tetap berada dalam lingkup Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku.

PENGAWASAN TERHADAP IMPLEMENTASI STRATEGI PERSEROAN

Berdasarkan Pasal 1 Angka 5 Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, Dewan Komisaris bertugas untuk melakukan pengawasan secara umum dan/atau khusus, serta memberikan nasihat kepada Direksi dalam menjalankan pengelolaan perusahaan. Sepanjang tahun 2020, Dewan Komisaris telah menjalankan tugas dan tanggung jawabnya dalam melakukan pengawasan terhadap kebijakan dan jalannya pengurusan Perseroan sesuai dengan peraturan perundang-undangan yang berlaku, Anggaran Dasar Perseroan serta Rencana Kerja yang telah ditetapkan di awal tahun.

Fokus pengawasan dan pemberian nasihat oleh Dewan Komisaris yang dilakukan sepanjang tahun 2020 meliputi perencanaan dan pencapaian kinerja berdasarkan target-target bisnis yang tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) dan Rencana Jangka Panjang

ESTEEMED SHAREHOLDERS AND OTHER STAKEHOLDERS,

We are extending our gratitude to the presence of God Almighty for the abundance of His grace and blessings to all of us, so that we could all pass through 2021 with various performance successes that we take pride in.

2021 was a year of recovery with economic conditions growing by 3.69%, higher than 2020 which experienced a contraction of 2.07%. The Board of Commissioners gives the highest appreciation to the Board of Directors that have carried out their duties well, so that the Company could record good financial and non-financial performances in 2021.

It is an honor for me, on behalf of all other members of the Board of Commissioners, to submit a supervisory report on the performance of PT Petrokimia Gresik (PG) during the 2021 financial year containing details of the implementation of supervisory duties on strategy implementation and business management as well as providing advice to the Board of Directors to stay within the scope of the Company's Articles of Association and applicable laws and regulations.

SUPERVISION OF THE IMPLEMENTATION OF THE COMPANY'S STRATEGY

Based on Article 1 Number 5 of Act No. 40 of 2007 concerning Limited Liability Companies, the Board of Commissioners is tasked with conducting general and/or specific supervisions, as well as providing advice to the Board of Directors in managing the company. Throughout 2020, the Board of Commissioners has carried out its duties and responsibilities in supervising the policies and management of the Company in accordance with the prevailing laws and regulations, the Company's Articles of Association and the Work Plan set at the beginning of the year.

The focus of supervision and provision of advice by the Board of Commissioners carried out throughout 2020 included performance planning and accomplishment based on the business targets set out in the Company's Work Plan and Budget (RKAP) and the Company's Long

LAPORAN DEWAN KOMISARIS

REPORT OF THE BOARD OF COMMISSIONERS

Perusahaan (RJPP), implementasi strategi bisnis yang digunakan Direksi dalam menjalankan bisnisnya sepanjang tahun buku, tindak lanjut atas keputusan Rapat Umum Pemegang Saham (RUPS), dan penerapan Tata Kelola Perusahaan yang Baik di lingkungan kerja PG. Selama tahun 2021, kami mengeluarkan persetujuan dan rekomendasi sebanyak 82 surat.

Dewan Komisaris juga melakukan kunjungan lapangan ke provinsi Jawa Timur (Madiun, Mojokerto, Nganjuk dan Gresik) dimana salah satu kegiatan kunjungan lapangan tersebut Dewan Komisaris melakukan pengawasan secara langsung penerapan Program **MAKMUR**. Program MAKMUR merupakan program Pupuk Indonesia selaku holding yang diluncurkan sejak akhir tahun 2020 dalam rangka mendorong peningkatan produktivitas, produksi dan kesejahteraan petani.

FREKUENSI DAN CARA PEMBERIAN NASIHAT KEPADA DIREKSI

Dalam rangka menjaga kinerja PG agar sesuai dengan Anggaran Dasar Perseroan, RKAP tahun 2021, dan peraturan perundang-undangan yang berlaku, maka Dewan Komisaris selalu memberikan saran, arahan dan rekomendasi terhadap Direksi secara rutin dan konsisten.

Saran dan rekomendasi tersebut dapat disampaikan melalui Rapat Gabungan antara Dewan Komisaris dan Direksi, yang mana pada tahun 2021 telah diselenggarakan Rapat Gabungan sebanyak 14 kali maupun melalui surat tertulis yang harus diberikan dalam kurun waktu 14 (empat belas) hari setelah diterimanya usulan tertulis dari Direksi secara lengkap, termasuk lampiran data pendukung. Selain melalui Rapat Gabungan Dewan Komisaris dengan Direksi, Dewan Komisaris juga cukup intens melakukan pertemuan yang tidak diagendakan sebelumnya maupun komunikasi non-formal.

PENILAIAN KINERJA DIREKSI

Berdasarkan Badan Pusat Statistik (BPS), secara kumulatif Perekonomian Indonesia tahun 2021 mengalami peningkatan sebesar 3,69% dibandingkan dengan tahun 2020. Dengan angka pertumbuhan tersebut, PDB per kapita Indonesia meningkat menjadi Rp 62,2 juta, lebih tinggi dari PDB per kapita sebelum pandemi sebesar Rp 59,3 juta di 2019. Pencapaian tersebut juga akan membawa Indonesia masuk kembali dalam klasifikasi negara berpenghasilan menengah atas.

Term Plan (RJPP), implementation of business strategies utilized by the Board of Directors in running its business throughout the financial year, following up on the decisions of the General Meeting of Shareholders (GMS), and the implementation of Good Corporate Governance in PG's work environment. During 2021, we issued 82 approvals and recommendations.

The Board of Commissioners also made field visits to East Java province (Madiun, Mojokerto, Nganjuk and Gresik) where in one of the field visits the Board of Commissioners directly supervised the implementation of the MAKMUR Program. The **MAKMUR** program is a program of Pupuk Indonesia as a holding company which was launched at the end of 2020 in order to encourage increased productivity, production and farmer welfare.

FREQUENCY AND PROCEDURES OF ADVICE PROVISION TO THE BOARD OF DIRECTORS

In order to maintain PG's performance in accordance with the Company's Articles of Association, 2021 RKAP, and applicable laws and regulations, the Board of Commissioners always provides advice, directions and recommendations to the Board of Directors on a regular and consistent basis.

These suggestions and recommendations may be provided through a Joint Meeting between the Board of Commissioners and the Board of Directors, which in 2021, 14 Joint Meetings were held or through a written letter that must be provided within 14 (fourteen) days after a complete written proposition from the Board of Directors, including supporting data attachments are received in writing. In addition to the Joint Meeting of the Board of Commissioners and the Board of Directors, the Board of Commissioners has also been quite intense in holding meetings that were not previously scheduled and non-formal communication.

ASSESSMENT OF BOARD OF DIRECTORS' PERFORMANCE

Based on the Central Statistics Agency (BPS), cumulatively the Indonesian economy in 2021 experienced an increase by 3.69% compared to 2020. With this growth rate, Indonesia's GDP per capita increased to Rp 62.2 million, higher than the GDP per capita before pandemic which was Rp. 59.3 million in 2019. This achievement would also bring Indonesia back into the classification of upper middle-income countries.



LAPORAN DEWAN KOMISARIS REPORT OF THE BOARD OF COMMISSIONERS

Tingkat inflasi pada 2021 tetap rendah dan berada di bawah kisaran sasaran $3,0\pm 1\%$. Tingkat inflasi 2021 tercatat sebesar 1,87% (yoy), meningkat dibandingkan dengan tingkat inflasi 2020 sebesar 1,68% (yoy). Di tengah masa pandemi, inflasi Indonesia relatif terkendali dibandingkan dengan beberapa negara yang terus mengalami peningkatan inflasi akibat *supply-demand imbalance* dan krisis energi, misalnya Singapura sebesar 3,8% (yoy), Euro Area sebesar 4,9% (yoy) dan Amerika Serikat sebesar 6,8% (yoy) pada November 2021.

Di sisi lain, peningkatan ekonomi di tahun 2021 tidak mampu mendorong nilai tukar rupiah, khususnya terhadap dollar Amerika Serikat. Bank Indonesia melaporkan bahwa nilai tukar rupiah telah melemah sebesar 1,57% terhadap dollar Amerika Serikat. Meskipun nilai tukar rupiah melemah terhadap dollar Amerika Serikat, namun hal tersebut tidak terlalu berpengaruh terhadap kinerja ekspor-impor Indonesia. Sampai dengan akhir tahun 2021, BPS mencatatkan nilai ekspor sebesar USD 231,54 milyar (naik 41,88% dibanding tahun 2020 sebesar USD 163,19 milyar) dan nilai impor sebesar USD 196,19 miliar (naik 38,59% dibanding tahun 2020 sebesar USD 141,56 miliar).

Di tengah kondisi perekonomian yang belum sepenuhnya kondusif, Industri pupuk nasional juga menghadapi berbagai dinamika, seperti trend harga pupuk internasional mengalami peningkatan yang disebabkan oleh pandemi COVID-19 dan melonjaknya harga komoditas di pasar internasional. Selain itu, PG yang ditunjuk Pemerintah Indonesia sebagai produsen pupuk bersubsidi juga dituntut untuk dapat menyediakan pupuk berkualitas dengan harga terjangkau dalam rangka membantu petani untuk memenuhi kebutuhan pupuk.

Menyikapi kondisi tersebut, Dewan Komisaris menilai Direksi telah menjalankan kinerja PG dengan baik. Penilaian tersebut dilakukan dengan memperhatikan pencapaian realisasi kinerja dengan rencana dan target bisnis yang telah ditetapkan bersama yang dituangkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Selain itu, Dewan Komisaris juga melihat upaya dan inisiatif yang dilakukan Direksi dalam rangka mencapai target bisnis tersebut.

Dewan Komisaris mengapresiasi langkah inisiatif Direksi dalam mengembangkan kinerja PG sekaligus memajukan sektor pertanian di Tanah Air melalui transformasi bisnis menuju Solusi untuk Agroindustri Nasional. Transformasi tersebut dilakukan tidak hanya menekankan pada ekspansi bisnis pupuk semata, namun juga menekankan pada

The inflation rate in 2021 remained low and below the target range of $3.0\pm 1\%$. The 2021 inflation rate was recorded at 1.87% (yoy), an increase compared to the 2020 inflation rate of 1.68% (yoy). In the midst of the pandemic, Indonesia's inflation was relatively under control compared to several countries which continued to experience rising inflation due to the supply-demand imbalance and energy crisis, for example Singapore at 3.8% (yoy), the Euro Area at 4.9% (yoy) and the United States by 6.8% (yoy) in November 2021.

On the other hand, the economic improvement in 2021 would not be able to push the rupiah exchange rate, especially against the US dollar. Bank Indonesia reported that the rupiah exchange rate has weakened by 1.57% against the US dollar. Although the rupiah exchange rate weakened against the US dollar, this did not significantly affect Indonesia's export-import performance. Until the end of 2021, BPS recorded an export value of USD 231.54 billion (increased 41.88% compared to 2020 of USD 163.19 billion) and an import value of USD 196.19 billion (increased 38.59% compared to 2020 of USD 141.56 billion).

In the midst of economic conditions that have not been fully conducive, the national fertilizer industry has also been facing various dynamics, such as the increasing trend in international fertilizer prices due to the COVID-19 pandemic and the soaring commodity prices on the international market. In addition, PG which was appointed by the Indonesian Government as a producer of subsidized fertilizer is also required to be able to provide quality fertilizer at affordable prices in order to help farmers to meet fertilizer needs.

In response to these conditions, the Board of Commissioners views that the Board of Directors has carried out PG's performance well. Such assessment was carried out by taking into account the accomplishment of the realization of performance with the business plans and targets that have been jointly set as outlined in the Company's Work Plan and Budget (RKAP). In addition, the Board of Commissioners has also seen the efforts and initiatives made by the Board of Directors in order to achieve these business targets.

The Board of Commissioners appreciates the initiatives taken by the Board of Directors in developing PG's performance as well as advancing the agricultural sector in the country through business transformation towards Solutions for National Agro-industry. The transformation was carried out not only by emphasizing the expansion

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pengembangan inovasi produk dan pemberian edukasi terkini untuk memenuhi tuntutan dan kebutuhan para petani sehingga dapat memaksimalkan hasil pertanian mereka.

Pada tahun 2021, PG juga terus memperkuat basis pasar internasional dengan melakukan ekspor produk pupuk non-subsidi ke sejumlah negara di kawasan Asia. Kebijakan ini selaras dengan kebijakan Induk Perusahaan PG, yaitu PT Pupuk Indonesia (Persero) untuk dapat berkontribusi dalam memacu pertumbuhan ekonomi nasional melalui penguatan ekspor yang berkontribusi terhadap devisa, sekaligus mendorong penguatan nilai tukar rupiah terhadap dollar Amerika Serikat (AS) yang fluktuatif. Dewan Komisaris memandang bahwa ekspor pupuk merupakan bentuk pengakuan pelaku bisnis dunia terhadap eksistensi PG sebagai produsen pupuk majemuk terlengkap dan terbesar di Indonesia.

Selain melakukan ekspor pupuk non-subsidi, PG juga memiliki kapabilitas dalam memproduksi pupuk jenis NPK dan NPS dengan berbagai formula sesuai kebutuhan konsumen. Salah satunya adalah dengan menciptakan lebih dari 40 formulasi pupuk NPK dan NPS di tahun 2021 untuk beragam komoditas ke berbagai perusahaan, baik domestik maupun mancanegara. Pencapaian ini tentu menjadi modal penting bagi PG untuk memperluas pasar di kancah dunia.

Dari sisi produksi, realisasi produksi pupuk yang menjadi produk utama Perseroan di tahun 2021 adalah sebesar 4,52 juta ton atau 94% dari RKAP sebesar 4,84 juta ton. PG membukukan produksi non-pupuk di tahun 2021 adalah sebesar 3,01 juta ton atau 95% dari RKAP 2021.

PG membukukan jumlah penjualan di tahun 2021 sebesar Rp27.032,53 miliar yang apabila dibandingkan dengan target RKAP 2021 yang ditetapkan sebesar Rp 25.071,76 miliar, nilai penjualan tersebut tercapai sebesar 108%. Secara kuantum penjualan, sektor pupuk non subsidi mampu melewati target RKAP sebesar 136% dengan kuantum 811.478 ton dari target 595.700 ton sedangkan penjualan non pupuk mencapai 1.826.826 ton atau 112% dari target RKAP 2021 sebesar 1.627.900 ton.

Untuk perolehan profitabilitas, PG mencatatkan perolehan laba bersih di tahun 2021 sebesar Rp 1,94 Triliun atau mencapai 175% dari target RKAP 2021 yang ditetapkan sebesar Rp 1,10 Triliun dan meningkat 37% dari realisasi laba bersih tahun 2020 yang tercatat sebesar Rp 1,41 Triliun. Adapun Net Profit Margin (NPM) tahun 2021 sebesar 6,72% atau melampaui target RKAP 2021 sebesar 4,09% maupun

of the fertilizer business, but also by emphasizing the development of product innovations and providing the latest education to meet the demands and needs of farmers so that they can maximize their agricultural yields.

In 2021, PG has also continued to strengthen its international market base by exporting non-subsidized fertilizer product to a number of countries in the Asian region. This policy is in line with the policy of PG's Parent Company, PT Pupuk Indonesia (Persero) to be able to contribute to spurring national economic growth through strengthening of exports that contribute to foreign exchange, as well as encouraging the strengthening of the rupiah exchange rate against the volatile United States (US) dollar. The Board of Commissioners views that the export of fertilizers is a form of recognition by world business practitioners for the existence of PG as the largest and most comprehensive producer of compound fertilizers in Indonesia.

In addition to exporting non-subsidized fertilizers, PG also has the capabilities to produce NPK and NPS fertilizers with various formulas according to consumer needs. One of which was by creating more than 40 NPK and NPS fertilizer formulations in 2021 for various commodities to various companies, both domestic and foreign. This achievement is certainly an important asset for PG to expand its market in the world.

In terms of production, the realization of fertilizer production which is the Company's main product in 2021 was 4.52 million tons or 94% of the RKAP of 4.84 million tons. PG recorded non-fertilizer production in 2021 amounting to 3.01 million tons or 95% of the 2021 RKAP.

PG recorded total sales in 2021 of Rp27,032.53 billion, which if compared to the 2021 RKAP target which was set at Rp 25,071.76 billion, the sales value was achieved by 108%. In terms of sales quantum, the non-subsidized fertilizer sector was able to exceed the RKAP target of 136% with a quantum of 811,478 tons from the target of 595,700 tons, while non-fertilizer sales reached 1,826,826 tons or 112% of the 2021 RKAP target of 1,627,900 tons.

For profitability, PG recorded a net profit in 2021 of IDR 1.94 trillion or 175% of the 2021 RKAP target set at IDR 1.10 trillion and an increase of 37% from the realization of net profit in 2020 which was recorded at IDR 1.41 Trillion. The Net Profit Margin (NPM) in 2021 was 6.72% or exceeded the 2021 RKAP target by 4.09% and the realization in 2020 by 5.33%, while Return on Equity (ROE), Return on



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realisasi tahun 2020 sebesar 5,33% sedangkan Return on Equity (ROE), Return on Assets (ROA), dan Return on Investment (ROI) di tahun 2021 masing-masing sebesar 11,18%, 4,50%, dan 11,41% lebih tinggi dari RKAP 2021 yang sebesar 5,78%, 2,57%, dan 10,87%.

Dewan Komisaris senantiasa mendorong Perseroan untuk terus meningkatkan kinerja secara menyeluruh dalam rangka mewujudkan program Pemerintah dalam meningkatkan perekonomian nasional dan mendukung program swasembada pangan melalui peluncuran dan pengembangan inovasi dengan mengoptimalkan sumber daya yang ada sehingga didapatkan produk-produk berkualitas unggul yang mampu menjadikan PG tidak hanya menjadi produsen pupuk kebanggaan Negeri, namun juga mampu bersaing di kancah internasional.

PROSPEK USAHA 2022

Dewan Komisaris memandang pencapaian kinerja yang positif di tahun 2021 dapat menjadi momentum PG untuk lebih fokus lagi dalam menghadapi tantangan di tahun 2022, sehingga target yang ditetapkan oleh Pemegang Saham dapat dicapai dengan lebih baik lagi. Meski demikian, Dewan Komisaris optimis hasil yang dicapai tahun ini akan lebih baik di tahun depan. Hal tersebut diperkuat oleh pertumbuhan ekonomi yang diproyeksikan akan berada di level 4,5-5,3% atau lebih tinggi dibanding pencapaian tahun 2021.

Melihat prediksi tren pertumbuhan ekonomi yang semakin meningkat, PG 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.

Dalam rangka menghadapi tantangan industri yang semakin kompetitif, Dewan Komisaris berharap Direksi berani melakukan terobosan guna mengoptimalkan kinerja melalui beberapa upaya transformasi, salah satunya melalui peningkatan kapasitas dan kapabilitas Sumber Daya Manusia (SDM) agar memiliki keunggulan dan daya saing yang tinggi. Melalui SDM yang unggul dan berdaya saing, PG dapat bangkit menghadapi tantangan dan dinamika bisnis untuk mewujudkan cita-cita Perseroan menjadi solusi bagi agroindustri di Indonesia.

Selain itu, Dewan Komisaris juga mendorong PG untuk melakukan pengembangan pabrik seperti Proyek Phonska V dan Proyek Soda Ash. Pengembangan

Assets (ROA), and Return on Investment (ROI) in 2021 were 11.18%, 4.50%, and 11.41%, respectively, higher than the 2021 RKAP which were 5.78%, 2.57%, and 10.87%.

The Board of Commissioners always encourages the Company to continue to improve overall performance in order to realize the Government's program to improve the national economy and support food self-sufficiency programs through the launch and development of innovations by optimizing existing resources so that superior quality products are obtained that can make PG not only a fertilizer producer as the pride of the country, but also able to compete in the international arena.

2022 BUSINESS PROSPECTS

The Board of Commissioners views that the positive performance accomplished in 2021 can be a momentum for PG to be more focused in facing the challenges in 2022, so that the targets set by the Shareholders can be achieved even better. However, the Board of Commissioners is optimistic that the results achieved this year would be improved in the following year. This is reinforced by the economic growth which is projected to be at the level of 4.5-5.3% or higher than in 2021.

Taking view of the prediction of an increasing trend of economic growth, PG has prepared a Company Long Term Plan (RJPP) for 2020-2024 as a guideline for the Company in carrying out performance during the period of 2020 until 2024. 2020-2024 RJPP has been stipulated by the Shareholders through a Decision of the Shareholders on October 11, 2021.

In order to face the challenges of an increasingly competitive industry, the Board of Commissioners hopes that the Board of Directors will dare to make breakthroughs to optimize performance through several transformation efforts, one of which is by increasing the capacity and capability of Human Resources (HR) in order to have high advantages and competitiveness. Through excellent and competitive human resources, PG can rise to face challenges and business dynamics to realize the Company's ideals to become a solution for agro-industry in Indonesia.

In addition, the Board of Commissioners also encourages PG to develop factories such as the Phonska V Project and the Soda Ash Project. The development of innovation in

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inovasi di bidang teknologi dan riset produk juga tetap ditingkatkan untuk mendukung berbagai aktivitas operasional, antara lain proses produksi, pengelolaan lingkungan dan sistem korespondensi. Sementara itu di bidang riset produk, PG perlu melakukan update teknologi pada Pusat Riset dan kebun percobaan sehingga dapat menghasilkan produk yang bermanfaat bagi petani maupun industri pertanian nasional.

PANDANGAN ATAS IMPLEMENTASI TATA KELOLA PERUSAHAAN YANG BAIK

Di tengah perubahan bisnis yang semakin masif, Dewan Komisaris mendorong seluruh Manajemen dan Karyawan PG agar bersikap adaptif dan dinamis terhadap berbagai peraturan dan standar tertinggi (*best practices*) yang melebihi target (*beyond target*) dalam rangka meningkatkan kualitas GCG di lingkungan Perseroan. Selain itu, pelaksanaan GCG juga diharapkan tidak hanya sekedar *conform and comply* terhadap ketentuan maupun peraturan semata, tetapi juga dapat menjadi Budaya Perusahaan yang dapat diimplementasikan oleh setiap Insan PG dalam menjalankan aktivitas bisnisnya.

Dewan Komisaris juga mengapresiasi langkah PG untuk mengusung semangat inovasi pada implementasi GCG yang menekankan pada pengembangan sistem dan perangkat GCG berbasis online di hampir seluruh unit kerja PG. Beberapa aplikasi perangkat GCG yang diterapkan di PG antara lain Sistem Informasi Aplikasi Penilaian (SIAP) GCG, Sistem Penandatanganan Kepatuhan Online terhadap Pedoman Etika Bisnis dan Etika Kerja (PEKA PG), proses pengembangan Sistem Informasi Manajemen Risiko (SIMAR), Gratifikasi Online 2.0 dan proses pengembangan sistem pelaporan *Whistleblowing System* (WBS) terintegrasi.

Untuk mengetahui kesesuaian maupun kualitas implementasi GCG di lingkungan PG, Dewan Komisaris merujuk pada hasil GCG Assessment PG yang dilakukan dengan menggunakan indikator/parameter penilaian SK Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara dengan indikator penilaian yang meliputi 6 aspek yang terinci dalam 572 Faktor Uji Kesesuaian (FUK).

Pada tahun 2021, asesmen GCG dilakukan oleh BPKP Perwakilan Provinsi Jawa Timur yang berhasil mengantarkan

the field of technology and product research has also been continuously improved to support various operational activities, including production processes, environmental management and correspondence systems. Meanwhile, in the field of product research, PG needs to update technology at the Research Center and experimental plantation to produce products that are beneficial to farmers and the national agricultural industry.

VIEWS ON THE IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE

In the midst of increasingly massive business changes, the Board of Commissioners encourages all PG Management and Employees to be adaptive and dynamic to various regulations and the highest standards (*best practices*) that exceed targets (*beyond targets*) in order to improve the quality of GCG within the Company. In addition, the implementation of GCG is also expected not only to conform and comply with provisions and regulations, but also to become a Company Culture that can be implemented by every PG Personnel in carrying out their business activities.

The Board of Commissioners also appreciates PG's measures to carry the spirit of innovation in GCG implementation which emphasizes on the development of online-based GCG systems and tools in almost all PG work units. Some of the GCG tool applications implemented at PG include the GCG Assessment Application Information System (SIAP), the Online Compliance Signing System for the Business Ethics and Work Ethics Guidelines (PEKA PG), the process of developing a Risk Management Information System (SIMAR), Online Gratification 2.0 and the development process of an integrated *Whistleblowing System* (WBS) reporting system.

To determine the suitability and quality of GCG implementation within the PG environment, the Board of Commissioners refers to the results of the PG's GCG Assessment which was carried out using the assessment indicators/parameters of the Decree of the Secretary of the Ministry of SOEs No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters of Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises with assessment indicators covering 6 aspects detailed in 572 Conformity Assessment Factors (FUK). Conformity Assessment Factors (FUK).

In 2021, the GCG assessment was carried out by the East Java Provincial Representative Office of the BPKP, which



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PG memperoleh skor 94,06 dengan predikat Sangat Baik. Skor tersebut mengalami peningkatan dari tahun 2020 sebesar 93,53. Meskipun perolehan skor GCG tergolong Sangat Baik, Dewan Komisaris menghimbau agar Direksi selalu konsisten menyempurnakan kualitas GCG melalui tindak lanjut dari Area of Improvement (AoI) serta memperbarui *soft structure* untuk meningkatkan nilai tambah dan daya saing PG di industri pupuk nasional.

MANAJEMEN RISIKO

Dewan Komisaris menilai bahwa PG telah menerapkan sistem manajemen risiko secara terukur dan komprehensif. Langkah strategis Direksi sebagai wujud komitmen dalam penerapan manajemen risiko dilakukan dengan membentuk Departemen TKP & MR sebagai pengelola penerapan manajemen risiko perusahaan. Dewan Komisaris melalui Komite Nominasi dan Remunerasi, GCG, dan Pemantau Risiko bertugas mengkaji, memonitoring, mengevaluasi, menganalisis, serta memberikan masukan terhadap penerapan manajemen risiko di PG. Pada praktiknya, pelaksanaan manajemen risiko Perseroan mengadopsi suatu model yang dikenal sebagai Tiga Lini Pertahanan (*Three Lines of Defence*) yang memperlihatkan tiga lini yang berperan dalam memastikan efektivitas penanganan risiko perusahaan.

Melalui pendekatan yang dilakukan secara terstruktur dan komprehensif, Dewan Komisaris optimis PG mampu melakukan proses mitigasi risiko dengan tepat dalam rangka mengurangi dampak dari risiko yang berpotensi mengganggu kinerja Perseroan secara menyeluruh.

PENGAWASAN TERHADAP WHISTLEBLOWING SYSTEM (WBS)

Guna memastikan pelaksanaan aktivitas bisnis PG terhindar dari praktik kecurangan atau *fraud*, Dewan Komisaris turut memantau jalannya *Whistleblowing System (WBS)*, yang merupakan sistem pencegahan dini terhadap *fraud*, Dewan Komisaris sepenuhnya mendukung upaya yang dilakukan oleh Manajemen PG untuk meningkatkan fungsi WBS sehingga dapat mendeteksi dan mencegah terjadinya segala bentuk kecurangan sedini mungkin. Dewan Komisaris melalui Komite Audit turut melakukan pengawasan terhadap penerapan dan pengelolaan WBS di PT Petrokimia Gresik.

Sepanjang tahun 2021, terdapat 9 laporan pengaduan yang diterima oleh Tim Pengelola WBS PG dan telah ditindaklanjuti seluruhnya. Dewan Komisaris tetap

succeeded in bringing PG to a score of 94.06 with Excellent predicate. This score had increased from 93.53 in 2020. Even though the GCG score was classified as Excellent, the Board of Commissioners urges the Board of Directors to consistently improve the quality of GCG through follow-up from the Area of Improvement (AoI) as well as updating the soft structure to increase the added value and competitiveness of PG in the national fertilizer industry.

RISK MANAGEMENT

The Board of Commissioners considers that PG has implemented a measurable and comprehensive risk management system. The Board of Directors' strategic measures as a form of commitment in implementing risk management were carried out by establishing the Corporate Governance & Risk Management Department as the manager of the company's risk management implementation. The Board of Commissioners, through the Committee of Nomination and Remuneration, GCG, and Risk Monitoring is tasked with reviewing, monitoring, evaluating, analyzing, and providing input on the implementation of risk management in PG. In practice, the implementation of the Company's risk management adopts a model known as the Three Lines of Defense which exhibits three lines that play a role in ensuring the effectiveness of the company's risk management.

Through a structured and comprehensive approach, the Board of Commissioners is optimistic that PG is able to carry out the risk mitigation process effectively in order to reduce the impact of risks that have the potential to disrupt the Company's overall performance.

WHISTLEBLOWING SYSTEM (WBS) SUPERVISION

In order to ensure that the implementation of PG's business activities is protected from fraudulent practices, the Board of Commissioners also monitors the operation of the Whistleblowing System (WBS), which is an early prevention system for fraud. The Board of Commissioners fully supports the efforts made by PG's Management to improve the WBS function so that it can detect and prevent the occurrence of all forms of fraud as early as possible. The Board of Commissioners, through the Audit Committee also supervises the implementation and management of WBS at PT Petrokimia Gresik.

Throughout 2021, there have been 9 complaint reports received by PG's WBS Management Team and all of them have been followed up. The Board of Commissioners

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menghimbau agar penerapan WBS di lingkungan Perseroan dapat lebih efektif melalui pelaksanaan sosialisasi kepada semua lini organisasi terkait keberadaan dan mekanisme WBS yang diterapkan oleh PG, sehingga seluruh Insan PG dapat segera melaporkan ke Tim Pengelola WBS jika melihat atau mengetahui segala bentuk kecurangan pada proses kegiatan bisnis Perseroan.

PENILAIAN KINERJA KOMITE

Untuk mendukung pelaksanaan tugas dan fungsi pengawasan, Dewan Komisaris PG dibantu oleh Komite Audit dan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko (NR). Dalam pelaksanaannya, 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. Sedangkan Komite Nominasi dan Remunerasi, GCG dan Pemantau Risiko bertugas menelaah dan memberikan rekomendasi atas aspek SDM dan pelaksanaan tata kelola perusahaan yang baik (*Good Corporate Governance*) di samping pengawasan terhadap pelaksanaan manajemen risiko.

Selama tahun 2021, kedua organ pendukung tersebut telah menjalankan tugas dan tanggung jawab dengan sangat baik. Kedua komite tersebut juga selalu membangun komunikasi yang baik dengan Dewan Komisaris dan aktif dalam memberikan masukan dan tanggapan pada setiap diskusi, rapat, dan pertemuan dengan Dewan Komisaris maupun dengan Direksi.

PERUBAHAN KOMPOSISI DEWAN KOMISARIS

Pada tahun 2021, terjadi perubahan komposisi anggota Dewan Komisaris PG, yaitu pengangkatan Bapak Bin Nahadi berdasarkan Keputusan Pemegang Saham tanggal 27 Januari 2021 dan pergantian Bapak Mahmud Nurwindu, Bapak Yoke Candra Katon dan Bapak Achmad Sigit Dwiwahjono yang digantikan oleh Bapak Noer Fajrieansyah, Bapak Cecep Herawan dan Bapak Ammarsjah berdasarkan Rapat Umum Pemegang Saham Luar Biasa PT Petrokimia Gresik tanggal 12 Juni 2021.

Dengan demikian, komposisi Dewan Komisaris PT Petrokimia Gresik periode 31 Desember 2021 adalah sebagai berikut:

continues to urge that the implementation of WBS within the Company can be more effective through outreach programs to all organizational lines regarding the existence and mechanism of WBS implemented by PG, so that all PG's Personnel can immediately report to the WBS Management Team if they witness or learn about any form of fraud in the processes of the Company's business activities.

COMMITTEE PERFORMANCE ASSESSMENT

To support the implementation of its supervisory duties and functions, PG's Board of Commissioners is assisted by the Audit Committee and the Committee of Nomination and Remuneration, GCG and Risk Monitoring (NR). In practice, the Audit Committee is responsible to the Board of Commissioners and assists the Board of Commissioners in carrying out their duties so that the management of the Company can be run efficiently and effectively through a competent and independent supervisory system and implementation. Meanwhile, the Committee of Nomination and Remuneration, GCG and Risk Monitoring is tasked with reviewing and providing recommendations on HR aspects and the implementation of Good Corporate Governance in addition to supervising the implementation of risk management.

During 2021, the two supporting committees have carried out their duties and responsibilities very well. Both committees also always build good communication with the Board of Commissioners and have been active in providing input and feedback in every discussion, gathering, and meeting with the Board of Commissioners and the Board of Directors.

CHANGES IN BOARD OF COMMISSIONERS' COMPOSITION

In 2021, there were changes in the composition of the Board of Commissioners of PG, namely the appointment of Mr. Bin Nahadi by virtue of the Decision of Shareholders dated January 27, 2021 and the replacement of Mr. Mahmud Nurwindu, Mr. Yoke Candra Katon and Mr. Achmad Sigit Dwiwahjono by Mr. Noer Fajrieansyah, Mr. Cecep Herawan and Mr. Ammarsjah by virtue of the Extraordinary General Meeting of Shareholders of PT Petrokimia Gresik on 12 June 2021.

Thus, the composition of the Board of Commissioners of PT Petrokimia Gresik for the period of December 31, 2021 is as follows:

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Komposisi Dewan Komisaris PT Petrokimia Gresik periode 31 Desember 2021

The composition of the Board of Commissioners of PT Petrokimia Gresik for the period of December 31, 2021

JABATAN	NAMA NAME	POSITION
Komisaris Utama	T. NUGROHO PURWANTO	President Commissioner
Komisaris Independen	INDIRA CHUNDA THITA	Independent Commissioner
Komisaris Independen	AMMARSJAH	Independent Commissioner
Anggota Dewan Komisaris	NOER FAJRIEANSYAH	Members of the Board of Commissioners
Anggota Dewan Komisaris	CECEP HERAWAN	Members of the Board of Commissioners
Anggota Dewan Komisaris	BIN NAHADI	Members of the Board of Commissioners

Kami segenap jajaran Dewan Komisaris mengucapkan terima kasih kepada Bapak Mahmud Nurwindu, Bapak Yoke Candra Katon dan Bapak Achmad Sigit Dwiwahjono atas dedikasi dan kerja keras yang telah diberikan sepanjang menjabat sebagai Komisaris PG. Kepada Bapak Bin Nahadi, Bapak Noer Fajrieansyah, Bapak Cecep Herawan dan Bapak Ammarsjah, kami mengucapkan selamat datang dan selamat menjalankan tugas baru sebagai Dewan Komisaris PG.

APRESIASI

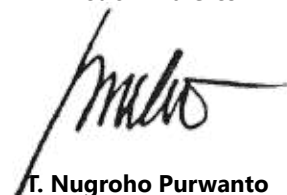
Menutup Laporan Tahunan ini, atas nama Dewan Komisaris kami menyampaikan terima kasih kepada Pemegang Saham atas kepercayaan dan dukungan yang telah diberikan selama ini sehingga PG selalu mencatatkan kinerja positif. Rasa terima kasih dan apresiasi setinggi-tingginya kami juga sampaikan kepada Direksi, serta seluruh insan PG yang telah memberikan dedikasinya dengan bekerja kerja 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, PG berkomitmen untuk menciptakan kesuksesan baru untuk Indonesia yang lebih maju.

We, the entire Board of Commissioners, would like to extend our gratitude to Mr. Mahmud Nurwindu, Mr. Yoke Candra Katon and Mr. Achmad Sigit Dwiwahjono for their dedication and hard work during their tenure as PG's Commissioners. We would like to welcome and congratulate Mr. Bin Nahadi, Mr. Noer Fajrieansyah, Mr. Cecep Herawan and Mr. Ammarsjah, on their new assignments in the Board of Commissioners of PG.

APPRECIATION

To conclude this Annual Report, on behalf of the Board of Commissioners, we would like to thank the Shareholders for the trust and support that has been given so far so that PG always records positive performances. We would also express our highest gratitude and appreciation to the Board of Directors, and every PG's personnel who have provided their dedication by working hard in realizing a number of targets that have been set. As a subsidiary of PT Pupuk Indonesia (Persero) which has a strategic role in supporting government programs in the field of National Food Security, PG is committed to creating new successes for a more advanced Indonesia.

Gresik, Januari 2022 | January, 2022
Atas Nama Dewan Komisaris,
On behalf of the Board of Commissioners.
PT Petrokimia Gresik



T. Nugroho Purwanto
Komisaris Utama | President Commissioner

DEWAN KOMISARIS BOARD OF COMMISSIONERS



Bin Nahadi

ANGGOTA DEWAN KOMISARIS
MEMBER OF COMMISSIONERS

Noer Fajrieansyah

ANGGOTA DEWAN KOMISARIS
MEMBER OF COMMISSIONERS

T. Nugroho Purwanto

KOMISARIS UTAMA
PRESIDENT COMMISSIONER



Indira Chunda Thita

KOMISARIS INDEPENDEN
INDEPENDENT COMMISSIONER

Ammarsjah

KOMISARIS INDEPENDEN
INDEPENDENT COMMISSIONER

Cecep Herawan

ANGGOTA DEWAN KOMISARIS
MEMBER OF COMMISSIONERS



DWI SATRIYO ANNUROGO
Direktur Utama | President Director

PG mencatatkan perolehan laba bersih di tahun 2021 sebesar **Rp1,94 Triliun** atau mencapai **175%** dari target RKAP 2021 yang ditetapkan sebesar **Rp1,106 Triliun** dan meningkat **37%** dari realisasi laba bersih tahun 2020 yang tercatat sebesar **Rp1,41 Triliun**.
PG recorded a net profit in 2021 of IDR 1.94 trillion or 175% of the 2021 RKAP target set at IDR 1.106 trillion and an increase of 37% from the realization of net profit in 2020 which was recorded at IDR 1.41 trillion.

1,94
Triliun | Trillion



LAPORAN DIREKSI

REPORT OF THE BOARD OF DIRECTORS

“Tahun 2021 memiliki tantangan tersendiri bagi PT Petrokimia Gresik (PG). Pandemi global COVID-19 mempengaruhi kondisi perekonomian dan industri secara global dan nasional, termasuk di dalamnya industri pupuk dan bahan kimia lainnya. Menghadapi tantangan tersebut, PG mengimplementasikan langkah-langkah strategis dengan mengedepankan penerapan protokol kesehatan yang tepat dan konsisten guna mendukung keberlanjutan bisnis inti serta memperkuat struktur keuangan Perusahaan sejalan dengan komitmen PG untuk senantiasa bertumbuh dan memberikan nilai yang positif kepada para pemegang saham dan pemangku kepentingan.

PG menetapkan langkah strategis guna menjawab tantangan industri melalui upaya transformasi bisnis dengan sasaran memperluas pangsa pasar (*market share*) dan menjadi pemain utama (*dominant player*) di sektor agroindustri Indonesia melalui efisiensi biaya sehingga menjadi *leader* dalam *cost leadership* dibandingkan produsen pupuk lainnya serta meningkatkan diversifikasi produk untuk meningkatkan *revenue* dan profitabilitas.

Seluruh langkah tersebut kami lakukan dalam rangka memberikan hasil yang terbaik dan kemudahan bagi para konsumen sekaligus berperan aktif dalam agroindustri Indonesia. Kami memosisikan PG tidak sekadar hanya sebagai produsen pupuk namun menjadi bagian dari ekosistem agroindustri nasional yang mampu diperhitungkan di tingkat global”

“2021 had its own challenges for PT Petrokimia Gresik (PG). The global and national COVID-19 pandemic affects economic and industrial conditions globally and nationally, including the industries of fertilizer and other chemical. Facing these challenges, PG has implemented strategic measures by prioritizing the application of appropriate and consistent health protocols to support the sustainability of the core business and strengthen the Company's financial structure to be in line with PG's commitment to continuously grow and provide positive value to shareholders and stakeholders.

PG has taken strategic measures to respond to industry challenges through business transformation efforts with the aim of expanding market share and becoming a dominant player in the Indonesian agroindustry sector through cost efficiency in order to become a leader in cost leadership compared to other fertilizer producers, as well as to increase product diversification in order to increase revenue and profitability.

We have taken all these measures in order to provide the best results and convenience for consumers and to play an active role in the Indonesian agroindustry. We position PG not only as a fertilizer producer but also as part of a national agroindustry ecosystem that can be considered with at the global level.”

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PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG KAMI HORMATI,

Merupakan kehormatan bagi saya, mewakili seluruh anggota Direksi yang lain, untuk menyampaikan bahwa tahun 2021 merupakan tahun positif bagi kinerja operasional dan keuangan PG, sejalan dengan komitmen Manajemen untuk memperkuat capaian kinerja positif Perusahaan di tahun 2021. Jika mengukur kinerja perusahaan dari sisi pencapaian laba, tingkat imbal hasil ekuitas dan juga margin profitabilitas, tahun 2021 merupakan refleksi PG sebagai Perusahaan yang besar dan sehat melalui penciptaan peluang serta inovasi yang mendukung pertumbuhan produksi dan penjualan komoditas utama PG baik produk pupuk maupun non pupuk.

Mengawali laporan ini, perkenankan kami menyampaikan rasa syukur kepada Tuhan Yang Maha Esa karena atas segala rahmat dan karunia-Nya, PG mampu mengukur pencapaian yang baik selama tahun 2021. Tahun ini PG telah menapaki usia 49 tahun dan dengan usia hampir setengah abad ini, PG menyadari untuk kembali berpikir mengenai perubahan. PG mempersiapkan masa depan baru dengan menjalankan program transformasi bisnis, menjadikan tahun ini menjadi titik awal penciptaan masa depan baru Perusahaan. Dengan perkembangan dan dinamika bisnis yang ada, pada tahun 2021 penetapan *core business* di bidang agroindustri memungkinkan PG untuk tidak hanya maju sebagai produsen pupuk dan bahan kimia yang besar saja, namun juga menawarkan solusi untuk dunia agroindustri. Berikut laporan Direksi atas pengelolaan perusahaan yang memuat analisis dan inisiatif strategis dalam mewujudkan kinerja terbaik sepanjang tahun 2021.

KONDISI PEREKONOMIAN GLOBAL DAN INDONESIA TAHUN 2021

Perekonomian global 2021 diwarnai oleh pandemi Covid-19 yang menimbulkan dampak luar biasa (*extraordinary*) terhadap kesehatan, kemanusiaan, ekonomi, dan stabilitas sistem keuangan. Pertumbuhan ekonomi global secara keseluruhan tahun 2021 mencapai 5,7% (yoy), meningkat dibandingkan kondisi tahun sebelumnya yang mengalami kontraksi sebesar -2,07% (yoy).

Selama tahun 2021, perekonomian Indonesia mengalami peningkatan sebesar 3,69%. Sektor Pertanian menjadi salah

OUR RESPECTED SHAREHOLDERS AND STAKEHOLDERS,

It is an honor for me, on behalf of all other members of the Board of Directors, to inform that 2021 has been a positive year for PG's operational and financial performances, in line with Management's commitment to strengthening the Company's positive performance achievements in 2021. When we measure the company's performance in terms of profit achievement, return on equity, and profitability margin, 2021 is a reflection of PG as a large and healthy company through the creation of opportunities and innovations that support the growth of production and sales of PG's main commodities, both fertilizer and non-fertilizer products.

To begin this report, allow us to extend our gratitude to God Almighty because for all His mercy and grace, PG was able to carve good achievements during 2021. This year PG has reached the age of 49 years and with the age of almost half a century, PG realized to think about change again. PG is preparing for a new future by running a business transformation program, making this year the starting point for the creation of a new future for the Company. With the development and dynamics of the existing business, in 2021 the establishment of a core business in the agroindustry sector would allow PG to not only advance as a large fertilizer and chemical producer, but to also offer solutions for the agroindustry world. The following is the report of the Board of Directors on the management of the company containing analysis and strategic initiatives in realizing the best performance throughout 2021.

GLOBAL AND INDONESIAN ECONOMIC CONDITIONS IN 2021

The global economy in 2021 was marked by the Covid-19 pandemic which has extraordinary impacts on health, humanity, economy, and financial system stability. Overall global economic growth in 2021 reached 5.7% (yoy), an increase compared to the previous year's condition which experienced a contraction of -2.07% (yoy).

During 2021, the Indonesian economy increased by 3.69%. The agricultural sector was one of the sectors



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satu sektor yang mengalami peningkatan. Kontribusi sektor pertanian terhadap PDB Nasional Tahun 2021 sebesar 13,28% atau turun dibandingkan tahun 2020 sebesar 13,7%. Untuk itu, pertanian harus terus dikembangkan, sehingga sektor ini bisa menjadi garda terdepan dalam menghadapi proses penanggulangan dan pemulihan ekonomi dampak Covid-19.

Pada tahun 2021, ketahanan pangan nasional menunjukkan penurunan yang tercermin dari Indeks Ketahanan Pangan Global (*Global Food Security Index/GFSI*) Indonesia menjadi 59,2 pada 2021 dibanding tahun 2020 sebesar 61,4. Indeks tersebut menjadikan Indonesia berada di peringkat 69 dari 113 negara.

Penilaian indeks ketahanan pangan terdiri atas empat indikator besar. Pertama *Affordability* yakni keterjangkauan harga pangan. Kedua, *Availability* yaitu ketersediaan pasokan. Ketiga, *Quality and Safety* terkait kualitas nutrisi dan keamanan makanan. Serta keempat, *Natural Resources and Resilience*, yaitu ketahanan sumber daya alam.

Melalui Kementerian Pertanian (Kementan), Pemerintah menempatkan aspek ketahanan pangan sebagai salah satu agenda prioritas untuk mewujudkan agenda pembangunan nasional yakni kemandirian ekonomi dengan menggerakkan sektor-sektor strategis ekonomi domestik termasuk di dalamnya adalah industri pupuk nasional. Berdasarkan pertimbangan ketahanan pangan, Pemerintah mengalokasikan anggaran untuk pupuk bersubsidi tahun 2021 setara kuantum subsidi 8,77 juta ton. Adapun jumlah alokasi pupuk bersubsidi tersebut terdiri dari pupuk Urea, SP-36, ZA, Phonska, dan Petroganik, Phonska Oca, dan NPK Formula Khusus. Kementan mencatatkan rincian alokasi pupuk Urea sebesar 4,16 juta ton, SP-36 sebesar 500 ribu ton, ZA sebesar 720 juta ton, Phonska sebesar 2,72 juta ton, Petroganik sebesar 649 ribu ton, Phonska Oca sebesar 500 liter, dan NPK Formula Khusus sebesar 17.000 ton.

Untuk tahun 2021, Ombudsman RI menyarankan pembentukan tim pengawas gabungan untuk mencegah adanya penyelewengan program pupuk bersubsidi. Tim pengawas itu, terdiri atas Kementerian Pertanian, Kementerian Perdagangan, Kementerian Dalam Negeri, Kepolisian RI dan Kejaksaan Agung. Hal ini perlu dilakukan karena pengawasan pupuk subsidi yang selama ini dilakukan oleh Komisi Pengawas Pupuk dan Pestisida (KP3) belum efektif.

that experienced an increase. The contribution of the agricultural sector to the National GDP in 2021 was 13.28% or a decrease compared to in 2020 which was 13.7%. For this reason, agriculture must continue to be developed, so that this sector can be at the forefront of dealing with the process of handling and recovering the economy from the impact of Covid-19.

In 2021, national food security saw a decline as reflected in the Global Food Security Index (GFSI) of Indonesia to 59.2 in 2021 compared to in 2020 which was 61.4. The index put Indonesia at rank 69th out of 113 countries.

The food security index assessment consists of four major indicators. First, *Affordability*, that is the affordability of food prices. Second, *Availability*, which is the availability of supply. Third, *Quality and Safety*, related to nutritional quality and food safety. And fourth, *Natural Resources and Resilience*, that is the security of natural resources.

Through the Ministry of Agriculture (Kementan), the Government places the aspect of food security as one of the priority agendas to realize the national development agenda, namely economic independence by mobilizing strategic sectors of the domestic economy, including the national fertilizer industry. Based on the considerations of food security, the Government allocates a budget for subsidized fertilizers in 2021 equivalent to a subsidized quantum of 8.77 million tons. The allocation for subsidized fertilizers includes Urea, SP-36, ZA, Phonska and Petroganik, Phonska Oca, and Special Formula NPK fertilizers. The Ministry of Agriculture recorded the details of the allocation of Urea fertilizer at 4.16 million tons, SP-36 at 500 thousand tons, ZA at 720 million tons, Phonska at 2.72 million tons, Petroganik at 649 thousand tons, Phonska Oca at 500 liters, and Specific Formula NPK at 17,000 tons.

For 2021, the Indonesian Ombudsman proposed the formation of a joint supervisory team to prevent misuse of the subsidized fertilizer program. The supervisory team consists of the Ministry of Agriculture, the Ministry of Trade, the Ministry of Home Affairs, the Indonesian National Police, and the Office of Attorney General. This was necessary because the supervision of subsidized fertilizers that had been carried out by the Fertilizer and Pesticide Supervisory Commission (KP3) had not been effective.

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Isu penting yang perlu diperhatikan di sektor *upstream* pertanian Indonesia adalah regenerasi petani. Menurut data Badan Pusat Statistik, persentase pemuda yang bekerja di bidang pertanian terus menurun pada satu dekade terakhir, dimana pada tahun 2021 adalah sebesar 19,18% (lebih rendah dibandingkan bidang manufaktur sebesar 25,02% dan bidang jasa sebesar 55,8%). Persentase ini juga lebih rendah dibandingkan tahun 2020 sebesar 20,62%. Tentunya perlu usaha untuk menumbuhkan kecintaan pada sektor pertanian dan menghilangkan paradigma bahwa menjadi petani masih dipandang sebelah mata. PG berusaha mengajak para petani muda untuk menjadi wirausaha pertanian yang mempunyai prospek cerah yang ditunjang dengan kecanggihan teknologi. Selain itu kendala lainnya adalah keterbatasan luas lahan baku sawah. Melihat perkembangan lahan baku sawah mulai tahun 2014, maka pada 5 (lima) tahun terakhir luas lahan baku sawah mengalami penurunan hingga saat ini mencapai 7,4 juta hektar dibandingkan luas lahan tahun 2014 mencapai 8,1 juta hektar.

Ini tantangan sekaligus peluang yang kita tuntaskan sebagai komitmen perusahaan Solusi Agroindustri, dan menjawab ketahanan pangan nasional serta peningkatan kesejahteraan petani.

Sejak awal tahun 2021, Pupuk Indonesia (PI) mulai menerapkan sentralisasi fungsi *holding* di lingkungan PI Grup. Kebijakan sentralisasi ini meliputi pemasaran dan penjualan; penelitian dan pengembangan; *supply chain management* dan *cost management*; pengadaan barang dan jasa; keuangan dan audit serta manajemen risiko dan kepatuhan; manajemen talenta dan pengembangan Sumber Daya Manusia (SDM) yang terintegrasi. Beberapa peran dalam sentralisasi ini diharapkan mampu mendorong transformasi perusahaan dalam rangka restrukturisasi subsidi pupuk melalui efisiensi operasional. Selain itu juga sebagai upaya bersama mendorong PI Grup menjadi perusahaan nasional kelas dunia untuk solusi pertanian dan nutrisi tanaman. Transformasi *holding* ini harus mendapat dukungan dari semua elemen di PI Grup, dan sentralisasi ini tentunya akan berdampak nyata bagi perusahaan dan karyawan yang ada di PG.

Sentralisasi ini dijalankan untuk mewujudkan misi tahun 2024 yaitu menjadikan PI Grup sebagai perusahaan nasional berkelas dunia untuk nutrisi tanaman dan solusi pertanian yang berkelanjutan. Peran sentralisasi holding menjadi semakin penting. Dimana beberapa peran akan bisa mendorong adanya transformasi perusahaan dalam

An important issue that needs to be considered in Indonesia's upstream agricultural sector is the regeneration of farmers. According to data from the Central Statistics Agency, the percentage of young people working in agriculture sector has continued to decline in the last decade, where in 2021 it was 19.18% (lower than the manufacturing sector at 25.02% and the service sector at 55.8%). This percentage was also lower than in 2020 of 20.62%. It is obvious that efforts are needed to foster a love for the agricultural sector and eliminate the paradigm that being a farmer is still underestimated. PG is striving to invite young farmers to become agricultural entrepreneurs with bright prospects supported by advanced technology. In addition, another obstacle is the limited area of raw rice fields. Looking at the development of raw rice fields since 2014, in the last 5 (five) years the area of raw rice fields has decreased to date reaching 7.4 million hectares compared to 2014 which was 8.1 million hectares.

This is a challenge as well as an opportunity that we are completing as a commitment of the company in providing Agroindustry Solutions and responding to national food security and improving the welfare of farmers.

Since early 2021, Pupuk Indonesia (PI) has begun to implement the centralization of the holding function within the PI Group. This centralization policy covers marketing and sales; research and development; supply chain management and cost management; procurement of goods and services; finance and auditing as well as risk management and compliance; talent management and integrated Human Resources (HR) development. Several roles in this centralization are expected to be able to encourage company transformation in the context of restructuring fertilizer subsidies through operational efficiencies. In addition, it is a joint effort to encourage the PI Group to become a world-class national company for agricultural solutions and plant nutrition. This holding transformation must have the support of all elements in the PI Group, and this centralization will certainly have a real impact on the company and employees at PG.

This centralization is carried out to realize the mission in 2024, that is to make the PI Group a world-class national company for plant nutrition and sustainable agricultural solutions. The role of holding centralization is becoming increasingly important, where several roles will be able to encourage company transformation in the context of



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rangka restrukturisasi subsidi industri pupuk melalui upaya-upaya efisiensi operasional. Artinya, dengan semakin efisiennya biaya produksi, tentu akan bisa menambah alokasi pupuk subsidi di tengah keterbatasan dana subsidi dari APBN. Kementerian BUMN berharap adanya *activist holding role* ini dapat didukung oleh seluruh anak perusahaan di lingkungan PI.

Salah satu upaya untuk mendukung suksesnya sentralisasi, PI telah melakukan sejumlah terobosan di berbagai bidang. Misalnya, pengembangan program Agro Solution dan *Customer Centric Model* di bidang pemasaran, penerapan *Distribution Planning & Control System* untuk kelancaran distribusi. Program Digital Fertilizer untuk optimalisasi kinerja pabrik, menerapkan sistem pengadaan yang terpusat, pembentukan Indonesia Fertilizer Research Institute PG telah siap menjalankan program sentralisasi ini. Atas rencana kebijakan tersebut, seluruh Insan PG berkomitmen mendukung jalannya kebijakan ini dengan keyakinan bahwa SDM di Petrokimia Gresik sudah terbiasa dengan adanya perubahan, demi kemajuan bersama.

ANALISIS ATAS KINERJA PERUSAHAAN

KEBIJAKAN STRATEGIS

Pemegang Saham dan Pemangku
Kepentingan yang Terhormat,

Dalam rangka menghadapi persaingan industri pupuk nasional yang semakin masif, PG berkomitmen untuk terus meningkatkan kinerja Perusahaan secara berkesinambungan. Komitmen tersebut dituangkan melalui serangkaian strategi baru yang diterapkan guna meningkatkan keunggulan dan daya saing PG, antara lain dengan mengambil langkah strategis guna menjawab tantangan industri melalui transformasi dalam pengembangan teknologi digital dan melakukan inovasi di berbagai area di tingkat Distributor, Kios, dan Petani untuk memberikan kemudahan bagi para konsumen.

Pada tingkat distributor, penebusan barang dapat dilakukan secara *online* melalui aplikasi penjualan, penerbitan SO dilakukan dalam waktu satu hari (*One Day Service*). Selain itu, *Term of Payment* dapat dilakukan secara tunai atau menggunakan fasilitas *Distributor Financing* (DF), *Term of Delivery* dapat dilakukan secara FOT Gudang Penyangga PG atau Franco Gudang Distributor. Untuk di tingkat Kios, SPDP dan tenaga agronomis PG akan melakukan kunjungan rutin

restructuring subsidies for the fertilizer industry through operational efficiency efforts. This means, with more efficient production costs, of course, it will be able to increase the allocation of subsidized fertilizers in the midst of limited subsidy funds from the State Budget. The Ministry of SOEs expects that this activist holding role can be supported by all subsidiaries within PI.

In one of the efforts to support the success of centralization, PI has made a number of breakthroughs in various fields, such as the development of the Agro Solution and Customer Centric Model program in the marketing sector, the implementation of the Distribution Planning & Control System for smooth distribution, Digital Fertilizer Program to optimize factory performance, the implementation of a centralized procurement system, and the establishment of the Indonesia Fertilizer Research Institute PG which has been ready to carry out this centralized program. Based on the policy plan, all PG personnel are committed to supporting the implementation of this policy with the belief that human resources at Petrokimia Gresik are accustomed to changes, for the sake of mutual progress.

ANALYSIS OF COMPANY PERFORMANCE

STRATEGIC POLICY

Our Respected Shareholders
and Stakeholders,

In order to face the increasingly massive competition in the national fertilizer industry, PG is committed to continuously improving the Company's performance. This commitment has been manifested through a series of new strategies implemented to increase PG's advantages and competitiveness, among others by taking strategic measures to respond to industrial challenges through transformation in the development of digital technology and innovation in various areas at the Distributor, Kiosk, and Farmer levels to provide convenience for consumers.

At the distributor level, redemption of goods can be done online through a sales application, SO issuance is carried out within one day (*One Day Service*). In addition, the Term of Payment can be made in cash or using Distributor Financing (DF) facilities, Term of Delivery can be done FOT from PG Support Warehouse or Distributor Warehouse Franco. At the Kiosk level, SPDP and PG agronomists will make regular visits to provide education, information, and

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untuk memberikan edukasi, informasi, serta info lain yang berkaitan dengan pertanian. Selain itu, sistem penjualan dari distributor ke kios dapat dilakukan dengan mekanisme konsinyasi. PG juga memberikan garansi apabila produk diterima dalam keadaan rusak. Sedangkan di tingkat Petani, PG menyediakan layanan telepon bebas pulsa sebagai bentuk pelayanan kepada konsumen untuk menyampaikan pertanyaan terkait produk serta menyampaikan keluhan, menyediakan layanan Mobil Uji Tanah yang dapat dimanfaatkan petani untuk mengetahui kandungan hara di lahan pertaniannya, dan menyediakan klinik pertanian secara berkala ke daerah-daerah sebagai bentuk tanggung jawab untuk melakukan edukasi pertanian.

Di bidang penjualan komersil, PG bersama PT Pupuk Indonesia (Persero) lebih memfokuskan pada peningkatan *Customer Intimacy* melalui program *gathering* dan *roadshow* ke konsumen eksisting dan potensial. Selain itu, PG melaksanakan Sinergi Badan Usaha Milik Negara (BUMN) dalam rangka kerja sama penjualan pupuk antara lain dengan PTPN Group dan PT Rajawali Nusantara Indonesia (Persero). PG juga berencana untuk memperluas jangkauan pasar internasional melalui pengembangan pasar ekspor NPK dan ZK ke Jepang, Australia, Vietnam, Thailand, dan Afrika Selatan. Sementara itu, untuk memperkuat pasar domestik, PG melaksanakan sinergi penjualan amoniak dengan anggota *holding* lainnya untuk penjualan di wilayah Jawa Timur, mengarahkan konsumen pabrik semen untuk menggunakan Neutralized Purified Gypsum dan Purifikasi Gypsum, ekspansi pasar Gypsum ke pabrik semen, gypsum block/plaster block, industri bata ringan dan pasar ekspor, serta menjalin kerjasama pemasaran dengan anak perusahaan dan retailer modern.

Di lingkup distribusi dan logistik, PG akan memaksimalkan pemanfaatan jumbo bag untuk pengiriman pupuk (khususnya produk komersil) guna meminimalisir keluhan kualitas produk, mengaktifkan kembali *feeding conveyor* untuk efektifitas pemuatan produk ekspor, serta penggunaan *Mobile Bagging Unit* dan *Crusher* untuk rekondisi produk in-bag. PG juga akan mengembangkan lingkup promosi melalui kerja sama uji coba penggunaan produk non-subsidi dengan konsumen komersil, pemasangan *billboard* produk komersil di jalan akses bandar udara wilayah sentra perkebunan, publikasi produk komersil melalui media publikasi perusahaan, advertorial, dan spot iklan di media massa, serta melaksanakan sosialisasi *product knowledge* retail non-subsidi melalui desain kantong, merek, dan atribut promosi lainnya.

other information related to agriculture. In addition, the sales system from distributors to kiosks can be carried out using a consignment mechanism. PG also provides a warranty if the product is received in a damaged condition. Meanwhile at the Farmer level, PG provides a toll-free telephone service as a form of service to consumers to submit product-related questions and submit complaints, provides a Soil Test Car service that can be used by farmers to determine the nutrient content of their agricultural land, and provides regular agricultural clinics to the area/regions as a form of responsibility to carry out agricultural education.

In the field of commercial sales, PG together with PT Pupuk Indonesia (Persero) are more focused on increasing Customer Intimacy through gathering programs and roadshows to existing and potential consumers. In addition, PG implements the Synergy of State-Owned Enterprises (BUMN) in the context of cooperation in the sale of fertilizers, among others, with PTPN Group and PT Rajawali Nusantara Indonesia (Persero). PG also plans to expand its international market reach through developing export markets for NPK and ZK to Japan, Australia, Vietnam, Thailand, and South Africa. Meanwhile, to strengthen the domestic market, PG carries out synergies in selling ammonia with other holding members for the sales in the East Java area, direction for cement factory consumers to use Neutralized Purified Gypsum and Purified Gypsum, Gypsum market expansion to cement factories, gypsum block/plaster block, light brick industry and export market, as well as establishing marketing cooperation with subsidiaries and modern retailers.

In terms of distribution and logistics, PG will maximize the use of jumbo bags for fertilizer delivery (especially commercial products) to minimize product quality complaints, reactivate the feeding conveyor for effective loading of export products, and use Mobile Bagging Units and Crushers for in-bag products reconditioning. PG will also develop the scope of promotion through cooperation in testing the use of non-subsidized products with commercial consumers, installation of billboards for commercial products on airport access roads in the plantation center area, publication of commercial products through company publications, advertorials, and advertising spots in the mass media. and carry out socialization of non-subsidized retail product knowledge through bag designs, brands, and other promotional attributes.



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Selain itu, PG juga melakukan pengembangan teknologi digital di berbagai area seperti Digital Office (DOF), Petroport, Warehouse Management System, Digital Trucking Management System, Petro Xfert, Sistem Monitoring Pemasaran (NISA) serta penguatan riset dan pengembangan dalam pembuatan Produk NPK maupun Pupuk Phosphat dan Revivalisasi Pupuk Organik.

Tahun 2021 PG telah berhasil memproduksi Methyl Ester Sulfonate (MES) sebanyak 16.734 liter. MES tersebut dikembangkan bersama dengan Surfactant Bioenergy Research Centre Institut Pertanian Bogor (SBRC IPB). MES adalah *bio-degradable surfactant* yang dapat digunakan produksi lapangan minyak tua melalui teknologi EOR (*Enhanced Oil Recovery*). Ini merupakan terobosan penting bagi sektor migas di Indonesia.

Seluruh jajaran PG harus siap menjalankannya. Sentralisasi ini meliputi fungsi teknologi informasi, pengadaan bahan baku, pemasaran, riset maupun fungsi *core business* lainnya melalui penempatan karyawan PG ke holding Pupuk Indonesia, juga menyiapkan sistem dan infrastruktur untuk mendukungnya. Bagi PG, sentralisasi harus diikuti dengan elaborasi dan kolaborasi, yang akan meningkatkan nilai tambah, baik bagi perusahaan, karyawan, dan seluruh *stakeholder*.

Sebagai upaya perusahaan menyalurkan pupuk bersubsidi sesuai dengan regulasi dan menerapkan tata kelola perusahaan yang baik (*good corporate governance*) dalam penyalurannya di tengah pandemi Covid-19, PG bersama Distributor dan SPDP (Staf Perwakilan Daerah Penjualan) menandatangani Surat Perjanjian Jual Beli (SPJB) untuk penyaluran pupuk bersubsidi tahun 2022. Komitmen atau kesepakatan bersama distributor dan SPDP ini meliputi penyediaan stok pupuk bersubsidi di Gudang Distributor untuk kebutuhan petani minimal 2 (dua) minggu ke depan sesuai dengan alokasi.

Sedangkan untuk SPDP dan Petugas Penjualan Daerah (PPD) berkomitmen untuk aktif menggandeng Kios, Kelompok Tani, Dinas Pertanian Provinsi maupun Kabupaten/Kota guna mengoptimalkan penyerapan pupuk bersubsidi sambil melakukan sosialisasi mengenai mekanisme pennebusan pupuk bersubsidi terutama di masa-masa relaksasi penggunaan Kartu Tani, supaya tidak terjadi kebingungan di petani maupun kios.

Selain itu juga ada penandatanganan komitmen menolak praktik korupsi dan gratifikasi, penandatanganan Pakta

In addition, PG is also developing digital technology in various areas such as the Digital Office (DOF), Petroport, Warehouse Management System, Digital Trucking Management System, Petro Xfert, Marketing Monitoring System (NISA) as well as strengthening research and development in the manufacture of NPK and Phosphate Fertilizer Products and Revivalization of Organic Fertilizers.

In 2021, PG has succeeded in producing 16,734 liters of Methyl Ester Sulfonate (MES). The MES was developed in collaboration with the Surfactant Bioenergy Research Center, Bogor Institute of Agriculture (SBRC IPB). MES is a bio-degradable surfactant that can be used in the production of old oilfield through EOR (Enhanced Oil Recovery) technology. This is an important breakthrough for the oil and gas sector in Indonesia.

All ranks of PG must be ready to run it. This centralization includes information technology functions, procurement of raw materials, marketing, research, and other core business functions through the placement of PG employees at the Pupuk Indonesia holding, as well as preparing systems and infrastructure to support them. For PG, centralization must be followed by elaboration and collaboration, which will increase added value, both for the company, employees, and all stakeholders.

As an effort by the company to distribute subsidized fertilizer in accordance with regulations and to implement good corporate governance in its distribution in the midst of the Covid-19 pandemic, PG together with Distributors and SPDP (Regional Sales Representative Staff) signed a Sales Purchase Agreement (SPJB) for distribution of subsidized fertilizer in 2022. This joint commitment or agreement with the distributor and SPDP includes the provision of subsidized fertilizer stock in the Distributor's Warehouse for the farmers' needs for at least the next 2 (two) weeks in accordance with the allocation.

Meanwhile, SPDP and Regional Sales Officers (PPD) are committed to actively cooperating with Kiosks, Farmers Groups, Provincial and Regency/City Agriculture Offices in order to optimize the absorption of subsidized fertilizers while conducting socialization regarding the mechanism for redeeming subsidized fertilizers, especially during periods of relaxation using Farmer Cards, so that there is no confusion between farmers and kiosks.

In addition, there was also the signing of a commitment to reject the practice of corruption and gratification, the

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Integritas Distributor, penandatanganan Pakta Integritas untuk Staf Penjualan dalam menjaga ketersediaan pupuk bagi petani, selain pupuk subsidi.

Selama ini, petani masih berhadapan pada banyak kendala dalam menjalankan usahanya, seperti rendahnya produktivitas pertanian, harga agro-input (pupuk, pestisida, benih dan lainnya) tidak terjangkau, minimnya akses ke lembaga keuangan, harga jual hasil panen cenderung turun ketika panen raya, belum terlindunginya petani dari risiko gagal panen, infrastruktur yang terbatas, serta kendala lainnya.

Program Agro Solusi telah dijalankan PG sejak beberapa tahun terakhir. Strategi korporat ini merupakan implementasi dari komitmen perusahaan untuk membantu peningkatan produktivitas pertanian, yang pada akhirnya mendongkrak kesejahteraan petani serta menjaga kedaulatan pangan nasional.

PG mendapatkan amanah dari PT Pupuk Indonesia (Persero) untuk menyukseskan Program Makmur, yang merupakan upaya untuk menciptakan ekosistem yang mendukung petani dari hulu hingga hilir, sehingga proses budidaya maupun pemasaran hasil pertanian berjalan optimal. Pada tahun 2021, kami telah menggandeng 21.344 petani, dengan luasan lahan yang digarap mencapai 19.421 Hektar (Ha) atau 121% dari target yang diamanahkan yaitu 16.000 Ha. Selama tahun 2021, program ini menyasar komoditas padi (seluas 7.781 Ha), tebu (5.728 Ha), jagung (4.292 Ha), kelapa sawit (948 Ha), benih kangkung (532 Ha), bawang merah (50 Ha), tembakau (50 Ha), porang (35 Ha), dan melon (5 Ha).

Melalui program ini, PG memberikan jaminan pasar dengan menghadirkan *offtaker* untuk melindungi anjloknya harga hasil pertanian apabila dijual ke tengkulak, kemudian menggandeng pihak asuransi untuk melindungi petani dari potensi gagal panen, serta bekerja sama dengan pihak perbankan sebagai pemberi modal. PG sendiri berperan dalam menyuplai pupuk dan pestisida melalui anak perusahaan, sekaligus memberikan kawalan melalui edukasi pemupukan berimbang dan layanan Mobil Uji Tanah. Program Makmur juga menjadi sarana edukasi agar petani terbiasa menggunakan pupuk non-subsidi, mengingat alokasi pupuk subsidi yang diberikan pemerintah jumlahnya terbatas dibandingkan kebutuhan nasional.

signing of the Distributor's Integrity Pact, the signing of the Integrity Pact for Sales Staff in maintaining the availability of fertilizer for farmers, in addition to subsidized fertilizers.

So far, farmers have still been facing with many obstacles in running their business, such as low agricultural productivity, unaffordable prices for agro-inputs (fertilizers, pesticides, seeds, etc.), lack of access to financial institutions, selling prices for crops which tend to fall during the peak season, farmers are not protected from the risk of crop failure, limited infrastructure, among other obstacles.

The Agro Solutions program has been run by PG since the last few years. This corporate strategy is an implementation of the company's commitment to helping increase agricultural productivity, which in turn boosts the welfare of farmers and maintains national food sovereignty.

PG received a mandate from PT Pupuk Indonesia (Persero) for the success of the Makmur Program, which is an effort to create an ecosystem that supports farmers from upstream to downstream, so that the cultivation process and marketing of agricultural products run optimally. In 2021, we have partnered with 21,344 farmers, with a cultivated area of 19,421 hectares (Ha) or 121% of the mandated target of 16,000 hectares. During 2021, this program targeted rice commodities (7,781 ha), sugarcane (5,728 ha), corn (4,292 ha), oil palm (948 ha), kale seeds (532 ha), shallots (50 ha), tobacco (50 Ha), porang (35 Ha), and melon (5 Ha).

Through this program, PG provides market guarantee by presenting off-takers to protect the prices of agricultural products from falling if they are sold to middlemen, then collaborating with insurance companies to protect farmers from potential crop failures, and cooperating with banks as capital providers. PG itself plays a role in supplying fertilizers and pesticides through its subsidiaries, as well as providing control through balanced fertilization education and Soil Test Mobile services. The Makmur Program is also a means of education so that farmers are accustomed to using non-subsidized fertilizers, considering that the allocation of subsidized fertilizers provided by the government is limited compared to national needs.

PERBANDINGAN ANTARA CAPAIAN HASIL DENGAN TARGET RKAP

Sepanjang tahun 2021, PG berhasil memperoleh pencapaian kinerja yang positif, baik pada aspek operasional maupun keuangan. Hal ini tentu tak lepas dari dedikasi dan kerja keras seluruh Insan PG dalam menjalankan kegiatan usaha di bidang produksi dan penjualan pupuk maupun bahan kimia dasar demi mencapai target bisnis yang telah ditetapkan dan menguatkan posisi Perseroan sebagai perusahaan yang menjadi solusi agroindustri di Indonesia. Hasil kinerja Perseroan sepanjang tahun 2021 dapat dilihat dari hasil perbandingan dengan target RKAP 2021 dan realisasi kinerja di tahun 2021.

Realisasi produksi pupuk yang menjadi produk utama Perseroan di tahun 2021 adalah sebesar 4,53 juta ton atau 94% dari RKAP sebesar 4,84 juta ton. Unit Produksi yang mampu melampaui target RKAP 2021 adalah Pabrik ZK sebesar 14,02 ribu ton atau 100% dari target. Adapun unit produksi lain yang belum memenuhi target RKAP mayoritas disebabkan karena adanya pengaturan ketersediaan stok bahan baku dan stok pupuk secara nasional.

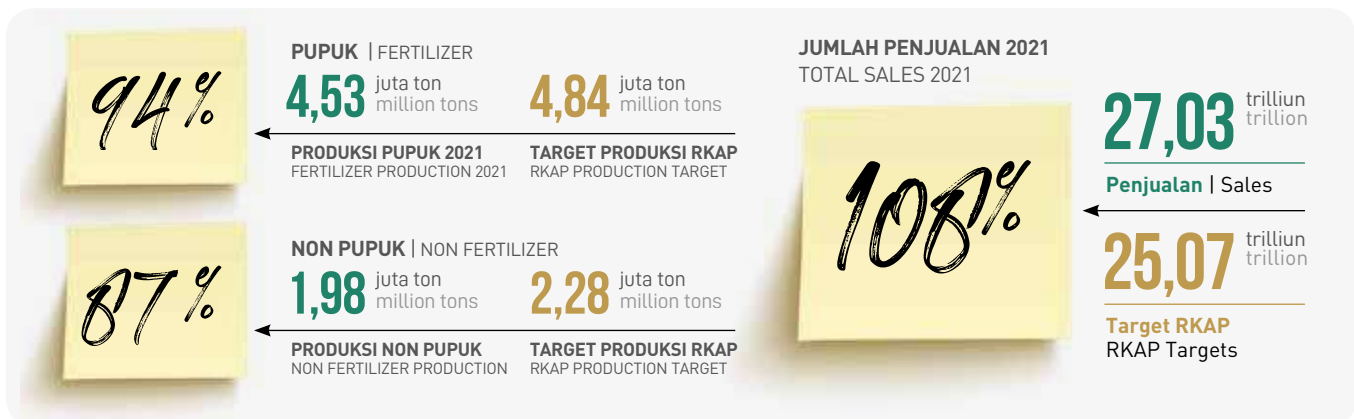
PG membukukan produksi non pupuk di tahun 2021 adalah sebesar 1,98 juta ton atau 87% dari RKAP 2021 sebesar 2,28 juta ton. Berdasarkan RKAP 2021, produksi Asam Fosfat yang mencapai 191,86 ribu ton atau 105% dari target RKAP sebesar 182 ribu ton.

COMPARISON BETWEEN ACHIEVEMENTS WITH THE TARGET OF COMPANY'S WORK PLAN AND BUDGET (RKAP)

Throughout 2021, PG succeeded in achieving positive performance achievements, both in operational and financial aspects. This, of course, cannot be separated from the dedication and hard work of all PG Personnel in carrying out business activities in the production and sale of fertilizers and basic chemicals in order to achieve the business targets that have been set and strengthen the Company's position as a company that is a solution for agroindustry in Indonesia. The results of the Company's performances throughout 2021 can be seen from the comparison results with the 2021 RKAP target and the realization of performance in 2021.

The realization of fertilizer production which is the Company's main product in 2021 was 4.53 million tons or 94% of the RKAP of 4.84 million tons. Production unit capable of exceeding the 2021 RKAP target was the ZK Plant of 14.02 thousand tons or 100% of the target. The other production units that have not met the RKAP target were mostly due to the adjustment of the availability of stock of raw materials and stock of fertilizers nationally.

PG recorded non fertilizer production in 2021 of 1.98 million tons or 87% of the 2021 RKAP of 2.28 million tons. Based on the 2021 RKAP, phosphoric acid production reached 191.86 thousand tons or 105% of the RKAP target of 182 thousand tons.



PG membukukan jumlah penjualan di tahun 2021 sebesar Rp27.032,54 miliar yang apabila dibandingkan dengan target RKAP 2021 yang ditetapkan sebesar Rp 25.071,77 miliar, nilai penjualan tersebut hanya tercapai sebesar 108%. Secara kuantum penjualan, sektor pupuk non subsidi mampu melewati target RKAP sebesar 136% dengan

PG recorded total sales in 2020 of Rp27,032.54 billion, which when compared to the 2021 RKAP target which was set at Rp 25,071.77 billion, the sales value was only achieved by 108%. In terms of sales quantum, the non-subsidized fertilizer sector was able to pass the RKAP target of 136% with a quantum of 811,478 tons from the

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kuantum 811.478 ton dari target 595.700 ton sedangkan penjualan non pupuk mencapai 1.826,83 ribu ton atau 112% dari target RKAP 2021 sebesar 1.627,90 ribu ton.

Untuk perolehan profitabilitas, PG mencatatkan perolehan laba bersih di tahun 2021 sebesar Rp 1,94 Triliun atau mencapai 175% dari target RKAP 2021 yang ditetapkan sebesar Rp 1,106 Triliun dan meningkat 37% dari realisasi laba bersih tahun 2020 yang tercatat sebesar Rp 1,41 Triliun. Adapun *Net Profit Margin* (NPM) tahun 2021 sebesar 6,72% atau melampaui target RKAP 2021 sebesar 4,09% maupun realisasi tahun 2020 sebesar 5,33% sedangkan *Return on Equity* (ROE), *Return on Assets* (ROA), dan *Return on Investment* (ROI) di tahun 2021 masing-masing sebesar 11,18%, 4,50%, dan 11,41% lebih tinggi dari RKAP 2021 yang sebesar 5,78%, 2,57%, dan 10,87%.

Sampai dengan akhir tahun 2021, Perusahaan membukukan liabilitas sebesar Rp 23,68 Triliun mengalami peningkatan sebesar 2% dari nilai tahun 2020 sebesar Rp 23,13 Triliun dan membukukan ekuitas sebesar Rp19,49 Triliun mengalami peningkatan sebesar 7% dari tahun sebelumnya yang tercatat Rp18,26 Triliun. Hal ini terutama disebabkan adanya peningkatan utang usaha menyesuaikan dengan skema pembayaran menggunakan *supply chain financing* (SCF). Jumlah Aset PG mengalami peningkatan sebesar 4% dari tahun 2020, sehingga menjadi Rp 43,18 Triliun di tahun 2021. Hal ini terutama disebabkan karena peningkatan persediaan barang dalam perjalanan (bahan baku).

target of 595,700 tons, while non-fertilizer sales reached 1,826.83 thousand tons or 112% of the 2021 RKAP target of 1,627.90 thousand tons.

For profitability, PG recorded a net profit in 2021 of IDR 1.94 trillion or 175% of the 2021 RKAP target set at IDR 1.106 trillion and an increase of 37% from the realization of net profit in 2020 which was recorded at IDR 1.41 trillion. The Net Profit Margin (NPM) in 2021 was 6.72% or exceeded the 2021 RKAP target of 4.09% and the realization in 2020 which was 5.33% while Return on Equity (ROE), Return on Assets (ROA), and Return on Investment (ROI) in 2021 were 11.18%, 4.50%, and 11.41%, respectively, higher than the 2021 RKAP which were 5.78%, 2.57%, and 10.87%.

Until the end of 2021, the Company recorded liabilities of Rp. 23.68 Trillion, an increase of 2% from the value in 2020 of Rp. 23.13 Trillion and recorded equity of Rp. 19.49 Trillion, an increase of 7% from the previous year which was recorded at Rp. 18. 26 Trillion. This was mainly due to an increase in trade payables in accordance with the payment scheme using supply chain financing (SCF). Total Assets of PG increased by 4% from 2020 to Rp 43.18 Trillion in 2021. This was mainly due to an increase in inventories of goods in transit (raw materials).

CAPAIAN DARI TARGET RKAP TAHUN 2021

ACHIEVEMENTS OF THE 2021 RKAP TARGET

100,2%

ASET | ASSETS

104,9%

LIABILITAS | LIABILITIES

94,9%

EKUITAS | EQUITY

Jika dibandingkan dengan target yang ditetapkan dalam RKAP 2021, jumlah aset, liabilitas, dan ekuitas Perseroan terealisasi masing-masing sebesar 100,2%, 104,9%, dan 94,9%.

Selain kinerja operasi, kami juga berhasil dalam menyelesaikan berbagai inisiatif sesuai target yang ada. Sebagai contoh, dalam aspek pengelolaan lingkungan, pada tahun 2021, Perusahaan meraih penghargaan Program Penilaian Peringkat Kinerja Perusahaan (PROPER) Emas, yang merupakan penghargaan tertinggi. Penghargaan tersebut membuktikan bahwa Petrokimia Gresik adalah

When compared to the target set in the 2021 RKAP, the Company's total assets, liabilities and equity were realized at 100.2%, 104.9% and 94.9%, respectively.

In addition to operating performance, we have also succeeded in completing various initiatives according to the existing targets. For example, in terms of environmental management, in 2021, the Company won the Gold Corporate Performance Rating Program (PROPER) award, which is the highest award. The award has proven that Petrokimia Gresik is a company that desires to continue to



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perusahaan yang ingin terus maju dan *sustain* dalam memberikan berkah bagi masyarakat sekitar serta peduli terhadap lingkungan.

Perusahaan dinilai memenuhi kriteria PROPER Emas melalui program unggulan *Corporate Social Responsibility* (CSR) LITERASI (Lingkungan Peternakan Sapi Terintegrasi). Program ini melahirkan inovasi sosial yang mampu menjawab beberapa masalah lingkungan dan berhasil mendorong *local hero* untuk menciptakan program yang inklusif untuk kesejahteraan masyarakat, sehingga mampu menjadi solusi komprehensif, bahkan mampu memberikan nilai tambah atas segala permasalahan peternak sapi yang selama ini menjadi momok.

Pencapaian kinerja tahun 2021 menjadi landasan Perusahaan untuk dapat meningkatkan kinerja pada tahun 2022 melalui upaya inovasi bisnis dalam mengoptimalkan sumber daya yang dimiliki dengan mengedepankan pengelolaan biaya yang efisien, guna menciptakan nilai tambah yang positif bagi pemegang saham dan pemangku kepentingan.

KENDALA TAHUN 2021 DAN LANGKAH INISIATIF YANG DITERAPKAN

Dalam menjalankan proses bisnis sepanjang tahun 2021, PG menghadapi berbagai kendala yaitu tren kenaikan harga bahan baku, tingginya piutang subsidi dan beban bunga pinjaman, keterbatasan pasokan gas untuk seluruh pabrik PG, serta keterbatasan jumlah SDM.

Namun demikian, PG tetap berupaya untuk menjaga kestabilan usahanya melalui berbagai langkah inisiatif yang selaras dengan strategi PT Pupuk Indonesia (Persero) selaku Induk Perusahaan PG. Langkah pertama adalah melakukan intensifikasi pemasaran dengan cara menjaga pasar eksisting komersial dan mencari peluang pasar dengan margin yang lebih tinggi, melakukan penjualan pupuk retail melalui distributor atau kios, melakukan penjualan ekspor untuk produk hasil produksi sendiri, melakukan trading pupuk impor, dan menerapkan metode *One Stop Shopping* di Petromart. Selain melalui intensifikasi pada aspek pemasaran, PG juga melaksanakan efisiensi usaha dan revitalisasi pabrik. Di bidang Produksi, PG melakukan penurunan biaya bahan baku dan biaya bahan penolong dan utilitas, meningkatkan efisiensi untuk mengurangi biaya produksi, meningkatkan keunggulan pabrik untuk mengurangi biaya pemeliharaan, dan menjaga kualitas produk untuk meminimalisir complain dan meningkatkan daya saing.

advance and be sustainable in providing blessings to the surrounding communities and caring for the environment.

The company was considered to meet the Gold PROPER criteria through the flagship program of Corporate Social Responsibility (CSR) LITERASI (Integrated Cattle Farming Environment). This program gave birth to social innovations that were able to answer several environmental problems and succeeded in encouraging local heroes to create inclusive programs for the welfare of the community, so that they could become a comprehensive solution, and were even able to provide added value for all the problems of cattle breeders that had been a scourge.

The achievements of performance in 2021 are the basis for the Company to be able to improve performance in 2022 through business innovation efforts in optimizing its resources by prioritizing efficient cost management, in order to create positive added value for shareholders and stakeholders.

OBSTACLES IN 2021 AND IMPLEMENTED INITIATIVE MEASURES

In carrying out business processes throughout 2021, PG faced various obstacles, namely the trend of rising prices of raw materials, high subsidy receivables and loan interest expenses, limited gas supply for all PG factories, and limited number of human resources.

However, PG continues to strive to maintain the stability of its business through various initiatives that are in line with the strategy of PT Pupuk Indonesia (Persero) as PG's Parent Company. The first step was to intensify marketing by maintaining the existing commercial market and looking for market opportunities with higher margins, selling retail fertilizers through distributors or kiosks, selling export products for own production, trading imported fertilizers, and implementing the *One Stop Shopping* method at Petromart. Apart from intensifying the marketing aspect, PG also implements business efficiency and factory revitalization. In the field of Production, PG is reducing the cost of raw materials and costs of auxiliary materials and utilities, improving efficiency to reduce production costs, increasing factory excellence to reduce maintenance costs, and maintaining product quality to minimize complaints and increase competitiveness.

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Sementara itu di bidang Pengembangan, PG telah menyelesaikan Proyek Reklamasi Tahap V serta berencana akan mengembangkan Pabrik Soda Ash dan Phonska V, membangun Gudang Urea Ekspor, mengamankan jumlah pasokan bahan baku, mengoptimalkan pemanfaatan gypsum, dan membangun infrastruktur yang digunakan untuk menunjang kegiatan operasional PG. Pada aspek SDM, PG melakukan optimalisasi jumlah karyawan, meningkatkan kompetensi karyawan di bidang sales dan marketing, dan mengoptimalkan dukungan pemerintah untuk PG pada khususnya maupun industri pupuk pada umumnya. Sementara itu, di bidang Pengadaan, PG berusaha untuk mencari sumber alternatif pasokan gas yang memiliki harga lebih rendah dan menjalankan sinergi dengan anggota holding PT Pupuk Indonesia (Persero) melalui kerja sama bisnis maupun pengadaan bersama untuk mendapatkan harga yang lebih kompetitif.

Berikutnya jaminan distribusi. PG memiliki jaringan gudang, distributor, kios, serta petugas lapangan yang tersebar di seluruh Indonesia. Dengan jaringan tersebut, PG menjamin ketersediaan pupuk bersubsidi sesuai alokasi, serta ketersediaan pupuk non-subsidi dan produk lainnya sesuai kebutuhan petani maupun pelaku agroindustri. PG juga memiliki program edukasi petani sebagai bentuk komitmen perlindungan konsumen. Program ini terdiri dari *demonstration plot* (demplot) yang membuktikan langsung manfaat produk di lahan-lahan pertanian, sosialisasi dan cara aplikasi produk, fasilitas mobil uji tanah yang dapat menginformasikan kondisi tanah beserta rekomendasi pemupukannya, serta sejumlah program peningkatan produktivitas pangan. Jadi kami tidak sekadar memproduksi dan mendistribusikan produk saja, melainkan memberikan pelayanan dan solusi bagi petani atau pelaku agroindustri secara komprehensif, baik dari hulu maupun hilir agroindustri.

Tidak hanya dalam proses bisnis *supply chain* pupuk maupun produk kimia lain, kami juga berkomitmen menjaga keamanan fasilitas perusahaan demi kelancaran operasional bisnis dalam menjaga ketahanan pangan nasional dan menjadi Solusi Agroindustri dapat berjalan optimal. PG merupakan objek vital nasional (obvitnas) yang harus dijaga untuk kelancaran penyaluran pupuk subsidi. Selain itu, pabrik PG sekarang telah berdampingan dengan permukiman, sehingga risiko bisnis maupun sosialnya sangat tinggi.

Meanwhile, in the Development sector, PG has completed the Reclamation Project Phase V and plans to develop Soda Ash and Phonska V factories, build an Export Urea Warehouse, secure the supply of raw materials, optimize the use of gypsum, and build infrastructure used to support PG's operational activities. In the HR aspect, PG is optimizing the number of employees, improving employees' competences in sales and marketing, and optimizing government support for PG in particular and the fertilizer industry in general. Meanwhile, in the Procurement sector, PG is striving to find alternative sources of gas supply with lower prices and carry out synergies with holding members of PT Pupuk Indonesia (Persero) through business cooperation and joint procurement to get more competitive prices.

Next is distribution guarantee. PG has networks of warehouses, distributors, kiosks, and field officers spread throughout Indonesia. With these networks, PG guarantees the availability of subsidized fertilizers according to the allocation, as well as the availability of non-subsidized fertilizers and other products according to the farmers' and agroindustry practitioners' needs. PG also has a farmer education program as a form of commitment to consumer protection. This program consists of demonstration plot (demplot) that directly proves the benefits of products on agricultural land, product socialization and application methods, soil test car facilities that can inform soil conditions along with recommendations for its fertilization, as well as a number of programs to increase food productivity. Therefore, we do not just produce and distribute products, but also provide comprehensive services and solutions for farmers or agroindustry practitioners, both from upstream and downstream of agroindustry.

In addition to the supply chain business process for fertilizers and other chemical products, we are also committed to maintaining the security of company facilities for smooth business operations in maintaining national food security and becoming an optimal Agroindustry Solution. PG is a national vital object (obvitnas) that must be maintained for the smooth distribution of subsidized fertilizers. Furthermore, the PG factory is now in close proximity to residential areas, so the business and social risks are very high.



PENGELOLAAN HUMAN CAPITAL

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 2021, jumlah pegawai tetap PG sebesar 2.043 orang pegawai. Dari total pegawai tetap PG pada tahun 2021, sekitar 25% adalah lulusan universitas (S-1 dan S-2), 7% lulusan diploma sedangkan sekitar 66% adalah lulusan setara SMA sementara 2% sisanya memiliki latar belakang pendidikan SMP atau sederajat sedangkan dari sisi usia 84% karyawan berusia di bawah 35 tahun, 6% berada di rentang usia 35-49 tahun, dan 10% 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.

Perusahaan 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 telah tercermin pada *spirit* Inovasi karyawan dalam meningkatkan nilai tambah kepada perusahaan. Pada tahun 2021, lebih dari 1100 tim inovasi atau sebanyak 83,2% karyawan terlibat dan berkontribusi dalam memenangkan persaingan bisnis. Prestasi inovasi perusahaan telah mendapat apresiasi pengakuan baik di tingkat nasional maupun internasional.

Dalam upaya menuju industry 4.0, PG melakukan langkah-langkah persiapan agar perusahaan dapat terus *sustain* dan bersaing di pasar global. Selama tahun 2021, PG mendorong peningkatan pembelajaran *digital learning* melalui 4 *platform* media yaitu 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*; *Virtual Reality* : pelatihan interaktif melalui pemanfaatan teknologi *virtual reality* untuk memberikan tingkat pemahaman materi yang didesain dengan kondisi nyata (*real*); *Augmented Reality*: teknologi yang menggabungkan antara dunia nyata

HUMAN CAPITAL MANAGEMENT

Human resources are one of the company's most valuable assets for PG. The focus of PG's human resources management is to continuously improve the capability of the company's workforce, increase workforce training, selectively reduce the number of employees, and align work performance with compensation. At the end of 2021, the number of permanent employees of PG was 2,043 employees. Of the total permanent employees of PG in 2021, around 25% were university graduates (Bachelor's and Master's Degree), 7% were diploma graduates, around 66% were high school/equivalent graduates, while the remaining 2% had junior high school education background or its equivalent. Meanwhile, in terms of age 84% of the employees were under 35 years old, 6% were in the 35-49 year age range, and 10% were over 50 years old. This is an indication that PG is facing challenges in the form of a generation gap related to the preparation of successors with the capacity to occupy positions according to the organizational structure.

The company has established the core AKHLAK values as a guide for behavior and corporate culture in line with the goals of SOEs in producing superior and Go Global talents. The implementation of a strong MORAL culture has been reflected in the employees' innovation spirit in increasing added value to the company. In 2021, more than 1,100 innovation teams or as many as 83.2% of the employees were involved and contributed to winning the business competition. The company's innovation achievements have received appreciation and recognition both at the national and international levels.

In an effort to reach industry 4.0, PG is taking preparatory measures so that the company can continue to be sustainable and compete in the global market. During 2021, PG encouraged the improvement of digital learning through 4 media platforms, namely 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; Virtual Reality: interactive training through the use of virtual reality technology to provide a level of understanding of material designed with real conditions; Augmented Reality: a technology that combines the real world with digital information for the purpose of expanding and clarifying

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dengan informasi digital untuk tujuan memperluas dan memperjelas pemahaman manusia sebagai pengguna; dan 360 *Plant Tour*: teknologi yang memungkinkan pengguna untuk melakukan kunjungan ke suatu tempat atau melihat kondisi dan suasana tempat tersebut secara virtual.

Selama tahun 2021, PG juga turut berperan aktif dalam menjalin kerjasama dalam program pengembangan SDM dengan Instansi Pemerintah dan Instansi Pendidikan sebagai bentuk sinergi *stakeholder*. Sinergi *stakeholder* tersebut berupa program pemagangan yang bekerjasama dengan Kementerian BUMN, Kementerian Pertanian, Kementerian Pendidikan dan Kebudayaan, Kementerian Perindustrian serta sekolah atau Institusi Pendidikan Tinggi yang ada di seluruh Indonesia. Adapun Kerjasama yang telah dilakukan oleh PG antara lain : PMMB Reguler (Kerjasama dengan FHCI dan Kementerian BUMN), sebanyak 285 mahasiswa sejak tahun 2019; PMMB Pertanian (Kerjasama dengan Kementerian Pertanian), sebanyak 71 mahasiswa sejak tahun 2020; Program Vokasi Industri Diploma 1 (Kerjasama dengan Kementerian Perindustrian), sebanyak 313 peserta sejak tahun 2017; Program SMK Link & Match (Kerjasama dengan Kementerian Perindustrian), sebanyak 300 siswa sejak tahun 2018; Merdeka Belajar Kampus Merdeka (Kerjasama dengan Kementerian Pendidikan dan Kebudayaan) sebanyak 98 mahasiswa; Praktek Kerja Lapangan bagi mahasiswa dan Magang Pendidikan Sistem Ganda bagi siswa SMK.

Selain itu, untuk mendukung transformasi bidang *human capital* selama tahun 2021, PG telah melakukan asesmen *soft competency* setiap 2 tahun sekali. Setelah melalui tahap *assesment*, *talent agility*, dan rapat komite, telah didapatkan 59% karyawan *talent*. Jumlah *top talent* perusahaan dapat melampaui KPI perusahaan yaitu 14 *Top Talent* BOD-1 (127,27% ketercapaian), 19 *Top Talent* *Millennials* (380% ketercapaian), dan 2 *Top Talent* Perempuan (66,67% ketercapaian).

Sedangkan untuk mengantisipasi tingginya jumlah karyawan yang memasuki masa purna tugas dan kebijakan moratorium rekrutmen karyawan tetap pada tahun 2021, 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

human understanding as a user; and 360 *Plant Tour*: a technology that allows users to visit a place or see the conditions and atmosphere of the place virtually.

During 2021, PG also played an active role in collaborating in HR development programs with Governmental and Educational Agencies as a form of stakeholder synergy. The stakeholder synergy was in the form of an internship program in collaboration with the Ministry of SOEs, the Ministry of Agriculture, the Ministry of Education and Culture, the Ministry of Industry and schools or Higher Education Institutions throughout Indonesia. The collaborations that have been carried out by PG include: Regular PMMB (Cooperation with FHCI and the Ministry of SOEs), as many as 285 students since 2019; Agriculture PMMB (Cooperation with the Ministry of Agriculture), as many as 71 students since 2020; Diploma 1 Industrial Vocational Program (Cooperation with the Ministry of Industry), as many as 313 participants since 2017; SMK Link & Match Program (Cooperation with the Ministry of Industry), as many as 300 students since 2018; Merdeka Belajar Kampus Merdeka (Cooperation with the Ministry of Education and Culture) as many as 98 students; Field Work Practices for students and Dual System Education Internships for SMK students.

In addition, to support the transformation of the human capital sector during 2021, PG has been conducting a soft competency assessment every 2 years. After going through the assessment, talent agility, and committee meetings, 59% of talented employees have been obtained. The number of the company's top talents can exceed the company's KPIs, namely 14 Top Talent BOD-1 (127.27% accomplishment), 19 Top Talent Millennials (380% accomplishment), and 2 Female Top Talent (66.67% accomplishment).

Meanwhile, to anticipate the high number of employees entering their retirement period and the permanent employee recruitment moratorium policy in 2021, PG implements a mechanism for extending assignment of retired employees in order to transfer knowledge to their successors. Second, PG conducts Job Tenders to meet the needs of work units by providing equal and open/transparent opportunities to all employees to participate in the selection of certain positions according to their respective interests and talents. Third, PG recruits professional contract workers who are contracted



tenaga kontrak profesional yang dikontrak langsung oleh Perusahaan untuk memenuhi kebutuhan SDM unit kerja.

TANGGUNG JAWAB SOSIAL PERUSAHAAN DAN PENGELOLAAN 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 perusahaan. Mekanisme yang berjalan untuk memastikan berjalannya komunikasi yang efektif dengan pemangku kepentingan diantaranya dilakukan melalui kegiatan *community development* dan *community relations*, forum Bipartit dan Tripartit, serta Musyawarah Perencanaan dan Pengembangan Pembangunan.

Kegiatan-kegiatan Program Kemitraan dan Bina Lingkungan (PKBL) terus dilakukan PG secara berkesinambungan. Program-program ini difokuskan pada bidang pendidikan, kesehatan, sarana dan prasarana umum, sarana ibadah, bantuan bencana alam, upaya pelestarian alam, dan lain-lain. Pada tahun 2021, PG menyalurkan Rp42,97 Miliar untuk program kemitraan. Atas capaian tersebut, tingkat efektivitas penyaluran pinjaman mencapai 99,26% atau mendapat skor 3 dan tingkat kolektibilitas penyaluran pinjaman mencapai 80,19% atau mendapat skor 3 dari Kinerja Program Kemitraan Keputusan Menteri BUMN No. KEP-100/MBU/2002. Pada tahun 2021, PG juga menyalurkan bantuan program Bina Lingkungan mencapai Rp10,00 Miliar yang tersebar di 22 kabupaten/kota di 8 provinsi.

Komitmen perusahaan 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 dan Pemuda 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. Bidang ekonomi berupa Program Kampung Pisang Trepan yakni mengoptimalkan potensi lokal tanaman pisang yang ada melalui pemanfaatan buah, daun hingga batangnya untuk diolah menjadi olahan makanan dan

directly by the Company to meet the HR needs of the work units.

CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL MANAGEMENT

In implementing corporate social responsibility and environmental management, we understand how important the communication process with stakeholders is. This is important to support all PG activities, from strategic planning, implementation, to evaluation of initiatives carried out by the company. Mechanisms that are in place to ensure effective communication with stakeholders are carried out through community development and community relations activities, Bipartite and Tripartite forums, as well as Development Planning and Development Conferences.

The Partnership and Community Development Program (PKBL) activities continue to be carried out by PG on an ongoing basis. These programs are focused on education, health, public facilities and infrastructure, religious facilities, natural disaster relief, nature conservation efforts, and others. In 2021, PG disbursed Rp42.97 billion for the partnership program. For this achievement, the level of effectiveness of loan disbursement reached 99.26% or got a score of 3 and the collectability level of loan disbursement reached 80.19% or got a score of 3 from the Partnership Program Performance of the Ministerial Decree of SOEs No. KEP-100/MBU/2002. In 2021, PG also distributed Community Development program aid reaching Rp. 10 billion spread across 22 regencies/cities in 8 provinces.

The company's commitment to sustainable business is demonstrated by the implementation of community development programs that pay attention to environmental, economic, social and welfare aspects. The implementation of community development programs is divided into health, environmental, and economic sectors. In the health sector, the Sekar Mamamia Program (Mama Cadre and Youth Petrochemical School) is implemented, namely, community empowerment in the health sector through capacity building and the formation of cadres to be able to become pioneers in delivering health information in the community from credible sources. In the economic sector, it is in the form of Trepan Banana Village Program, which is optimizing the local potential of existing banana plants through the use of its fruit, leaves, and stems to be processed into processed foods and crafts as well as

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kerajinan serta pelibatan kelompok tani dalam pengelolaan tanaman pisang. Serta bidang lingkungan dengan Program Kalam Mangrove, yakni konservasi mangrove di sempadan sungai untuk mengatasi abrasi serta menambah keanekaragaman hayati, selain itu dengan adanya hutan mangrove memunculkan potensi wisata khusus di dalam kota berbasis konservasi yang dikelola oleh Kelompok Masyarakat Sadar wisata (Pokdarwis).

Pusat Restorasi dan Pembelajaran Mangrove Mengare konservasi berbasis edukasi untuk mengatasi abrasi yang terjadi di pesisir pantai Desa Tanjung Widoro yang di kelola oleh Kelompok Masyarakat Pengawas (POKMASWAS) dan sekaligus memberikan potensi wisata edukasi mengenai pentingnya menjaga keberlangsungan pesisir pantai yang menjadi mata pencaharian utama para nelayan dan menjaga keberlangsungan keanekaragaman hayati, serta Program LITERASI (Lingkungan Peternakan Sapi Terintegrasi) yang menerapkan sistem peternakan terintegrasi. Program LITERASI yang dilaksanakan oleh Petrokimia Gresik menghasilkan nilai SROI 3,49. Nilai ini dihasilkan dari perbandingan nilai manfaat sebesar Rp1,048 Miliar dengan biaya program sebesar Rp300 juta. Untuk setiap Rp1 biaya yang dikeluarkan untuk program, nilai manfaat yang tercipta adalah sebesar Rp3,49. Nilai SROI yang positif dan lebih dari 1 menunjukkan bahwa program LITERASI berdampak positif dan menghasilkan nilai lebih besar daripada biaya program sehingga dinyatakan layak secara sosial.

Keberhasilan PG dalam pemberdayaan masyarakat telah diapresiasi oleh banyak pihak. Sepanjang tahun 2021, sebanyak 23 penghargaan bidang CSR berhasil diraih. Prestasi tertinggi adalah dengan dianugerahkannya PROPER Emas sebagai bukti kontribusi perusahaan dalam pemberdayaan masyarakat. Di samping itu, penghargaan "Gold Rank" diraih Petrokimia Gresik dalam ajang ASSRAT 2021 yang menunjukkan keberhasilan perusahaan dalam mengkomunikasikan kegiatan CSR Perusahaan. Dalam dukungan terhadap pencapaian SDGS, Petrokimia Gresik meraih 5 Trophy dalam ajang TJSL & CSR Awards dengan raihan Juara 1 pada 4 kategori dan The CEO / Leader of TJSL Inisiatif Manufacturing untuk Direktur Utama PG Bapak Dwi Satriyo Annurogo.

Kami secara konsisten melakukan serangkaian program CSR, yang terdiri dari *Community Development*, Program Kemitraan, Bina Lingkungan dan Pengelolaan Lingkungan Hidup sebagai bagian komitmen Perusahaan

involving farmer groups in banana plant management. In the environmental sector the Kalam Mangrove Program is implemented, namely mangrove conservation on river borders to overcome abrasion and increase biodiversity. In addition to the existence of mangrove forests, it creates specific tourism potential in conservation-based cities managed by Tourism Awareness Community Groups (Pokdarwis).

The Mengare Center for Restoration and Learning of Mangrove conservation which is based on to overcome abrasion that occurs on the coast of Tanjung Widoro Village is managed by the Community Supervisory Group (POKMASWAS) and at the same time provides educational tourism potential about the importance of maintaining the sustainability of the coast which is the main livelihood of the fishermen and maintains the sustainability of biodiversity, as well as the LITERASI (Integrated Cattle Farming Environment) Program which implements an integrated livestock system. The LITERASI program carried out by Petrokimia Gresik resulted in an SROI score of 3.49. This score was generated from the comparison of the value of benefits of Rp. 1.048 billion against program costs of Rp. 300 million. For every Rp. 1 of the cost spent on the program, the value of the benefits generated was Rp. 3.49. A positive SROI score of more than 1 indicates that the LITERASI program has a positive impact and generates value greater than the program's costs, so that it is declared socially feasible.

PG's success in community empowerment has been appreciated by many parties. Throughout 2021, 23 awards in the CSR field were won. The highest achievement was the awarding of the Gold PROPER as proof of the company's contribution to community empowerment. In addition, Petrokimia Gresik won the "Gold Rank" award at the 2021 ASSRAT event which indicated the company's success in communicating the Company's CSR activities. In support of SDGS achievement, Petrokimia Gresik won 5 trophies in the TJSL & CSR Awards event with 1st place in 4 categories and The CEO / Leader of TJSL Initiative Manufacturing for PG's President Director, Mr. Dwi Satriyo Annurogo.

We consistently carry out a series of CSR programs, consisting of Community Development, Partnership Programs, Community Development and Environmental Management as part of the Company's commitment



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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 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 budidaya 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 pencegahan Covid-19 khususnya di provinsi Jawa Timur, Petrokimia Gresik ditunjuk sebagai Koordinator Satuan Tugas (Satgas) Bencana Nasional BUMN untuk wilayah Jawa Timur (Jatim) yang diawali dengan pembukaan Posko Command Center BUMN Jatim di Sarana Olahraga (SOR) Tri Dharma pada 30 Maret 2021. Satgas ini melibatkan kurang lebih 19 BUMN yang berkedudukan atau memiliki kantor perwakilan/cabang di Jatim. Selain itu, Petrokimia Gresik sebagai bagian dari Satgas Bencana Nasional BUMN Jawa Timur juga melaksanakan program "Plasma BUMN Untuk Indonesia" yang diikuti oleh 300 penyintas Covid-19 wilayah Jawa Timur untuk merespon tingginya permintaan plasma konvalesen sebagai salah satu upaya BUMN dalam penanganan Covid-19.

Dalam mendukung Program Sentra Vaksinasi Bersama (SVB) BUMN untuk wilayah Jawa Timur, kami sebagai Koordinator Satgas Bencana Nasional BUMN Jawa Timur mengerahkan kurang lebih 150 Covid-19 Ranger dari seluruh BUMN di Jawa Timur, serta sekitar 50 tenaga kesehatan (dokter dan perawat) yang berasal dari RS BUMN di Jawa timur yang bekerja secara *shift*.

Selaras dengan upaya Pemerintah Provinsi (Pemprov) Jatim yang terus berupaya menambah ketersediaan tempat tidur pasien di berbagai rumah sakit di Jatim untuk melayani pasien Covid-19, kami memberikan bantuan *Corporate Social Responsibility* (CSR) berupa 20 tempat tidur pasien senilai Rp204 juta untuk Rumah Sakit Tentara (RST) dr. Soepraoen Kota Malang yang didirikan oleh TNI AD. Bantuan ini merupakan bagian dari program Petrokimia Gresik Peduli

to make a positive contribution to the welfare and independence of the community as well as environmental management.

As a commitment to developing PG as a research-based company to produce products and services for agroindustry solutions for sustainable agriculture, we have expanded the Research Product Application Test Area to an area of 1.4 hectares in the Petrokimia Gresik's Experimental Plantation complex. This expansion was intended to be an agro-ecotourism facility for the surrounding community, so that they can enjoy the plantation atmosphere in the midst of a dense industrial city, as well as obtain education about agricultural cultivation so that people can experience new customer experiences.

Not only that, in order to support the Government through the Ministry of State-Owned Enterprises (BUMN) by playing an active role in preventing Covid-19, especially in East Java province, Petrokimia Gresik was appointed as the Coordinator of the BUMN National Disaster Task Force (Satgas) for the East Java region which began with the opening of the East Java SOE Command Center at the Tri Dharma Sports Facility (SOR) on March 30, 2021. This task force involved approximately 19 SOEs domiciled or had representative offices/branches in East Java. In addition, Petrokimia Gresik, as a part of the BUMN National Disaster Task Force for East Java also implemented the "Plasma BUMN For Indonesia" program which was attended by 300 Covid-19 survivors in the East Java region to respond to the high demand for convalescent plasma as one of SOEs' efforts in handling Covid-19 .

In supporting the BUMN Joint Vaccination Center (SVB) Program for the East Java region, we as the Coordinator of the East Java BUMN National Disaster Task Force deployed approximately 150 Covid-19 Rangers from all SOEs in East Java, as well as around 50 health workers (doctors and nurses) from BUMN Hospitals in East Java working in shifts.

In line with the efforts of the Government of East Java Province (Pemprov) which continues to strive to increase the availability of patient beds in various hospitals in East Java to serve Covid-19 patients, we have provided *Corporate Social Responsibility* (CSR) aid in the form of 20 patient beds worth Rp. 204 million for dr. Soepraoen Army Hospital (RST) Malang City founded by the Indonesian Army (TNI AD). This aid is part of the Petrokimia Gresik's Caring

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& Berbagi sebagai wujud kepedulian dan pemenuhan tanggung jawab sosial perusahaan kepada *stakeholder*.

PERKEMBANGAN IMPLEMENTASI TATA KELOLA PERUSAHAAN YANG BAIK (GOOD CORPORATE GOVERNANCE) PADA TAHUN BUKU 2021

Kami meyakini bahwa hasil pencapaian PG di Tahun 2021 tidak lepas dari komitmen PG untuk terus meningkatkan praktik *Good Corporate Governance* (GCG) di Perusahaan, diantaranya dengan terus menyempurnakan penerapan tata kelola yang baik sesuai dengan *best practice* tata kelola Perusahaan serta komitmen untuk menerapkan kriteria dan metodologi yang ditetapkan oleh Kementerian Negara BUMN Nomor: SK-16/S.MBU/2012 tanggal 6 Juni 2012.

Penerapan GCG yang dilandasi integritas Insan PG menjadi landasan perusahaan 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 perusahaan untuk tetap berorientasi melindungi kepentingan dan menciptakan nilai bagi para *stakeholders* secara konsisten dan berkesinambungan.

Penerapan GCG menjadi kebutuhan paling mendasar untuk mendukung keberhasilan transformasi bisnis yang sedang dijalankan Perusahaan. Pencapaian PG pada tahun 2021 tidak lepas dari komitmen Insan PG untuk terus meningkatkan praktik GCG di Perusahaan 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 Perusahaan. 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.

Apresiasi atas komitmen kami dalam menerapkan GCG secara konsisten dan berkelanjutan tersebut dibuktikan dengan tercapainya predikat "Sangat Baik" dengan skor 94,06 pada Penilaian Penerapan GCG Tahun 2021 oleh Tim Asesor BPKP Perwakilan Provinsi Jawa Timur. Selain itu, PG juga kembali meraih predikat *Emerging Industry Leader* (EIL)

& Sharing program as a form of concern and fulfillment of corporate social responsibility to stakeholders.

DEVELOPMENT OF GOOD CORPORATE GOVERNANCE IMPLEMENTATION IN 2021 FINANCIAL YEAR

We believe that PG's achievements in 2021 cannot be separated from PG's commitment to continuous improvement of the practice of Good Corporate Governance (GCG) in the Company, including by continuing to improve the implementation of good governance in accordance with best practices of corporate governance and commitment to implementing criteria and methodologies as stipulated by the Ministry of State-Owned Enterprises Number: SK-16/S.MBU/2012 dated June 6, 2012.

The implementation of GCG based on the integrity of PG Personnel is the company's foundation in running a healthy and dignified, dynamic and adaptive business following current business changes, the governance process is cultivated in every step of the business transformation carried out by the company to remain oriented towards protecting the interests of and creating value for stakeholders in a holistic, consistent, and sustainable manner.

The implementation of GCG is the most basic need to support the success of the business transformation that is being carried out by the Company. PG's achievement in 2021 cannot be separated from the commitment of PG Personnel to continue to improve GCG practices in the Company which is increasingly massive, carried out by continuing to improvise the implementation of GCG in accordance with best practices in the implementation of corporate governance. This commitment is intended to achieve sustainable success and realize a big vision of becoming a solution provider for the national agroindustry sector. PG believes that every step of the transformation must be based on the integrity of all PG Personnel to achieve the Company's goals. With the current business transformation, PG continues to implement GCG to maintain business stability through various initiatives that are in line with the strategy of PT Pupuk Indonesia (Persero) as PG's Parent Company.

The appreciation for our commitment to implementing GCG consistently and sustainably is evidenced by the achievement of the "Excellent" predicate with a score of 94.06 in the 2021 GCG Implementation Assessment by the BPKP Assessor Team of East Java Province. In addition, PG also won the title of Emerging Industry Leader (EIL)



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dalam Penilaian Kriteria Penilaian Kinerja Unggul (KPKU) Tahun 2021 dengan skor 654. Sebagai hasil dari *governance outcome* di tahun 2021 PG menghasilkan beberapa penghargaan dari dalam dan luar negeri yang diraihinya atas kinerja dan komitmen Insan PG untuk terus meningkatkan kinerja secara berkelanjutan guna mendukung tercapainya cita-cita besar Ketahanan Pangan Nasional.

Upaya yang dilakukan PG tahun 2021 yaitu memperkuat komitmen seluruh Insan PG melalui program PG Bersih untuk mencegah terjadinya praktik korupsi di Perusahaan melalui program penandatanganan komitmen Anti Gratifikasi untuk level Direksi, Dewan Komisaris dan Pejabat Grade I dan Grade II serta. Selain itu, dalam peringatan Hari Anti Korupsi Dunia (HAKORDIA) Tahun 2021 diberikan penghargaan kepada insan Petrokimia Gresik dalam rangka peningkatan budaya anti korupsi di seluruh unit kerja.

Kami akan terus berupaya meningkatkan praktik GCG di Perusahaan dengan menindaklanjuti rekomendasi-rekomendasi yang dihasilkan dalam *Assessment* GCG serta secara berkelanjutan melakukan internalisasi GCG ke seluruh wilayah operasi Perusahaan. 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*).

PENGELOLAAN MANAJEMEN RISIKO

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

Dalam menerapkan manajemen risiko, PG menetapkan kerangka kerja yang mengacu pada SNI ISO 31000:2011 *Risk Management Principles and Guidelines* dan telah diselaraskan dengan konteks internal dan eksternal Perseroan. Optimalisasi pengelolaan risiko yang tepat sasaran juga dilaksanakan dengan mempertimbangkan

in the 2021 Excellent Performance Assessment Criteria (KPKU) with a score of 654. As a result of the *governance outcome* in 2021, PG has won several awards from within and outside the country for its performance and the commitment of PG Personnel to continuously improve performance in order to support the achievement of the great ideals of National Food Security.

The efforts made by PG in 2021 were to strengthen the commitment of all PG Personnel through the Clean PG program to prevent the occurrence of corrupt practices in the Company through the Anti Gratification commitment signing program for the levels of the Board of Directors, Board of Commissioners, as well as Grade I and Grade II officials. In addition, in commemoration of the World Anti-Corruption Day (HAKORDIA) in 2021, an award was given to Petrokimia Gresik personnel in order to increase the anti-corruption culture in all work units.

We will continue to strive to improve GCG practices in the Company by following up on the recommendations generated in the GCG Assessment and continuously internalizing GCG throughout the Company's operational areas. We believe that with the increasing implementation of GCG, it can improve PG's reputation and stakeholders' trust which will be PG's strength to achieve sustainable business growth.

RISK MANAGEMENT

The implementation of GCG is increasingly widespread which of course requires the support of the implementation of well-managed risk management in all company operations. As the largest and most comprehensive fertilizer company in Indonesia, PG understands that risk is inherent in all functions carried out by the Company and in the strategic initiatives that will be taken by the Company. Various risks faced by the Company must be accessed, communicated, monitored, reviewed, and the level of possibility of occurrence and/or the level of impact must be minimized through risk management actions to support the achievement of the Company's performance targets.

In implementing risk management, PG establishes a framework that refers to SNI ISO 31000:2011 *Risk Management Principles and Guidelines* which has been harmonized with the Company's internal and external context. Optimizing targeted risk management is also carried out by taking into account human and cultural

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faktor manusia dan budaya yang bersifat transparan dan inklusif serta bersifat dinamis, berulang, dan responsif terhadap perubahan. PG memiliki Kebijakan Manajemen Risiko dan Pedoman Penerapan Manajemen Risiko (PPMR) PT Petrokimia Gresik (PG-PD-10-0019) dengan tujuan memberikan panduan untuk membangun, menerapkan, dan mengembangkan manajemen risiko yang baik serta memastikan kejelasan *governance structure* manajemen risiko sudah terintegrasi sepenuhnya dengan kesisteman yang ada di Perseroan.

Tahun 2021, PG telah melaksanakan Penilaian Tingkat Maturitas Penerapan Manajemen Risiko oleh konsultan independen. Berdasarkan hasil asesmen tersebut, kami telah mendapat nilai indeks 3,05 dengan kategori "*Mature-Defined*" yang berdasarkan *Capability Maturity Model* (CMM). Hal ini dapat disimpulkan bahwa sistem dan proses manajemen risiko telah diformalkan, diimplementasikan dan didokumentasikan dalam prosedur, alat, dan metode standar namun Perusahaan 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.

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, Direksi, dan Karyawan. Pedoman tersebut memuat standar etika perusahaan dan standar perilaku sebagai acuan moral dan etika bagi Insan PG dalam menerapkan nilai-nilai dasar perusahaan untuk meraih dan menjaga reputasi sebagai perusahaan yang unggul dan memiliki integritas.

Selain itu, Pedoman tersebut juga menjadi tolak ukur seluruh Insan PG untuk senantiasa menghormati hak *stakeholder* yang timbul berdasarkan peraturan perundang-undangan yang berlaku dan/atau perjanjian

factors that are transparent and inclusive as well as dynamic, iterative, and responsive to change. PG has a Risk Management Policy and Guidelines for the Implementation of Risk Management (PPMR) of PT Petrokimia Gresik (PG-PD-10-0019) with the aim of providing guidelines for establishing, implementing, and developing good risk management and ensuring that the clarity of the risk management governance structure has been fully integrated with the existing system in the Company.

In 2021, PG has carried out an Assessment of the Maturity Level of Risk Management Implementation by an independent consultant. Based on the results of the assessment, we have obtained an index score of 3.05 in the "*Mature-Defined*" category based on the *Capability Maturity Model* (CMM). It can be concluded that the risk management system and process have been formalized, implemented, and documented in standard procedures, tools, and methods. However, the Company has not implemented quantitative and statistical methods to manage, measure and evaluate the risk management process. In addition, the implementation of the risk management system and process is used to build consistency throughout the organization through a centralized approach, so that the implementation of the risk management process needs to be improved from time to time because it is indicated that top management provides strong support, while employees are empowered to implement the risk management process.

IMPLEMENTATION OF ETHICAL STANDARDS

The implementation of GCG principles will not run effectively without ethical guidelines that regulate the ethics of all PG Personnel. In order to align PG's commitment to good corporate governance, the Company's Management has established a Code of Business Ethics and Work Ethics (PEBK) which is intended for all PG Personnel, namely the Board of Commissioners, Directors, and Employees. The guidelines contain the company's ethical standards and standards of behavior as moral and ethical references for PG Personnel in implementing the company's basic values to achieve and maintain a reputation as a company that is superior and has integrity.

In addition, the Guidelines are also a benchmark for all PG Personnel to always respect the rights of the stakeholders that arise based on the applicable laws and/or agreements made by the Company with the employees, customers,



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yang dibuat oleh Perusahaan dengan karyawan, pelanggan, pemasok dan kreditur serta masyarakat sekitar tempat usaha Perusahaan dan *stakeholder* lainnya.

Sebagai bentuk komitmen kepatuhan terhadap Standar Etika Perusahaan, setiap tahun dilakukan penandatanganan Pernyataan Kepatuhan secara digital 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 2021. PG berkomitmen untuk selalu bersikap tegas dalam 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 rangka meminimalisir terjadinya tindakan pelanggaran atau penyimpangan terhadap peraturan perundang-undangan. Sampai dengan akhir tahun 2021, PG terus berupaya untuk menyempurnakan ketentuan WBS dalam rangka memberikan kesempatan kepada segenap Insan PG dan pihak eksternal lainnya untuk dapat menyampaikan laporan mengenai dugaan pelanggaran terhadap prinsip-prinsip Tata Kelola Perusahaan yang Baik, serta nilai-nilai etika yang berlaku di PG dengan berdasarkan bukti-bukti yang dapat dipertanggungjawabkan.

Keberadaan WBS dalam tata kelola PG ditujukan agar Perseroan dapat mendeteksi secara dini (*early warning*) atas kemungkinan terjadinya masalah akibat suatu pelanggaran, sehingga dapat mencegah segala bentuk penyimpangan di perusahaan 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 *stakeholders* yang apabila tidak diselesaikan dengan baik maka akan memunculkan sengketa berkepanjangan sehingga mengganggu fokus Perusahaan dalam mencapai target kinerja yang telah ditetapkan.

suppliers, and creditors as well as the community surrounding the Company's business premises and other stakeholders.

As a form of commitment to compliance with the Company's Ethical Standards, every year there is a digital signing of the Compliance Statement by all PG Personnel. PG's success in internalizing and institutionalizing the implementation of ethical standards throughout the scope and positions of the Company is proven by the zero cases of violations of the code or ethical standards within PG throughout 2021. PG is committed to always being firm in following up on violations of the agreed ethical guidelines and continuing to evaluate on an ongoing basis for the effectiveness of the implementation of ethical guidelines in the Company in order to maintain the reputation of PG as a company with integrity and ethics.

IMPLEMENTATION OF VIOLATION REPORTING SYSTEM

Another aspect that is the focus of PG in realizing the implementation of GCG principles, especially the principle of transparency and fairness, is the implementation of the Whistleblowing System (WBS) in order to minimize the occurrence of violations or deviations from laws and regulations. Until the end of 2021, PG has continued to strive to improve the WBS provisions in order to provide opportunities for all PG Personnel and other external parties to be able to submit reports regarding alleged violations of the principles of Good Corporate Governance, as well as the ethical values that apply in PG based on reliable evidence.

The existence of WBS in PG governance is intended so that the Company can detect early (*early warning*) on the possibility of problems due to a violation, in order to prevent all forms of deviations in the company that have the potential to cause financial losses, including any matter that can damage the Company's reputation. This view was motivated by the fact that in the process of executing performance, allegation of violations from stakeholders often arises which if not resolved properly, will lead to prolonged disputes that disrupt the Company's focus in achieving the performance targets that have been set.

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Sepanjang tahun 2021, terdapat 9 laporan pengaduan yang diterima oleh Tim Pengelola 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.

PENERAPAN SISTEM PENGENDALIAN INTERNAL PERUSAHAAN (SPIP)

Dalam menjaga dan mengarahkan jalannya Perusahaan agar sesuai dengan tujuan dan program Perusahaan, serta mendorong efisiensi serta dipatuhinya kebijakan manajemen, PG telah menerapkan SPIP yaitu suatu sistem pengendalian internal yang dilakukan Perusahaan, terdiri dari struktur organisasi, metode dan ukuran-ukuran. Selaras dengan penerapan GCG, PG menetapkan Kebijakan Pengendalian Internal untuk mewujudkan sistem pengendalian internal yang kuat di lingkungan perusahaan. 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 Perusahaan 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 Satuan Pengawasan 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

Throughout 2021, there were 9 complaint reports received by the PG's WBS Management Team 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 periodic socialization, so as to minimize the risks and negative impacts of ethical violations by employees at all levels of office.

IMPLEMENTATION OF COMPANY INTERNAL CONTROL SYSTEM (SPIP)

In maintaining and directing the running of the Company in accordance with the Company's goals and programs, as well as encouraging efficiency and compliance with management policies, PG has implemented SPIP, which is an internal control system carried out by the Company, consisting of structure of organization, methods, and measures. In line with the implementation of GCG, PG has established an Internal Control Policy to create a strong internal control system within the company. This is stated in the PG's Internal Control Policy which was approved by the President Director since 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 managerial reporting, as well as increasing PG's compliance with applicable laws and regulations. In order to create and maintain awareness of all PG Personnel on 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 separation of functions and the provision of adequate authority and responsibility, establishing a code of ethics and employee discipline in the GCG Guidelines, as well as supporting the implementation of competency development of all employees on an ongoing basis.

In addition to setting various policies, the Board of Directors also actively plays a role in monitoring the implementation of the internal control system with the assistance of 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 evaluations on the implementation of SPIP on a

Committee of Sponsoring Organizations of the Treadway Commission



berkala berdasarkan 5 (lima) komponen pengendalian internal sesuai standar COSO dengan skor capaian sebesar 89,25% dengan predikat “Baik”, yaitu pengendalian internal telah distandarisasi 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, dll) guna menjamin efektivitas dan efisiensi kegiatan operasi serta pengamanan aset Perusahaan.

Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

ANALISIS TENTANG PROSPEK USAHA

Ke depan, prospek perekonomian Indonesia diperkirakan akan kembali menguat ditopang kemajuan penanganan Covid-19 termasuk vaksinasi, pemulihan ekonomi global, serta stimulus dan penguatan kebijakan. Pemulihan ekonomi Indonesia yang mulai terlihat pada semester II 2021 diperkirakan berlanjut pada 2022. Kemajuan penanganan Covid-19, termasuk penggunaan vaksin, pemulihan ekonomi global, stimulus kebijakan

regular basis based on 5 (five) internal control components according to COSO standards with an achievement score of 89.25% with a "Good" predicate, i.e. internal control which has been standardized and periodically evaluated. All recommendations for evaluating the implementation of SPIP have been followed up completely.

The results of the evaluation of the internal control system in the form of recommendations for the results of internal and external audits can be input for management in taking corrective steps or improving the internal control system and existing policies (changes in procedures, work guidelines, etc.) to ensure the effectiveness and efficiency of operations and security. Company assets.

Our Respected Shareholders and Stakeholders,

ANALYSIS OF BUSINESS PROSPECTS

Going forward, the outlook for the Indonesian economy is predicted to strengthen again supported by the progress in handling Covid-19, including vaccinations, global economic recovery, as well as stimulus and policy strengthening. Indonesia's economic recovery, which began to be seen in the second semester of 2021, is predicted to continue in 2022. Progress in handling Covid-19, including the use of vaccines, global economic recovery, stimulus for

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makroekonomi, serta berbagai upaya penajaman strategi kebijakan mendukung optimisme penguatan ekonomi tersebut. Vaksinasi dan disiplin penerapan protokol Covid-19 menjadi prasyarat bagi proses pemulihan ekonomi nasional. Dengan dukungan berbagai faktor tersebut, ekonomi Indonesia diperkirakan tumbuh pada kisaran 4,7-5,5% pada 2022.

Peran strategis sektor pertanian sebagai mesin penggerak perekonomian Indonesia di tahun 2021 perlu dipertahankan dan ditingkatkan guna mendorong pertumbuhan ekonomi tahun 2021. Mengacu pada *Outlook Perekonomian Indonesia 2022* yang disusun oleh Kementerian Koordinator Bidang Perekonomian, sektor pertanian diproyeksikan tumbuh sekitar 2,1%. Geliat sektor pertanian global di tahun 2022 akan dihadapkan dengan sejumlah peluang dan tantangan. Peluang dan tantangan tersebut antara lain masih ada pandemi Covid-19 di sejumlah negara, perubahan perilaku konsumsi dengan meminimalkan interaksi fisik, dan konflik perang antar negara yang terjadi.

Sementara itu, tahun 2022 Kementan mengalokasikan pupuk bersubsidi sebanyak 10,9 juta ton meningkat dari tahun sebelumnya sebanyak 9,1 juta ton. Secara nilai anggaran, tahun 2022 mengalami peningkatan dari tahun 2021 menjadi Rp25,3 Triliun. Hal ini disebabkan karena adanya penambahan produk baru yakni pupuk organik cair sebanyak 1,8 juta ton dengan nilai sebesar Rp 71,6 Miliar. Produk baru tersebut bernama Phonska Oca (POC) yang merupakan produk terbaru PT Petrokimia Gresik. Hal ini menjadi wujud komitmen perusahaan dalam membangun *sustainable agriculture* di Indonesia. Penggunaan pupuk Urea yang berlebihan oleh petani di tanah air sudah mengganggu kesuburan tanah sehingga diperlukan "peremajaan" melalui pengaplikasian pupuk organik. Phonska Oca menjadi bagian dari transformasi bisnis di perusahaan dan diluncurkan pada tanggal 12 Maret 2020.

POC bersubsidi merupakan suplemen tambahan dalam konsep pemupukan berimbang. Bukan pupuk yang diaplikasikan secara mandiri. Sementara itu, PG tidak hanya menjadi pionir dalam teknologi pupuk majemuk di Indonesia, tapi juga menjadi yang pertama dan terdepan untuk teknologi pupuk organik. Setelah menghadirkan pupuk organik granule Petroganik, kini PG menghadirkan Phonska Oca. Phonska Oca merupakan produk inovasi terbaru PG dengan kandungan C-Organik minimal 6%, unsur hara makro Nitrogen (N), Fosfor (P), Kalium (K), dan diperkaya unsur mikro serta mikroba yang sangat bermanfaat untuk tanaman. Kandungan pupuk majemuk

macroeconomic policy, as well as various efforts to sharpen policy strategies support the optimism for strengthening the economy. Vaccination and discipline in the implementation of the Covid-19 protocol are prerequisites for the national economic recovery process. With the support of these various factors, the Indonesian economy is predicted to grow within the range of 4.7-5.5% in 2022.

The strategic role of the agricultural sector as a driving force for the Indonesian economy in 2021 needs to be maintained and improved in order to encourage economic growth in 2021. Referring to the 2022 Indonesia Economic Outlook compiled by the Coordinating Ministry for Economic Affairs, the agricultural sector is projected to grow at around 2.1%. The movement of the global agricultural sector in 2022 will be faced with a number of opportunities and challenges. These opportunities and challenges include the Covid-19 pandemic in a number of countries, changes in consumption behavior by minimizing physical interaction, and war conflicts between countries.

Meanwhile, in 2022, the Ministry of Agriculture allocated 10.9 million tons of subsidized fertilizer, an increase from 9.1 million tons in the previous year. In terms of budget amount, in 2022 there was an increase from 2021 to Rp. 25.3 Trillion. This was due to the addition of a new product, namely liquid organic fertilizer as much as 1.8 million tons with a value of Rp. 71.6 billion. The new product is called Phonska Oca (POC), which is the latest product of PT Petrokimia Gresik. This is a manifestation of the company's commitment to building sustainable agriculture in Indonesia. Excessive use of urea fertilizer by farmers in the country has disrupted soil fertility, so it is necessary to "rejuvenate" through the application of organic fertilizers. Phonska Oca is a part of the company's business transformation and was launched on March 12, 2020.

Subsidized POC is an additional supplement in the concept of balanced fertilization. It is not a fertilizer that is applied independently. Meanwhile, PG is not only a pioneer in compound fertilizer technology in Indonesia, but also the first and foremost for organic fertilizer technology. After presenting Petroganik granule organic fertilizer, now PG presents Phonska Oca. Phonska Oca is the latest PG's innovative product with a minimum 6% C-Organic content, macro nutrients Nitrogen (N), Phosphorus (P), Potassium (K), and enriched with micro elements and microbes that are very beneficial for plants. Phonska Oca contains compound fertilizers to increase agricultural productivity,



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dalam Phonska Oca untuk meningkatkan produktivitas pertanian, sedangkan unsur organik untuk memperbaiki kandungan hara pada tanah. Perbaikan kondisi tanah ini menjadi prioritas dalam menjaga ketahanan pangan.

Unsur organik memegang peranan utama dalam keberhasilan penanaman. Beberapa fungsi unsur organik antara lain : mengurangi erosi, menetralkan racun Aluminium (Al) dan Ferum (Fe), penyangga hara tanaman dan memperbaiki kondisi tanah. Phonska Ocha mampu meningkatkan kesuburan tanah sekaligus mendorong produktivitas tanaman hanya melalui penyemprotan.

Dalam Rencana Strategis Kementerian Pertanian 2020-2024, Kementan berencana untuk menjaga ketahanan pangan nasional. Kondisi yang ingin dicapai untuk menjaga ketahanan pangan nasional adalah stabilnya pasokan pangan, akses pangan yang mudah dan distribusi pangan yang lancar. Salah satu strategi yang akan digunakan adalah peningkatan produksi dan produktivitas sektor pertanian melalui peningkatan pemanfaatan lahan secara optimal. Menanggapi rencana strategis Kementerian Pertanian, PG juga telah bersiap untuk meningkatkan nilai serta kapabilitas yang dimiliki melalui evaluasi atas berbagai kebijakan strategis serta upaya-upaya antisipatif yang harus segera dilakukan. Langkah awal untuk peningkatan nilai yang dimiliki Perusahaan salah satunya ialah melalui perumusan positioning PG dalam *corporate key message* yakni menjadikan "Petrokimia Gresik sebagai Solusi untuk Agroindustri".

Dalam kerangka menuju solusi untuk agroindustri, PG menyadari bahwa pupuk merupakan satu bagian saja. Selain pupuk, dengan kemampuan pengembangan dan riset yang kuat, PG juga berkomitmen untuk melebarkan sayap dengan memiliki produk pertanian dari hulu ke hilir meliputi produk pembenahan tanah, benih, pestisida, probiotik, produk olahan pertanian, dan sebagainya. Produk-produk tersebut nantinya akan masuk secara lebih luas ke pasar yang lebih spesifik, terutama mengingat PG memiliki pupuk majemuk NPK dengan lebih 46 formula yang *customized* dapat diproduksi sesuai keinginan konsumen, sehingga dapat mengetahui kebutuhan spesifik pelanggan.

Pemupukan berimbang dengan formulasi 5:3:2 menjadi strategi Petrokimia Gresik (PG). Pengaplikasian pupuk dengan komposisi Petroganik (500 kg), NPK Phonska (300 kg), dan Urea (200 kg) pada sehektar lahan ini memiliki benefit yang berlapis bagi perusahaan maupun pertanian di Indonesia. Untuk hasil yang lebih optimal, ada perubahan

while organic elements improve soil nutrient content. Improving soil conditions is a priority in maintaining food security.

Organic elements play a major role in the success of planting. Some of the functions of organic elements include: reducing erosion, neutralizing aluminum (Al) and Ferum (Fe) toxins, supporting plant nutrients and improving soil conditions. Phonska Ocha is able to increase soil fertility while boosting crop productivity only by spraying.

In the 2020-2024 Strategic Plan of the Ministry of Agriculture, the Ministry of Agriculture plans to maintain national food security. The conditions to be met to maintain national food security are stable food supply, easy food access, and smooth food distribution. One of the strategies that will be used is to increase production and productivity of the agricultural sector by increasing optimal land use. Responding to the strategic plan of the Ministry of Agriculture, PG has also prepared to increase its value and capabilities through evaluation of various strategic policies and anticipatory efforts that must be carried out immediately. One of the initial steps to increase the value of the Company is through the formulation of PG's positioning in the corporate key message, namely making "Petrokimia Gresik as a Solution for Agroindustry".

In the framework towards solutions for agroindustry, PG realizes that fertilizer is only one part. In addition to fertilizers, with strong research and development capabilities, PG is also committed to expanding its wings by having agricultural products from upstream to downstream including soil improvement products, seeds, pesticides, probiotics, agricultural processed products, etc. These products will later enter more broadly into more specific markets, especially considering that PG has NPK compound fertilizers with more than 46 customized formulas that can be produced according to consumer desires, so that they can know the specific needs of customers.

Balanced fertilization with a 5:3:2 formulation is a strategy for Petrokimia Gresik (PG). The application of fertilizers with the composition of Petroganik (500 kg), NPK Phonska (300 kg), and Urea (200 kg) on a hectare of land has multiple benefits for the company and agriculture in Indonesia. For more optimal results, there is a change in

LAPORAN DIREKSI

REPORT OF THE BOARD OF DIRECTORS

dalam rekomendasi pemupukan berimbang tersebut. Yaitu mengganti NPK Phonska dengan NPK Phonska Plus. Pemupukan berimbang menggunakan Phonska Plus terbukti meningkatkan panen gabah kering lebih dari 12% jika dibandingkan dengan penggunaan pupuk Phonska subsidi. Ini tak lepas dari kandungan Zinc yang ada dalam Phonska Plus dan membedakan dengan Phonska subsidi. Keuntungan plus dari penggunaan Phonska Plus dalam pemupukan berimbang ini juga menjadi strategi perusahaan untuk mengurangi ketergantungan petani terhadap pupuk subsidi. Karena alokasi pupuk subsidi yang disiapkan jumlahnya terbatas.

Pada tanggal 29 Desember 2021, PT Pupuk Indonesia (Persero) meluncurkan penyeragaman produk retail Urea dan NPK. NPK Phonska Plus menjadi salah satu produk pupuk yang diseragamkan brandingnya dikarenakan brand ini sudah cukup dikenal oleh masyarakat dan petani dapat semakin mudah memperoleh produk ini. Sebelumnya terdapat sekitar 100 varian produk NPK retail non subsidi yang diproduksi oleh Pupuk Indonesia Group.

PENILAIAN ATAS KINERJA KOMITE-KOMITE YANG BERADA DI BAWAH DIREKSI

Pada tahun 2021, Perusahaan tidak memiliki komite yang berada di bawah Direksi.

PERUBAHAN KOMPOSISI DIREKSI DAN ALASAN PERUBAHANNYA

Pada tanggal 26 Januari 2021, terjadi perubahan komposisi anggota Direksi yaitu Bapak Dwi Ary Purnomo dari jabatannya sebagai Direktur Keuangan dan Umum yang digantikan oleh Bapak Budi Wahyu Soesilo. Dengan demikian, komposisi Direksi PT Petrokimia Gresik per 31 Desember 2021 adalah sebagai berikut :

the recommendation for balanced fertilization, namely replacing NPK Phonska with NPK Phonska Plus. Balanced fertilization using Phonska Plus has been shown to increase dry grain yields by more than 12% when compared to the use of subsidized Phonska fertilizer. This cannot be separated from the Zinc content in Phonska Plus and distinguishes it from subsidized Phonska. This plus advantage of using Phonska Plus in balanced fertilization is also the company's strategy to reduce farmers' dependence on subsidized fertilizers. This is because the amount of subsidized fertilizer allocated is limited.

On December 29, 2021, PT Pupuk Indonesia (Persero) launched a uniformity of Urea and NPK retail products. NPK Phonska Plus is one of the fertilizer products whose branding is uniformed because this brand is well known by the public and farmers can get this product more easily. Previously, there were around 100 variants of non-subsidized retail NPK products produced by Pupuk Indonesia Group.

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

In 2021, the Company did not have a committee under the Board of Directors.

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

On January 26, 2021, there was a change in the composition of the members of the Board of Directors, namely Mr. Dwi Ary Purnomo from his position as Director of Finance and General Affairs who was replaced by Mr. Budi Wahyu Soesilo. Thus, the composition of the Board of Directors of PT Petrokimia Gresik as of December 31, 2021 is as follows:

Komposisi Direksi PT Petrokimia Gresik periode 31 Desember 2021

Composition of the Board of Directors of PT Petrokimia Gresik for the period December 31, 2021

JABATAN	NAMA NAME	POSITION
Direktur Utama	DWI SATRIYO ANNUROGO	President Commissioner
Direktur Keuangan dan Umum	BUDI WAHJU SOESILO	Director of Finance and General Affairs
Direktur Operasi dan Produksi	DIGNA JATININGSIH	Director of Operations and Production



LAPORAN DIREKSI REPORT OF THE BOARD OF DIRECTORS

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

We, the entire Board of Directors, would like to express our gratitude for Mr. Dwi Ary Purnomo for his dedication and hard work during his tenure as Director of Finance and General Affairs of PT Petrokimia Gresik.

UCAPAN TERIMA KASIH DAN PENUTUP

Menutup laporan ini, kami mewakili segenap jajaran Direksi menyampaikan terima kasih dan penghargaan atas usaha-usaha seluruh Insan PG yang tidak mengenal lelah yang tidak hanya berhasil menghadapi tantangan yang ada, namun juga menorehkan capaian yang membanggakan di tahun 2021. Tahun 2021 tercatat sebagai tahun dengan pencapaian yang positif bagi kinerja PG untuk kembali memberikan imbal hasil dan kinerja yang memuaskan dan dengan doa, dukungan dan bantuan semua pihak, kami yakin bahwa PG akan terus bertumbuh dan meningkatkan performa Perusahaan 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.

ACKNOWLEDGMENTS AND CLOSING

To conclude this report, on behalf of the entire Board of Directors, we would like to express our gratitude and appreciation for the tireless efforts of all PG Personnel who have not only succeeded in facing the existing challenges, but also recorded glorious achievements in 2021. 2021 was recorded as a year with positive achievements for PG's performance to provide satisfactory returns and performance once again. With the prayers, support and assistance of all parties, we believe that PG will continue to grow and improve the Company's performance in the future. In addition, the Board of Directors also expresses gratitude for all the recommendations and directions provided by the Board of Commissioners in order to support the improvement of the Company's performance.

Ke depannya, seluruh insan PG terus berkomitmen untuk tidak berhenti dalam paradigma 'Pertanian untuk Pembangunan' namun melangkah lebih jauh menciptakan paradigma 'Pertanian untuk Pembangunan Berkelanjutan' (*Agriculture for Sustainable Development*) demi mendukung Pemerintah dalam mewujudkan Indonesia yang Bermartabat, Mandiri, Maju, Adil dan Makmur melalui ketahanan pangan nasional.

In the future, all PG people will continue to be committed not to stop in the 'Agriculture for Development' paradigm but to go further in creating the 'Agriculture for Sustainable Development' paradigm in order to support the Government in realizing a Dignified, Independent, Advanced, Fair and Prosperous Indonesia through national food security.

Gresik, Januari 2022 | January, 2022

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

Dwi Satriyo Annurogo
Direktur Utama | President Director

DEWAN DIREKSI BOARD OF DIRECTORS



DIGNA JATINGSIH
Direktur Operasi dan Produksi
Director of Operations and Production



DWI SATRIYO ANNUROGO
Direktur Utama
President Director



BUDI WAHJU SOESILO
Direktur Keuangan dan Umum
Director of Finance and General



Senior Executive Vice President

SENIOR EXECUTIVE VICE PRESIDENT



I KETUT RUSNAYA

Senior Executive Vice President Operasi
Senior Executive Vice President Operations

TANGGUNG JAWAB PELAPORAN TAHUNAN

RESPONSIBILITY FOR ANNUAL REPORTING

SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2021 PT PETROKIMIA GRESIK

STATEMENT FROM THE BOARD OF COMMISSIONERS REGARDING RESPONSIBILITY
FOR ANNUAL REPORTING 2021 PT PETROKIMIA GRESIK

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Petrokimia Gresik tahun 2021 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan Perusahaan.

We the undersigned hereby declare that all the information in the 2021 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.

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Gresik, 31 Januari 2022 | January 31, 2022

DEWAN KOMISARIS BOARD OF COMMISSIONERS



T. NUGROHO PURWANTO
Komisaris Utama
President Commissioner



INDIRA CHUNDA THITA
Komisaris Independen
Independent Commissioner



BIN NAHADI
Anggota Dewan Komisaris
Member of Commissioners



AMMARSJAH
Komisaris Independen
Independent Commissioner



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 2021 PT PETROKIMIA GRESIK

STATEMENT FROM THE BOARD OF DIRECTORS REGARDING RESPONSIBILITY
FOR ANNUAL REPORTING 2021 PT PETROKIMIA GRESIK

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Petrokimia Gresik tahun 2021 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan Perusahaan.

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Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Gresik, 31 Januari 2022 | January 31, 2022

DIREKSI
BOARD OF DIRECTORS

DWI SATRIYO ANNUROGO
Direktur Utama
President Director

DIGNA JATNINGSIH
Direktur Operasi dan Produksi
Director of Operations and Production

BUDI WAHJU SOESILO
Direktur Keuangan dan Umum
Director of Finance and General



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Petrokimia Gresik merupakan perusahaan berwawasan lingkungan yang menempati areal lebih dari 550 ha di Kabupaten Gresik, dan dibangun untuk mendukung Program Ketahanan Pangan Nasional

Petrokimia Gresik is an environmentally friendly company that occupies an area of more than 550 ha in Gresik Regency, and was built to support the National Food Endurance Program



IDENTITAS PERUSAHAAN

CORPORATE IDENTITY

 <p>Nama Perusahaan Company Name</p>	PT PETROKIMIA GRESIK
<p>Nama Panggilan Nickname</p>	PG
 <p>Tanggal Pendirian Date of Establishment</p>	10 Juli 1972 July 10, 1972
 <p>Dasar Hukum Pendirian Legal Basis of Establishment</p>	<p>Ketetapan MPRS No. II/MPRS/1960 MPRS Decree No. II/MPRS/1960</p> <p>Peraturan Pemerintah No. 55/1971 Government Regulation No. 55/1971</p> <p>Peraturan Pemerintah No. 35/1974 Government Regulation No. 35/1974</p> <p>Peraturan Pemerintah No. 28/1997 Government Regulation No. 28/1997</p>
 <p>Alamat Kantor Pusat Head Office Address</p>	<p>Jln. Jenderal Ahmad Yani, Gresik 61119 Kotak Pos 102 Gresik 61101 Telp : +62 31 3981811-14, 3982100, 3982200 Fax : +62 31 3981722, 3982272 Email : pg@petrokimia-gresik.com</p>
 <p>Alamat Kantor Perwakilan Representative Office Address</p>	<p>Jln. Tanah Abang III No.16 Jakarta 10160 Kotak Pos 1365 Jakarta 10000 Telp : +62 21 3446459 Fax : +62 21 3841994 Email : petrogrk@cbn.net.id perjaka@petrokimia-gresik.com</p>
 <p>Bidang Usaha Line of Business</p>	<ul style="list-style-type: none"> • Industri Pupuk Fertilizer Industry • Perdagangan Pupuk Fertilizer Trade • Jasa Pendidikan dan Pengembangan Education and Development Service • Jasa Rancang Bangun dan Perekayasaan Design and Engineering Service • Jasa Konstruksi Construction Service • Jasa Manajemen Management Service • Jasa Konsultasi Consulting Service • Jasa Pengoperasian Pabrik dan Pemeliharaan Pabrik Plant Operation and Plant Maintenance Service • Jasa Analisa Uji Kimia, Mekanik dan Elektronik Chemical, Mechanical, and Electronic Test Analysis Service
 <p>Jaringan Perusahaan Company Network</p>	<ul style="list-style-type: none"> • Perusahaan Anak Subsidiary : 2 • Perusahaan Patungan Joint Venture : 1 • Perusahaan Asosiasi Associate : 2 • Penyertaan Entitas Lain Investment in Other Entities : 5 • Distribution Center : 5 • Gudang Penyangga Supporting Warehouse : 357 • Distributor : 636 • Kios Pengecer Resmi Authorized Retail Store : 30.488 • Staf Perwakilan Daerah Penjualan (SPDP) Staff of Regional Sales Representative : 50 • Asisten Staf Perwakilan Daerah Penjualan Assistant Staff of Regional Sales Representative : 186



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%



Pusat Layanan Pelanggan
Customer Service Center

Telp : +62 31 3977001-3; 3979975
Telp Bebas Pulsa : 0800-1-008001
SMS : 0811 344 774
WA : 0811 991 8001
Email : konsumen@pupuk-indonesia.com



Modal Dasar
Authorized Capital

Rp 9.572.372.000.000,00



Modal Ditempatkan dan Disetor Penuh
Issued and Fully Paid-In Capital

Rp 6.600.000.000.000,00



Jumlah Pegawai
Number of Employees

2.043 orang | person



Alamat Kantor Perwakilan
Representative Office Address

Jln. Tanah Abang III No.16 Jakarta 10160
Kotak Pos 1365 Jakarta 10000
Telp : +62 21 3446459
Fax : +62 21 3841994
Email : petrogrk@cbn.net.id | perjaka@petrokimia-gresik.com



Situs | Website

www.petrokimia-gresik.com



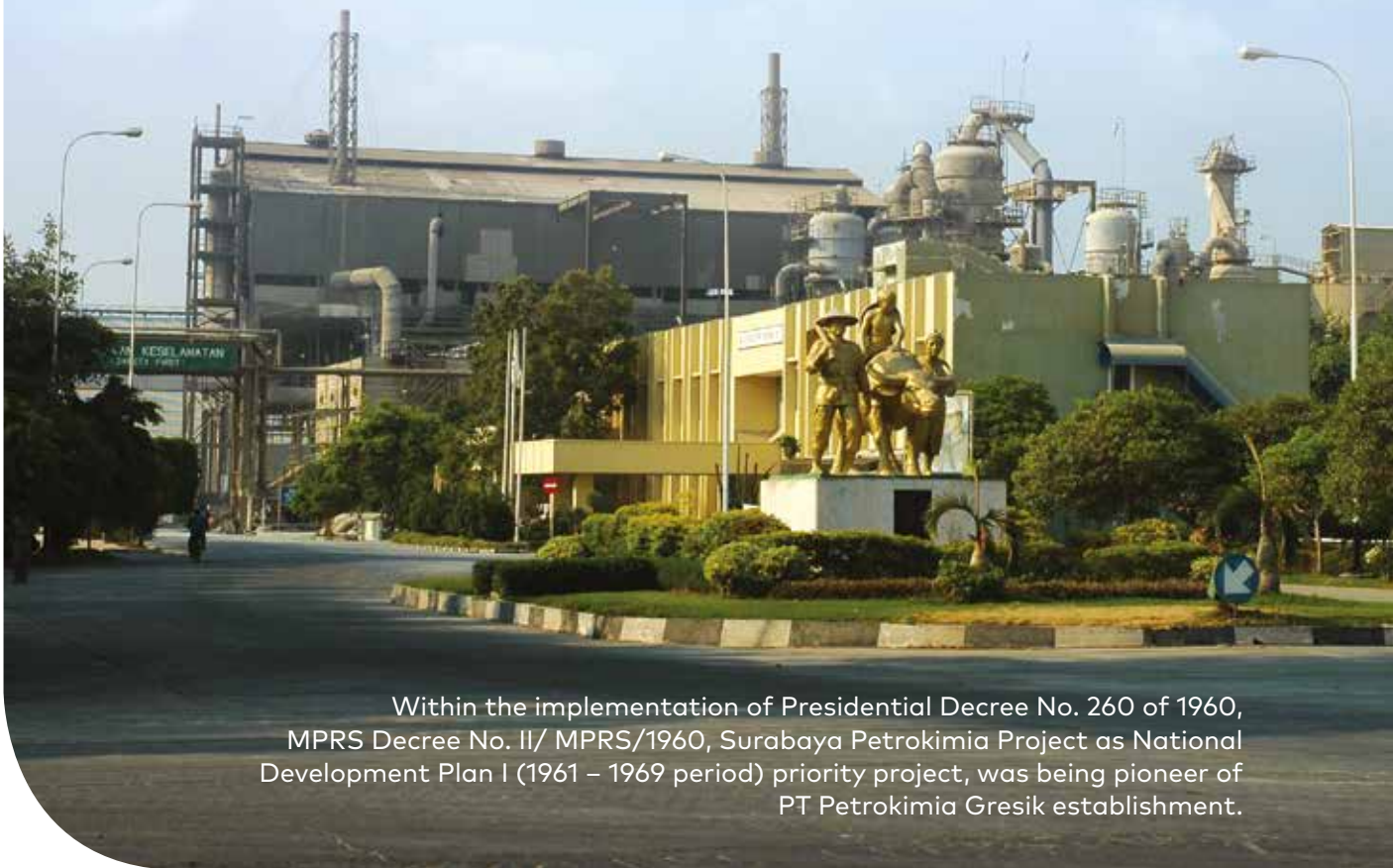
Media Sosial | Social media

@petrogresik Petrokimiagresik_official
 Petrokimia Gresik PT Petrokimia Gresik Official

SEJARAH SINGKAT PERUSAHAAN

BRIEF HISTORY OF THE COMPANY

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



Within the implementation of Presidential Decree No. 260 of 1960, MPRS Decree No. II/ MPRS/1960, Surabaya Petrokimia Project as National Development Plan I (1961 – 1969 period) priority project, was being pioneer of PT Petrokimia Gresik establishment.



1964

PROYEK PETROKIMIA SURABAYA

10 Agustus 1964,
Tanda Tangan Kontrak Pembangunan
August 10, 1964,
Contract Signatures Development
8 Desember 1964
Kontrak Pembangunan Mulai Bertaku
December 8, 1964
Development Contract Be in effect



1971

PERUSAHAAN UMUM (PERUM)

PP No. 55/1971



1972

DIRESMIKAN PRESIDEN REPUBLIK INDONESIA

10 Juli 1972
Hari Jadi Petrokimia Gresik
July 10, 1972
Anniversary of Petrokimia Gresik



1975

PERSERO

PP No. 35/1974
jo PP No. 14/1975



1997

ANGGOTA HOLDING PT PUPUK SRIWIDJAJA (PERSERO)

PP No. 28/1997

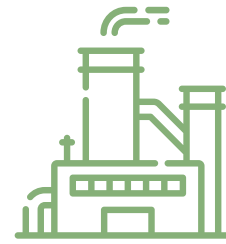


2012

Sekarang | Now

ANGGOTA HOLDING PT PUPUK INDONESIA (PERSERO)

SK Kementerian Hukum dan HAM Republik Indonesia
No. AHU-17695.AH.01.02 Tahun 2012
Decree of the Ministry of Law and Human Rights
Republic of Indonesia
No. AHU-17695.AH.01.02 Year 2012



RIWAYAT SINGKAT PERUSAHAAN

Industri pupuk merupakan industri yang strategis mengingat Negara 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 Nomor II/ MPRS/1960, Proyek Petrokimia Surabaya sebagai proyek Prioritas dalam Pola Pembangunan Nasional Semesta Berencana Tahap I (Tahun 1961 – 1969), inilah awal berdirinya 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. Berdasarkan PP No. 28/1997 PT Petrokimia Gresik menjadi anggota Holding PT Pupuk Indonesia (Persero).

PT Petrokimia Gresik berlokasi di Kabupaten Gresik, Propinsi Jawa Timur dengan menempati lahan seluas 550 Hektar. Pada awal berdirinya perusahaan memproduksi Amoniak, Pupuk Urea dan ZA hingga saat ini PT Petrokimia Gresik telah memiliki berbagai bidang usaha dan fasilitas pabrik terpadu.

BRIEF HISTORY OF THE COMPANY

Fertilizer industry is a strategic industry considering Indonesia as agrarian country with large population number as well as rapid annual population growth. To meet food demand, the government is committed to promote agricultural sector by enhancing agriculture productivity that will encourage public welfare realization and requires high-qualified fertilizers. Within the implementation of Presidential

Decree No. 260 of 1960, MPRS Decree No. II/MPRS/1960, Surabaya Petrokimia Project as National Development Plan I (1961 – 1969 period) priority project, it was the beginning of the existence of PT Petrokimia Gresik. The project development contract was signed on August 10, 1964 and started to be implemented on December 8, 1964. Surabaya Petrokimia Project was officially inaugurated by the President of Republic of Indonesia on July 10, 1972 that later is commemorated as the Anniversary of PT Petrokimia Gresik.

In 1971, the status of the company was changed. Based on the Government Rule No 55 year 1971, the company's status was public corporation. According to the Government Rule No. 35 year 1974 in conjunction with the Government Rule No 14 year 1975 the status was further changed into Persero. Based on the Government Rule No 28 year 1997, PT Petrokimia Gresik became the member of Holding PT Pupuk Sriwidjaja (Persero).

PT Petrokimia Gresik is located at Gresik Regency, East Java Province, and occupying land of 550 hectares. At its initial establishment, the company produced Ammonia, Urea fertilizer and ZA, and currently, PT Petrokimia Gresik has operated various businesses and integrated manufacturing facilities.

PENJELASAN BRAND LOGO PERUSAHAAN

BRAND EXPLANATION 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, namely Kebomas District in Gresik Regency. The buffalo is a symbol of a farmer's friend who is loyal, not savage, brave, and active.
- The five-pointed 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-pointed leaf petals represents fertility and well-being.
- The white PG writing reflects purity, honesty, and purity. 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 unwavering confidence. Strong values that always support the entire work process.

KERBAU BERWARNA KUNING EMAS | THE GOLDEN BUFFALO



- Elemen yang dalam bahasa Jawa dikenal sebagai Kebomas ini merupakan penghargaan perusahaan kepada daerah dimana 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 Javanese language known as Kebomas, this element is the Company's appreciation to the region where PT Petrokimia Gresik is domiciled, namely Kebomas Sub- District in Gresik Regency.
- The color of gold is a symbol of greatness, glory, and nobility.
- Buffalo is a symbol of a farmer friend that is loyal, not fierce, brave, and hardworking.



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.

WARNA HITAM PENULISAN NAMA PERUSAHAAN BLACK COLOR OF THE COMPANY NAME

PETROKIMIA GRESIK

- Warna hitam sebagai lambang kedalaman, stabilitas, dan keyakinan teguh.
- Garis batas hitam di seluruh komponen sebagai lambang kewibawaan dan elegan.
- 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.

TRANSFORMASI LOGO PERSEROAN

TRANSFORMATION OF COMPANY LOGO



10 JULI 1972 | 24 JUNI 1976
JULY 10, 1972 | JUNE 24, 1976

Desain logo PG di awal berdirinya berupa tangki amoniak dengan cerobong panjang yang diapit oleh dua tangkai padi. | The design of the PG logo at the beginning of its establishment was an ammonia tank with a long chimney flanked by two rice stalk

25 JUNI 1976 | 31 MEI 1979
JUNE 25, 1976 | MAY 31, 1979

PT Petrokimia Gresik memperbarui logonya menjadi color logotype. Hal ini dilatarbelakangi karena perubahan bentuk badan usaha PG yang semula Perusahaan Umum (Perum) menjadi Perusahaan Perseroan (Persero). | PT Petrokimia Gresik updated its logo to be a color logotype. This was motivated by the change in the form of a PG business entity from a public company (Perum) to a limited liability company (Persero).

1 APRIL 1979 | 9 JULI 2014
APRIL 1, 1979 | JULY 9, 2014

Bertepatan dengan Repelita III pada 1 April 1979, PG mengubah identitasnya menjadi Kerbau berwarna kuning yang berdiri tegak di atas kelopak daun hijau berujung lima, dalam bahasa Jawa dikenal sebagai Kebomas merupakan penghargaan daerah dimana perusahaan berdomisili. Coinciding with Repelita III on April 1, 1979, PG changed its identity to a yellow buffalo that stands upright on five-pointed green leaf petals, known in Javanese as Kebomas, a regional award where the company is domiciled.

14 JULI 2014 | SAMPAI SAAT INI
JULY 14, 2014 | TO DATE

PG melakukan peremajaan identitas perusahaan melalui program Corporate Identity (Brand) Refresh pada Juli 2014 tulisan "PT Petrokimia Gresik" mengalami sedikit perubahan dengan menghilangkan kata PT. Hal ini dimaksudkan semata untuk kepentingan brand perusahaan. PG has rejuvenated its corporate identity through its Corporate Identity (Brand) Refresh program in July 2014, the words "PT Petrokimia Gresik" underwent a slight change by eliminating the word PT. This is intended solely for the benefit of the company's brand.

JEJAK LANGKAH MILESTONES

1972

Petrokimia Gresik diresmikan dan mulai memproduksi Pupuk Urea berbasis minyak bumi

Petrokimia Gresik was inaugurated and started producing petroleum-based Urea Fertilizer



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

The presence of Petrokimia Gresik also contributed to the increase in national rice productivity within a decade from 2.6 tons/ha to 3.8 tons/ha



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 presence in supplying quality fertilizers and pesticides for two decades has been able to contribute to increasing national rice productivity to 4.3 tons/ha



1975

Petrokimia Kayaku berdiri sebagai anak usaha pertama Petrokimia Gresik

Petrokimia Kayaku was established as the first subsidiary of Petrokimia Gresik

1976

Menciptakan dan mendirikan Pabrik Pupuk Fosfat untuk melengkapi Pupuk Urea

Creating and establishing a Phosphate Fertilizer Factory to complement Urea Fertilizer

1984

Mendirikan anak usaha kedua Petrosida Gresik, sebagai produsen bahan aktif kimia untuk formulator pestisida pertama di Indonesia

Established the second subsidiary of Petrosida Gresik, as a producer of chemical active ingredients for the first pesticide formulator in Indonesia

1984

Seiring dengan meningkatnya produktivitas beras nasional, Indonesia berhasil swasembada pangan dan meraih penghargaan dari FAO (Organisasi Pangan dan Pertanian Dunia)

Along with increasing national rice productivity, Indonesia has succeeded in being self-sufficient in food and won an award from the FAO (World Food and Agriculture Organization).

1994

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

Transformation of the Ammonia-Urea plant from a petroleum base to an Ammonia-Urea plant based on Natural Gas

2000

Menjadi pioner pupuk Majemuk dengan mendirikan Pabrik Pupuk NPK pertama di Indonesia

To become a compound fertilizer pioneer by establishing the first NPK Fertilizer Factory in Indonesia



JEJAK LANGKAH
MILESTONES

2000

2

Menginisiasi Program Kemitraan Agribisnis untuk mengedukasi petani pentingnya penggunaan Pupuk NPK dalam sistem pertanian

Initiating the Agribusiness Partnership Program to educate farmers on the importance of using NPK Fertilizer in the agricultural system



2008

Memperluas bisnis dengan mendirikan pabrik Pupuk Zwavel Kalium (ZK), Pabrik NPK Granulasi dan Pabrik NPK Customized

Expanding business by establishing Zwavel Potassium (ZK) Fertilizer factory, Granulated NPK Plant and Customized NPK Plant



2015

Membuka Gerai PetroMart sebagai "Solusi Lengkap Pertanian" di 10 Kabupaten/Kota di Jawa Timur

Opening PetroMart Outlets as "Complete Agricultural Solutions" in 10 Regencies/Cities in East Java



2002

Produktivitas padi nasional meningkat dan mencapai 4,5 ton/ha

National rice productivity increased and reached 4.5 tons/ha

2009

Menghadirkan varian Pupuk Hayati berupa Petro Chick, Petro BioFeed, dan Petro Fish

Presenting Biological Fertilizer variants in the form of Petro Chick, Petro BioFeed, and Petro Fish

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) in most agricultural lands in Indonesia

2005

Menjadi pioneer pupuk organik Petroganik dengan kandungan C-Organik minimal 15%

To be a pioneer in Petroganic organic fertilizer with a minimum C-Organic content of 15%

2012

Produktivitas padi Nasional telah menembus 5 ton/ha yaitu sebesar 5,1 ton/ha

National rice productivity has penetrated 5 tons/ha, which is 5.1 tons/ha

JEJAK LANGKAH
MILESTONES

2018

Peningkatan kapasitas produksi Pupuk Urea melalui pendirian Pabrik Amoniak-Urea II

Increased production capacity of Urea Fertilizer through the establishment of Ammonia-Urea II Plant



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 farmers' income



2020

Mendirikan Pabrik Surfaktan sebagai strategi Related Diversified Industry

Establishing a Surfactant Factory as a strategy Related Diversified Industry

2020

Meluncurkan Pupuk Organik Cair Phonska OCA sebagai solusi praktis bagi petani untuk meningkatkan produktivitas tanaman sekaligus menjaga kesehatan tanah

Launched Phonska OCA Liquid Organic Fertilizer as a practical solution for farmers to increase crop productivity while maintaining soil health

Dasawarsa / 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 melengkapi 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 started its contribution to Indonesian agriculture by producing petroleum-based Urea fertilizer. Then complete it by presenting Kayaku Petrokimia and establishing a Phosphate Fertilizer Factory in its first ten years. At this young age, the presence of Petrokimia Gresik has proven to be able to contribute to increasing national rice productivity.

II

Dasawarsa / 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 a 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 increase in national rice productivity, in the same year Indonesia succeeded in achieving national food self-sufficiency for the first time.

IV

Dasawarsa / Decade IV 2002-2012
Komitmen Mewujudkan Pertanian Berkelanjutan
Commitment to Realizing Sustainable Agriculture

Komitmen Petrokimia Gresik dalam mewujudkan pertanian berkelanjutan ditandai dengan hadirnya Petroganik sebagai pupuk organik pertama yang diproduksi secara massive 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 Petro Fish.

Petrokimia Gresik's commitment in realizing sustainable agriculture is marked by the presence of Petroganik as the first organic fertilizer to be produced massively and a 5:3:2 balanced fertilization campaign to increase agricultural productivity while maintaining soil health. Not only agriculture, Petrokimia Gresik also presents a variant of biofertilizer as a solution in the Animal Husbandry and Fisheries sector in the form of Petro Chick, Petro BioFeed, and Petro Fish.

III

Dasawarsa / 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 Amoniak-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 closed 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 currently applied.

V

Dasawarsa / Decade V 2012-2022
Solusi Agroindustri untuk Indonesia Tangguh
Agroindustry Solutions for Resilient Indonesia

Sepuluh 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.

Half a century present for Indonesia, Petrokimia Gresik is increasingly showing its contribution as an Agroindustry Solution 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 are Petrokimia Gresik's real steps in realizing national food endurance as well as national economic recovery during the Covid-19 pandemic.

VISI, MISI PERUSAHAAN

VISION, MISSION OF THE COMPANY



MENJADI PRODUSEN PUPUK DAN PRODUK KIMIA LAINNYA YANG BERDAYA SAING TINGGI DAN PRODUKNYA PALING DIMINATI KONSUMEN

To be a producer of fertilizers and other chemical products that are highly competitive and most attractive to consumers.



- **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.**
- Support nation wide fertilizer provision to achieve food self-sufficiency programs.
 - Improve business results to support the flow of operational activity and business development of the Company.
 - Develop business potential to support and play an active role in community development.



VISI, MISI PERUSAHAAN
VISION, MISSION OF THE COMPANY

PENJELASAN VISI

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.

MAKSUD DAN TUJUAN PERSEROAN

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

VISION EXPLANATION

To achieve the Company Vision and to support the Government's program both in improving the national economy through agriculture field and supporting food self-sufficiency programs through provision of fertilizers, PT Petrokimia Gresik always innovates and develops by optimizing available resources to obtain superior quality products thus promoting PT PT Petrokimia Gresik as the most complete and largest fertilizer company in Indonesia.

PURPOSE AND OBJECTIVE OF THE COMPANY

To carry out and support Government policies and programs in economy and national development in general, whilst in industry, trade, and services in particular.



TATA NILAI DAN BUDAYA PERUSAHAAN

CORPORATE VALUE AND CULTURE

AKHLAK



AMANAH

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.

TRUSTWORTHY

Uphold the trust given.

Behavioral guidelines:

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



KOMPETEN

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

COMPETENT

Keep learning and develop capabilities.

Behavioral guidelines:

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



HARMONIS

Saling peduli dan menghargai perbedaan.

Panduan perilaku:

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

HARMONIOUS

Mutual care and respect for differences.

Behavioral guidelines:

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



LOYAL

Berdedikasi dan 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.

LOYAL

Dedicated and prioritizing the interests of the Nation and the State.

Behavioral guidelines:

- Maintain the good name of fellow employees, leaders, the SOE, and the State;
- Willing to sacrifice to achieve the greater goal;
- Obedient to Leaders as long as it is not against the law and ethics.



ADAPTIF

Terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan.

Panduan perilaku:

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

ADAPTIVE

Keep innovating and be enthusiastic in making or facing change.

Behavioral guidelines:

- Quickly adjust to being better;
- Continuously making improvements by following technological developments;
- Be proactive.



KOLABORATIF

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.

COLLABORATIVE

Build synergistic cooperation.

Behavioral guidelines:

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



BIDANG USAHA DAN KEGIATAN USAHA

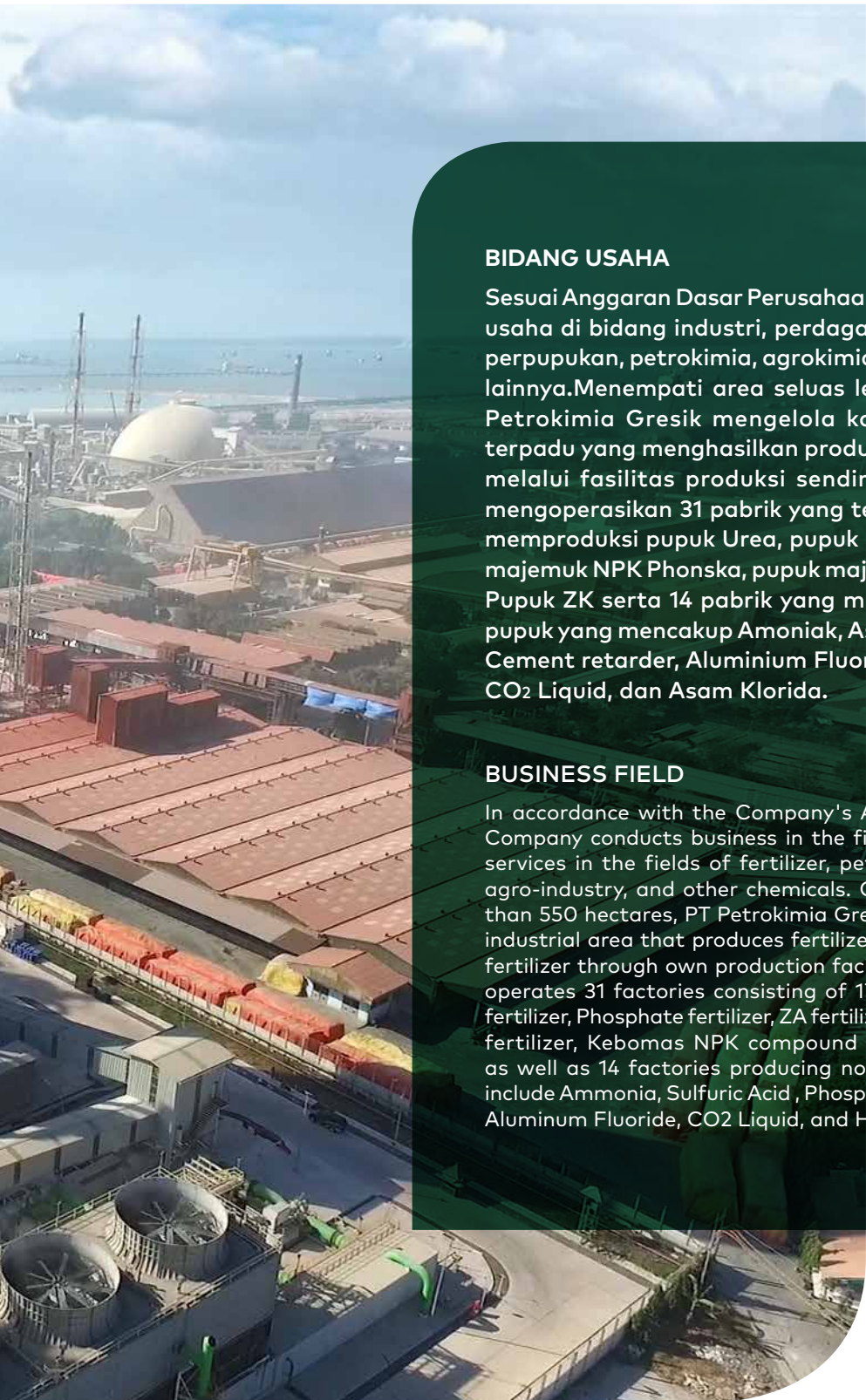
LINE OF BUSINESS AND ACTIVITY



STRENGTHENING RESILIENCE
FOR ENHANCING GROWTH



BIDANG USAHA DAN KEGIATAN USAHA BUSINESS FIELD AND ACTIVITY



BIDANG USAHA

Sesuai Anggaran Dasar Perusahaan, Perusahaan melakukan usaha di bidang industri, perdagangan dan jasa di bidang perpupukan, petrokimia, agrokimia, agroindustri, dan kimia lainnya. Menempati area seluas lebih dari 550 hektar, 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 Amoniak, 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 fields of industry, trade and services in the fields of fertilizer, petrochemical, agrochemical, agro-industry, and other chemicals. Occupying an area of more than 550 hectares, PT Petrokimia Gresik manages an integrated industrial area that produces fertilizer and other products. Non-fertilizer through own production facilities. PT Petrokimia Gresik operates 31 factories consisting of 17 factories producing Urea fertilizer, Phosphate fertilizer, ZA fertilizer, Phonska NPK compound fertilizer, Kebomas NPK compound fertilizer, and ZK fertilizer as well as 14 factories producing non-fertilizer products which include Ammonia, Sulfuric Acid, Phosphoric Acid, Cement retarder, Aluminum Fluoride, CO₂ Liquid, and Hydrochloric Acid.

BIDANG USAHA DAN KEGIATAN USAHA

BUSINESS FIELD AND ACTIVITY

KEGIATAN USAHA

Perusahaan 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, konstruksi, 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.

c) KEGIATAN USAHA LAINNYA :

Kegiatan Penunjang Utama

- Pengangkutan
- Pertanian dan Perkebunan
- Pertambangan

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.

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 fertilizer, DAP, Phosphate fertilizer, Agricultural Lime, Agricultural Gypsum;
- Organic Fertilizer;
- Biofertilizer; and
- Production of Liquid Fertilizer, Biopesticide, and plant growth regulator 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, agroindustry and other chemicals, as well as importing goods

d) 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, agrochemical, agro-industrial, other chemical industries as well as services in agriculture and plantations.

d) OTHER BUSINESS ACTIVITIES :

Main Supporting Activities

- Transportation
- Agriculture and Plantation
- Mining

Optimizing the utilization of owned resources for industrial estates and other activities which are complementary and supporting facilities for the smooth implementation of these business activities.

- Carry out assignments in the context of implementing subsidized fertilizer distribution in accordance with corporate principles and statutory regulations.



KAPASITAS PRODUKSI

PRODUCTION CAPACITY

KAPASITAS PRODUKSI PUPUK FERTILIZER PRODUCTION CAPACITY



PUPUK UREA
UREA FERTILIZER

2 PABRIK
dengan kapasitas
1.030.000 ton/tahun

2 PLANT
with capacity
1,030,000 tons / year



PUPUK FOSFAT
PHOSPHATE FERTILIZER

1 PABRIK
dengan kapasitas
500.000 ton/tahun

1 PLANT
with capacity
500,000 tons / year



PUPUK ZA
ZA FERTILIZER

3 PABRIK
dengan kapasitas
750.000 ton/tahun

3 PLANT
with capacity
750,000 tons / year



PUPUK NPK PHONSKA
NPK PHONSKA FERTILIZER

4 PABRIK
dengan kapasitas
2.250.000 ton/tahun

4 PLANT
with capacity
2,250,000 tons / year



PUPUK NPK
NPK FERTILIZER

4 PABRIK
dengan kapasitas
450.000 ton/tahun

4 PLANT
with capacity
450,000 tons / year



PUPUK ZK
ZK FERTILIZER

2 PABRIK
dengan kapasitas
20.000 ton/tahun

2 FACTORIES
with capacity
20,000 tons / year



PUPUK ORGANIK PETROGANIK
PETROGANIC ORGANIC FERTILIZER

150 PABRIK
dengan kapasitas
1.500.000 ton/tahun

150 PLANT
with capacity
1,500,000 tons / year

Pengembangan Petroganik dilakukan di Seluruh Indonesia, bekerjasama dengan investor daerah setempat (Mitra Petroganik) | Petroganik development is carried out throughout Indonesia, in collaboration with local investors (Petroganik Partners)

KAPASITAS LPRODUKSI
PRODUCTION CAPACITY

KAPASITAS PRODUKSI NON-PUKUK
NON-FERTILIZER PRODUCTION CAPACITY



2 PABRIK / PLANT
Kapasitas **1.105.000 ton/tahun**
With capacity 1,105,000 tons / year

AMONIAK / AMMONIAC



2 PABRIK / PLANT
Kapasitas **1.170.000 ton/tahun**
With capacity 1,170,000 tons / year

ASAM SULFAT / SULFURIC ACID



2 PABRIK / PLANT
Kapasitas **400.000 ton/tahun**
With capacity 400,000 tons / year

ASAM FOSFAT / PHOSPHIC ACID



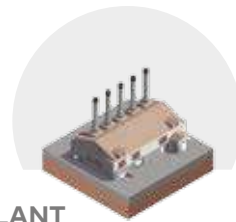
1 PABRIK / PLANT
Kapasitas **440.000 ton/tahun**
With capacity 440,000 tons / year

CEMENT RETARDER / CEMENT RETARDER



1 PABRIK / PLANT
Kapasitas **12.600 ton/tahun**
With capacity 2,600 tons / year

ALUMINIUM KLORIDA / ALUMINIUM FLORIDA



2 PABRIK / PLANT
Kapasitas **800.000 ton/tahun**
With capacity 800,000 tons / year

PURIFIED GYPSUM / PURIFIED GYPSUM



2 PABRIK / PLANT
Kapasitas **21.000 ton/tahun**
With capacity 21,000 tons / year

CO₂ CAIR & DRY ICE / CO₂ LIQUID & DRY ICE



2 PABRIK / PLANT
Kapasitas **11.600 ton/tahun**
With capacity 11,600 tons / year

ASAM KLORIDA (HCL) / CHLORIDE ACID (HCL)



INFRASTRUKTUR UTAMA

MAIN INFRASTRUCTURE



UNIT PEMBANGKIT TENAGA LISTRIK

ELECTRIC POWER GENERATION UNIT

- Gas Turbin Generator 33 MW
- Steam Turbine Generator 50 MW
- PLTU Berbasis Batubara 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, both liquid, solid and gas waste.



INSTALASI PENJERNIH AIR (IPA)

WATER CLEANER INSTALLATION

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



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/PIER

- 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 capacity 7,425,000 tons / year
- 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 sekedar 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 perekayasa 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 Petro Hibrid, Petro Biofertil (pupuk hayati), Petro Gladiator (biodekomposer), Petro Kalimas (pupuk majemuk), Petroseed (benih padi unggul), serta Petro Fish (probiotik untuk petambak ikan dan udang). Perseroan juga mampu mengolah hasil samping dari produksi pupuk menjadi produk yang bermanfaat seperti Kapur Pertanian dan 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.

In its development, the Company has consistently and continuously carried out product innovation and technology-based factory development. Starting from the production of Nitrogen-based fertilizers, the Company developed its ability to produce phosphate-based fertilizers, and then progressed again towards the production of compound fertilizers. From the various steps of innovation and factory development carried out, the Company has metamorphosed from just a fertilizer factory to become the most complete and largest fertilizer industry in Indonesia which also produces non-fertilizer products. The Company is able to translate inventiveness (inventiveness) into product engineering and marketing processes, so as to achieve the target of technology improvement as well as the process of commercializing innovative inventions into competitive superior products in the global market.

PG's innovative products include Petro Hybrid, Petro Biofertil (biological fertilizer), Petro Gladiator (biodecomposer), Petro Kalimas (compound fertilizer), Petroseed (high quality rice seed), and Petro Fish (probiotic for fish and shrimp farmers). The Company is also able to process by-products from fertilizer production into useful products such as Agricultural Lime and Agricultural Gypsum. Combined with continuous professionalism, this competitive advantage makes the Company a leader in its industry. The products produced by Petrokimia Gresik consist of fertilizer products, non-fertilizer products, innovation products, and other products





PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK PUPUK
FERTILIZER PRODUCT



Pupuk Urea
Urea Fertilizer

Membuat tanaman lebih hijau segar, mempercepat dan meningkatkan pertumbuhan tanaman (tinggi tanaman, jumlah cabang & jumlah anakan), meningkatkan kandungan protein hasil panen. | Makes plants greener and fresher, accelerates and increases plant growth (plant height, number of branches & number of tillers), increases the protein content of crop yields.



Pupuk ZA
ZA Fertilizer

Meningkatkan produksi hasil tebu & hablur gula (rendemen), meningkatkan kualitas hasil panen, tanaman lebih sehat dan tahan terhadap hama. Increase the production of sugar cane and sugar crystals (yield), improve the quality of crops, healthier plants and resistant to pests.



Pupuk Super Fosfat SP-36
Super Fosfat Fertilizer (SP-36)

Memacu pertumbuhan akar dan sistem perakaran yang baik, memacu pembentukan bunga dan masaknya buah/ biji, mempercepat panen, menambah daya tahan tanaman terhadap gangguan hama, penyakit dan kekeringan. | Stimulates root growth and a good root system, stimulates flower formation and fruit/ seed ripening, accelerates harvesting, increases plant resistance to pests, diseases and drought.



Pupuk Phonska Plus
Phonska Plus Fertilizer

Meningkatkan efisiensi dan efektivitas penggunaan pupuk, Meningkatkan jumlah dan mutu hasil panen, menghasilkan kualitas campuran produk yang homogen. Improving the efficiency and effectiveness of the use of fertilizers, Increasing the quantity and quality of crop yields, producing a homogeneous product mix quality.



Pupuk NPK Kebomas
NPK Kebomas Fertilizer

Memacu pertumbuhan akar dan pembentukan akar yang baik, membuat tanaman lebih hijau segar, meningkatkan daya tahan terhadap serangan hama penyakit dan kekeringan, meningkatkan mutu benih dan bibit. | Promotes root growth and good root formation, makes plants greener and fresher, increases resistance to pests and diseases and drought, improves seed and seedling quality.

PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK PUPUK
FERTILIZER PRODUCT



Pupuk ZK
ZK Fertilizer

Meningkatkan unsur hara, membuat tanaman lebih tegak dan kokoh, memperbaiki warna, aroma, rasa, dan mengurangi penyusutan selama penyimpanan, unsur hara kalikum yang tidak mengandung Cl.
Increase nutrients, make plants more upright and sturdy, improve color, aroma, taste, and reduce shrinkage during storage, potassium nutrients that do not contain Cl.



Pupuk Petro NINGRAT
Petro NINGRAT Fertilizer

Memiliki unsur hara yang sesuai dengan kebutuhan tanaman hortikultura, memperbaiki warna, aroma, rasa dan merangsang pertumbuhan umbi dan buah, sangat cocok untuk lahan kering..
Has nutrients that match the needs of horticultural crops, improves color, aroma, taste and stimulates tuber and fruit growth, very suitable for dry land.



Pupuk Petro NITRAT
Petro NITRAT Fertilizer

Pupuk Petro Nitrat mengandung Nitrogen bentuk Nitrat, unsur hara tersedia bagi tanaman, kandungan hara NPK seimbang.
Petro Nitrate Fertilizer contains Nitrogen in the form of Nitrate, a nutrient available for plants, a balanced NPK nutrient content.



Pupuk NPK PHONSKA
NPK Phonska Fertilizer

Meningkatkan produksi dan kualitas panen, menjadikan batang lebih tegak, kuat dan dapat mengurangi risiko rebah, memperbesar ukuran buah, umbi dan biji-bijian, memperlancar proses pembentukan gula dan pati.
Increase production and harvest quality, make the stems straighter, stronger and can reduce the risk of falling, increase the size of fruit, tubers and seeds, facilitate the formation of sugar and starch.



Pupuk Organik PETROGANIK
Petroganik Fertilizer

Memperbaiki struktur dan tata udara tanah, meningkatkan ketersediaan air dalam tanah, menyangga unsur hara dalam tanah, sesuai untuk semua jenis tanah dan jenis tanaman, membuat pemupukan menjadi efisien.
Improve soil structure and air conditioning, increase the availability of water in the soil, buffer nutrients in the soil, are suitable for all types of soil and plant types, make fertilization efficient.

PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK PUPUK
FERTILIZER PRODUCT



Pupuk Petro Niphos

Petro Niphos Fertilizer

Meningkatkan efisiensi dan efektivitas penggunaan pupuk, meningkatkan jumlah dan mutu hasil panen, hasil racikan bahan baku melalui proses produksi yang tepat sehingga menghasilkan kualitas campuran produk yang homogen. Increase the efficiency and effectiveness of the use of fertilizers, increase the quantity and quality of the harvest, the results of the concoction of raw materials through the right production process so as to produce a homogeneous product mix quality



Pupuk KCL
KCL Fertilizer

Pupuk KCL meningkatkan pembentukan gula dan pati, meningkatkan ketahanan hasil panen selama pengangkutan dan penyimpanan. KCL fertilizers increase the formation of sugars and starches, increasing yield resistance during transport and storage.



Pupuk Rock Phosphate

Rock Phosphate Fertilizer

Pupuk Rock Phosphate memacu pertumbuhan akar, tanaman menjadi kuat dan kokoh, memacu pembentukan bunga dan mempercepat hasil panen. Rock Phosphate fertilizer stimulates root growth, plants become strong and sturdy, stimulates flower formation and accelerates crop yields.



Pupuk Phonska Oca

Phonska Oca Fertilizer

Pupuk organik berbentuk cair yang dapat menyediakan bahan organik, hara makro, hara mikro yang diperlukan bagi tanaman, serta diperkaya dengan mikroba fungsional yang dapat menyediakan hara dan mengefektifkan penyerapan hara sehingga meningkatkan produktivitas tanaman | Liquid organic fertilizer that can provide organic matter, macro nutrients, micro nutrients needed for plants, and enriched with functional microbes that can provide nutrients and make nutrient absorption effective so as to increase plant productivity.



Pupuk Hayati PETRO BIO FERTIL

Petro Bio Fertil Fertilizer

PETRO BIO FERTIL adalah pupuk hayati (biofertilizer) yang dapat meningkatkan kesuburan biologis tanah, sesuai untuk semua jenis tanah dan tanaman, ramah lingkungan & tidak berbahaya bagi tanaman. | ETRO BIO FERTIL is a biological fertilizer (biofertilizer) that can increase soil biological fertility, suitable for all types of soil and plants, environmentally friendly & harmless to plants.

PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK NON-PUPUK | NON-FERTILIZER PRODUCT



Amoniak
(SNI 06-0045-1987)

Digunakan untuk pembuatan pupuk, asam nitrat, amonium nitrat, amonium chlorida, soda ash, hydrazine, dll. | 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 for the manufacture of fertilizers (ZA, SP-36 & Phosphoric Acid), Bleaching Earth & Accu, and helps the crystallization process & pH regulation in the manufacture of MSG.



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, raw material for STTP production, processing sap, chemical cleaning, raw material for Lysine-HCL.



Aluminium 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, ice cream, dll. | Used as a refrigerant and preservative for food, fish, vegetables, fruit, ice cream, etc.

PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK **NON-PUPUK** | NON-FERTILIZER PRODUCT



CO₂ Cair
(SNI 06-2603-1992)

Digunakan dalam industri minuman berkarbonat, pengelasan/pengecoran, pemadaman kebakaran, pengawetan bahan makanan, dll. | Used in the carbonate drink industry, welding / casting, fire fighting, food preservation, etc.



Nitrogen
(SNI 06-0042-1987)

Berguna untuk pembuatan amoniak, cyanamide, alat pemadam api ringan, pengawet bahan makanan, industri listrik dan pembersihan peralatan pabrik. Useful for the manufacture of ammonia, cyanamide, light fire extinguishers, food preservatives, electrical industry and 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, Hydrogen Peroxide (H₂O₂)



Surfaktan

Green Surfactant (Methyl Ester Sulfonate) digunakan dalam injeksi EOR/IOR lifting sumur di Indonesia guna peningkatan ultra low-IFT, membentuk fasa tengah, efektifitas meningkat dengan waktu, tahan temperature 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 Calcium Sulphate

Petro Calcium Sulphate pupuk yang dapat memperbaiki sifat fisika dan kimia tanah lapisan bawah (Subsoil), memperbaiki perakaran tanaman. Petro Calcium Sulphate, a fertilizer that can improve the physical and chemical properties of subsoil soil, improve plant roots.



Kapur Pertanian KEBOMAS

Menetralkan pH tanah, meningkatkan ketersediaan unsur hara dalam tanah, menetralkan senyawa-senyawa beracun, serta merangsang populasi & aktivitas mikroorganisme tanah. | Neutralizes soil pH, increases the availability of nutrients in the soil, neutralizes toxic compounds, and stimulates the population & activity of soil microorganisms.

PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK PENGEMBANGAN
INNOVATION PRODUCT



Petro Ponik
Nutrisi Hidroponik

Merupakan nutrisi lengkap hidroponik yang mengandung unsur hara makro, dan unsur hara mikro lengkap yang cocok untuk tanaman sayur dan daun. | It is a complete hydroponic nutrient that contains macro nutrients and complete micro nutrients suitable for vegetable and leaf plants.



Petrofish
Probiotik Perikanan

Menumbuhkan pakan alami, meningkatkan prosentase kehidupan dan kesehatan ikan dan udang, menekan pertumbuhan mikroba merugikan, memperbaiki kualitas air, serta mengurangi sisa makanan dan kotoran ikan. | Growing natural food, increasing the percentage of life and health of fish and shrimp, suppressing the growth of harmful microbes, improving water quality, and reducing food waste and fish waste.



Petro Gladiator
Pupuk Hayati Biodekomposer

Mengandung *Trichoderma sp.* sebagai pengendali patogen tular tanah. Mempercepat proses dekomposisi dan meningkatkan kandungan hara bahan organik, mudah dalam aplikasi dan dapat digunakan pada semua jenis bahan organik. | Contains *Trichoderma sp.* as a control for soil borne pathogens. Speed up the decomposition process and increase the nutrient content of organic matter, easy in application and can be used on all types of organic materials



Petro Biofeed
Probiotik Ruminansia

Petro Biofeed adalah probiotik (suplemen yang berisi mikroba bermanfaat). Melancarkan metabolisme dalam tubuh ternak, menambah nafsu makan dan meningkatkan produktivitas ternak, menyeimbangkan jumlah mikroorganisme di dalam saluran pencernaan ternak. | Petro Biofeed is a probiotic (a supplement that contains beneficial microbes). Smooth metabolism in livestock, increase appetite and increase livestock productivity, balance the number of microorganisms in the digestive tract of livestock.



Petro Chick
Probiotik Unggas

Probiotik unggas yang berbentuk cair, mudah diserap dalam pencernaan unggas. Meningkatkan kekebalan unggas dari serangan penyakit, menambah nafsu makan dan bobot badan. | Poultry probiotics, which are liquid, are easily absorbed in the digestion of poultry. Increase poultry immunity from disease, increase appetite and body weight



PRODUK DAN JASA USAHA
BUSINESS PRODUCTS AND SERVICES

PRODUK PENGEMBANGAN
INNOVATION PRODUCT



Petro Hibrid
Varietas
HIPA-18

Benih padi Hibrida yang tahan terhadap penyakit, hama. Potensi hasil mencapai 9,4 ton/ha, memiliki daya hasil yang stabil, selain itu Petro Hibrid juga tahan rebah.
Hybrid rice seeds that are resistant to diseases, pests. The yield potential reaches 9.4 tonnes / ha, has a stable yield, besides that the Petro Hybrid is also resistant to falling



Petro Hi-Corn
Benih Jagung
Hibrida

Petro Hi-Corn benih jagung Hibrida Varietas Bima 14 Brata. Stay Green (daun tetap hijau meskipun sudah memasuki masa panen, sehingga sisa daun dan batang dapat dimanfaatkan sebagai pakan ternak). Potensi hasil 12,9 ton/ Ha pipilan kering. | Petro Hi-Corn hybrid corn seed of Bima 14 Brata variety. Stay Green (the leaves remain green even though they have entered the harvest period, so that the remaining leaves and stems can be used as animal feed). Potential yield of 12.9 tonnes / ha of dry shells.



Petro Chili
Benih Cabai
Unggul

Petro Chili adalah benih cabai unggul, memiliki buah panjang dan besar. lebih tahan dalam musim penghujan, batang dan perakaran kuat, masa panen lebih cepat dan durasi panen lebih panjang. | Petro Chili is a superior chili seed, has long and large fruit. more resilient in the rainy season, strong stems and roots, the harvest period is faster and the harvest duration is longer



Petro Seed
Varietas Ciherang

Benih padi unggul yang memiliki potensi hasil 8,5 ton/ha. Tahan terhadap hama penyakit tertentu, cocok ditanam pada musim hujan dan musim kemarau di bawah ketinggian 500 mdpl. | Superior rice seeds that have a potential yield of 8.5 tonnes / ha. Resistant to certain pests and diseases, suitable for planting in the rainy season and dry season below an altitude of 500 meters above sea level.

PRODUK DAN JASA USAHA

BUSINESS PRODUCTS AND SERVICES

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 & Tank
- 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)
- Jasa Riset Pupuk
- 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

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
- Fertilizer Research 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



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WILAYAH PEMASARAN DAN DISTRIBUSI

MAP OF MARKETING AREAS AND DISTRIBUTION



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



**PENUNJANG DISTRIBUSI
WILAYAH 1 (JAWA DAN BALI)**
DISTRIBUTION SUPPORT REGION 1
(JAVA AND BALI)

SPDP : 20
PPD : 97
GP : 178
Kapasitas GP / Supporting : 579.896 Ton
Warehouse Capacity
Distributor / Distributor : 378
Kios / Kiosk : 15.420

**PENUNJANG DISTRIBUSI WILAYAH 2
(SUMATERA, KALIMANTAN, SULAWESI
DAN INDONESIA TIMUR)**
DISTRIBUTION SUPPORT REGION 2
(SUMATRA, KALIMANTAN, SULAWESI
AND EAST INDONESIA)

SPDP : 30
PPD : 89
GP : 179
Kapasitas GP / Supporting : 374.861 Ton
Warehouse Capacity
Distributor / Distributor : 258
Kios / Kiosk : 15.068

TOTAL | TOTAL

= 50
= 186
= 357
= 954.757 Ton
= 636
= 30.488

SPDP : Staf Perwakilan Daerah Penjualan
Regional Representative Staff

PPD : Petugas Pemasaran Daerah / Regional Marketing Officers
GP : Gudang Penyangga / Storage Warehouse



MAKASSAR



JAWA TIMUR | EAST JAVA

di 24 Kabupaten | Distric / Kota | City :

KABUPATEN | DISTRICTS : **KOTA | CITY :**

- Bangkalan
- Blitar
- Bojonegoro
- Gresik
- Jombang
- Kediri
- Lamongan
- Madiun
- Magetan
- Mojokerto
- Nganjuk
- Pacitan
- Pamekasan
- Ponorogo
- Sampang
- Sumenep
- Trenggalek
- Tuban
- Tulungagung
- Blitar
- Kediri
- Madiun
- Mojokerto



SELURUH INDONESIA
THROUGHOUT INDONESIA

WILAYAH PEMASARAN MARKETING AREA

WILAYAH PEMASARAN PUPUK Fertilizer Marketing Area



PUPUK UREA | UREA FERTILIZER
China, Filipina, India, Korea Selatan, Malaysia, Mexico, Srilanka, Taiwan, Vietnam.



PUPUK ZK | ZK FERTILIZER
Afrika Selatan, Saudia Arabia, India, Australia, Pakistan, Korea Selatan, Uni Emirates Arab



PUPUK NPK | NPK FERTILIZER
India, Filipina



**PUPUK PETROGANIK
PETROGANIK FERTILIZER**
Filipina

WILAYAH PEMASARAN NON-PUPUK Fertilizer Marketing Area



ALUMINIUM FLORIDA
India, Jepang, Montenegro



Seluruh Wilayah Indonesia
All Territory of Indonesia



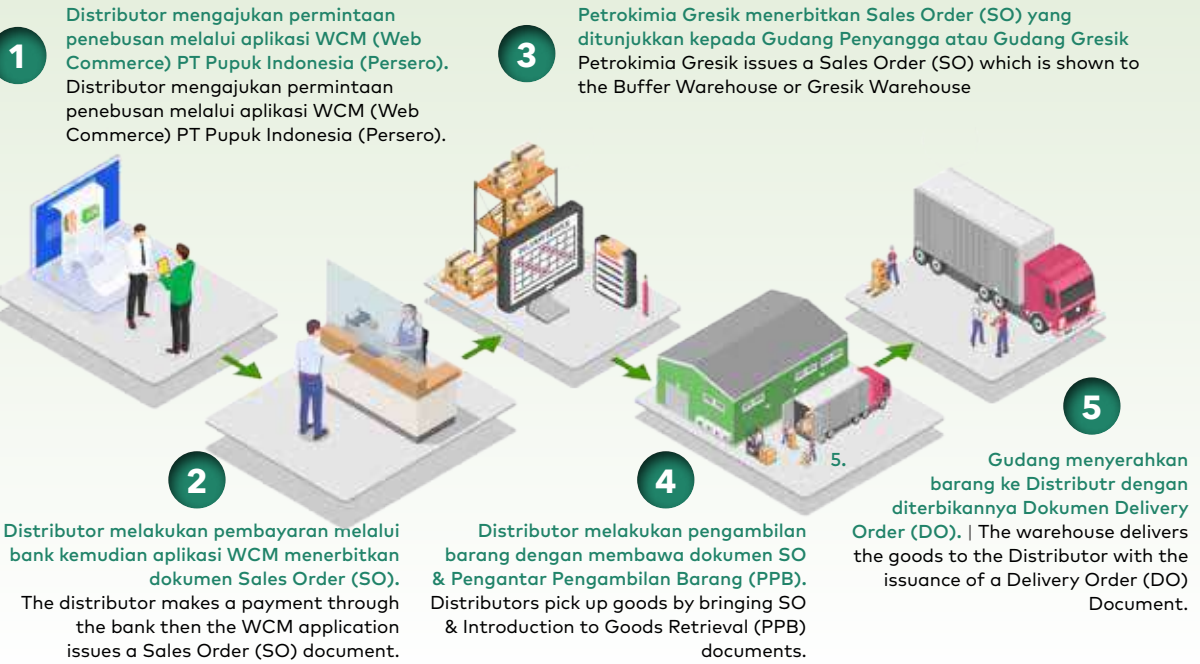
STRENGTHENING RESILIENCE
FOR ENHANCING GROWTH

LAYANAN PENJUALAN

SALES SERVICES

PELAYANAN PENJUALAN PUPUK SUBSIDI

SUBSIDY FERTILIZER SALES SERVICE



PELAYANAN PENJUALAN PUPUK NON-SUBSIDI

NON-SUBSIDY FERTILIZER SALES SERVICE





SISTEM DISTRIBUSI

DISTRIBUTION SYSTEM

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)

ALUR DISTRIBUSI

DISTRIBUTION FLOW



INFORMASI PEMEGANG SAHAM

SHAREHOLDERS INFORMATION

Komposisi Pemegang Saham Posisi 31 Desember 2021

Composition as of December 31, 2021

No.	Nama Pemegang Saham Shareholders Name	Jumlah Kepemilikan Total Ownership	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 lembar Share	99,9975%
Pemegang Saham dengan Kepemilikan Saham 5% atau Lebih Shareholders with 5% or more ownership			
2.	Yayasan Petrokimia Gresik	165 lembar Share	0,0025%

INFORMASI PEMEGANG SAHAM UTAMA

PT Pupuk Indonesia (Persero) adalah perusahaan induk untuk Badan Usaha Milik Negara (BUMN) yang bergerak dalam bidang pupuk di Indonesia. Pupuk Indonesia (PI) memiliki saham di Petrokimia Gresik sebesar 99,9% 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 Perusahaan baik secara langsung maupun tidak langsung.

MAJOR SHAREHOLDER INFORMATION

PT Pupuk Indonesia (Persero) is a holding company for State-Owned Enterprises (SOEs) engaged in fertilizer industry in Indonesia. Pupuk Indonesia (PI) has 99.9% shares in Pupuk Kaltim and all of the PI shares are owned by the Government of Indonesia.

SHARE OWNERSHIP OF THE BOARD OF COMMISSIONERS AND DIRECTORS

None of the members of Board of Commissioners or Directors has shares in the Company either directly or indirectly.



INFORMASI PEMEGANG SAHAM SHAREHOLDERS INFORMATION



KEPEMILIKAN SAHAM OLEH DEWAN KOMISARIS DAN DIREKSI

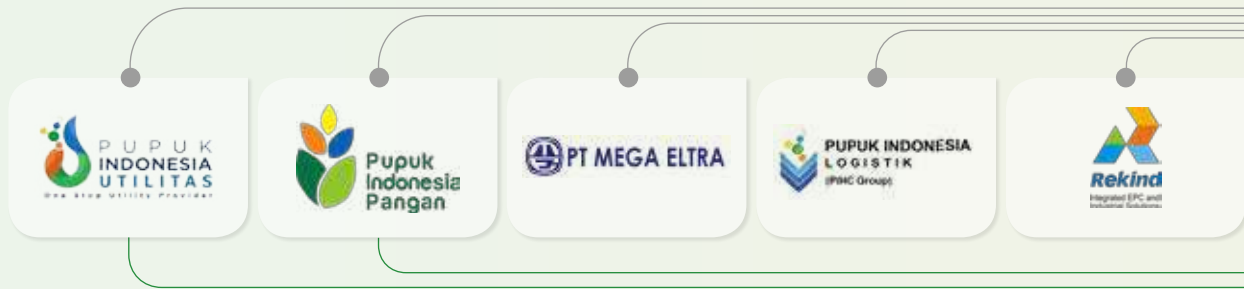
Tidak ada anggota Dewan Komisaris maupun Direksi yang memiliki saham di Perusahaan baik secara langsung maupun tidak langsung.

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

CORPORATE OWNERSHIP GROUP STRUCTURE ON
SUBSIDIARIES AND AFFILIATES



Penyertaan Entitas Lain Investment in Other Entities



**ANGGOTA HOLDING
PT PUPUK INDONESIA (PERSERO)**

SK Kementerian Hukum dan HAM Republik Indonesia
Nomor : AHU-17695.AH.01.02 Tahun 2012

HOLDING MEMBERS
PT PUPUK INDONESIA (PERSERO)
Decree of the Ministry of Law and Human Rights
of the Republic of Indonesia
Number: AHU-17695.AH.01.02 Year 2012



10,99%



10,99%



PT Petrocentral

9,80%



PT Puspertino

3,50%

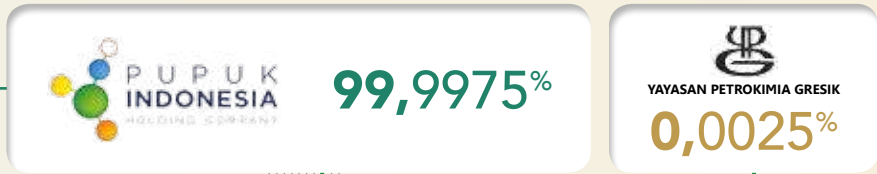


PT Petrowidada

1,48%



PEMERINTAH NEGARA REPUBLIK INDONESIA
(c.q. KEMENTERIAN BUMN)
Government of the Republic of Indonesia
(c.q. the Ministry of SOE)



Entitas Anak
Subsidiaries

Entitas Asosiasi
Associates



Joint Venture



INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI

INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

ENTITAS ANAK | SUBSIDIARIES



PETROSIDA GRESIK

Alamat | Address :

Jalan KIG Raya Utara Kavling O, Nomor 5 Gresik 61151
Telp : (031) 3981553, (031) 3985541, (031) 3985542
Fax : (031) 3981653, (031) 3982761

Bidang Usaha :

Formulator Industri Perdagangan Pestisida dan Pupuk serta penyediaan jasa litbang di bidang produk perlindungan tanaman dan industri kimia.

PT PETROSIDA GRESIK

Pendirian Perusahaan :

Berdasarkan Akta Notaris Frederik Alexander Tumbuan, SH No. 43 tanggal 24 Juni 1983.

Company Establishment :

Based on the Notary Deed of Frederik Alexander Tumbuan, SH No. 43 dated 24 June 1983.

Business fields :

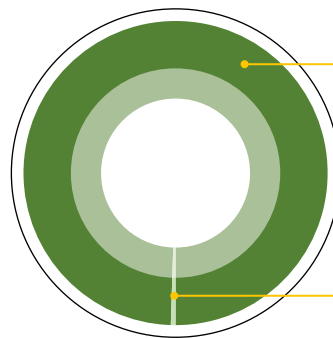
Pesticides and Fertilizer Trading Industry Formulators as well as the provision of R&D services in the field of plant protection products and the chemical industry.

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
Rp. 39.000.000.000,-

Modal Disetor | Paid-up capital
Rp. 9.751.000.000
terdiri atas 9.751 lembar saham
consisting of 9,751 shares



99,99%

PT Petrokimia Gresik
9.750 lembar (99,99%)

0,01%

Koperasi Karyawan Keluarga Besar
Petrokimia Gresik
1 lembar (0,01%)

IKHTISAR KEUANGAN FINANCIAL HIGHLIGHTS

(Rp. Juta / Million)

	2021	2020	2019	2018	2017
Aset Assets	981.406	1.097.917	1.318.863	1.330.855	1.232.377
Omzet Turnover	1.313.942	1.215.035	1.167.410	1.288.388	1.186.801
Laba Bersih Net Income	27.646	15.364	21.760	40.159	21.578

MANAJEMEN | MANAGEMENT PT PETROSIDA GRESIK

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner Hendriarto (Non PG)

Komisaris | Commissioner Alif Rodhiyan (PG)

Komisaris | Commissioner Luizah

DIREKSI | DIRECTORS

Direktur Utama | President Director Bintoro Riyadibroto (PG)

Direktur Keuangan | Director of Finance Pandu Hida Swaraga (PG)

Direktur Operasional | Director of Operations Joko Margono



INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

ENTITAS ANAK | SUBSIDIARIES



PETROKIMIA KAYAKU

Alamat | Address :
Jalan Jendral A. Yani – Gresik 61101
Telp : (031) 3981815 - 3981831
Fax : (031) 3981830 - 3981831

PT PETROKIMIA KAYAKU

Pendirian Perusahaan :
Berdasarkan Akta Notaris Ny Sri Soetengsoe Abdoel Sjoekoer, SH, No. 3 tanggal 18 Februari 1976.
Company Establishment :
Based on the Notary Deed of Mrs. Sri Soetengsoe Abdoel Sjoekoer, SH, No. 3 dated February 18, 1976.

Bidang Usaha : Formulator Pestisida

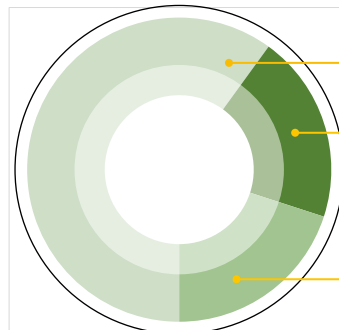
Business Fields : Pesticide Formulator

KAPASITAS PRODUKSI Production capacity	Cair I	3.200	Liter per tahun/year	Butiran B	2.500	Kg per tahun/year
	Cair II	2.000	Liter per tahun/year	Rodentisida	2.500	Kg per tahun/year
	Flowable	900	Liter per tahun/year	Pestisida II	24.800	Liter per tahun/year
	WP	1.300	Kg per tahun/year	Hayati Granule	10.000	Kg per tahun/year
	Butiran A	17.000	Kg per tahun/year			

**KEPEMILIKAN | OWNERSHIP
PT PETROKIMIA KAYAKU**

Modal Dasar | Authorized capital
Rp. 1.016.400.000,-

Modal Disetor | Paid-up capital
Rp. 1.016.400.000
1.000 lembar saham Seri A | Series A shares
@ Rp. 415.000 per lembar
620 lembar saham Seri B | Series B shares
@ Rp. 970.000 per lembar



60%
PT Petrokimia Gresik
600 lbr seri A & 372 lbr seri B

20%
Mitsubishi Corporation
200 lbr seri A & 124 lbr seri B

20%
Mitsubishi Corporation
200 lbr seri A & 124 lbr seri B

**IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS**

(Rp. Juta / Million)

	2021	2020	2019	2018	2017
Aset Assets	892.409	858.628	828.531	605.361	514.530
Omzet Turnover	1.015.483	864.729	824.474	794.933	767.290
Laba Bersih Net Income	86.160	70.193	239.783	47.050	44.009

**MANAJEMEN | MANAGEMENT
PT PETROKIMIA KAYAKU**

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Tatang Hernas Soerawidjaja (Non PG)
Komisaris Commissioner	Ryosuke Bessho (Non PG)
Komisaris Commissioner	Amirul Djujus Aziz (Non PG)
Komisaris Commissioner	Joko (Non PG)

DIREKSI | DIRECTORS

Direktur Utama President Director	Ashari
Direktur Keuangan Director of Finance	Nendroyogi Wahyudi
Direktur Operasi Director of Operations	Iqbal Wahyudi

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

JOINT VENTURE | JOINT VENTURE



PT Petro Jordan Abadi

Alamat | Address :
Jalan Raya Roomo-Manyar Gresik 61151
Telp : (031) 3991887
Fax : (031) 3991886

PT PETRO JORDAN ABADI

Pendirian Perusahaan :
Berdasarkan Akta Notaris Lolani Kurniati Irdham Idroes, SH, LLM No. 3 tanggal 24 September 2010.
Company Establishment :
Based on the Notary Deed Lolani Kurniati Irdham Idroes, SH, LLM No. 3 dated 24 September 2010.

Bidang Usaha : Produsen Asam Fosfat

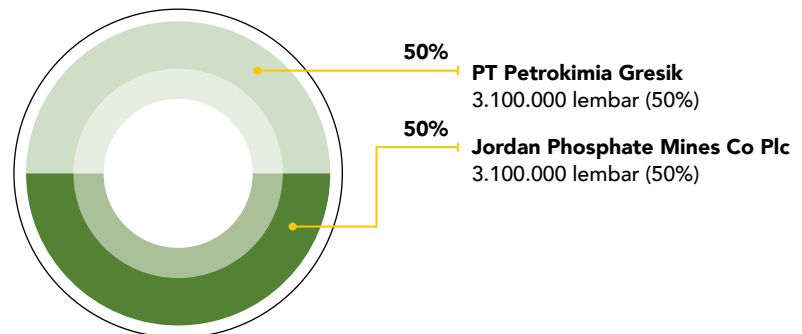
Business fields : Phosphoric Acid Producers

KAPASITAS PRODUKSI	Asam Sulfat	600.000	MT/Ton
Production capacity	Asam Fosfat	200.000	MT/Ton

KEPEMILIKAN | OWNERSHIP
PT PETRO JORDAN ABADI

Modal Dasar | Authorized capital
USD 62,000,000

Modal Disetor | Paid-up capital
USD 62,000,000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

(Ribu USD)

	2021	2020	2019	2018	2017
Aset Assets	206.368	200.321	209.138	206.032	233.382
Omzet Turnover	151.851	109.582	117.147	92.010	104.364
Laba Bersih Net Income	1.459	(6.666)	(5.801)	(13.461)	(18.772)

MANAJEMEN | MANAGEMENT
PT PETRO JORDAN ABADI

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	HE Mr. Mohammad Moh'd K. Theinebat
Komisaris Commissioner	PS Gahlaut
Komisaris Commissioner	Tovino Aviar

DIREKSI | DIRECTORS

Plt. Direktur Utama Plt. President Director	Nur Salim (PG)
Direktur Keuangan Director of Finance	Kshirod Kumar Nayak (Non PG)
Direktur Teknik dan Produksi Technical and Production Director	Nur Salim (PG)

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

ENTITAS ASOSIASI | ASSOCIATES



PT Kawasan Industri Gresik

Alamat | Address :
Jalan Tridharma 3 – Gresik 61121
Telp : (031) 3984271 - 3984472
Fax : (031) 3982117

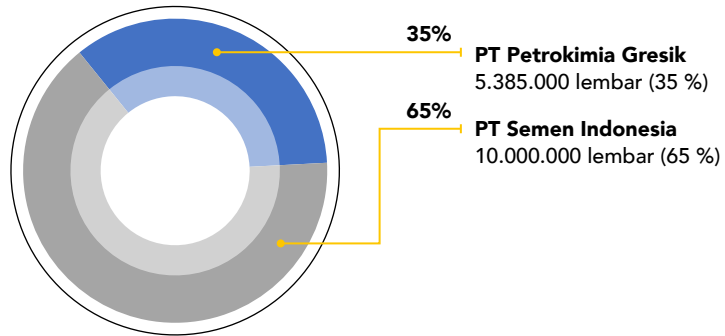
PT KAWASAN INDUSTRI GRESIK

Pendirian Perusahaan :
Berdasarkan Akta Notaris Ny. Nurlaily Adam, SH No. 145
tanggal 20 November 1990
Company Establishment :
Based on the Notary Deed Ny. Nurlaily Adam, SH No.
145 dated 20 November 1990

KEPEMILIKAN | OWNERSHIP
PT KAWASAN INDUSTRI GRESIK

Modal Dasar | Authorized capital
Rp. 60.000.000.000

Modal Disetor | Paid-up capital
Rp. 15.385.000.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

(Rp. Juta / Million)

	2021	2020	2019	2018	2017
Aset Assets	448.687	411.051	395.418	368.281	356.038
Omzet Turnover	102.891	58.604	79.124	59.989	60.187
Laba Bersih Net Income	51.333	14.253	36.489	24.484	22.148

MANAJEMEN | MANAGEMENT
PT KAWASAN INDUSTRI GRESIK

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner Nikolaus Gere

Komisaris | Commissioner Hadi Setiadi (SI)

DIREKSI | DIRECTORS

Direktur Utama | President Director Setyo Nugroho Haribowo (SI)

Direktur | Director Arief Wahyutomo (PG)

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

ENTITAS ASOSIASI | ASSOCIATES



PT PETRONIKA

Alamat | Address :
Jalan Prof. Moch. Yamin, SH., Gresik 61119
Telp : ((031) 3951956
Fax : (031) 3981955

PT PETRONIKA

Pendirian Perusahaan :
Berdasarkan Akta Notaris Soeleman Ardjasasmita, SH No. 30 tanggal 14 September 1983.
Company Establishment :
Based on the Notary Deed of Soeleman Ardjasasmita, SH No. 30 dated September 14, 1983.

Bidang Usaha : Produsen Dioctyl Pthalate (DOP)

Business fields : Produsen Dioctyl Pthalate (DOP).

KAPASITAS PRODUKSI
Production capacity

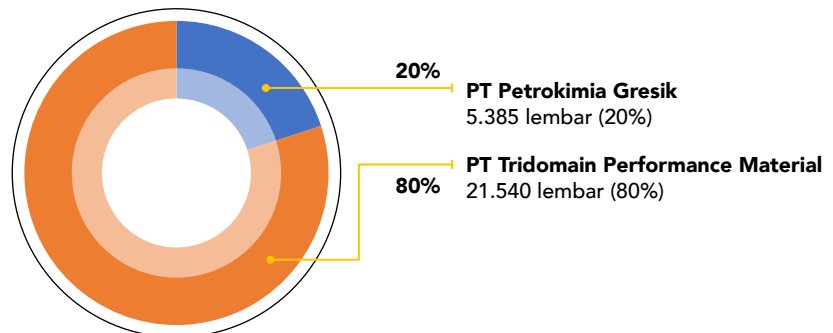
Produsen Dioctyl Pthalate (DOP)

34.000 Ton/Tahun | Tonne / Year

KEPEMILIKAN | OWNERSHIP
PT PETRONIKA

Modal Dasar | Authorized capital
USD 13,462,500

Modal Disetor | Paid-up capital
USD 13,462,500



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

(USD Ribu)

	2021	2020	2019	2018	2017
Aset Assets	31.336	32.758	38.563	46.095	34.264
Omzet Turnover	68.205	64.986	119.727	106.444	66.676
Laba Bersih Net Income	3.222	438	1.238	2.429	1.211

MANAJEMEN | MANAGEMENT
PT PETRONIKA

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner Ratna Irsana

Komisaris | Commissioner Hendro Waskito (TPM)

Komisaris | Commissioner Choi Choon Ha (TPM)

DIREKSI | DIRECTORS

Direktur Utama | President Director Restu Pribadi

Direktur | Director Indra Saptana Chaidrata

Direktur | Director Bambang Sutriaji

Direktur Operasi | Director of Operations Agung Setiya Budhi

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PENYERTAAN ENTITAS LAIN | INVESTMENT IN OTHER ENTITIES



Alamat | Address :

Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jalan Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (021) 3446678 Fax : (021) 3446678

PT PUPUK INDONESIA UTILITAS

Pendirian Perusahaan :

Berdasarkan Akta Notaris Nanda Fauz Iwan, SH, M.Kn
No. 11 tanggal 18 Agustus 2014

Company Establishment :

Based on the Notary Deed of Nanda Fauz Iwan, SH, M.Kn
No. 11 dated 18 August 2014

Bidang Usaha :

- Industri di bidang pembangkitan tenaga listrik dan instalasi pembangkit uap air
- Perdagangan berupa penyaluran daya listrik dan uap air dan distribusi peralatan pembangkitan di bidang energy yang berhubungan dengan produk-produk di atas.
- Pembangunan di bidang ketenagalistrikan dan instalasi pembangkit uap air .
- Jasa melaksanakan studi penelitian, pengembangan, desain engineering, konstruksi, dan jasa teknis lainnya.

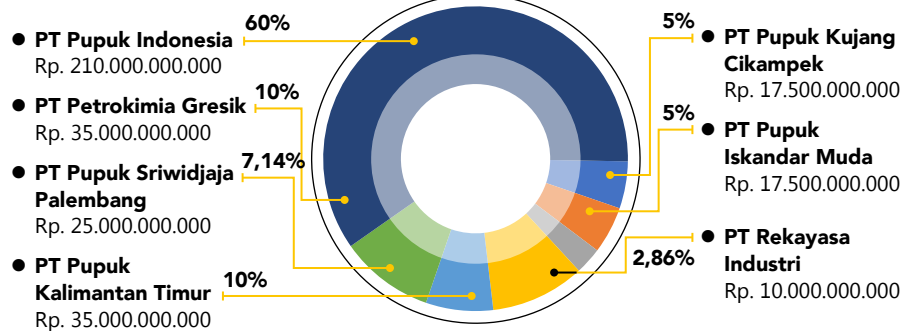
Business Fields :

- Industry in the field of electric power generation and water steam installation
- Trade in the form of distribution of electric power and water vapor and distribution of energy generation equipment related to the products above.
- Development in the electricity sector and water steam generator installations.
- Services carry out research studies, development, engineering design, construction, and other technical services.

KEPEMILIKAN | OWNERSHIP
PT PUPUK INDONESIA ENERGI

Modal Dasar | Authorized capital
Rp. 400.000.000.000

Modal Disetor | Paid-up capital
Rp. 100.000.000.000



(Rp. Juta / Million)

IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

	2021*)	2020	2019	2018	2017
Aset Assets	1.654.406	1.649.563	1.607.949	1.878.003	1.633.555
Omzet Turnover	757.088	936.613	858.631	822.246	481.210
Laba Bersih Net Income	114.270	136.541	150.022	72.784	37.620

*) Unaudited

MANAJEMEN | MANAGEMENT
PT PUPUK INDONESIA ENERGI

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 Nendroyogi Hadiputro

Direktur Operasional | Director of Operations Seppalga Ahmad

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PENYERTAAN ENTITAS LAIN | INVESTMENT IN OTHER ENTITIES



Alamat | Address :
Jalan Raya Roomo Gresik
(031) 3982536, (031) 3981736
(031) 3982776

PT PETROCENTRAL

Pendirian Perusahaan :
Berdasarkan Akta Notaris Soeleman Ardjasasmita, SH No. 4 tanggal 3 Maret 1986.
Company Establishment :
Based on the Notary Deed of Soeleman Ardjasasmita, SH No. 4 dated 3 March 1986.

Bidang Usaha : Produsen Sodium Tri Poli Phosphate.

Business fields : Produsen Sodium Tri Poli Phosphate.

KAPASITAS PRODUKSI
Production capacity

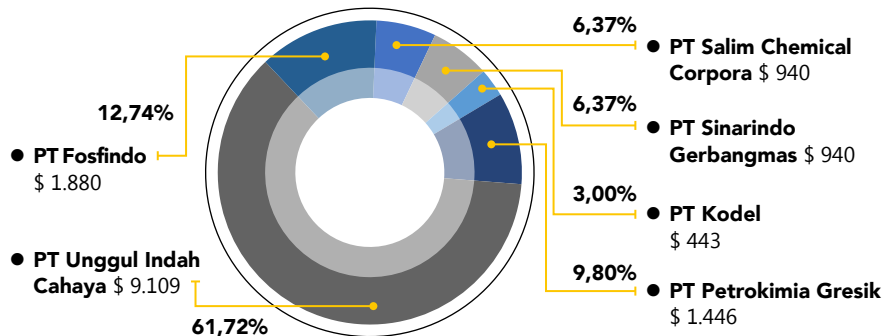
Produsen Sodium Tri Poli Phosphate (STPP)

30.000 Ton/Tahun | Tonne / Year

KEPEMILIKAN | OWNERSHIP
PT PETROCENTRAL

Modal Dasar | Authorized capital
USD 28.762

Modal Disetor | Paid-up capital
USD 14.759



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

	2021*)	2020	2019	2018	2017
Aset Assets	6.156	6.116	4.816	8.472	8.716
Omzet Turnover	8.942	22.964	21.040	33.789	30.549
Laba Bersih Net Income	(784)	(265)	(1.633)	125	44

*) Oktober / October 2021

MANAJEMEN | MANAGEMENT
PT PETROCENTRAL

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Eddy William Katuari (Fosfindo)
Komisaris Commissioner	Agung Setiya Budhi (PG)
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

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PENYERTAAN ENTITAS LAIN | INVESTMENT IN OTHER ENTITIES



Alamat | Address :
Manyar Raya Resort Blok A1/07
Jalan Raya Sukomulyo Gresik 61101
Telp : (031) 99103048

PT PUSPETINDO

Pendirian Perusahaan :
Berdasarkan Akta Notaris Soeleman Ardjasmita, SH
No. 30 tanggal 22 Maret 1990.
Company Establishment :
Based on the Notary Deed of Soeleman Ardjasmita,
SH No. 30 dated March 22, 1990..

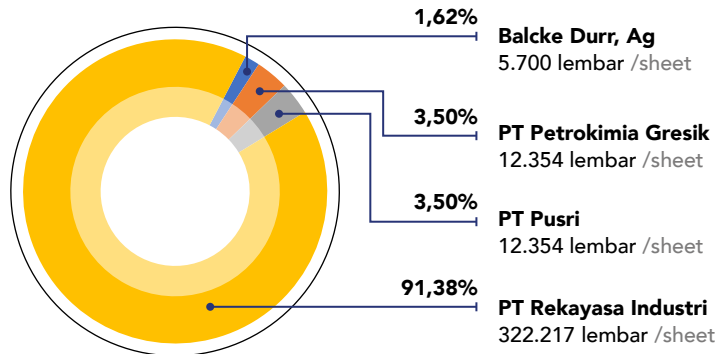
Bidang Usaha :
Industri Pressure Vessel, Heat Exchanger, Plat Work/
Structure dll

Business Fields :
Pressure Vessel Industry, Heat Exchanger, Plate Work /
Structure etc.

**KEPEMILIKAN | OWNERSHIP
PT PUSPETINDO**

Modal Dasar | Authorized capital
Rp. 51.000.000.000

Modal Disetor | Paid-up capital
Rp. 40.940.080.000



**IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS**

(Rp. Juta / Million)

	2021*)	2020	2019	2018	2017
Aset Assets	131.856	106.359	106.359	67.470	76.079
Omzet Turnover	102.682	179.130	132.141	51.189	78.075
Laba Bersih Net Income	444	3.968	4.824	1.462	1.976

*) Unaudited

**MANAJEMEN | MANAGEMENT
PT PUSPETINDO**

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner Bachronsyah
Komisaris | Commissioner Wijaya Santoso

DIREKSI | DIRECTORS

Direktur Utama | President Director Donal Silitonga
Direktur | Director Gede Putu Yudasma

INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PENYERTAAN ENTITAS LAIN | INVESTMENT IN OTHER ENTITIES



Alamat | Address :

Gedung Petrokimia Gresik Perwakilan Jakarta Lantai 2,
Jalan Tanah Abang III No.16, Jakarta Pusat 10160
Telp : (021) 3446064 Fax : (021) 3446064

Bidang Usaha :

Industri dan Perdagangan di Bidang Pertanian

PT PUPUK INDONESIA PANGAN

Pendirian Perusahaan :

Berdasarkan Akta Notaris Nanda Fauz Iwan, SH, M.Kn
No. 14 tanggal 30 April 2015.

Company Establishment :

Based on the Notary Deed of Nanda Fauz Iwan, SH, M.Kn
No. 14 dated 30 April 2015.

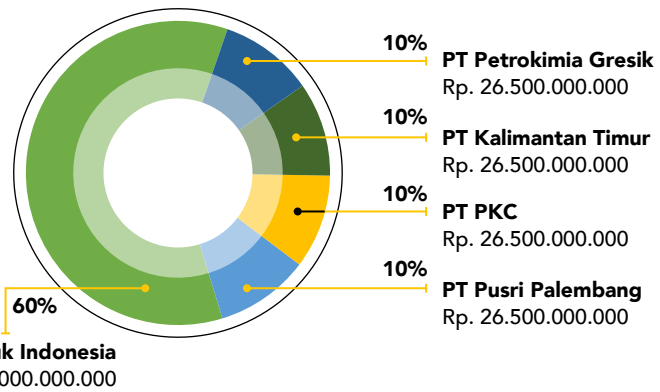
Business fields :

Industry and Trade in Agriculture

**KEPEMILIKAN | OWNERSHIP
PT PUPUK INDONESIA PANGAN**

Modal Dasar | Authorized capital
Rp. 700.000.000.000

Modal Disetor | Paid-up capital
Rp. 175.000.000.000



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

(Rp. Juta / Million)

	2021*)	2020	2019	2018	2017
Aset Assets	204.510	188.962	190.822	283.232	171.392
Omzet Turnover	173.130	166.826	108.049	138.627	50.053
Laba Bersih Net Income	(7.780)	(5.440)	(73.823)	700	(6.877)

*) Unaudited

**MANAJEMEN | MANAGEMENT
PT PUPUK INDONESIA PANGAN**

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama | President Commissioner Subhan

Komisaris | Commissioner Aries Margono

DIREKSI | DIRECTORS

Direktur Utama | President Director Budiono

Direktur Keuangan | Director of Finance Sefin Martadjaja



INFORMASI ENTITAS ANAK, PATUNGAN & ASOSIASI
INFORMATION ON SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PENYERTAAN ENTITAS LAIN | INVESTMENT IN OTHER ENTITIES



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

PT PETROWIDADA

Pendirian Perusahaan :

Berdasarkan Akta Notaris Abdul Kohar Djoefri, SH, No.
17 tanggal 16 Oktober 1985.

Company Establishment :

Based on the Notary Deed of Abdul Kohar Djoefri, SH,
No. 17 dated 16 October 1985.

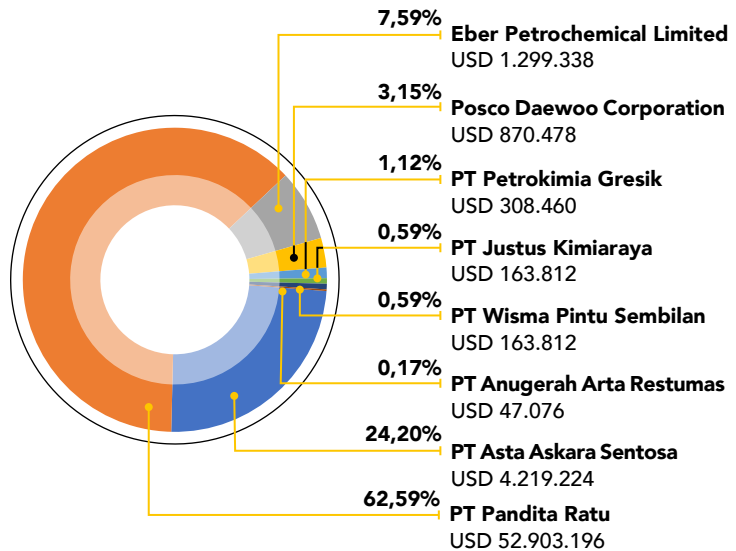
Bidang Usaha / Business Fields :

Produsen kimia Phthalic Anhydride
Phthalic Anhydride Chemical Manufacturers

KEPEMILIKAN | OWNERSHIP
PT PETROWIDADA

Modal Dasar | Authorized capital
USD2.803.926.259
USD555.562.201 lembar saham seri A
Series B shares @Rp211,50
USD2.248.364.058 lembar saham seri B
Series A shares @Rp719,10

Modal ditempatkan dan disetor
Issued and paid-up capita
USD1.172.294.868
USD555.562.201 lembar saham seri A
Series A shares
USD616.732.667 lembar saham seri B
Series B shares



IKHTISAR KEUANGAN
FINANCIAL HIGHLIGHTS

	2021	2020	2019 (restate)	2018 (restate)	2017
Aset Assets	108.331	103.526	94.022	93.363	93.692
Omzet Turnover	29.534	24.243	48.636	69.536	69.399
Laba Bersih Net Income	-10.111	-579	-3.270	4.240	687

(USD Ribu)

MANAJEMEN
MANAGEMENT

PT PETROWIDADA

DEWAN KOMISARIS | BOARD OF COMMISSIONERS

Komisaris Utama President Commissioner	Andre Sylvestre
Komisaris Commissioner	Hendro Waskito
Komisaris Commissioner	Dimas Okky Nugroho

DIREKSI | DIRECTORS

Direktur Utama President Director	Bambang Susilo
Direktur Director	Dana Paramita

YAYASAN PETROKIMIA GRESIK

YAYASAN PETROKIMIA GRESIK



YAYASAN PETROKIMIA GRESIK

YAYASAN PETROKIMIA GRESIK

Perusahaan tidak hanya sebagai tempat berlangsungnya sistem produksi. Perusahaan adalah sebuah keluarga dimana masing-masing anggota berkewajiban menjaga kesejahteraan keseluruhan anggota keluarga. Dalam konsep inilah, Petrokimia Gresik mendirikan “Yayasan Petrokimia Gresik”. Yayasan ini didirikan sebagai upaya perusahaan 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 Kesedjahteraan Karyawan Proyek 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.

YAYASAN PETROKIMIA GRESIK

The Company is not only the place where production process takes place. It is also a form of family where each member is obliged to maintain common welfare. Based on this concept, PT Petrokimia Gresik established “Yayasan Petrokimia Gresik” or Petrokimia Gresik Foundation with the goal to improve the welfare of the employees and pensioners of Petrokimia Gresik and their families.

Yayasan Petrokimia Gresik was established on June 26, 1965. Initially, it was named “Jajasan Kesedjahteraan Karyawan Proyek Petro Kimia Surabaya”.

Along with its development, Yayasan Petrokimia Gresik carried out various changes to further optimize its role in improving the welfare of its members.

To achieve its goal, Yayasan Petrokimia Gresik conducts several activities, namely:

- Provide educational loan for employees who have children entering university through partnership program.
- Improve the welfare of the employees, including the health of employees and pensioners of PT Petrokimia Gresik.
- Participate in employee activities by giving parcels and recreational aids for employees and their families.
- Provide assistance for pensioners of PT Petrokimia Gresik both during celebration of national holidays and on regular occasions.



KOPERASI KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK

KOPERASI KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK

KOPERASI KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)

Rasa solidaritas sangatlah penting dalam menciptakan suasana kerja yang kondusif, dimana 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 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 KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)



KOPERASI SIMPAN PINJAM DAN
PEMBIAYAAN SYARIAH



PETRO KARYA NIAGA

BIDANG USAHA | BUSINESS LINE :

Bergerak dalam bidang Pembangunan, Perdagangan, Jasa, Perindustrian, Pertanian, Pengangkutan Darat, Percetakan, Perbengkelan dan Bongkar Muat. | Engaged in the fields of Development, Trade, Services, Industry, Agriculture, Land Transportation, Printing, Workshop and Loading and Unloading



PETRO KARYA MANDIRI

KOPERASI KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)

The sense of solidarity is important to create a favorable working atmosphere, which is a critical factor to support employee productivity. Increased employee productivity supports the improvement of company performance.

To foster and maintain a sense of solidarity among employees, Petrokimia Gresik established an employee cooperative.

The cooperative which was established on August 13, 1983 was named Koperasi Karyawan Besar Petrokimia Gresik (K3PG) and has the aim to increase the potential, ability, and welfare of members, especially employees and their families. In the context of the present legislation,

the existence of K3PG is a manifestation of Petrokimia Gresik's compliance with Law No. 13 of 2003 regarding Manpower, Article 101 Paragraph 1-4 that regulates the function of employee cooperative as an effort to improve employee welfare.

Besides its function as medium to maintain and foster solidarity, the existence of employee cooperative can also create job and business opportunity for the community. The surrounding community can become supplier of commodities traded in K3PG. Over the years, K3PG members are increasing. This is an indicator that the presence of K3PG is increasingly perceived as benefit.

SUBSIDIARY KOPERASI KARYAWAN KELUARGA BESAR PETROKIMIA GRESIK (K3PG)

UNIT USAHA KOPERASI KARYAWAN
KELUARGA BESAR PETROKIMIA GRESIK

BUSINESS UNIT KOPERASI KARYAWAN
KELUARGA BESAR PETROKIMIA GRESIK



Pengurus Koperasi Karyawan Keluarga Besar Petrokimia Gresik
Management of the Koperasi Karyawan Keluarga Besar Petrokimia Gresik

FARIDIL ANAM : Ketua Pengurus | Chief Executive
SIGIT PRIBADI : Sekretaris Pengurus | Executive Secretary
SIGIT PRIBADI : Bendahara Pengurus | Treasurer Management

UNIT USAHA Business Unit	KETERANGAN Description
Toko Store	Ada dua unit toko yang menyediakan kebutuhan anggota dan masyarakat umum. Barang-barang yang tersedia meliputi makanan, minuman, alat elektronik, furniture dan kebutuhan lainnya. There are two store units that provide the needs of members and the general public. Available goods include food, beverages, electronic appliances, furniture, and other necessities.
Alat Olahraga Sport Store	Unit toko alat olahraga menyediakan alat-alat olahraga untuk anggota dan masyarakat umum. Unit ini melayani pembelian eceran dan partai besar. The sport store provides sport equipment for members and the general public. The unit serves retail and wholesale purchases.
Apotek Pharmacy	K3PG memiliki dua unit apotek yakni yang beralamat di Jl. Achmad Yani dan Jl. Kalimantan GKB. Berbagai obat tersedia di apotek, baik obat yang dijual bebas maupun resep dokter. K3PG has two pharmacy units that are located at Jl. Achmad Yani and Jl. Kalimantan GKB. Various drugs are available in the pharmacies, both over-the-counter and prescription.
Stasiun Pengisian Bahan Bakar Gas Station	SPBU K3PG terletak di Jalan Dr. Wahidin Sudiro Husodo dan Bungah. SPBU menjual bahan bakar umum dan pelumas. K3PG gas station is located on Jalan Dr. Wahidin Sudiro Husodo and Bungah. The gas stations sell general fuel and lubricants.
Kantin Canteen	Kantin menyediakan makanan dan minuman untuk karyawan yang bekerja di pabrik II Petrokimia Gresik. The canteen provides food and beverages for employees working in the Plant II of Petrokimia Gresik.
Unit Simpan Pinjam Saving & Loan Unit	Unit Simpan Pinjam melayani kegiatan simpan pinjam dan kredit beragunan. The Saving & Loan Unit serves the activities of saving and loan and mortgage.
Unit Service Service Unit	Unit ini menyediakan jasa service dan perbaikan AC untuk fasilitas yang dimiliki PT Petrokimia Gresik dan masyarakat umum. This unit provides AC service and repair for facilities owned by PT Petrokimia Gresik and the general public.
Bengkel Workshop	Menyediakan jasa service dan penjualan spare part sepeda motor untuk karyawan dan masyarakat umum. Provide service and sales of motorcycle spare parts for employees and general public.
Pabrik Air Minum Drinking Water Factory	Menyediakan air minum dalam kemasan galon, botol dan gelas plastik untuk anggota dan masyarakat umum. Provide drinking water in gallons, bottles, and plastic cups for members and general public.
Toko Bangunan Material Store	Menyediakan material bahan bangunan bagi anggota dan masyarakat umum. Unit ini juga menyediakan jasa tukang bangunan dan tukang kayu. Provide building material for members and general public. This unit also provides builder and carpenter services.



STRUKTUR ORGANISASI PERSEROAN

COMPANY ORGANIZATIONAL STRUCTURE

Struktur organisasi Perusahaan selama tahun 2021 telah mengalami perubahan sebanyak 3 (tiga) kali seiring dengan perkembangan bisnis yang dijalankan oleh Perusahaan. Penyesuaian struktur organisasi itu ditetapkan melalui Surat Keputusan Direksi.

Untuk menunjang peningkatan kinerja dan produktivitas karyawan sesuai dengan perkembangan perusahaan, maka dipandang perlu untuk menyempurnakan struktur organisasi PT Petrokimia Gresik dengan ketentuan sebagai berikut :

- a. Menetapkan Surat Keputusan Direksi No. 0113/B/OT.00.02/03/SK/2021 tanggal 07 April 2021 tentang Perubahan Struktur Organisasi Departemen Pengadaan Jasa Kompartemen Teknik Direktorat Keuangan dan Umum PT Petrokimia Gresik;
- b. Menetapkan Surat Keputusan Direksi No. 0115/B/OT.00.02/03/SK/2021 tanggal 09 April 2021 tentang Perubahan Struktur Organisasi Departemen Produksi II A, Departemen Produksi II B, Departemen Produksi III A, Departemen Produksi III B, Departemen Administrasi & Penjualan, Departemen Pengelolaan Pelabuhan, Departemen Inspeksi Teknik, Departemen Kehandalan Pabrik & Interkoneksi Listrik dan Departemen Proses & Pengendalian Kualitas Direktorat Operasi dan Produksi PT Petrokimia Gresik;
- c. Surat Keputusan Direksi PT Petrokimia Gresik No : 0282/B/OT.00.02/03/SK/2021 mulai berlaku sejak tanggal 29 Oktober 2021 tentang Perubahan Struktur Organisasi PT Petrokimia Gresik;
- d. Dengan berlakunya Surat Keputusan Direksi PT Petrokimia Gresik No : 0282//B/OT.00.02/03/SK/2021 yang mulai berlaku sejak tanggal 29 Oktober 2021 ini, maka Surat Keputusan Direksi PT Petrokimia Gresik No. 0022/B/OT.00.02/30/SK/2021 tanggal 25 Januari 2021 tentang Penyesuaian Tugas, Tanggung Jawab dan Wewenang VP Jasa Operasi & Pemeliharaan PT Petrokimia Gresik dinyatakan tidak berlaku.

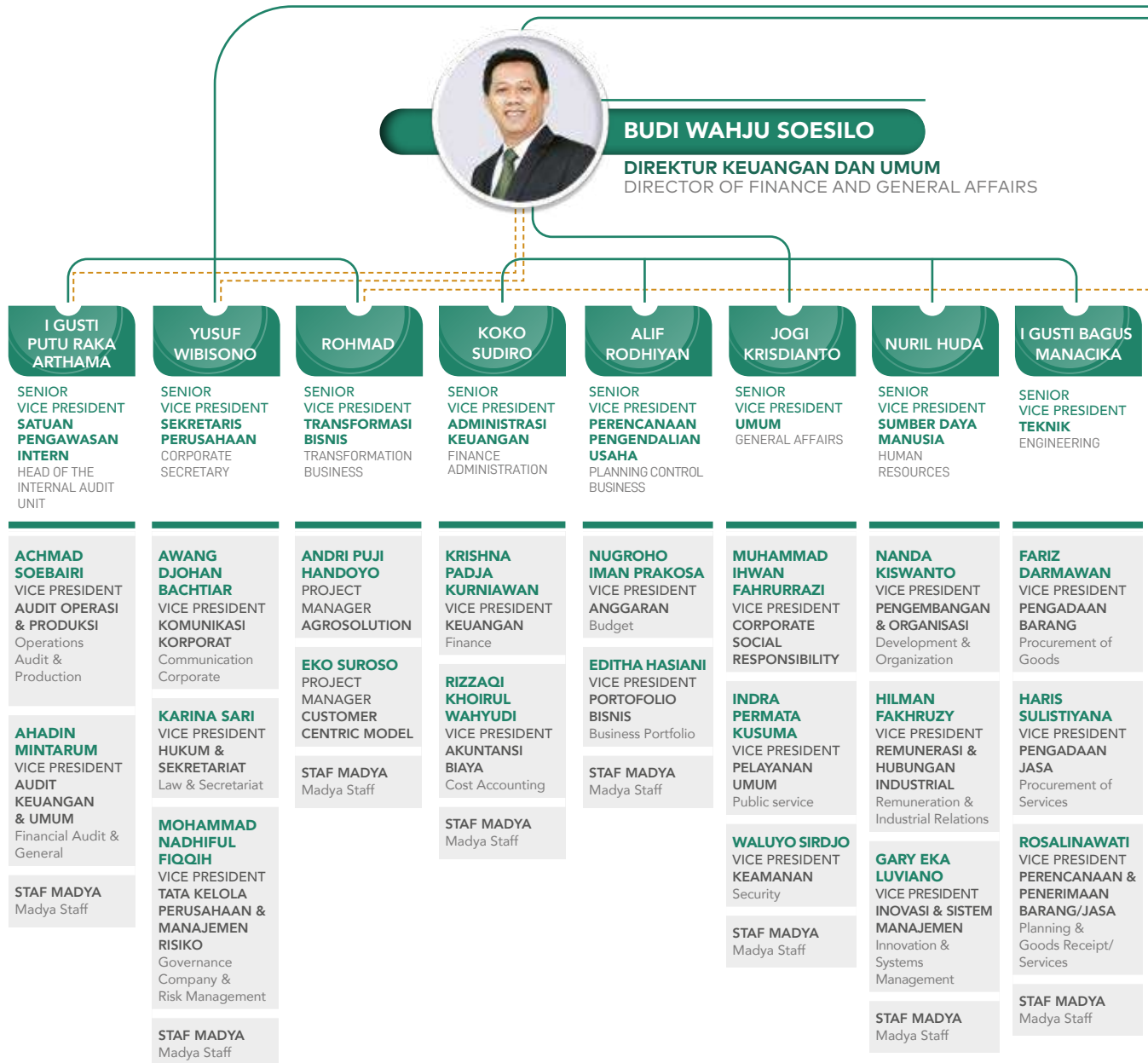
The Company's organizational structure during 2021 has changed 3 (three) times in line with the development of the business run by the Company. The adjustment to the organizational structure is determined through a Decree of the Board of Directors.

To support the improvement of employee performance and productivity in accordance with the company's development, it is deemed necessary to improve the organizational structure of PT Petrokimia Gresik with the following provisions:

- a. To stipulate the Decree of the Board of Directors No. 0113/B/OT.00.02/03/SK/2021 dated 07 April 2021 concerning Changes in the Organizational Structure of the Department of Procurement Services Engineering Compartment of the Directorate of Finance and General Affairs of PT Petrokimia Gresik;
- b. To stipulate the Decree of the Board of Directors No. 0115/B/OT.00.02/03/SK/2021 dated April 9, 2021 regarding Changes in Organizational Structure of the Production Department II A, Production Department II B, Production Department III A, Production Department III B, Administration & Sales Department, Port Management Department, Engineering Inspection Department, Factory Reliability & Electrical Interconnection Department and Process & Quality Control Department, Operations and Production Directorate of PT Petrokimia Gresik;
- c. Decree of the Board of Directors of PT Petrokimia Gresik No: 0282/B/OT.00.02/03/SK/2021, effective as of October 29, 2021 concerning Changes in the Organizational Structure of PT Petrokimia Gresik;
- d. With the enactment of the Decree of the Board of Directors of PT Petrokimia Gresik No: 0282//B/OT.00.02/03/SK/2021 which comes into force on October 29, 2021, the Decree of the Board of Directors of PT Petrokimia Gresik No. 0022/B/OT.00.02/30/SK/2021 dated January 25, 2021 concerning Adjustment of Duties, Responsibilities and Authorities of VP of Operations & Maintenance Services of PT Petrokimia Gresik is declared invalid.

STRUKTUR ORNANISASI

ORGANISATION STRUCTURE



Struktur organisasi Perusahaan selama tahun 2021 telah mengalami perubahan sebanyak 3 (tiga) kali seiring dengan perkembangan bisnis yang dijalankan oleh Perusahaan. Penyesuaian struktur organisasi itu ditetapkan melalui Surat Keputusan Direksi PT Petrokimia Gresik No : 0282/B/OT.00.02/03/SK/2021 mulai berlaku sejak tanggal 29 Oktober 2021 tentang Perubahan Struktur Organisasi PT Petrokimia Gresik

The Company's organizational structure during 2021 has changed 3 (three) times in line with the development of the business run by the Company. The adjustment to the organizational structure is determined through the Decree of the Board of Directors of PT Petrokimia Gresik No: 0282/B/OT.00.02/03/SK/2021, effective as of October 29, 2021 concerning Changes in the Organizational Structure of PT Petrokimia Gresik



DWI SATRIYO ANNUROGO

DIREKTUR UTAMA
PRESIDENT DIRECTOR



DIGNA JATNINGSIH

DIREKTUR OPERASI DAN PRODUKSI
DIRECTOR OF OPERATIONS
AND PRODUCTION



I KETUT RUSNAYA

SENIOR EXECUTIVE
VICE PRESIDENT OPERASI
OPERATIONS SENIOR
EXECUTIVE VICE PRESIDENT

WISMO BUDIONO
SENIOR VICE PRESIDENT
MITRA BISNIS
BUSINESS PARTNER

SOLIKAN
SENIOR VICE PRESIDENT
PERENCANAAN
PENGENDALIAN
PEMELIHARAAN
PLANNING
CONTROL
MAINTENANCE

BACHRONSYAH
PTS. SENIOR VICE PRESIDENT
JASA Pelayanan
PABRIK
SERVICES SERVICE
FACTORY

JOKO RAHARJO
SENIOR VICE PRESIDENT
TEKNOLOGI
TECHNOLOGY

WIDODO HERU SULISTYO
PTS. SENIOR VICE PRESIDENT
PENGEMBANGAN
DEVELOPMENT

BACHRONSYAH
SENIOR VICE PRESIDENT
PABRIK I
PLANT I

MOCHAMAD TAUFIK HIDAYAT
SENIOR VICE PRESIDENT
PABRIK II
PLANT II

RADYA PURNA WIJAYA
SENIOR VICE PRESIDENT
PABRIK III
PLANT III

ASEP SAEPUL MUSLIM
VICE PRESIDENT
ADMINISTRASI
PEMASARAN
Administration
Marketing

TEGUH RACHMADI
VICE PRESIDENT
INSPEKSI TEKNIK
Engineering
Inspection

RM ISTIADJI PRAWIJATNO
VICE PRESIDENT
JASA BENGKEL & FABRIKASI
Workshop
Services &
Fabrication

MUH. RIZAL
VICE PRESIDENT
PERENCANAAN
PRODUKSI & PENGELOLAAN
ENERGI
Planning Production &
Energy
Management

WIDODO HERU SULISTYO
VICE PRESIDENT
PENGEMBANGAN
KORPORAT
Development
Corporate

RULLY EKO ARDIANTO
VICE PRESIDENT
PRODUKSI I A
Production I A

ERINTO
VICE PRESIDENT
PRODUKSI II A
Production II A

IWAN SETIYAWAN
VICE PRESIDENT
PRODUKSI III A
Production III A

MOHAMMAD ARMI KURNIA
VICE PRESIDENT
ADMINISTRASI & PENJUALAN
Administration &
Sales

IWAN FEBRIANTO
VICE PRESIDENT
PERENCANAAN
STRATEGI
PEMELIHARAAN
Maintenance
Strategy Plan

KUSRIJANTO
VICE PRESIDENT
PEMELIHARAAN I
Maintenance I

BAMBANG ARIWIBOWO
VICE PRESIDENT
PROSES & PENGENDALIAN
KUALITAS
Process & Control
Quality

MUAMMAR MA'ARIF
VICE PRESIDENT
Riset
Research

SEBASTIAN NABABAN
VICE PRESIDENT
PRODUKSI I B
Production I B

YUDHI WIJAYA
VICE PRESIDENT
PRODUKSI II B
Production II B

IQBAL WAHYUDI
VICE PRESIDENT
PRODUKSI III B
Production III B

DENI DWIGUNA SULAEMAN
VICE PRESIDENT
PENGLOLAAN
MITRA PRODUKSI
Partner
Management
Production

DANANG NUGROHO SUKAMTO
VICE PRESIDENT
PERENCANAAN
PENGENDALIAN
TURN AROUND
Planning
Control
Turn Around

BUDI HARTONO
VICE PRESIDENT
PEMELIHARAAN II
Maintenance II

ACH. ZAID
VICE PRESIDENT
KESELAMATAN & KESEHATAN
KERJA
Safety &
Occupational
Health

ABDUL KOHAR
VICE PRESIDENT
RANCANG
BANGUN
Design &
Engineering

STAF MADYA
Madya Staff

STAF MADYA
Madya Staff

STAF MADYA
Madya Staff

BOY CAHYO PRIHANTO
VICE PRESIDENT
PENGLOLAAN
PELABUHAN
Management Port

DAVID MUNDOVI
VICE PRESIDENT
KEHANDALAN
PABRIK & INTERKONEKSI
LISTRIK
Factory Reliability &
Electrical
Interconnection

IRWAN DARUL HERDIMAN
VICE PRESIDENT
PEMELIHARAAN III
Maintenance III

I KOMANG WIRANATA
VICE PRESIDENT
LINGKUNGAN
Environment

STAF MADYA
Madya Staff

STAF MADYA
Madya Staff

STAF MADYA
Madya Staff

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STAF MADYA
Madya Staff

STAF MADYA
Madya Staff

Keterangan | Description :
PTS (Pemangku Tugas Sementara | Temporary Task Force)

PROFIL DEWAN KOMISARIS

PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
12 JUNI 2021

PERIOD :
JANUARY 1, 2021 to
JUNE 12, 2021



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	Indonesian
DOMISILI / Domicile	YOGYAKARTA	Yogyakarta
USIA / Age	68 tahun pada akhir Tahun Buku 2021	68 years as per end of fiscal 2021

Meraih gelar Sarjana Ekonomi Jurusan Akuntansi dari Universitas Gajah Mada Yogyakarta Tahun 1981. Mengawali karier di PT Petrokimia Gresik sejak tahun 1981 dengan menempati berbagai posisi jabatan, di antaranya sebagai Direktur Keuangan (2004-2010), dan Direktur Komersil (2011-2015). Pernah menjabat sebagai Presiden Komisaris PT Petrokimia Kayaku, dan Presiden Komisaris PT Petrosida Gresik. Tahun 2017 menjabat sebagai Wakil Presiden Direktur PT Petro Oxo Nusantara (PT PON).

He earned a Bachelor's degree in Economics, majoring in Accounting from Gajah Mada University, Yogyakarta in 1981. Started his career at PT Petrokimia Gresik in 1981 by occupying various positions, including Finance Director (2004-2010), and Commercial Director (2011-2015). Previously served as President Commissioner of PT Petrokimia Kayaku, and President Commissioner of PT Petrosida Gresik. In 2017 he served as Vice President Director of PT Petro Oxo Nusantara (PT PON).

Diangkat menjadi Komisaris Utama Petrokimia Gresik sejak tanggal 25 Agustus 2020.

Appointed as President Commissioner of Petrokimia Gresik since August 25, 2020.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
12 JUNI 2021

PERIOD :
JANUARY 1, 2021 to
JUNE 12, 2021



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	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	42 tahun pada akhir Tahun Buku 2021	42 years as per end of fiscal 2021

Meraih gelar Sarjana S-1 dari Fakultas Ekonomi Universitas Hasanuddin Makassar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S-2) dari Universitas Hasanuddin Makassar pada tahun 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.

He earned his Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar in 2003. Completed his Postgraduate education (S-2) from Hasanuddin University, Makassar in 2007. Appointed as Chairman of the Good Corporate Governance Committee, Sumber 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.

Diangkat menjadi Komisaris Independen Petrokimia Gresik pada 25 Agustus 2020.

Appointed as Independent Commissioner Petrokimia Gresik on August 25, 2020.

Hubungan Afiliasi / Affiliation Relation: Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya / Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
12 JUNI 2021

PERIOD :
JANUARY 1, 2021 to
JUNE 12, 2021



YOKE CANDRA KATON
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	KEDIRI, 17 JUNI 1975	Kediri, June 17, 1975
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	SURABAYA	Surabaya
USIA / Age	46 tahun pada akhir Tahun Buku 2021	46 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Kimia dari Institut Teknologi Sepuluh Nopember (ITS) pada tahun 1999. Menyelesaikan Magister Manajemen Pemasaran dari Universitas Airlangga pada tahun 2008. Menjabat sebagai Direktur Pemasaran dan Pengembangan Usaha PT. Surabaya Industrial Estate Rungkut (SIER) tahun 2007-2011. Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 20 April 2016

Graduated with a Bachelor of Chemical Engineering from the Ten November Institute of Technology (ITS) in 1999. Completed his Masters in Marketing Management from Airlangga University in 2008. Served as Director of Marketing and Business Development of PT. Surabaya Industrial Estate Rungkut (SIER) in 2007-2011. Appointed as a Commissioner of PT Petrokimia Gresik since 20 April 2016.

Berhenti menjadi Komisaris Petrokimia Gresik sejak tanggal 12 Juni 2021.

Ended being a Commissioner Petrokimia Gresik since June 12, 2021.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
12 JUNI 2021

PERIOD :
JANUARY 1, 2021 to
JUNE 12, 2021



MAHMUD NURWINDU
Komisaris Independen | Independent Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	SURAKARTA, 3 NOVEMBER 1961	Surakarta, November 3, 1961
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	SURAKARTA	Surakarta
USIA / Age	60 tahun pada akhir Tahun Buku 2021	60 years as per end of fiscal 2021

Menyelesaikan Program Sarjana Teknik Kimia Undip, Semarang pada tahun 1988. Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 20 April 2016.

Completed the Undip Chemical Engineering Undergraduate Program, Semarang in 1988. Appointed as a Commissioner of PT Petrokimia Gresik since April 20, 2016.

Berhenti menjadi Komisaris Petrokimia Gresik sejak tanggal 12 Juni 2021.

Ended being a Commissioner Petrokimia Gresik since June 12, 2021.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
12 JUNI 2021

PERIOD :
JANUARY 1, 2021 to
JUNE 12, 2021



ACHMAD SIGIT DWIWAHJONO
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	MALANG, 1960	Malang, 1960
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	61 tahun pada akhir Tahun Buku 2021	61 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Kimia tahun 1985 di Institut Teknologi Sepuluh Nopember (ITS) Surabaya. Menyelesaikan pendidikan Magister Kebijakan Publik di Saitama University, Jepang. Dilantik sebagai Sekretaris Jenderal Kementerian Perindustrian pada bulan Agustus 2019. Diangkat menjadi Komisaris PT Petrokimia Gresik pada 17 Oktober 2019.

Obtained a Bachelor's degree in Chemical Engineering in 1985 at the Sepuluh Nopember Institute of Technology (ITS) Surabaya. Completed his Masters in Public Policy at Saitama University, Japan. Inaugurated as Secretary General of the Ministry of Industry in August 2019. Appointed as Commissioner PT Petrokimia Gresik on October 17, 2019.

Berhenti menjadi Komisaris Petrokimia Gresik sejak tanggal 12 Juni 2021.

Ended being a Commissioner Petrokimia Gresik since June 12, 2021.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
27 JANUARI 2021

PERIOD :
JANUARY 1, 2021 to
JANUARY 27, 2021



HERIYONO HARSOYO
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	BLITAR, 13 NOVEMBER 1950	Blitar, November 13, 1950
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	71 tahun pada akhir Tahun Buku 2021	71 years as per end of fiscal 2021

Menyelesaikan Program Sarjana Psikologi S1 dan Magister Psikologi Terapan, di Universitas Padjajaran Bandung. Menyelesaikan Sekolah Perwira Wajib Militer (1975) & Sekolah Staf dan Komando AD Bandung (1989). Diangkat menjadi Komisaris PT Petrokimia Gresik sejak tanggal 20 April 2016.

Completed a Bachelor of Psychology Undergraduate Program and a Masters in Applied Psychology, at Padjajaran University in Bandung. Completed the Military Obligatory Officer School (1975) & AD Staff and Command School Bandung (1989). Appointed as a Commissioner of PT Petrokimia Gresik since April 20, 2016

Berhenti menjadi Komisaris Petrokimia Gresik sejak tanggal 27 Januari 2021.

Ended being a Commissioner Petrokimia Gresik since January 27, 2021.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DEWAN KOMISARIS

PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



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	Indonesian
DOMISILI / Domicile	YOGYAKARTA	Yogyakarta
USIA / Age	68 tahun pada akhir Tahun Buku 2021	68 years as per end of fiscal 2021

Meraih gelar Sarjana Ekonomi Jurusan Akuntansi dari Universitas Gajah Mada Yogyakarta Tahun 1981. Mengawali karier di PT Petrokimia Gresik sejak tahun 1981 dengan menempati berbagai posisi jabatan, di antaranya sebagai Direktur Keuangan (2004-2010), dan Direktur Komersil (2011-2015). Pernah menjabat sebagai Presiden Komisaris PT Petrokimia Kayaku, dan Presiden Komisaris PT Petrosida Gresik. Tahun 2017 menjabat sebagai Wakil Presiden Direktur PT Petro Oxo Nusantara (PT PON).

He earned a Bachelor's degree in Economics, majoring in Accounting from Gajah Mada University, Yogyakarta in 1981. Started his career at PT Petrokimia Gresik in 1981 by occupying various positions, including Finance Director (2004-2010), and Commercial Director (2011-2015). Previously served as President Commissioner of PT Petrokimia Kayaku, and President Commissioner of PT Petrosida Gresik. In 2017 he served as Vice President Director of PT Petro Oxo Nusantara (PT PON).

Diangkat menjadi Komisaris Utama Petrokimia Gresik sejak tanggal 25 Agustus 2020.

Appointed as President Commissioner of Petrokimia Gresik since August 25, 2020.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



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	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	42 tahun pada akhir Tahun Buku 2021	42 years as per end of fiscal 2021

Meraih gelar Sarjana S-1 dari Fakultas Ekonomi Universitas Hasanuddin Makassar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S-2) dari Universitas Hasanuddin Makassar pada tahun 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.

He earned his Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar in 2003. Completed his Postgraduate education (S-2) from Hasanuddin University, Makassar in 2007. Appointed as Chairman of the Good Corporate Governance Committee, Sumber 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.

Diangkat menjadi Komisaris Independen Petrokimia Gresik pada 25 Agustus 2020.

Appointed as Independent Commissioner Petrokimia Gresik on August 25, 2020.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



BIN NAHADI
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	Boyolali, 12 FEBRUARI 1976	Boyolali, February 12, 1976
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	45 tahun pada akhir Tahun Buku 2021	45 years as per end of fiscal 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 pada tahun 2013. Ditunjuk sebagai Asisten Deputy Bidang Keuangan sejak tanggal 9 Juni 2020 berdasarkan Keputusan Menteri BUMN Nomor SK-170/MBU/05/2020 tentang Pemberhentian dan Pengangkatan Dari dan Dalam Jabatan Pimpinan Tinggi Pratama di Lingkungan Kementerian Badan Usaha Milik Negara. Karir sebelum menjabat sebagai Asisten Deputy Bidang Keuangan antara lain adalah sebagai Kepala Bidang Riset.

He holds an applied bachelor's degree in Accounting from the State College of Accountancy (STAN), completed a Master of Business Administration at the University of The Thai Chamber of Commerce, and completed a Ph.D Asia Pacific Studies at Ritsumeikan Asia Pacific University in 2013. Appointed as Assistant Deputy for Finance since June 9, 2020 based on the Decree of the Minister of SOE Number SK-170/MBU/05/2020 concerning Dismissal and Appointment from and in Primary High Leadership Positions within the Ministry of State-Owned Enterprises. His career before serving as Assistant Deputy for Finance, among others, was as Head of Research.

Diangkat menjadi Komisaris
Petrokimia Gresik sejak 27 Januari 2021

Appointed as Commissioner
Petrokimia Gresik since January 27, 2021

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



NOER FAJRIEANSYAH
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR

Place, Date of Birth

JAKARTA, 4 FEBRUARI 1983

Jakarta, February 4, 1983

WARGA NEGARA / Citizenship

INDONESIA

Indonesian

DOMISILI / Domicile

JAKARTA

Jakarta

USIA / Age

38 tahun pada akhir Tahun Buku 2021

38 years as per end of fiscal 2021

Menyelesaikan pendidikan sarjana S1 Hukum di Universitas Indonesia (UI) dan pendidikan S2 Ilmu Administrasi di Universitas Prof. Dr. Moestopo. Mengawali karirnya sebagai Professional Staff CSR (Corporate Social Responsibility) pada 2007-2008 dan Professional Staff General Affair and External Relation (GA & ER) pada 2008-2009 di PT Antam Tbk. Pernah menjadi Senior Advisor di SKK Migas pada 2010-2013. Menjadi Direktur Corporate Resources and Financial Officer di PT Perusahaan Perdagangan Indonesia (Persero) pada 2015-2017, dan Direktur Hubungan Strategis dan Kelembagaan PT Pos Indonesia pada 2017-2020. Pernah menjabat sebagai Direktur Hubungan Kelembagaan dan Transformasi IT PT Permodalan Nasional Madani (Persero) pada 2020-2021. Pernah menjabat sebagai Komisaris PT Hotel Indonesia Natour pada 2014-2015, Komisaris Utama PT Dharma Niaga Putra Steel pada 2016-2017, Komisaris Utama PT Pos Properti pada 2020.

Completed his bachelor's degree in law at the University of Indonesia (UI) and a master's degree in administration at Prof. University. Dr. Moestopo. He started his career as a Professional Staff of CSR (Corporate Social Responsibility) in 2007-2008 and Professional Staff of General Affairs and External Relations (GA & ER) in 2008-2009 at PT Antam Tbk. He was a Senior Advisor at SKK Migas in 2010-2013. Became Director of Corporate Resources and Financial Officer at PT Perusahaan Trading Indonesia (Persero) in 2015-2017, and Director of Strategic and Institutional Relations at PT Pos Indonesia in 2017-2020. Previously served as Director of Institutional Relations and IT Transformation of PT Permodalan Nasional Madani (Persero) in 2020-2021. Previously served as Commissioner of PT Hotel Indonesia Natour in 2014-2015, President Commissioner of PT Dharma Niaga Putra Steel in 2016-2017, President Commissioner of PT Pos Properti in 2020.

Diangkat menjadi Komisaris
Petrokimia Gresik pada 12 Juni 2021

Appointed as Commissioner
Petrokimia Gresik on June 12, 2021

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



AMMARSJAH
Komisaris Independen | Independent Commissioner

TEMPAT, TANGGAL LAHIR Place, Date of Birth	MEDAN, 18 MARET 1965	Medan, March 18, 1965
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	JAKARTA	Jakarta
USIA / Age	56 tahun pada akhir Tahun Buku 2021	56 years as per end of fiscal 2021

Menyelesaikan pendidikan sarjana S1 Teknik Elektro Institut Teknologi Bandung tahun 1989, dan Institut Sains dan Teknologi Nasional (ISTN) tahun 1998. Melanjutkan pendidikan Program Kebijakan Publik, Administrasi Publik, Fakultas Ilmu Sosial dan Politik Universitas Indonesia pada tahun 2011. Bergabung dengan Departemen Perhubungan Republik Indonesia tahun 2009 dengan jabatan terakhir sebagai Staf Khusus Menteri. Pernah menjadi Direktur Utama PT Cempaka Reka Cipta tahun 2012-2016, dan Komisaris PT Pupuk Kujang pada tahun 2016-2021

Completed his undergraduate education in Electrical Engineering from the Bandung Institute of Technology in 1989, and the National Institute of Science and Technology (ISTN) in 1998. He continued his education in the Public Policy Program, Public Administration, Faculty of Social and Political Sciences, University of Indonesia in 2011. Joined the Ministry of Transportation of the Republic of Indonesia in 2009 with his last position as Special Staff to the Minister. Previously served as President Director of PT Cempaka Reka Cipta in 2012-2016, and Commissioner of PT Pupuk Kujang in 2016-2021

Diangkat menjadi Komisaris Independen Petrokimia Gresik pada 12 Juni 2021

Appointed as Independent Commissioner Petrokimia Gresik on June 12, 2021

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors



PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



CECEP HERAWAN
Komisaris | Commissioner

TEMPAT, TANGGAL LAHIR

Place, Date of Birth

BANDUNG, 15 OKTOBER 1966

Bandung, October 15, 1966

WARGA NEGARA / Citizenship

INDONESIA

Indonesian

DOMISILI / Domicile

JAKARTA

Jakarta

USIA / Age

55 tahun pada akhir Tahun Buku 2021

55 years as per end of fiscal 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 dan Jenewa, masing-masing antara 1997-2000 dan 2004-2008. Menjabat sebagai Wakil Duta Besar pada Kedutaan Besar RI di Seoul, Korea Selatan periode 2014-2017. Kemudian diangkat sebagai Direktur Jenderal Informasi dan Diplomasi Publik pada 15 September 2017. Selanjutnya dilantik sebagai Sekretaris Jenderal Kementerian Luar Negeri RI pada 19 Juni 2020 dan menjabat hingga saat ini (2021)

He holds a Bachelor of Laws degree at Padjadjaran University, Bandung, and holds a Masters degree in Law at the University of Indonesia, Jakarta. Joined the Ministry of Foreign Affairs in March 1993 and has served on the Permanent Mission of the Republic of Indonesia to the United Nations in New York and Geneva, between 1997-2000 and 2004-2008, respectively. Served as Deputy Ambassador at the Indonesian Embassy in Seoul, South Korea for the period 2014-2017. Then he was appointed as Director General of Information and Public Diplomacy on 15 September 2017. He was then inaugurated as Secretary General of the Ministry of Foreign Affairs of the Republic of Indonesia on 19 June 2020 and has served until now (2021)

Diangkat menjadi Komisaris
Petrokimia Gresik pada 12 Juni 2021

Appointed as Commissioner
Petrokimia Gresik on June 12, 2021

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya
Has no affiliation with fellow members of the Board of Commissioners and members of Board of Directors

PROFIL DIREKSI

PROFILE OF THE BOARD OF DIRECTORS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



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	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	54 tahun pada akhir Tahun Buku 2021	54 years as per end of fiscal 2021

Menyelesaikan pendidikan S-1 Teknik Kimia ITS Surabaya pada tahun 1991, dan menyelesaikan pendidikan pasca sarjana (S-2) Teknik Kimia ITS Surabaya pada tahun 2007. Memulai karir di PT Petrokimia Gresik sejak tahun 1992, dengan menempati berbagai posisi jabatan. Pada tahun 2014-2016 menjabat sebagai General Manager Pabrik III PT Petrokimia Gresik. Pernah menjabat sebagai Direktur Produksi, Teknik dan Pengembangan PT Pupuk Iskandar Muda pada 2016 hingga Februari 2017. Menjabat sebagai Direktur Utama PTPN X, mulai Februari 2017 hingga Mei 2020. Menjabat sebagai Direktur Utama PTPN XI pada 26 Mei 2020-25 Agustus 2020

Completed his bachelor's degree in Chemical Engineering ITS Surabaya in 1991, and completed his postgraduate education (S-2) in ITS Surabaya Chemical Engineering in 2007. Started his career at PT Petrokimia Gresik since 1992, by occupying various positions. In 2014-2016 he served as General Manager of Factory III of PT Petrokimia Gresik. Previously served as Director of Production, Engineering and Development of PT Pupuk Iskandar Muda from 2016 to February 2017. Served as President Director of PTPN X, from February 2017 to May 2020. Served as President Director of PTPN XI on 26 May 2020-25 August 2020

Diangkat sebagai Direktur Utama Petrokimia Gresik sejak 25 Agustus 2020 sampai sekarang.

Appointed as President Director Petrokimia Gresik since August 25, 2020 until now.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders



PROFIL DIREKSI

PROFILE OF THE BOARD OF DIRECTORS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



DIGNA JATINGSIH
Direktur Operasi dan Produksi
Director of Operations and Production

TEMPAT, TANGGAL LAHIR

Place, Date of Birth

BANTUL, 7 APRIL 1967

Bantul, April 7, 1967

WARGA NEGARA / Citizenship

INDONESIA

Indonesian

DOMISILI / Domicile

GRESIK

Gresik

USIA / Age

54 tahun pada akhir Tahun Buku 2021

54 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Kimia dari Universitas Gadjah Mada (UGM) Yogyakarta pada tahun 1990, dan gelar Magister Teknik Jurusan Manajemen Teknik Industri dari Institut Teknologi Bandung (ITB) pada tahun 2001. Memulai karir di PT Pupuk Kalimantan Timur pada tahun 1994-1996 dan 2004-2015. SVP Perencanaan Korporat (2015-2019) PT Pupuk Indonesia, Plt. Direktur Operasi PT Pupuk Indonesia Energi (30 Agustus 2019 - 22 Oktober 2019). Direktur Pemasaran PT Petrokimia Gresik sejak 22 Oktober 2019 - 25 Agustus 2020.

Obtained a Bachelor's degree in Chemical Engineering from Gadjah Mada University (UGM) Yogyakarta in 1990, and a Masters in Engineering from the Department of Industrial Engineering Management from the Bandung Institute of Technology (ITB) in 2001. Starting his career at PT Pupuk Kalimantan Timur in 1994-1996 and 2004-2015. SVP of Corporate Planning (2015-2019) PT Pupuk Indonesia, Plt. Operation Director of PT Pupuk Indonesia Energi (30 August 2019 - 22 October 2019). Marketing Director of PT Petrokimia Gresik from 22 October 2019 - 25 August 2020.

Diangkat sebagai Direktur Operasi & Produksi Petrokimia Gresik pada 25 Agustus 2020 sampai sekarang.

Appointed as Director of Operations & Production of Petrokimia Gresik on August 25, 2020 until now.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders

PROFIL DIREKSI

PROFILE OF THE BOARD OF DIRECTORS

PERIODE :

1 JANUARI 2021 s/d
16 FEBRUARI 2021

PERIOD :

JANUARY 1, 2021 to
FEBRUARY 16, 2021



DWI ARY PURNOMO

Direktur Keuangan SDM, dan Umum
Director of Finance, HR and General Affairs

TEMPAT, TANGGAL LAHIR Place, Date of Birth	JAKARTA, 26 FEBRUARI 1975	Jakarta, February 26, 1975
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	46 tahun pada akhir Tahun Buku 2021	46 years as per end of fiscal 2021

Memperoleh gelar sarjana S1 Ekonomi jurusan Akuntansi, Universitas Borobudur Jakarta, selanjutnya meraih gelar S2 Program Pasca Sarjana Fakultas Hukum Ekonomi, Universitas Indonesia. Tahun 2016-2017 sebagai Asisten Deputi Layanan Hukum Kemeneg BUMN. Direktur Keuangan, SDM dan Umum sejak 13 Desember 2017 – 25 Agustus 2020. Diangkat sebagai menjadi Direktur Keuangan dan Umum pada 25 Agustus 2020.

Obtained a bachelor's degree in Economics majoring in Accounting, University of Borobudur Jakarta, then earned a Masters in Postgraduate Program at the Faculty of Economic Law, University of Indonesia. 2016-2017 as Assistant Deputy of Legal Services at the Ministry of State Owned Enterprises. Director of Finance, Human Resources and General Affairs from December 13, 2017 - August 25, 2020. Appointed as Director of Finance and General Affairs on August 25, 2020.

Berhenti sebagai Direktur Keuangan SDM, dan Umum Petrokimia Gresik sejak tanggal 16 Februari 2021.

Ended being the Director of Finance, HR, and General Petrokimia Gresik since February 16, 2021.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders



PROFIL DIREKSI

PROFILE OF THE BOARD OF DIRECTORS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



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	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	54 tahun pada akhir Tahun Buku 2021	54 years as per end of fiscal 2021

Menyelesaikan pendidikan S-1 Teknik Kimia ITS Surabaya pada tahun 1991, dan menyelesaikan pendidikan pasca sarjana (S-2) Teknik Kimia ITS Surabaya pada tahun 2007. Memulai karir di PT Petrokimia Gresik sejak tahun 1992, dengan menempati berbagai posisi jabatan. Pada tahun 2014-2016 menjabat sebagai General Manager Pabrik III PT Petrokimia Gresik. Pernah menjabat sebagai Direktur Produksi, Teknik dan Pengembangan PT Pupuk Iskandar Muda pada 2016 hingga Februari 2017. Menjabat sebagai Direktur Utama PTPN X, mulai Februari 2017 hingga Mei 2020. Menjabat sebagai Direktur Utama PTPN XI pada 26 Mei 2020-25 Agustus 2020

Completed his bachelor's degree in Chemical Engineering ITS Surabaya in 1991, and completed his postgraduate education (S-2) in ITS Surabaya Chemical Engineering in 2007. Started his career at PT Petrokimia Gresik since 1992, by occupying various positions. In 2014-2016 he served as General Manager of Factory III of PT Petrokimia Gresik. Previously served as Director of Production, Engineering and Development of PT Pupuk Iskandar Muda from 2016 to February 2017. Served as President Director of PTPN X, from February 2017 to May 2020. Served as President Director of PTPN XI on 26 May 2020-25 August 2020

Diangkat sebagai Direktur Utama Petrokimia Gresik sejak 25 Agustus 2020 sampai sekarang

Appointed as President Director Petrokimia Gresik since August 25, 2020 until now.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders



PROFIL DIREKSI
PROFILE OF THE BOARD OF DIRECTORS

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



DIGNA JATINGSIH
Direktur Operasi dan Produksi
Director of Operations and Production

TEMPAT, TANGGAL LAHIR Place, Date of Birth	BANTUL, 7 APRIL 1967	Bantul, April 7, 1967
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	54 tahun pada akhir Tahun Buku 2021	54 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Kimia dari Universitas Gadjah Mada (UGM) Yogyakarta pada tahun 1990, dan gelar Magister Teknik Jurusan Manajemen Teknik Industri dari Institut Teknologi Bandung (ITB) pada tahun 2001. Memulai karir di PT Pupuk Kalimantan Timur pada tahun 1994-1996 dan 2004-2015. SVP Perencanaan Korporat (2015-2019) PT Pupuk Indonesia, Plt. Direktur Operasi PT Pupuk Indonesia Energi (30 Agustus 2019 - 22 Oktober 2019). Direktur Pemasaran PT Petrokimia Gresik sejak 22 Oktober 2019 – 25 Agustus 2020.

Obtained a Bachelor's degree in Chemical Engineering from Gadjah Mada University (UGM) Yogyakarta in 1990, and a Masters in Engineering from the Department of Industrial Engineering Management from the Bandung Institute of Technology (ITB) in 2001. Starting his career at PT Pupuk Kalimantan Timur in 1994-1996 and 2004-2015. SVP of Corporate Planning (2015-2019) PT Pupuk Indonesia, Plt. Operation Director of PT Pupuk Indonesia Energi (30 August 2019 - 22 October 2019). Marketing Director of PT Petrokimia Gresik from 22 October 2019 - 25 August 2020.

Diangkat sebagai Direktur Operasi & Produksi Petrokimia Gresik pada 25 Agustus 2020 sampai sekarang.

Appointed as Director of Operations & Production of Petrokimia Gresik on August 25, 2020 until now.

Hubungan Afiliasi
Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders

PROFIL DIREKSI

PROFILE OF THE BOARD OF DIRECTORS

PERIODE :

16 FEBRUARI 2021 s/d
31 DESEMBER 2021

PERIOD :

FEBRUARY 16, 2021 to
DECEMBER 31, 2021



BUDI WAHJU SOESILO

Direktur Keuangan dan Umum
Director of Finance and General Affairs

TEMPAT, TANGGAL LAHIR

Place, Date of Birth

MAGELANG, 11 JUNI 1973

Magelang, June 11, 1973

WARGA NEGARA / Citizenship

INDONESIA

Indonesian

DOMISILI / Domicile

GRESIK

Gresik

USIA / Age

48 tahun pada akhir Tahun Buku 2021

48 years as per end of fiscal 2021

Menyelesaikan pendidikan S-1 Sarjana Ekonomi Jurusan Akuntansi di Sekolah Tinggi Ilmu Ekonomi YKPN pada tahun 1998, dan menyelesaikan pendidikan pasca sarjana (S-2) School of Business and Management Institut Teknologi Bandung (ITB) pada tahun 2021.

Completed S-1 Bachelor of Economics majoring in Accounting at YKPN College of Economics in 1998, and completed post-graduate education (S-2) School of Business and Management, Bandung Institute of Technology (ITB) in 2021.

Memulai karir di PT Pupuk Kalimantan Timur (PKT) sejak tahun 1990, dengan menempati berbagai posisi jabatan, di antaranya sebagai Sekretaris Perusahaan PKT. Pada Agustus 2020 hingga Februari 2021 menjabat sebagai Sekretaris Perusahaan PT Pupuk Indonesia (Persero)

Started his career at PT Pupuk Kalimantan Timur (PKT) since 1990, holding various positions, including as Corporate Secretary of PKT. From August 2020 to February 2021 served as Corporate Secretary of PT Pupuk Indonesia (Persero)

Diangkat sebagai Direktur Keuangan dan Umum Petrokimia Gresik sejak 16 Februari 2021 sampai sekarang

Appointed as Director of Finance and General Affairs Petrokimia Gresik since February 16, 2021 until now.

Hubungan Afiliasi Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders



PROFIL SENIOR EXECUTIVE VICE PRESIDENT

PROFILE SENIOR EXECUTIVE VICE PRESIDENT

PERIODE :
1 JANUARI 2021 s/d
31 DESEMBER 2021

PERIOD :
JANUARY 1, 2021 to
DECEMBER 31, 2021



I KETUT RUSNAYA

Senior Executive Vice President Operasi
Senior Executive Vice President Operations

TEMPAT, TANGGAL LAHIR

Place, Date of Birth

TABANAN - BALI, 13 JUNI 1967

Tabanan - Bali, June 13, 1967

WARGA NEGARA / Citizenship

INDONESIA

Indonesian

DOMISILI / Domicile

GRESIK

Gresik

USIA / Age

54 tahun pada akhir Tahun Buku 2021

54 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Kimia dari Institut Teknologi Sepuluh November (ITS) Surabaya tahun 1991. Menyelesaikan Pasca Sarjana dengan gelar Magister Manajemen pada tahun 2008 di Universitas Gajah Mada Yogyakarta. Pernah menjabat sebagai Manager Pabrik Kaltim I, PT Pupuk Kaltim, Juga pernah sebagai Direktur Pengembangan Bisnis, PT Kaltim Industrial Estate (PT Pupuk Kaltim).

Obtained a Bachelor's degree in Chemical Engineering from the Ten November Institute of Technology (ITS) Surabaya in 1991. Completed Postgraduate with a Masters in Management in 2008 at Gajah Mada University, Yogyakarta. Previously served as Factory Manager for Kaltim I, PT Pupuk Kaltim, Also as Director of Business Development, PT Kaltim Industrial Estate (PT Pupuk Kaltim).

Diangkat menjadi Senior Executive Vice President Operasi Petrokimia Gresik pada 25 Agustus 2020 sampai sekarang

Appointed as Senior Executive Vice President Operations of Petrokimia Gresik on August 25, 2020 until now.

Hubungan Afiliasi Affiliation Relation

Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, dan Pemegang Saham Utama
Has no affiliation with fellow members of the Board of Directors, and members of Board of Commissioners, and Controlling Shareholders

PROFIL KOMITE AUDIT

PROFILE OF THE AUDIT COMMITTEE



BIN NAHADI

Ketua | Chairman

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. 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.

Born in Boyolali, February 12, 1976. He holds a Bachelor's degree in Accounting from the State College of Accountancy (STAN) (1999), an MBA from the University of The Thai Chamber of Commerce (2005) and a PhD from Ritsumeikan Asia Pacific University (2013). Career in the Ministry of SOEs since 1996 until now. Appointed as Chairman of the Audit Committee based on the Decree of the Board of Commissioners 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.



AMMARSJAH

Wakil Ketua merangkap Anggota
Vice Chairman concurrently Member

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). 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.

Born in Medan, March 18, 1965. He studied S1 in Electrical Engineering at the Bandung Institute of Technology (1984-1989) and S2 in Public Administration at the University of Indonesia (2011-2013). Started his career at PT Bukaka Kujang Prima (1992-1998) and was a Special Staff to the Minister of Maritime Affairs and Fisheries of the Republic of Indonesia (2004-2009) and Special Staff to the Minister of Transportation of the Republic of Indonesia (2009-2012). Appointed as Deputy Chair and Member of the Audit Committee based on the 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.



PROFIL KOMITE AUDIT
PROFILE OF THE AUDIT COMMITTEE



SUTAN RAMBUN PAMENAN

Sekretaris merangkap Anggota
Secretary concurrently Member

Lahir di Jakarta, 19 Juni 1961. Menempuh pendidikan D3 di Sekolah Tinggi Akuntansi Negara (STAN) (lulus tahun 1982) dan Universitas Udayana (lulus tahun 1999). Mengawali karir di Kantor Akuntan Negara Denpasar tahun 1982 dan sejak 1983 hingga 2021 berkarir di Badan Pengawasan Keuangan dan Pembangunan (BPKP). 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.

Born in Jakarta, June 19, 1961. He studied D3 at the State College of Accountancy (STAN) (graduated in 1982) and Udayana University (graduated in 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). 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



BAMBANG SETIOBROTO

Anggota | Member

Lahir di Surabaya, 4 Agustus 1956. Menempuh pendidikan S1 Teknik Fisika di Institut Teknologi Sepuluh Nopember Surabaya (lulus tahun 1980) dan S1 Ilmu Hukum Universitas Gresik (lulus tahun 1998), serta Magister Hukum Bisnis Universitas Airlangga Surabaya (lulus tahun 2002). Lama berkarir 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). 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

Born in Surabaya, August 4, 1956. He studied Engineering Physics at the Sepuluh Nopember Institute of Technology Surabaya (graduated in 1980) and Bachelor of Law from Gresik University (graduated in 1998), and Masters in Business Law, Airlangga University Surabaya (graduated in 2002). Long career at PT Petrokimia Gresik (1980-2010) and last position as Director of Human Resources & General Affairs, becoming President Commissioner of PT Petrokimia Kayaku (2010-2011) and Director of PT Petro Hidro Optima (2014-2017). 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

PROFIL KOMITE NOMINASI DAN REMUNERASI, GCG, DAN PEMANTAU RISIKO

PROFILE OF THE NOMINATION AND REMUNERATION COMMITTEE, GCG, AND RISK MONITOR

PERIODE : 1 Januari 2021 - 13 Juli 2021



HERIYONO HARSOYO

Ketua | Chairman

Lahir di Blitar, 13 November 1950. Menyelesaikan Program Sarjana Psikologi S1 dan Magister Psikologi Terapan, di Universitas Padjadjaran Bandung. Menyelesaikan Sekolah Perwira Wajib Militer (1975) & Sekolah Staf dan Komando AD Bandung (1989). Diangkat menjadi Ketua Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi berdasarkan SK Dewan Komisaris No. 48/SK-06/07/DK/2018 tanggal 10 Juli 2018 tentang Pergantian Ketua Komite Dewan Komisaris PT Petrokimia Gresik. | Born in Blitar, November 13, 1950. Completed Bachelor of Psychology and Masters in Applied Psychology at Padjadjaran University, Bandung. Completed Military Service Officer School (1975) & Bandung Army Command and Staff School (1989). Appointed as Chairman of the Committee on Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring based on the Decree of the Board of Commissioners No. 48/SK-06/07/DK/2018 dated July 10, 2018 regarding the Change of Chair of the Committee for the Board of Commissioners of PT Petrokimia Gresik.

Berhenti sejak tanggal 17 Januari 2021
Resigned since January 17, 2021



INDIRA CHUNDA THITA

Ketua | Chairman

Lahir di Jakarta, 17 April 1979. Meraih gelar Sarjana S-1 dari Fakultas Ekonomi Universitas Hasanuddin Makasar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S-2) dari Universitas Hasanuddin Makasar pada tahun 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. | Born in Jakarta, April 17, 1979. He earned his Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar in 2003. Completed his Postgraduate education (S-2) from Hasanuddin University, Makassar in 2007. Appointed as Chairman of the Good Corporate Governance Committee, Sumber 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.

Efektif diangkat tanggal 9 Februari 2021
Effectively appointed since February 9, 2021



PROFIL KOMITE NOMINASI DAN
REMUNERASI, GCG, DAN PEMANTAU RISIKO
PROFILE OF THE NOMINATION AND REMUNERATION
COMMITTEE, GCG, AND RISK MONITOR

PERIOD : January 1, 2021- July 31, 2021



BIMA PARIBUANA

Sekretaris merangkap Anggota
Secretary concurrently Member

Lahir di Jakarta, 22 Januari 1963. Memperoleh gelar Sarjana Ekonomi dari Universitas Airlangga (1988). Mengawali karir sebagai Staf Audit di Kantor Akuntan Publik Drs. J Tanzil & rekan (1988-1989), Staf Audit di Bank Duta Surabaya (1989-1990), Asisten Regional Business Manager Regional Jawa Timur–Bidang Financial Control di Bank Duta Surabaya (1990-1992) serta jabatan-jabatan lainnya, Consulting dan Management di CV Prudent Citra Asia (2016-sekarang). Diangkat menjadi anggota Komite Manajemen Risiko PT Petrokimia Gresik berdasarkan SK Dewan Komisaris No. 12/SK-02/01/DK/2017 tanggal 31 Januari 2017. Kemudian ditunjuk kembali sebagai Sekretaris merangkap Anggota Komite GCG, SDM & PMRI berdasarkan SK Dewan Komisaris No. 01/SK/01/99/DK/2021. | Born in Jakarta, January 22, 1963. Obtained a Bachelor's degree in Economics from Airlangga University (1988). Started his career as an Audit Staff at the Drs Public Accounting Firm. J Tanzil & colleagues (1988-1989), Audit Staff at Bank Duta Surabaya (1989-1990), Regional Assistant Regional Business Manager for East Java–Financial Control at Bank Duta Surabaya (1990-1992) and other positions, Consulting and Management at CV Prudent Citra Asia (2016-present). Appointed as a member of the Risk Management Committee of PT Petrokimia Gresik based on the Decree of the Board of Commissioners No. 12/SK-02/01/DK/2017 dated January 31, 2017. Then he was reappointed as Secretary and concurrently Member of the GCG, HR & PMRI Committee based on the Decree of the Board of Commissioners No. 01/SK/01/99/DK/2021.

Efektif diangkat kembali tanggal 29 Januari 2021
Effectively reappointed on January 29, 2021



SETYO MARGONO

Anggota | Member

Lahir di Nganjuk, 11 Maret 1967. Sarjana Teknik Industri dari Institut Teknologi Sepuluh November (1990) dan Master di bidang Teknik dan Manajemen Industri di Institut Teknologi Bandung (2005). Pernah karir di PT Pupuk Kalimantan Timur (2008-2013) dan melanjutkan karir di PT Pupuk Indonesia dengan menduduki beberapa jabatan penting dan saat ini menjabat sebagai Senior Vice President (SVP) Pengadaan PT Pupuk Indonesia (Persero) (2016-sekarang). Diangkat menjadi anggota Komite Manajemen Risiko PT Petrokimia Gresik berdasarkan SK Dewan Komisaris No. 59.2/SK.08/DK/7/2016 tanggal 14 Juli 2016. Kemudian diangkat sebagai Anggota Komite GCG, SDM & PMRI berdasarkan SK Dewan Komisaris No. 04/SK/07/99/DK/2020 tanggal 14 Juli 2020. | Born in Nganjuk, March 11, 1967. Bachelor of Industrial Engineering from the Sepuluh November Institute of Technology (1990) and Master in Industrial Engineering and Management at the Bandung Institute of Technology (2005). He had a career at PT Pupuk Kalimantan Timur (2008-2013) and continued his career at PT Pupuk Indonesia by holding several important positions and currently serving as Senior Vice President (SVP) Procurement of PT Pupuk Indonesia (Persero) (2016-present). Appointed as a member of the Risk Management Committee of PT Petrokimia Gresik based on the Decree of the Board of Commissioners No. 59.2/SK.08/DK/7/2016 dated July 14, 2016. Then he was reappointed as a Member of the GCG, HR & PMRI Committee based on the Decree of the Board of Commissioners No. 04/SK/07/99/DK/2020 dated July 14, 2020.

Berhenti sejak tanggal 13 Juli 2021
Resigned since July 13, 2021

PROFIL KOMITE NOMINASI DAN REMUNERASI, GCG, DAN PEMANTAU RISIKO

PROFILE OF THE NOMINATION AND REMUNERATION
COMMITTEE, GCG, AND RISK MONITOR

PERIODE : 13 Juli 2021 - 10 Agustus 2021



INDIRA CHUNDA THITA

Ketua | Chairman

Lahir di Jakarta, 17 April 1979. Meraih gelar Sarjana S-1 dari Fakultas Ekonomi Universitas Hasanuddin Makasar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S-2) dari Universitas Hasanuddin Makasar pada tahun 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. | Born in Jakarta, April 17, 1979. He earned his Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar in 2003. Completed his Postgraduate education (S-2) from Hasanuddin University, Makassar in 2007. Appointed as Chairman of the Good Corporate Governance Committee, Sumber 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.

Efektif diangkat tanggal 9 Februari 2021
Effectively appointed since February 9, 2021



**PROFIL KOMITE NOMINASI DAN
REMUNERASI, GCG, DAN PEMANTAU RISIKO**
PROFILE OF THE NOMINATION AND REMUNERATION
COMMITTEE, GCG, AND RISK MONITOR

PERIOD : July 13, 2021- August 10, 2021



NOER FAJRIEANSYAH

Wakil Ketua | Vice Chairman

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. 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. Born in Jakarta, February 4, 1983. Graduated with a bachelor's degree in law at the University of Indonesia (UI) and a master's degree in Administration at Prof. University. Dr. Moestopo. Currently, he is completing his doctoral education in Administrative Sciences at Brawijaya University. Appointed as Deputy Chairman concurrently Member of the Good Corporate Governance, Human Resources, and Risk Management and Investment Management Committee based on the Decree of the Board of Commissioners No. 13/SK/07/99/DK/2021 dated July 13, 2021 regarding the Termination and Appointment of Members of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee of PT Petrokimia Gresik.

Efektif diangkat tanggal 13 Juli 2021
Effectively appointed since July 13, 2021



BIMA PARIBUANA

Sekretaris merangkap Anggota
Secretary concurrently Member

Lahir di Jakarta, 22 Januari 1963. Memperoleh gelar Sarjana Ekonomi dari Universitas Airlangga (1988). Mengawali karir sebagai Staf Audit di Kantor Akuntan Publik Drs. J Tanzil & rekan (1988-1989), Staf Audit di Bank Duta Surabaya (1989-1990), Asisten Regional Business Manager Regional Jawa Timur-Bidang Financial Control di Bank Duta Surabaya (1990 1992) serta jabatan-jabatan lainnya, Consulting dan Management di CV Prudent Citra Asia (2016-sekarang). Diangkat menjadi anggota Komite Manajemen Risiko PT Petrokimia Gresik berdasarkan SK Dewan Komisaris No. 12/SK-02/01/DK/2017 tanggal 31 Januari 2017. Kemudian ditunjuk kembali sebagai Sekretaris merangkap Anggota Komite GCG, SDM & PMRI berdasarkan SK Dewan Komisaris No. 01/SK/01/99/DK/2021. | Born in Jakarta, January 22, 1963. Obtained a Bachelor's degree in Economics from Airlangga University (1988). Started his career as an Audit Staff at the Drs Public Accounting Firm. J Tanzil & colleagues (1988-1989), Audit Staff at Bank Duta Surabaya (1989-1990), Regional Assistant Regional Business Manager for East Java-Financial Control at Bank Duta Surabaya (1990 1992) and other positions, Consulting and Management at CV Prudent Citra Asia (2016-present). Appointed as a member of the Risk Management Committee of PT Petrokimia Gresik based on the Decree of the Board of Commissioners No. 12/SK-02/01/DK/2017 dated January 31, 2017. Then he was reappointed as Secretary and concurrently Member of the GCG, HR & PMRI Committee based on the Decree of the Board of Commissioners No. 01/SK/01/99/DK/2021.

Efektif diangkat kembali tanggal 29 Januari 2021
Effectively reappointed on January 29, 2021

PROFIL KOMITE NOMINASI DAN REMUNERASI, GCG, DAN PEMANTAU RISIKO

PROFILE OF THE NOMINATION AND REMUNERATION
COMMITTEE, GCG, AND RISK MONITOR

PERIODE : 10 Agustus 2021 - 31 Desember 2021



INDIRA CHUNDA THITA

Ketua | Chairman

Lahir di Jakarta, 17 April 1979. Meraih gelar Sarjana S-1 dari Fakultas Ekonomi Universitas Hasanuddin Makasar pada tahun 2003. Menyelesaikan pendidikan Pasca Sarjana (S-2) dari Universitas Hasanuddin Makasar pada tahun 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. | Born in Jakarta, April 17, 1979. He earned his Bachelor's degree from the Faculty of Economics, Hasanuddin University, Makassar in 2003. Completed his Postgraduate education (S-2) from Hasanuddin University, Makassar in 2007. Appointed as Chairman of the Good Corporate Governance Committee, Sumber 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.

Efektif diangkat tanggal 9 Februari 2021
Effectively appointed since February 9, 2021



NOER FAJRIEANSYAH

Wakil Ketua | Vice Chairman

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. 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. Born in Jakarta, February 4, 1983. Graduated with a bachelor's degree in law at the University of Indonesia (UI) and a master's degree in Administration at Prof. University. Dr. Moestopo. Currently, he is completing his doctoral education in Administrative Sciences at Brawijaya University. Appointed as Deputy Chairman concurrently Member of the Good Corporate Governance, Human Resources, and Risk Management and Investment Management Committee based on the Decree of the Board of Commissioners No. 13/SK/07/99/DK/2021 dated July 13, 2021 regarding the Termination and Appointment of Members of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee of PT Petrokimia Gresik.

Efektif diangkat tanggal 13 Juli 2021
Effectively appointed since July 13, 2021



PROFIL KOMITE NOMINASI DAN
REMUNERASI, GCG, DAN PEMANTAU RISIKO
PROFILE OF THE NOMINATION AND REMUNERATION
COMMITTEE, GCG, AND RISK MONITOR

PERIOD : August 10, 2021- December 31, 2021



BIMA PARIBUANA

Sekretaris merangkap Anggota
Secretary concurrently Member

Lahir di Jakarta, 22 Januari 1963. Memperoleh gelar Sarjana Ekonomi dari Universitas Airlangga (1988). Mengawali karir sebagai Staf Audit di Kantor Akuntan Publik Drs. J Tanzil & rekan (1988-1989), Staf Audit di Bank Duta Surabaya (1989-1990), Asisten Regional Business Manager Regional Jawa Timur–Bidang Financial Control di Bank Duta Surabaya (1990-1992) serta jabatan-jabatan lainnya, Consulting dan Management di CV Prudent Citra Asia (2016-sekarang). Diangkat menjadi anggota Komite Manajemen Risiko PT Petrokimia Gresik berdasarkan SK Dewan Komisaris No. 12/SK-02/01/DK/2017 tanggal 31 Januari 2017. Kemudian ditunjuk kembali sebagai Sekretaris merangkap Anggota Komite GCG, SDM & PMRI berdasarkan SK Dewan Komisaris No. 01/SK/01/99/DK/2021. | Born in Jakarta, January 22, 1963. Obtained a Bachelor's degree in Economics from Airlangga University (1988). Started his career as an Audit Staff at the Drs Public Accounting Firm. J Tanzil & colleagues (1988-1989), Audit Staff at Bank Duta Surabaya (1989-1990), Regional Assistant Regional Business Manager for East Java–Financial Control at Bank Duta Surabaya (1990-1992) and other positions, Consulting and Management at CV Prudent Citra Asia (2016-present). Appointed as a member of the Risk Management Committee of PT Petrokimia Gresik based on the Decree of the Board of Commissioners No. 12/SK-02/01/DK/2017 dated January 31, 2017. Then he was reappointed as Secretary and concurrently Member of the GCG, HR & PMRI Committee based on the Decree of the Board of Commissioners No. 01/SK/01/99/DK/2021.

Efektif diangkat kembali tanggal 29 Januari 2021
Effectively reappointed on January 29, 2021



TEDY NAWARDIN

Anggota | Member

Lahir di Bandung, 25 Februari 1967. Menyelesaikan Pendidikan S1 Ilmu Jurnalistik di Universitas Padjadjaran Bandung tahun 1991 dan S2 Ilmu Komunikasi di Universitas Indonesia tahun 2005. Saat ini menjabat sebagai SVP Sekretaris Perusahaan PT Pupuk Indonesia (Persero). Diangkat menjadi Anggota 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. Born in Bandung, February 25, 1967. Completed Bachelor of Journalism at Padjadjaran University Bandung in 1991 and Master of Communication Science at University of Indonesia in 2005. Currently serves as SVP Corporate Secretary of PT Pupuk Indonesia (Persero). Appointed as a Member of the Nomination and Remuneration Committee, GCG, and Risk Monitoring 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 Committee for the Board of Commissioners of PT Petrokimia Gresik and the Appointment of Membership of the Nomination and Remuneration Committee, GCG, and Risk Monitoring of PT Petrokimia Gresik.

Efektif diangkat kembali tanggal 10 Agustus 2021
Effectively reappointed on August 10, 2021

PROFIL PENGAWASAN INTERN

PROFILE OF THE INTERNAL AUDIT



ABDULLAH SAYIDI

SVP Satuan Pengawasan Intern
Senior Vice President of Internal Audit

Periode : 1 Januari 2021 – 31 Mei 2021

Period : January 1, 2021 - May 31, 2021

TEMPAT, TANGGAL LAHIR Place, Date of Birth	MALANG, 27 MEI 1965	Malang, May 27, 1965
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	56 tahun pada akhir Tahun Buku 2021	56 years as per end of fiscal 2021

Memperoleh gelar Sarjana Ekonomi dari Universitas Airlangga (1997) dan Magister Manajemen dari Universitas Ibn Khaldun (2008). Memperoleh *Certified Risk Management* (CRM) tahun 2013, *Chartered Accountant* (CA) dari Ikatan Akuntan Indonesia (IAI) tahun 2014, *Professional Internal Auditor* (PIA) tahun 2014 dan sertifikasi *Enterprise Risk Management Associate Professional* (ERMAP) dari Center Risk Management Studies (CRMS) Indonesia pada tahun 2018.

Mengawali karir di PT Petrokimia Gresik sejak 2013 sebagai GM Audit Intern. Pernah ditugaskan sebagai GM Administrasi Keuangan pada 2016. Diangkat sebagai GM Audit Internal (Sekarang SVP Satuan Pengawasan Intern) berdasarkan SK Direksi No. 0408/ NK.00.02/03/SK/2017 tanggal 24 Oktober 2017 hingga memasuki masa purna jabatan pada tanggal 1 Juni 2021.

He earned a Bachelor's degree in Economics from Airlangga University (1997) and a Masters in Management from Ibn Khaldun University (2008). Obtained *Certified Risk Management* (CRM) in 2013, *Chartered Accountant* (CA) from the Indonesian Institute of Accountants (IAI) in 2014, *Professional Internal Auditor* (PIA) in 2014 and *Enterprise Risk Management Associate Professional* (ERMAP) certification from the Center for Risk Management Studies (CRMS) Indonesia in 2018.

Started his career at PT Petrokimia Gresik in 2013 as GM Internal Audit. Was assigned as GM Financial Administration in 2016. Appointed as GM Internal Audit (now SVP Internal Audit Unit) based on the Decree of the Board of Directors No. 0408/ NK.00.02/03/SK/2017 dated October 24, 2017 until entering retirement on June 1, 2021.



PROFIL PENGAWASAN INTERN
PROFILE OF THE INTERNAL AUDIT



I GUSTI PUTU RAKA ARTHAMA
SVP Satuan Pengawasan Intern
Senior Vice President of Internal Audit

Periode : 1 Oktober 2021 – 31 Desember 2021
Period : October 1, 2021 - December 31, 2021

TEMPAT, TANGGAL LAHIR Place, Date of Birth	TABANAN, 2 MEI 1967	Tabanan, May 2, 1967
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	54 tahun pada akhir Tahun Buku 2021	54 years as per end of fiscal 2021

Meraih gelar Sarjana Teknik Elektro dari Institut Teknologi Sepuluh Nopember pada tahun 1991 dan Magister Manajemen Teknologi dari Institut Teknologi Sepuluh Nopember pada tahun 2007. Memperoleh Sertifikasi *Enterprise Risk Management Associate Professional (ERMAP)* pada tahun 2019 dan Sertifikat Profesional Internal Auditor (PIA) tahun 2020.

He earned 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 in 2007. Obtained the Enterprise Risk Management Associate Professional (ERMAP) Certification in 2019 and the Internal Auditor Professional Certificate (PIA) in 2020.

Mengawali karir di PT Petrokimia Gresik sejak tanggal 1 Januari 1992 sampai dengan 2015 di Departemen Pemeliharaan II, lalu di tahun 2015-2016 sebagai Staf Utama Muda Komp Teknologi, dan pada tahun 2016-2021 sebagai VP Audit Operasi & Produksi. Diangkat sebagai SVP Satuan Pengawasan Intern berdasarkan SK Direksi PT Petrokimia Gresik nomor 0260/B/NK.02.05/03/SK/2021 tanggal 29 September 2021.

Started his career at PT Petrokimia Gresik from January 1, 1992 to 2015 at the Maintenance Department II, then in 2015-2016 as Young Main Staff Komp Teknologi, and in 2016-2021 as VP Operation & Production Audit. Appointed as SVP of the Internal Control Unit based on the Decree of the Board of Directors of PT Petrokimia Gresik number 0260/B/NK.02.05/03/SK/2021 dated September 29, 2021.

PROFIL SEKRETARIS PERUSAHAAN

PROFILE OF THE CORPORATE SECRETARY



YUSUF WIBISONO

SVP Sekretaris Perusahaan
Senior Vice President of Corporate Secretary

Periode : 1 Januari 2021 – 31 Desember 2021

Period : January 1, 2021 - December 31, 2021

TEMPAT, TANGGAL LAHIR Place, Date of Birth	KEDIRI, 10 JUNI 1970	Kediri, June 10, 1970
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	51 tahun pada akhir Tahun Buku 2021	51 years as per end of fiscal 2021

Mengawali karir di PT Petrokimia Gresik pada 1994. Pernah menjabat sebagai Manager Audit Operasional (2013 – 2014, Manager Hubungan Masyarakat pada tahun (2014 – 2017) dan Manager Corporate Social Responsibility (Mei – Oktober 2017). Menjabat sebagai Sekretaris Perusahaan sejak tanggal 1 November 2017 berdasarkan SK Direksi No. 0408/NK.00.02.03/SK/2017 tanggal 24 Oktober 2017.

Began his career at PT Petrokimia Gresik in 1994. Has served as Manager of Operational Audit (2013 - 2014, Manager of Public Relations in (2014 - 2017) and Manager of Corporate Social Responsibility (May - October 2017). Served as Corporate Secretary since November 1 2017 based on the Decree of the Board of Directors No. 0408 / NK.00.02.03 / SK / 2017 dated 24 October 2017.



PENDUKUNG PERUSAHAAN
Supporting Corporate



TATA KELOLA PERUSAHAAN
Good Corporate Governance



TANGGUNG JAWAB SOSIAL PERUSAHAAN
Corporate Social Responsibility



LAPORAN KEUANGAN KONSOLIDASIAN
Consolidated Financial Report



STRENGTHENING RESILIENCE
FOR ENHANCING GROWTH

STATISTIK KARYAWAN

EMPLOYEE STATISTICS

Jumlah karyawan Petrokimia Gresik per 31 Desember 2021 berkurang 386 orang dari posisi per 31 Desember 2020 dengan rincian :

The total of employees of Petrokimia Gresik as of December 31, 2021 decreased by 386 people from the position as of December 31, 2020 with details:

Pengurangan Subtraction (orang / person)			Pengurangan Subtraction (orang / person)			Pengurangan Subtraction (orang / person)		
Pemberhentian Discharge			Pensiun Pension			Meninggal Dunia Die		
Grade 1 Grade 1	-		Grade 1 Grade 1	6		Grade 1 Grade 1	-	
Grade 2 Grade 2	-		Grade 2 Grade 2	7		Grade 2 Grade 2	1	
Grade 3 Grade 3	-		Grade 3 Grade 3	24		Grade 3 Grade 3	-	
Grade 4 Grade 4	-		Grade 4 Grade 4	118		Grade 4 Grade 4	5	
Grade 5 Grade 5	1		Grade 5 Grade 5	34		Grade 5 Grade 5	2	
Pelaksana Officer	2		Pelaksana Officer	1		Pelaksana Officer	-	
Jumlah Total	3		Jumlah Total	190		Jumlah Total	8	
Pengurangan Subtraction (orang / person)			Pengurangan Subtraction (orang / person)			Penambahan Addition (orang / person)		
Mutasi ke Mutation to PT Pupuk Indonesia (Persero)			BP Menjadi PKWT BP Becomes PKWT			Bulanan Percobaan Monthly Trial		
Grade 1 Grade 1	2		Grade 1 Grade 1	-		Grade 1 Grade 1	-	
Grade 2 Grade 2	10		Grade 2 Grade 2	-		Grade 2 Grade 2	-	
Grade 3 Grade 3	10		Grade 3 Grade 3	-		Grade 3 Grade 3	-	
Grade 4 Grade 4	9		Grade 4 Grade 4	-		Grade 4 Grade 4	-	
Grade 5 Grade 5	-		Grade 5 Grade 5	26		Grade 5 Grade 5	-	
Pelaksana Officer	-		Pelaksana Officer	128		Pelaksana Officer	-	
Jumlah Total	31		Jumlah Total	154		Jumlah Total	-	

JUMLAH KARYAWAN BERDASARKAN USIA DAN GRADE

Total Employees Based on Age and Grade

Jabatan	KELOMPOK USIA Age								Total	Position
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	>55		
Grade 1	-	-	-	3	2	-	9	8	22	Grade 1
Grade 2	-	-	12	26	9	4	21	4	76	Grade 2
Grade 3	-	4	143	46	1	3	13	25	235	Grade 3
Grade 4	-	51	175	32	-	1	41	57	357	Grade 4
Grade 5	-	323	201	4	-	2	3	4	537	Grade 5
Pelaksana	92	677	46	1	-	-	-	-	816	Grade 6
Bulanan Percobaan	-	-	-	-	-	-	-	-	-	Monthly Trial
JUMLAH	92	1.055	577	112	12	10	87	98	2.043	TOTAL

STATISTIK KARYAWAN
EMPLOYEE STATISTICS

JUMLAH KARYAWAN BERDASARKAN JENJANG PENDIDIKAN
Total Employees Based on Educational Background

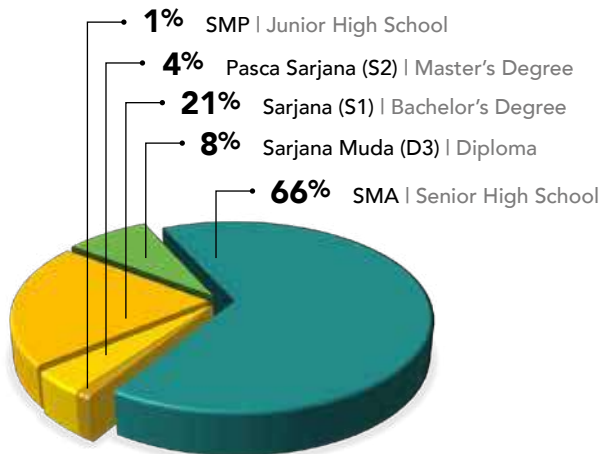
Jabatan	Bulan Month		Position
	Per 31 Desember 2021 As of December 31, 2021	Per 31 Desember 2020 As of December 31, 2020	
PASCA SARJANA (S-2)	90 (orang / person)	92 (orang / person)	Master's Degree
SARJANA (S-1)	423 (orang / person)	490 (orang / person)	Bachelor's Degree
SARJANA MUDA (D-3)	154 (orang / person)	163 (orang / person)	Diploma
S M A	1.355 (orang / person)	1.622 (orang / person)	Senior High School
S M P	21 (orang / person)	62 (orang / person)	Junior High School
JUMLAH	2.043 (orang / person)	2.492 (orang / person)	TOTAL

JUMLAH KARYAWAN BERDASARKAN LEVEL JABATAN
Total Employees Based on Ranks

Jabatan	Bulan Month		Position
	Per 31 Desember 2021 As of December 31, 2021	Per 31 Desember 2020 As of December 31, 2020	
Grade 1	22 (orang / person)	19 (orang / person)	Grade 1
Grade 2	76 (orang / person)	76 (orang / person)	Grade 2
Grade 3	235 (orang / person)	225 (orang / person)	Grade 3
Grade 4	357 (orang / person)	481 (orang / person)	Grade 4
Grade 5	537 (orang / person)	477 (orang / person)	Grade 5
Grade 6	816 (orang / person)	1.023 (orang / person)	Grade 6
Bulan Percobaan	-	128 (orang / person)	Monthly Trial
JUMLAH	2.043 (orang / person)	2.429 (orang / person)	TOTAL

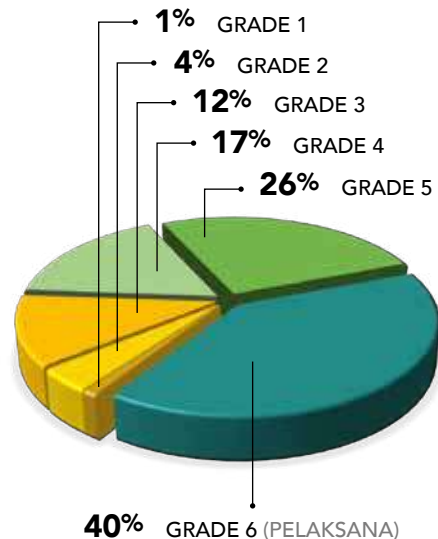
JUMLAH KARYAWAN 2021
BERDASARKAN JENJANG PENDIDIKAN

Total Employees Based 2021 on Educational Background



JUMLAH KARYAWAN 2021
BERDASARKAN LEVEL JABATAN

Total Employees 2021 Based on Ranks




STATISTIK KARYAWAN
EMPLOYEE STATISTICS

JUMLAH KARYAWAN BERDASARKAN DIREKTORAT
Total Employees Based on Directorate

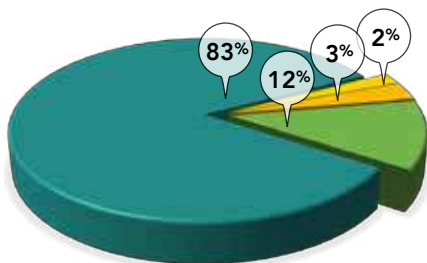


Direktorat Directorate	Bulan Month		Direktorat Directorate	Bulan Month	
	Per 31 Des 2021 As of Dec 31, 2021			Per 31 Des 2020 As of Dec 31, 2020	
Utama Main Directorate	68 (orang / person)		Utama Main	65 (orang/person)	
Keuangan dan Umum Finance and General	251 (orang / person)		Keuangan dan Umum Finance and General	196 (orang/person)	
Operasi dan Produksi Operations and Production	1.689 (orang / person)		Pemasaran Marketing	231 (orang/person)	
DPB Anak Perusahaan Subsidiary	31 (orang / person)		Produksi Production	1.602 (orang/person)	
DPB Proyek Project	4 (orang / person)		Teknik & Pengembangan Engineering & Development	284 (orang/person)	
JUMLAH TOTAL	2.043 (orang / person)		DPB Anak Perusahaan Subsidiary	48 (orang/person)	
			DPB Proyek Project	3 (orang/person)	
			JUMLAH TOTAL	2.429 (orang/person)	

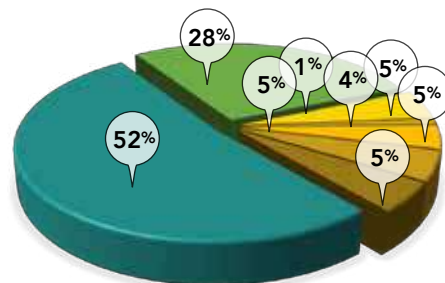
JUMLAH KARYAWAN BERDASARKAN USIA
Total Employees Based on Age



Kelompok Usia	Bulan Month		Age
	Per 31 Desember 2021 As of December 31, 2021	Per 31 Desember 2020 As of December 31, 2020	
Usia 20-24 Tahun	92 (orang / person)	440 (orang / person)	Age 20-24 years old
Usia 25-29 Tahun	1.055 (orang / person)	959 (orang / person)	Age 25-29 years old
Usia 30-34 Tahun	577 (orang / person)	568 (orang / person)	Age 30-34 years old
Usia 35-39 Tahun	112 (orang / person)	52 (orang / person)	Age 35-39 years old
Usia 40-44 Tahun	12 (orang / person)	13 (orang / person)	Age 40-44 years old
Usia 45-49 Tahun	10 (orang / person)	16 (orang / person)	Age 45-49 years old
Usia 50-54 Tahun	87 (orang / person)	176 (orang / person)	Age 50-54 years old
Usia >55 Tahun	98 (orang / person)	205 (orang / person)	Age >55 years old
JUMLAH	2.043 (orang / person)	2.429 (orang / person)	TOTAL



- Direktorat Utama
Main Directorate
- Direktorat Keuangan dan Umum
Directorate of Finance and General
- Direktorat Operasi dan Produksi
Directorate of Operations and Production
- DPB Anak Perusahaan
DPB Subsidiary



- Usia 20-24 Tahun
Age 20-24 years old
- Usia 25-29 Tahun
Age 25-29 years old
- Usia 30-34 Tahun
Age 30-34 years old
- Usia 35-39 Tahun
Age 35-39 years old
- Usia 40-44 Tahun
Age 40-44 years old
- Usia 45-49 Tahun
Age 45-49 years old
- Usia 50-54 Tahun
Age 50-54 years old
- Usia >55 Tahun
Age >55 years old



STATISTIK KARYAWAN
EMPLOYEE STATISTICS



Per 31 Desember 2021
As of December 31, 2021

JABATAN DIREKSI PER UNIT KERJA
Position of Director at Work Unit

DEP/RO/BID	GRADE								TOTAL
	Direktur Director	1	2	3	4	5	Pelaksana Officer	BP	
DIREKSI DIRECTORS									
DIREKTUR UTAMA PRESIDENT DIRECTOR	1								1
DIREKTUR OPERASI DAN PRODUKSI OPERATION AND PRODUCTION DIRECTOR	1								1
DIREKTUR KEUANGAN DAN UMUM DIRECTOR OF FINANCE AND GENERAL	1								1
JUMLAH TOTAL									3



Per 31 Desember 2021
As of December 31, 2021

JABATAN KARYAWAN PER UNIT KERJA
Position of Employees at Work Unit

DEP/RO/BID	GRADE								TOTAL
	Direktur Director	1	2	3	4	5	Pelaksana Officer	BP	
DIREKTORAT UTAMA MAIN DIRECTORATE									
STAF UTAMA MAIN STAFF		3							3
KOMP. SATUAN PENGAWAS INTERN INTERNAL AUDIT COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN AUDIT OPERASI & PRODUKSI Operation & Production Audit Department		-	1	2	2	-	-	-	5
- DEPARTEMEN AUDIT KEUANGAN & UMUM Finance & General Audit Department		-	1	2	1	1	-	-	5
SEKRETARIS PERUSAHAAN COMPANY SECRETARY		1	-	1	-	1	-	-	3
- DEPARTEMEN KOMUNIKASI KORPORAT Department of Public Relations		-	1	3	3	2	1	-	10
- DEPARTEMEN HUKUM & SEKRETARIAT Department of Law & Secretariat		-	1	6	2	5	3	-	17
- DEPARTEMEN TATA KELOLA PERUSAHAAN & MANAJEMEN RISIKO Department of Corporate Governance & Risk management		-	1	4	2	1	1	-	9
TRANSFORMASI BISNIS BUSINESS TRANSFORMATION		1	-	-	-	-	-	-	1
- PROJECT MANAGER AGROSOLUTION Project Manager Agrosolution		-	1	2	1	1	1	-	6
- PROJECT MANAGER CUSTOMER CENTRIC MODEL Customer Project Manager Centric Model		-	1	2	4	1	-	-	8
JUMLAH TOTAL		6	7	22	15	12	6	-	68

STATISTIK KARYAWAN
 EMPLOYEE STATISTICS

 Per 31 Desember 2021
 As of December 31, 2021

JABATAN KARYAWAN PER UNIT KERJA
 Position of Employees at Work Unit

DEP/RO/BID	GRADE								TOTAL
	Direktur Director	1	2	3	4	5	Pelaksana Officer	BP	
DIREKTORAT KEUANGAN & UMUM DIRECTORATE OF FINANCE & GENERAL									
KOMP. ADMINISTRASI KEUANGAN FINANCIAL ADMINISTRATION COMPARTMENT		1	1	-	-	-	-	-	2
- DEPARTEMEN KEUANGAN Operation & Production Audit Department		-	1	3	6	12	1	-	23
- DEPARTEMEN PELAPORAN KEUANGAN & MANAJEMEN Financial Reporting Department & Management		-	1	3	4	4	2	-	14
- DEPARTEMEN AKUNTANSI BIAYA Cost Accounting Department		-	1	2	3	-	1	-	7
KOMP. PERENCANAAN PENGENDALIAN USAHA PLANNING CONTROL BUSINESS COMPARTMENT		1	1	-	-	-	-	-	2
- DEPARTEMEN ANGGARAN Department of Budget		-	1	3	3	2	2	-	11
- DEPARTEMEN PORTOFOLIO BISNIS Department of Business Portfolio		-	1	3	1	-	-	-	5
KOMP. UMUM GENERAL AFFAIRS COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN CORPORATE SOCIAL RESPONSIBILITY Department of Corporate Social Responsibility		-	1	4	5	4	2	-	16
- DEPARTEMEN PELAYANAN UMUM Department of Public service		-	1	4	8	15	10	-	38
- DEPARTEMEN KEAMANAN Department of Security		-	1	2	8	3	6	-	20
KOMP. SUMBER DAYA MANUSIA GENERAL AFFAIRS COMPARTMENT		1	2	-	-	-	-	-	1
- DEPARTEMEN INOVASI & SISTEM MANAJEMEN Department of Innovation & Systems Management		-	1	2	2	1	1	-	7
- DEPARTEMEN PENGEMBANGAN & ORGANISASI Department of Development & Organization		-	1	4	3	2	-	-	10
- DEPARTEMEN REMUNERASI & HUBUNGAN INDUSTRIAL Department of Remuneration & Industrial Relations		-	1	4	4	3	-	-	12
KOMP. TEKNIK GENERAL AFFAIRS COMPARTMENT		1	1	-	-	-	-	-	2
- DEPARTEMEN PERENCANAAN & PENERIMAAN BARANG/JASA Department of Planning & Goods Receipt/ Services		-	1	6	6	7	12	-	32
- DEPARTEMEN PENGADAAN BARANG Department of Procurement of Goods		-	1	4	3	4	8	-	20
- DEPARTEMEN PENGADAAN JASA Department of Procurement of Services		-	1	7	2	4	12	-	26
JUMLAH TOTAL		5	19	51	58	61	57	-	68



STATISTIK KARYAWAN
EMPLOYEE STATISTICS



Per 31 Desember 2021
As of December 31, 2021

JABATAN KARYAWAN PER UNIT KERJA
Position of Employees at Work Unit

DEP/RO/BID	GRADE								TOTAL
	Direktur Director	1	2	3	4	5	Pelaksana Officer	BP	
DIREKTORAT OPERASI & PRODUKSI DIRECTORATE OF OPERATIONS & PRODUCTION									
SENIOR EXECUTIVE VICE PRESIDENT OPERASI OPERATIONS SENIOR EXECUTIVE VICE PRESIDENT	1	-	5	-	-	-	-	-	6
KOMP. PABRIK I PLANT I COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN PRODUKSI I A Department of Production I A		-	1	10	24	30	90	-	155
- DEPARTEMEN PRODUKSI I B Department of Production I B		-	1	5	12	11	62	-	91
KOMP. PABRIK II PLANT I COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN PRODUKSI II A Department of Production II A		-	1	4	26	44	61	-	136
- DEPARTEMEN PRODUKSI II B Department of Production II B		-	1	6	19	45	81	-	152
KOMP. PABRIK III PLANT I COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN PRODUKSI III A Department of Production III A		-	1	6	16	25	65	-	113
- DEPARTEMEN PRODUKSI III B Department of Production III B		-	1	6	18	29	88	-	142
KOMP. MITRA BISNIS BUSINESS PARTNER		1	-	-	-	-	-	-	1
- ADMINISTRASI PEMASARAN Department of Administration Marketing		-	1	18	17	22	27	-	85
- PENGELOLAAN MITRA PRODUKSI Department of Partner Management Production		-	1	1	-	7	2	-	11
- PENGELOLAAN PELABUHAN Department of Management Port			1	4	7	16	46	-	74
- ADMINISTRASI & PENJUALAN Department of Administration & Sales		-	1	13	13	24	23	-	74
KOMP. PERENCANAAN & PENGENDALIAN PEMELIHARAAN PLANNING CONTROL MAINTENANCE COMPARTMENT		1	-	9	14	19	12	-	55
- DEPARTEMEN INSPEKSI TEKNIK Department of Engineering Inspection		-	1	15	4	10	1	-	31
- KEHANDALAN PABRIK & INTERKONEKSI LISTRIK Department of Factory Reliability & Electrical Interconnection		-	1	4	7	4	4	-	20
JUMLAH TOTAL		5	19	51	58	61	57	-	68

STATISTIK KARYAWAN
 EMPLOYEE STATISTICS

 Per 31 Desember 2021
 As of December 31, 2021

JABATAN KARYAWAN PER UNIT KERJA
 Position of Employees at Work Unit

DEP/RO/BID	GRADE								TOTAL
	Direktur Director	1	2	3	4	5	Pelaksana Officer	BP	
DIREKTORAT OPERASI & PRODUKSI DIRECTORATE OF OPERATIONS & PRODUCTION									
KOMP. JASA PELAYANAN PABRIK PLANT I COMPARTMENT		-	-	-	-	-	-	-	-
- DEPARTEMEN JASA BENGKEL & FABRIKASI Department of Workshop Services & Fabrication		-	1	6	18	38	20	-	83
- DEPARTEMEN PEMELIHARAAN I Department of Maintenance I		-	1	4	14	29	31	-	79
- DEPARTEMEN PEMELIHARAAN II Department of Maintenance II		-	1	4	18	55	1	-	79
- DEPARTEMEN PEMELIHARAAN III Department of Maintenance III		-	1	4	14	26	47	-	92
- DEPARTEMEN TEKNIK & BISNIS Department of Engineering & Business		-	1	3	2	2	6	-	14
- DEPARTEMEN JASA OPERASI & PEMELIHARAAN Department of Operations & Services Maintenance		-	1	-	-	-	-	-	1
KOMP. TEKNOLOGI PLANT I COMPARTMENT		1	-	-	-	-	-	-	1
- DEPARTEMEN PERENCANAAN PRODUKSI & PENGELOLAAN ENERGI Department of Planning Production & Energy Management		-	1	6	2	9	5	-	23
- DEPARTEMEN PROSES & PENGENDALIAN KUALITAS Department of Process & Control Quality			1	6	6	8	63	-	84
- DEPARTEMEN KESELAMATAN & KESEHATAN KERJA Department of Safety & Occupational Health			1	5	6	4	12	-	28
- DEPARTEMEN LINGKUNGAN Department of Environment		-	1	3	-	2	2	-	8
KOMP. PENGEMBANGAN PLANT I COMPARTMENT		-	2	1	2	2	2	-	9
- DEPARTEMEN PENGEMBANGAN KORPORAT Department of Development Corporate		-	1	3	-	-	-	-	7
- DEPARTEMEN RISET Department of Research		-	1	5	8	-	2	-	17
- DEPARTEMEN RANCANG BANGUN Department of Design & Engineering		-	1	5	8	3	-	-	17
JUMLAH TOTAL	1	6	32	156	278	464	753	-	1.690
JUMLAH PADA STRUKTUR TOTAL ON STRUCTURE	4	17	58	229	351	537	816	-	2.008



STATISTIK KARYAWAN
EMPLOYEE STATISTICS

JABATAN KARYAWAN PER UNIT KERJA

Position of Employees at Work Unit



Per 31 Desember 2021
As of December 31, 2021

DEP/RO/BID	Direktur Director	GRADE						Pelaksana Officer	BP	TOTAL
		1	2	3	4	5				
DILUAR STRUKTUR / DPB OUTSIDE THE STRUCTURE / DPB										
PROYEK PROJECT		-	1	2	1	-	-	-	4	
ANAK PERUSAHAAN SUBSIDIARY		5	17	4	5	-	-	-	31	
BUMN LAIN OTHER SOE's		-	-	-	-	-	-	-	0	
JUMLAH TOTAL		5	18	6	6	-	-	-	35	
JUMLAH SELURUHNYA TOTAL AMOUNT	4	22	76	235	357	537	816	-	2.047	

PENGEMBANGAN KOMPETENSI KARYAWAN

EMPLOYEE COMPETENCE DEVELOPMENT

BIAYA PENGEMBANGAN KOMPETENSI

PT Petrokimia Gresik dalam RKAP tahun 2021 telah menganggarkan biaya sebesar Rp32,04 miliar untuk pelatihan dan pengembangan kompetensi karyawan.

No	KEGIATAN ACTIVITIES	REALISASI REALIZATIO					
		RKAP (Rp)	Januari January	Februari February	Maret March	April April	Mei May
A	KARYAWAN EMPLOYEE						
1.	DIKLAT INDUKSI INDUCTION DIKLATE	2.520.000	235.500	108.445	86.150	265.495	171.296
2.	DIKLAT LEADERSHIP & MANAGERIAL LEADERSHIP & MANAGERIAL DIKLAT	6.380.000	0		3.500	0	0
3.	DIKLAT KOMPETENSI COMPETENCY DIKLAT	9.396.000	185.825	334.252	428.726	770.301	956.766
4.	DIKLAT FORMAL/TUBEL FORMAL DIKLAT / TUBEL	2.520.000	0	108.200	80.500	120.949	1.291
5.	DIKLAT PURNA TUGAS TASK PERFECT DIKLAT	3.360.000	9.170	0	0	0	0
6.	SOSIALISASI & AWARENESS SOCIALIZATION & AWARENESS	504.000	0	0	0	0	0
7.	COMPETENCY CERTIFICATION	3.040.000	0	0	96.500	232.587	78.600
	TOTAL DIKLAT KARYAWAN TOTAL EMPLOYEE DIKLAT	27.720.000	430.495	550.897	695.376	1.389.332	1.207.954
B	NON KARYAWAN NON EMPLOYEE						
1.	DIKLAT MANAJEMEN/ORGAN GCG MANAGEMENT DIKLAT / GCG ORGAN	840.000	0	0	0	1.364	0
2.	DIKLAT TENAGA OUTSOURCING OUTSOURCING EMPLOYEE DIKLAT	840.000	0	0	0	0	0
3.	DIKLAT KEPEDULIAN LINGKUNGAN ENVIRONMENTAL CARE TRAINED	735.000	0	54.240	90.880	0	106.290
	TOTAL DIKLAT NON KARYAWAN TOTAL NON EMPLOYEE TRAINING	2.415.000	0	54.240	90.880	1.364	106.290
C	SARANA DAN INFRASTRUKTUR FACILITIES AND INFRASTRUCTURE						
1.	PERPUSTAKAAN LIBRARY	1.042.786	86.065	23.837	463.034	402.128	7.388
2..	JASA TENAGA BORONGAN EMPLOYEE SERVICES	870.987	48.247	48.247	77.449	77.449	66.629
	TOTAL BIAYA SARANA/ INFRASTRUKTUR TOTAL COST OF FACILITIES / INFRASTRUCTURE	1.913.774	134.312	72.084	540.483	479.578	74.017
	GRAND TOTAL	32.048.774	564.806	677.221	1.326.739	1.870.274	1.388.261



PENGEMBANGAN
KOMPETENSI KARYAWAN
EMPLOYEE COMPETENCE DEVELOPMENT

COMPETENCE DEVELOPMENT FEES

PT Petrokimia Gresik in the 2021 RKAP has budgeted Rp32,04 miliar for training and employee competency development.

REALISASI REALIZATIO							Total Realisasi biaya Total cost realization	% dari RKAP
Juni June	Juli July	Agustus August	September September	Oktober October	November November	Desember December		
24.550	287.649	233.350	611.739	468.632	447.409	386.645	3.326.861	132,02%
47.500	0	126.000	345.000	377.454	262.159	241.000	1.402.613	21,98%
673.037	823.213	1.797.292	3.094.447	2.231.078	3.518.643	4.888.263	19.701.843	209,68%
0	140.355	51.482	236.087	94.710	141.571	0	975.145	38,70%
0	743.000	0	0	0	0	0	752.170	22,39%
0	0,0	0	0	0	0	0	0	0,00%
194.100	140.200	124.050	546.491	323.358	520.458	480.241	2.736.584	90,02%
939.187	2.134.417	2.332.174	4.833.764	3.495.232	4.890.240	5.996.150	28.895.217	104,24%
0	0	0	73.547	0	0	7.794	82.705	9,85%
0	0	0	0	0	310.950	0	310.950	37,02%
38.500	19.715	54.450	46.400	64.900	114.950	135.725	726.050	98,78%
38.500	19.715	54.450	119.947	64.900	425.900	143.519	1.119.705	46,36%
0	0	0	0	39.808	0	0	1.022.260	98,03%
63.931	74.181	63.927	63.927	68.479	67.833	67.263	787.562	90,42%
63.931	74.181	63.927	63.927	108.286	67.833	67.263	1.809.822	94,57%
1.041.618	2.228.313	2.450.551	5.017.638	3.668.418	5.383.973	6.206.931	31.824.744	99,30%

PENGEMBANGAN KOMPETENSI KARYAWAN

EMPLOYEE COMPETENCE DEVELOPMENT

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 the development of employees with a technical orientation towards factory 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 aims to facilitate the development of employees in marketing and sales as well as their operations in order to win international and national market share
Distribution	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan dalam alur distribusi yang mensupport 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 Penunjang	Jenis pelatihan ini bertujuan untuk memfasilitasi pengembangan karyawan diluar dari proses utama bisnis perusahaan misalnya keuangan, SDM, dan sebagainya This type of training aims to facilitate employee development outside of the company's main business processes such as finance, human resources, and so on

DATA MANDAYS TAHUN 2021 | MANDAYS DATA FOR 2020

RKAP (Rp)	REALISASI MANDAYS MANDAYS REALIZATION													% dari RKAP
	Januari January	Februari February	Maret March	April April	Mei May	Juni June	Juli July	Agustus August	September September	Oktober October	November November	Desember December	s.d.Bulan Desember to December	
1														(5:1)
10.405	922	1.049	1.727	3.159	1.037	1.614	1.630	1.430	1.997	914	1.033	913	17.425	167%

PARTISIPASI PESERTA PELATIHAN PER DIREKTORAT

PARTICIPATION OF TRAINING PARTICIPANTS BY DIRECTORATE

Penetrasi pelatihan merupakan perbandingan antara jumlah karyawan yang sudah mengikuti pelatihan dan jumlah karyawan total

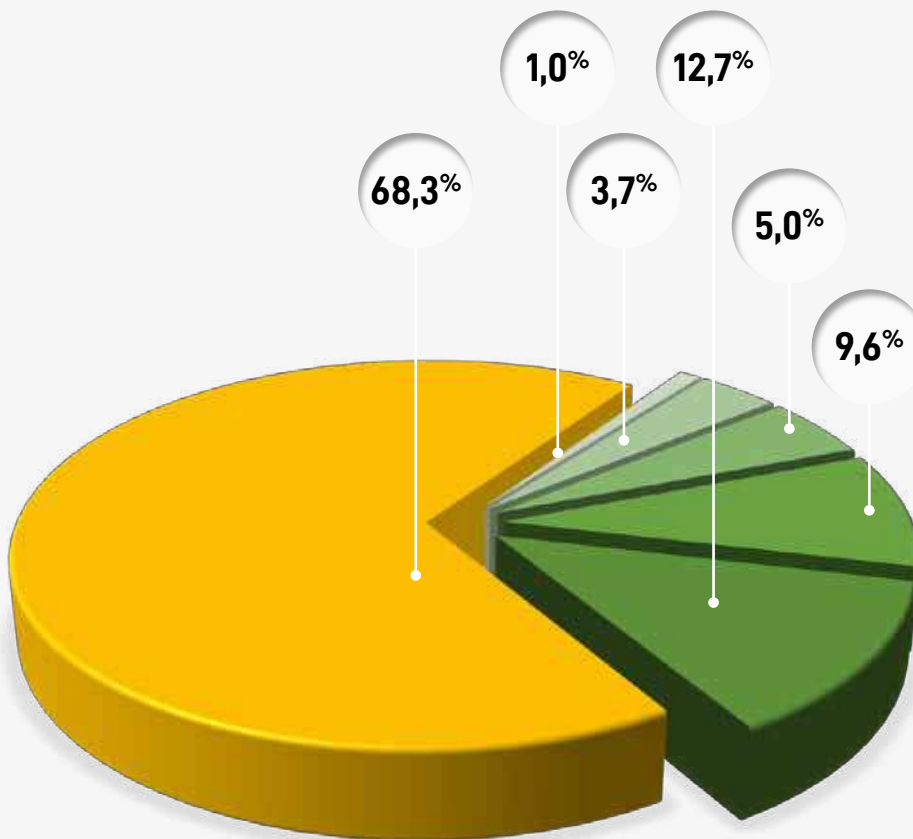
Training penetration is the ratio between the number of employees who have attended the training and the total number of employees

No	Kompartemen Jabatan Compartment Position	Total Karyawan Per Akhir Desember 2021 Total of Employees as of End of December 2021	Jumlah Karyawan yang sudah mengikuti pelatihan Total of employees who have attended training	% Penetrasi s/d Desember 2021 % Penetration to December 2021
1.	Dewan Komisaris Board of Commissioners	6	5	83%
2.	Direksi Dirctors	3	3	100%
3.	SEVP Operasi SEVP Operation	1	1	100%
4.	Direktorat Utama Main Directorate	68	77	113%
5.	Direktorat Keuangan dan Umum Directorate of Finance and General	251	284	113%
6.	Direktorat Operasi dan Produksi Directorate of Operations and Production	1689	1528	90%
7.	Diluar struktur/DPB Excluding structural / DPB	35	44	126%
TOTAL		2053	1942	95%



PENGEMBANGAN
KOMPETENSI KARYAWAN
EMPLOYEE COMPETENCE DEVELOPMENT

PROSENTASI PESERTA PELATIHAN TAHUN 2021
PERCENTAGE OF TRAINING PARTICIPANTS IN 2020



- HARD COMPETENCY PENUNJANG | SUPPORT
- HARD COMPETENCY MANUFACTURING
- HARD COMPETENCY SERTIFIKASI | CERTIFICATION

- HARD COMPETENCY DISTRIBUTION
- HARD COMPETENCY MARKETING TRADING
- SOFT COMPETENCY LEADERSHIP & MANAGERIAL

PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS

COMPETENCY DEVELOPMENT FOR THE BOARD OF COMMISSIONERS

No.	Nama Peserta dan Jabatan Name of Participant and Position	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	- T. NUGROHO PURWANTO - BIN NAHADI - AHMAD SIGIT DWIWAHJONO	Workshop Creating Values Komisaris & Direksi BUMN. I Workshop on Creating Values for BUMN Commissioners & Directors	Jakarta 03 Juni 2021 June 03, 2020	Track BUMN
2.	Dewan Komisaris Board of Commissioners - CECEP HERAWAN - BIN NAHADI - AMMARSJAH - T. SITI FAUZIYAH	Strategic Discussion Forum "Business Judgment Rule : Corporate Action or Corruption"	Online 26 - 28 Oktober 2021 October 26-28, 2021	Pertamina Consulting
3.	Dewan Komisaris Board of Commissioners - CECEP HERAWAN - BIN NAHADI - AMMARSJAH - T. SITI FAUZIYAH	Executive Insight - Leadership Series	Online 02 - 04 November 2021 November 02-04, 2021	Pertamina Consulting

PENGEMBANGAN KOMPETENSI DIREKSI

COMPETENCY DEVELOPMENT FOR BOARD OF DIRECTORS

No.	Nama Peserta dan Jabatan Name of Participant and Position	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	DWI ARY PURNOMO Direktur Keuangan & Umum Director of Finance and General Affairs	Peran Dewan Komisaris dan Direksi dalam Subsidiary Governance The Role of the Board of Commissioners and Directors in Subsidiary Governance	Online 12 Januari 2021 January 12, 2021	Sinergi Daya Prima
2.	DIGNA JATININGSIH Direktur Operasi dan Produksi Operation and Production Director	Peran Dewan Komisaris dan Direksi dalam Subsidiary Governance The Role of the Board of Commissioners and Directors in Subsidiary Governance	Online 12 Januari 2021 January 12, 2021	Sinergi Daya Prima
		RUMI-U Women In Leadership	Online 13 Juli 2021 July 13, 2021	Daya Dimensi Indonesia
		Workshop Methanol Capacity Building	Online 02 Juni 2021 June 02, 2021	Methanol Institute
		IFA Annual Conference	Lisbon Portugal 27- 29 September 2021 September 27-29, 2021	IFA



PENGEMBANGAN KOMPETENSI KOMITE AUDIT

COMPETENCY DEVELOPMENT FOR THE AUDIT COMMITTEE

No.	Nama Peserta Name of Participant	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	- BAMBANG SETIOBROTO - SUTAN R. PAMENAN	Transformasi Internal Audit Untuk Meningkatkan Nilai Bagi Perusahaan Internal Audit Transformation To Increase Value For The Company	Batu 28-29 Oktober 2021 October 28-29, 2021	FKSPI Jawa Timur

PENGEMBANGAN KOMPETENSI KOMITE GCG, SUMBER DAYA MANUSIA & PEMANTAU MANAJEMEN RISIKO DAN INVESTASI

COMPETENCY DEVELOPMENT GCG COMMITTEE, HUMAN RESOURCES & INVESTMENT AND RISK MANAGEMENT MONITORING

No.	Nama Peserta Name of Participant	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	- BIMA PARIBUANA	Pelatihan Competitive Strategy in A Changing Business Environment Competitive Strategy Training in A Changing Business Environment	Bandung 2-3 Desember 2021 December 2-3, 2021	LSPMR

PENGEMBANGAN KOMPETENSI SEKRETARIS PERUSAHAAN

COMPETENCY DEVELOPMENT FOR
CORPORATE SECRETARY

No.	Nama Peserta dan Jabatan Name of Participant and Position	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	YUSUF WIBISONO Senior Vice President	Sharing GCG - Optimalisasi Tata Kelola Hubungan Induk dan Anak Perusahaan dalam Percepatan Program Transformasi Bisnis Sharing GCG - Optimizing the Governance of Parent and Subsidiary Relationships in Accelerating Business Transformation Programs	Online, Gresik 12 Januari 2021 January 12, 2021	Bapak Eri Sumiarso dan Dep. TKP & Manajemen Risiko Mr. Eri Sumiarso and Dep. Corporate Governance & Risk Management
		Webinar Ekspresikan AKHLAK Webinars create AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Bapak Eri Sumiarso dan Dep. TKP & Manajemen Risiko
		Pelatihan "English for Business Communication" "English for Business Communication" training	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
		Pelatihan "Executive Training Courses for Language Leaders" "Executive Training Courses for Language Leaders" training	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
		Indonesia Enterprises Risk Management Award IV 2021 Indonesia Enterprises Risk Management Award IV 2021	Online, Gresik 09 April 2021 April 09, 2021	Economic Review
		Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solution	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training

PENGEMBANGAN KOMPETENSI KOPARTEMEN AUDIT INTERN

COMPETENCY DEVELOPMENT
FOR INTERNAL AUDIT COMPARTMENT

No.	Nama Peserta dan Jabatan Name of Participant and Position	Topik Topic	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
1.	ABDULLAH SAYIDI Senior Vice President	Sharing GCG - Optimalisasi Tata Kelola Hubungan Induk dan Anak Perusahaan dalam Percepatan Program Transformasi Bisnis Sharing GCG - Optimizing the Governance of Parent and Subsidiary Relationships in Accelerating Business Transformation Programs	Online, Gresik 12 Januari 2021 January 12, 2021	Bapak Eri Sumiarso dan Dep. TKP & Manajemen Risiko Mr. Eri Sumiarso and Dep. Corporate Governance & Risk Management
		Sertifikasi Qualified Government Internal Auditor (QGIA) Qualified Government Internal Auditor (QGIA) Certification	Online, Gresik 17 April 2021 April 17, 2021	PPIA-YPIA
2.	FIRDAUS LISMANTO Staf Madya I Madya Staf I	Managerial Leadership Development Program Tahun 2020 Managerial Leadership Development Program 2020	Online, Gresik Mulai Start 16 November 2020 November 16, 2020 Akhir Finally 31 Mei 2021 May 31, 2021	PT Pupuk Indonesia

PENGEMBANGAN KOMPETENSI DEPARTEMEN AUDIT OPERASI & PRODUKSI

COMPETENCY DEVELOPMENT FOR OPERATION &
PRODUCTION AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir Finally Date	Penyelenggara Organizer
1.	Achmad Soebairi Staf Muda I Junior Staff I	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 JApril 16, 2021	Online, Gresik 16 April 2021 JApril 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
2.	Achmad Soebairi, S.T. Staf Muda I Junior Staff I	Penilaian Kapabilitas SPI Korporasi BUMN/D (IACM) SOE/D Corporate SPI Capability Assessment (IACM)	Online, Gresik 28 Juni 2021 June 28, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	PUDI KLATWAS BPKP
3.	Achmad Soebairi, S.T. Staf Muda I Junior Staff I	Awareness & Internal Auditor FSSC 22000 versi 5.1 Awareness & Internal Auditor FSSC 22000 version 5.	Online, Gresik 28 Juni 2021 June 28, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	Lloyd's Register
4.	Achmad Soebairi, S.T. Staf Muda I Junior Staff I	CFE Exam Preparation Course	Online, Gresik 02 Agustus 2021 August 02, 2021	Online, Gresik 06 Agustus 2021 August 06, 2021	Association of Certified Fraud Examiners

PENGEMBANGAN KOMPETENSI DEPARTEMEN AUDIT OPERASI & PRODUKSI

COMPETENCY DEVELOPMENT FOR OPERATION &
PRODUCTION AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
5.	Budi Santoso Staf Muda II Junior Staff II	Workshop Compliance Officer	Online, Gresik 08 April 2021 April 08, 2021	Online, Gresik 09 April 2021 April 09, 2021	RSM Consultant
6.	Budi Santoso Grade IV Grade IV	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
7.	Budi Santoso , S.E. Staf Pratama I Primary Staff I	Penilaian Kapabilitas SPI Korporasi BUMN/D (IACM) SOE/D Corporate SPI Capability Assessment (IACM)	Online, Gresik 28 Juni 2021 June 28, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	PUDIKLATWAS BPKP
8	Budi Santoso , S.E. Staf Pratama I Primary Staff I	Workshop Penyusunan Risiko & Program Kerja Pengamanan Workshop on Risk Management & Security Work Program	Online, Gresik 30 Agustus 2021 August 30, 2021	Online, Gresik 1 September 2021 September 1, 2021	Pengembangan & Organisasi Development & Organization
9	Dwie Suhadi Grade IV Grade IV	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
10	Dwie Suhadi , S.E. Staf Pratama I Primary Staff I	Pelatihan Basic Safety Basic Safety Training	Online, Meeting 26 Agustus 2021 August 26, 2021	Online, Meeting 26 Agustus 2021 August 26, 2021	Phitagoras Training and Consulting
11	Dwiyan P Grade IV Grade IV	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
12	Dwiyan Prawisnugraha Staf Pratama I Primary Staff I	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 SO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
13	Dwiyan Prawisnugraha, S.T. Staf Pratama I Primary Staff I	Strategic Training and Development and Their Role in Shaping Competitive Advantage	Online, Gresik 07 Juni 2021 June 07, 2021	Online, Gresik 08 Juni 2021 June 08, 2021	PT. GML
14	Dwiyan Prawisnugraha, S.T. Staf Pratama I Primary Staff I	Sosialisasi Penggunaan PiCu Meter (PIHC Culture Meter) Socialization of the Use of PiCu Meters (PIHC Culture Meter)	Online, Gresik 05 Juli 2021 July 05, 2021	Online, Gresik 05 Juli 2021 July 05, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
15	Dwiyan Prawisnugraha, S.T. Staf Pratama I Primary Staff I	Program Unleash AKHLAK Training : Value KOMPETEN AKHLAK Training Unleash Program: Value COMPETENT	Online, Meeting 25 Agustus 2021 August 25, 2021	Online, Meeting 26 Agustus 2021 August 26, 2021	ACT Consulting



PENGEMBANGAN KOMPETENSI
DEPARTEMEN AUDIT OPERASI & PRODUKSI
COMPETENCY DEVELOPMENT FOR OPERATION &
PRODUCTION AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
16	Dwiyana Prawisnugraha, S.T. Staf Pratama I Primary Staff I	Seminar Nasional Internal Audit (SNIA) 2021 : Mengakrabi Gelombang Perubahan Digital National Internal Audit Seminar (SNIA) 2021: Familiarizing with the Wave of Digital Change	Bali 02 Desember 2021 December 02, 2021	Bali 02 Desember 2021 December 02, 2021	Yayasan Pendidikan Internal Audit Education Foundation
17	Humaira Hoseki Devi Pl. Madya Officer Madya	Webinar Ekspresikan AKHLAK Webinar of Expression AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
18	Humaira Hoseki Devi Pelaksana Officer	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
19	Humaira Hoseki Devi Pl. Madya Officer Madya	Pelatihan Education for Sustainable Development for Knowledge Management Agent in Industry 4.0 Era Education for Sustainable Development for Knowledge Management Agent in Industry 4.0 Era . training	Online, Gresik 30 Juni 2021 June 30, 2021	Online, Gresik 30 Juni 2021 June 30, 2021	Dep. Inovasi & Sistem Sosialisasi KM Agent Dep. Innovation & KM Agent Socialization System
20	Humaira Hoseki Devi Pl. Madya Officer Madya	Pelatihan Sharing Knowledge melalui HCDev dan Pembuatan Course pada EU. Knowledge Sharing Training through HCDev and Course Creation at EU	Online, Gresik 02 Juli 2021 July 02, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
21	Humaira Hoseki Devi Pelaksana Officer	Webinar Ekspresikan AKHLAK Webinar of Expression AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
22	Humaira Hoseki Devi Pl. Madya Officer Madya	Pelatihan Basic Safety Basic Safety Training	Online, Meeting 26 Agustus 2021 August 26, 2021	Online, Meeting 26 Agustus 2021 August 26, 2021	Phitagoras Training and Consulting
23	Humaira Hoseki Devi Pl. Madya Officer Madya	Pelatihan Education for Sustainable Development for Knowledge Management Agent in Industry 4.0 Era Education for Sustainable Development for Knowledge Management Agent in Industry 4.0 Era . training	Online, Gresik 30 Juni 2021 June 30, 2021	Online, Gresik 30 Juni 2021 June 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System

PENGEMBANGAN KOMPETENSI DEPARTEMEN AUDIT OPERASI & PRODUKSI

COMPETENCY DEVELOPMENT FOR OPERATION &
 PRODUCTION AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
24	Humaira Hoseki Devi Pl. Madya	Program Unleash AKHLAK Training : Value AMANAH AKHLAK Training Unleash Program: Value AMANAH	Online, Meeting 23 Agustus 2021 August 23, 2021	Online, Meeting 24 Agustus 2021 August 24, 2021	ACT Consulting
25	Humaira Hoseki Devi Pl. Madya	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Dasar Basic Level QIA Certification Education and Training Program	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit
26	Humaira Hoseki Devi Pl. Madya	Pelatihan Penerapan SJH & Kompetensi Penyelia Halal Berbasis Kompetensi HAS Implementation Training & Competency-Based Halal Supervisor	Online, Meeting 14 Desember 2021 December 14, 2021	Online, Meeting 15 Desember 2021 December 15, 2021	IHATEC
27	I Gusti Putu Raka A Vice President	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
28	I Gusti Putu Raka A Vice President	Pelatihan interpretasi KPKU-BUMN 2021 Kategori 1-7 KPKU-BUMN 2021 interpretation training Category 1-7	Online, Gresik 3 Maret 2021 March 3, 2021	Online, Gresik 3 Maret 2021 March 3, 2021	Lead Consultant KPKU BUMN
29	I Gusti Putu Raka Arthama Grade II / Grade II	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
30	I Gusti Putu Raka Arthama , Ir., M.Mt Vice President	Pelatihan " English for Business Communication" "English for Business Communication" training	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
31	I Gusti Putu Raka Arthama , Ir., M.Mt Vice President	Pelatihan "Executive Training Courses for Language Leaders" "Executive Training Courses for Language Leaders" training	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
32	I Gusti Putu Raka Arthama , Ir., M.Mt Vice President	Webinar Ekspresikan AKHLAK Webinar of Expression AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
33	I Gusti Putu Raka Arthama , Ir., M.Mt Vice President	CFE Exam Preparation Course	Online, Gresik 02 Agustus 2021 August 02, 2021	Online, Gresik 06 Agustus 2021 August 06, 2021	Association of Certified Fraud Examiners



PENGEMBANGAN KOMPETENSI
DEPARTEMEN AUDIT OPERASI & PRODUKSI
COMPETENCY DEVELOPMENT FOR OPERATION &
PRODUCTION AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
34	I Gusti Putu Raka Arthama , Ir., M.Mt Vice President	Workshop Implementasi Perubahan Kriteria Jabatan Bidang Audit dan Sekretaris Perusahaan Workshop on Implementation of Changes in Position Criteria for Audit and Corporate Secretary	Online, Gresik 03 Agustus 2021 August 03, 2021	Online, Gresik 03 Agustus 2021 August 03, 2021	Universitas Airlangga Airlangga University
35	Rosalinawati Staf Muda I Junior Staff I	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
36	Rosalinawati Grade III / Grade III	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
37	Rosalinawati, S.T. Grade III / Grade III	Strategic Thinking and Stakeholder Satisfaction for Leader	Online, Gresik 08 Juni 2021 June 08, 2021	Online, Gresik 30 Juni 2021 June 30, 2021	LMFEB UI dan Pengembangan & Organisasi LMFEB UI and Development & Organization
38	Rosalinawati, S.T. Staf Muda I Junior Staff I	Pelatihan "Linkedin Learning for Skill & Competency Fulfillment" "Linkedin Learning for Skill & Competency Fulfillment" training	Online, Gresik 01 Juli 2021 July 01, 2021	Online, Gresik 31 Desember 2021 December 31, 2021	PT NBO Indonesia
39	Rosalinawati, S.T. Staf Muda I Junior Staff I	Workshop Implementasi Perubahan Kriteria Jabatan Bidang Audit dan Sekretaris Perusahaan Workshop on Implementation of Changes in Position Criteria for Audit and Corporate Secretary	Online, Gresik 03 Agustus 2021 August 03, 2021	Online, Gresik 03 Agustus 2021 August 03, 2021	Universitas Airlangga Airlangga University

PENGEMBANGAN KOMPETENSI
DEPARTEMEN AUDIT KEUANGAN & UMUM

COMPETENCY DEVELOPMENT FOR FINANCE &
GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
1.	Aditya Rahman Pelaksana Officer	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training

PENGEMBANGAN KOMPETENSI DEPARTEMEN AUDIT KEUANGAN & UMUM

COMPETENCY DEVELOPMENT FOR FINANCE &
GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
2.	Aditya Rahman Pelaksana Utama Main officer	Program Unleash AKHLAK Training : Value KOMPETEN AKHLAK Training Unleash Program: Value COMPETENT	Online, Meeting 25 Agustus 2021 August 25, 2021	Online, Meeting 26 Agustus 2021 August 26, 2021	ACT Consulting
3.	Aditya Rahman Pelaksana Utama Main officer	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Dasar Basic Level QIA Certification Education and Training Program	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit
4.	Ahadin Mintarum. Grade II / Grade II	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
5.	Ahadin Mintarum , S.E Vice President	Pelatihan " English for Business Communication" "English for Business Communication" training	Online, Gresik 7 April 2021 April 7, 2021	Online, Gresik 7 April 2021 April 7, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
6	Ahadin Mintarum , S.E Vice President	Pelatihan "Executive Training Courses for Language Leaders" "Executive Training Courses for Language Leaders" training	Online, Gresik 7 April 2021 April 07, 2021	Online, Gresik 7 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
7	Ahadin Mintarum , S.E Vice President	Webinar Ekspresikan AKHLAK Webinar of Expression AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
8	Ahadin Mintarum , S.E Vice President	CFE Exam Preparation Course	Online, Meeting 2 Agustus 2021 August 2, 2021	Online, Meeting 6 Agustus 2021 August 6, 2021	Association of Certified Fraud Examiners
9	Ahadin Mintarum , S.E Vice President	Workshop Implementasi Perubahan Kriteria Jabatan Bidang Audit dan Sekretaris Perusahaan Workshop on Implementation of Changes in Position Criteria for Audit and Corporate Secretary	Online, Meeting 3 Agustus 2021 August 3, 2021	Online, Meeting 3 Agustus 2021 August 3, 2021	Universitas Airlangga Airlangga University
10	Andy Yazid Grade III / Grade III	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
11	Andy Yazid Staf Muda II Junior Staff II	Workshop Compliance Officer	Online, Gresik 8 April 2021 April 8, 2021	Online, Gresik 9 April 2021 April 9, 2021	RSM Consultant



PENGEMBANGAN KOMPETENSI
DEPARTEMEN AUDIT KEUANGAN & UMUM
COMPETENCY DEVELOPMENT FOR FINANCE &
GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
12	Andy Yazid Alyzduddin Staf Muda II Junior Staff II	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
13	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Managing Effective Team For Grade 3	Online, Gresik 27 September 2021 September 27, 2021	Online, Gresik 26 Oktober 2021 October 26, 2021	LMFEB UI
14	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Certified Governance Professional (CGP)	Online, Gresik 26 April 2021 April 26, 2021	Online, Gresik 29 April 2021 April 29, 2021	PT Pupuk Indonesia (Persero)
15	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Penilaian Kapabilitas SPI Korporasi BUMN/D (IACM) SOE/D Corporate SPI Capability Assessment (IACM)	Online, Gresik 28 Juni 2021 28 Juni, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	PUDIKLATWAS BPKP
16	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	CFE Exam Preparation Course	Online, Meeting 2 Agustus 2021 August 2, 2021	Online, Meeting 6 Agustus 2021 August 6, 2021	Association of Certified Fraud Examiners
17	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Penilaian Kapabilitas SPI Korporasi Berbasis IACM ACM Based Corporate SPI Capability Assessment	Online, Meeting 5 Juli 2021 July 5, 2021	Online, Meeting 9 Juli 2021 July 9, 2021	Pusdiklatwas BPKP
18	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Workshop Implementasi Perubahan Kriteria Jabatan Bldang Audit dan Sekretaris Perusahaan Workshop on Implementation of Changes in Position Criteria for Audit and Corporate Secretary	Online, Meeting 3 Agustus 2021 August 3, 2021	Online, Meeting 3 Agustus 2021 August 3, 2021	Universitas Airlangga Airlangga University
19	Andy Yazid Alyzduddin, S.E. Staf Muda II Junior Staff II	Seminar Nasional Internal Audit (SNIA) 2021 : Mengakrabi Gelombang Perubahan Digital National Internal Audit Seminar (SNIA) 2021: Familiarizing with the Wave of Digital Change	Bali 2 Desember 2021 December 2, 2021	Bali 2 Desember 2021 December 2, 2021	Yayasan Pendidikan Internal Audit
20	Dendy Kusumo P. Grade IV / Grade IV	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
21	Dendy Kusumo P. Staf Pratama I Primary Staff I	Certified Governance Professional (CGP)	Online, Gresik 26 April 2021 April 26, 2021	Online, Gresik 29 April 2021 April 29, 2021	PT Pupuk Indonesia (Persero)

PENGEMBANGAN KOMPETENSI DEPARTEMEN AUDIT KEUANGAN & UMUM

COMPETENCY DEVELOPMENT FOR FINANCE &
GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
22	Dendy Kusumo P. Staf Pratama I Primary Staff I	Program Unleash AKHLAK Training : Value Loyal Unleash AKHLAK Training Program : Value Loyal	Online, Meeting 1 September 2021 September 1, 2021	Online, Meeting 2 September 2021 September 2, 2021	ACT Consulting
23	Dendy Kusumo P. Staf Pratama I Primary Staff I	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Lanjutan Advanced QIA Certification Education and Training Program	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit
24	Erfan Sucahyo Grade III / Grade III	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
25	Erfan Sucahyo Staf Muda II Junior Staff II	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
26	Erfan Sucahyo Lukito, S.E. Staf Muda II Junior Staff II	Strategic for Stakeholder Corporation Grade 3	Online, Gresik 28 September 2021 September 28, 2021	Online, Gresik 27 Oktober 2021 October 27, 2021	LMFEB UI
27	Erfan Sucahyo Lukito, S.E. Staf Muda II Junior Staff II	Culture Fertilizer on Boarding Workshop Petrokimia Gresik	Online, Gresik 27 April 2021 April 27, 2021	Online, Gresik 07 Mei 2021 May 07, 2021	ACT Consultant
28	Erfan Sucahyo Lukito, S.E. Staf Muda II Junior Staff II	Penilaian Kapabilitas SPI Korporasi BUMN/D (IACM) SOE/D Corporate SPI Capability Assessment (IACM) SOE/D Corporation SPI Capability Assessment (IACM) SOE/D Corporate SPI Capability Assessment (IACM)	Online, Gresik 28 Juni 2021 June 28, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	PUDIKLATWAS BPKP
29	Erfan Sucahyo Lukito, S.E. Staf Muda II Junior Staff II	Sosialisasi Penggunaan PiCu Meter (PIHC Culture Meter) Socialization of the Use of PiCu Meters (PIHC Culture Meter)	Online, Gresik 5 Juli 2021 July 5, 2021	Online, Gresik 5 Juli 2021 July 5, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
30	Humaira Hoseki Devi Pl. Madya Officer Madya	Pelatihan dan Sertifikasi Internal Risk Officer Internal Risk Officer Training and Certification	Online, Gresik 8 Maret 2021 March 8, 2021	Online, Gresik 9 Maret 2021 March 9, 2021	Dep. TKP & Manajemen Risiko



PENGEMBANGAN KOMPETENSI
DEPARTEMEN AUDIT KEUANGAN & UMUM
COMPETENCY DEVELOPMENT FOR FINANCE &
GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
31	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Webinar Ekspresikan AKHLAK Webinar of Expression AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
32	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Penilaian Kapabilitas SPI Korporasi BUMN/D SPI Capability Assessment of SOE/D Corporations	Online, Gresik 15 Maret 2021 March 15, 2021	Online, Gresik 19 Maret 2021 March 19, 2021	PUDIKLATWAS BPKP
33	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Advance Excel: Practical Applications for Accounting Professionals	Online, Gresik 10 April 2021 April 10, 2021	Online, Gresik 11 April 2021 April 11, 2021	Universitas Airlangga Airlangga University
34	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
35	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Pelatihan Public Speaking Public Speaking Training	Online, Gresik 18 Juni 2021 June 18, 2021	Online, Gresik 2 Juli 2021 July 2, 2021	GML
36	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Program Unleash AKHLAK Training : Value KOMPETEN AKHLAK Training Unleash Program: Value COMPETENT	Online, Meeting 25 Agustus 2021 August 25, 2021	Online, Meeting 26 Agustus 2021 August 26, 2021	ACT Consulting
37	Mochamad Raga Hasbi Farobi Pl. Madya Officer Madya	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Dasar AKHLAK Training Unleash Program: Value COMPETENT	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit
38	Rizkiyah Ristiany Staf Pratama I Primary Staff I	Pelatihan dan Sertifikasi Internal Risk Officer Internal Risk Officer Training and Certification	Online, Gresik 8 Maret 2021 March 8, 2021	Online, Gresik 9 Maret 2021 March 9, 2021	Dep. TKP & Manajemen Risiko
39	Rizkiyah Ristiany Grade IV / Grade IV	Webinar Performance Perusahaan Menuju Solusi Agroindustri Company Performance Webinar Towards Agroindustry Solutions	Online, Gresik 16 April 2021 April 16, 2021	Online, Gresik 16 April 2021 April 16, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
40	Rizkiyah Ristiany, S.T. Staf Pratama I Primary Staff I	Webinar AAI 2021 "Economic Outlook 2021 di Era Pandemi: Peluang dan Ancaman Bagi Perusahaan" AAI 2021 Webinar "Economic Outlook 2021 in a Pandemic Era: Opportunities and Threats for Companies"	Online, Gresik 19 Februari 2021 February 19, 2021	Online, Gresik 19 Februari 2021 February 19, 2021	Asosiasi Auditor Internal

PENGEMBANGAN KOMPETENSI

DEPARTEMEN AUDIT KEUANGAN & UMUM

COMPETENCY DEVELOPMENT FOR FINANCE & GENERAL AUDIT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
41	Rizkiyah Ristiany, S.T. Staf Pratama I Primary Staff I	Certified Governance Professional (CGP)	Online, Gresik 26 April 2021 April 26, 2021	Online, Gresik 29 April 2021 April 29, 2021	PT Pupuk Indonesia (Persero)
42	Rizkiyah Ristiany, S.T. Staf Pratama I Primary Staff I	Leadership Development Program Grade 4 Batch 1	Online, Gresik 16 Juni 2021 June 16, 2021	Online, Gresik 9 September 2021 September 9, 2021	Unair Surabaya
43	Rizkiyah Ristiany, S.T. Staf Pratama I Primary Staff I	Webinar Unifying the Corporation	Online, Gresik 8 Juli 2021 July 8, 2021	Online, Gresik 8 Juli 2021 July 8, 2021	Markplus
44	Rizkiyah Ristiany, S.T. Staf Pratama I Primary Staff I	Pelatihan Sharing Knowledge melalui HCDev dan Pembuatan Course pada EU Knowledge Sharing Training through HCDev and Course Creation at EU	Online, Gresik 2 Juli 2021 July 2, 2021	Online, Gresik 2 Juli 2021 July 2, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
45	Rudik Eko Nursabdo, S.E., Ak. Staf Madya I Madya Staff I	Pelatihan "English for Business Communication" "English for Business Communication" training	Online, Gresik 7 April 2021 April 7, 2021	Online, Gresik 7 April 2021 April 7, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
46	Rudik Eko Nursabdo, S.E., Ak. Staf Madya I Madya Staff I	Pelatihan "Executive Training Courses for Language Leaders" "Executive Training Courses for Language Leaders" training	Online, Gresik 7 April 2021 April 7, 2021	Online, Gresik 7 April 2021 April 7, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
47	Sari Indrawati, S.M. Staf Pratama II Primary Staff II	Workshop Penyusunan Risiko & Program Kerja Pengamanan Workshop on Risk Management & Security Work Program	Online, Meeting 30 Agustus 2021 August 30, 2021	Online, Meeting 01 September 2021 September 01, 2021	Pengembangan & Organisasi Development & Organization
48	Sari Indrawati, S.M. Staf Pratama II Primary Staff II	Program Pendidikan dan Pelatihan Sertifikasi QIA Tingkat Dasar Basic Level QIA Certification Education and Training Program	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit Internal Audit Education Foundation



PENGEMBANGAN KOMPETENSI DEPARTEMEN TATA KELOLA PERUSAHAAN DAN MANAJEMEN RISIKO

COMPETENCY DEVELOPMENT FOR CORPORATE GOVERNANCE
AND RISK MANAGEMENT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
1.	Anindia Resbiana Puri Pl. Madya Officer Madya	Pelatihan Public Speaking Public Speaking Training	Online, Gresik 18 Juni 2021 June 18, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	GML
2.	Anindia Resbiana Puri Pl. Madya Officer Madya	The Leader in Me for Operator Batch 1	Online, Gresik 29 Juni 2021 June 29, 2021	Online, Gresik 23 Juli 2021 July 23, 2021	Dale Carnegie
3.	Anindia Resbiana Puri Pl. Madya Officer Madya	Training Process Improvement Become a Leader	Online, Gresik 02 Juli 2021 July 02, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
4.	Anindia Resbiana Puri Pl. Madya Officer Madya	Fraud Prevention With the Implementation of Anti Bribery Management System	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
5.	Anindia Resbiana Puri Pl. Madya Officer Madya	Pelatihan Basic Safety Basic Safety Training	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
6.	Anindia Resbiana Puri Pl. Madya Officer Madya	Program Unleash AKHLAK Training : Value KOMPETEN AKHLAK Training Unleash Program: Value COMPETENT	Online, Meeting 30 Agustus 2021 August 30, 2021	Online, Meeting 01 Septeber 2021 Serptember 01, 2021	Pengembangan & Organisasi Development & Organization
7.	Anindia Resbiana Puri Pl. Madya Officer Madya	Pelatihan Improving Cost Reduction Strategy Improving Cost Reduction Strategy Pelatihan Training	Online, Meeting 13 September 2021 September 13, 2021	Online, Meeting 25 September 2021 September 25, 2021	Yayasan Pendidikan Internal Audit Internal Education Foundation
8.	Anindia Resbiana Puri Pl. Madya Officer Madya	Pelatihan Surveillance Sistem Manajemen Anti Penyipuan ISO 37000:2016	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
9.	Joko Nugroho Staf Muda I Junior Staff I	CFE Exam Preparation Course	Online, Meeting 02 Agustus 2021 August 02, 2021	Online, Meeting 06 Agustus 2021 August 06, 2021	Association of Certified Fraud Examiners
10.	Joko Nugroho Staf Muda I Junior Staff I	Pelatihan Surveillance Sistem Manajemen Anti Penyipuan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
11.	Joko Nugroho Staf Muda I Junior Staff I	Memperkuat Pengawasan Internal Organisasi Melalui Penerapan Iso 37002 - Whistleblowing Management Systems Strengthening the Organization's Internal Control Through Implementation of Iso 37002 - Whistleblowing Management System	Online, Gresik 27 Februari 2021 February 27, 2021	Online, Gresik 27 Februari 2021 February 27, 2021	Visi Integritas
12.	Joko Nugroho Staf Muda I Junior Staff I	Pelatihan Skills for Effective Meeting Skills Training for Effective Meeting	Online, Gresik 04 Maret 2021 March 04, 2021	Online, Gresik 04 Maret 2021 March 04, 2021	Indonesia Light

PENGEMBANGAN KOMPETENSI DEPARTEMEN TATA KELOLA PERUSAHAAN DAN MANAJEMEN RISIKO

COMPETENCY DEVELOPMENT FOR CORPORATE GOVERNANCE
AND RISK MANAGEMENT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
13.	Joko Nugroho Staf Muda I Junior Staff I	Pelatihan Penyusunan Makalah Inovasi (SS, GIO, & 5R) untuk Persiapan Konvensi Inovasi Nasional Training on the Preparation of Innovation Papers (SS, GIO, & 5R) for the Preparation of the National Innovation Convention	Online, Gresik 09 September 2021 September 09, 2021	Online, Gresik 11 September 2021 September 11, 2021	Departemen Inovasi & Manajemen dan PT Wahana Kendali Mutu
14.	Joko Nugroho Staf Muda I Junior Staff I	Fraud Prevention With the Implementation of Anti Bribery Management System	Online, Gresik 03 Juli 2021 July 03, 2021	Online, Gresik 03 Juli 2021 July 03, 2021	TKP & Manajemen Risiko
15.	Joko Nugroho Staf Muda I Junior Staff I	Pelatihan "Linkedin Learning for Skill & Competency Fulfillment" "Linkedin Learning for Skill & Competency Fulfillment" training	Online, Gresik 01 Juli 2021 July 01, 2021	Online Training via Linkedin 31 Desember 2021 December 31, 2021	PT NBO Indonesia
16.	Joko Nugroho Staf Muda I Junior Staff I	Workshop Implementasi Perubahan Kriteria Jabatan Fungsional dan Struktural Bidang Pengembangan dan Pengadaan Workshop on Implementation of Changes in Functional and Structural Position Criteria for Development and Procurement	Online, Meeting 05 Agustus 2021 August 05, 2021	Online, Meeting 05 Agustus 2021 August 05, 2021	Universitas Airlangga Airlangga University
17.	Joko Nugroho Staf Muda I Junior Staff I	Perpanjangan Sertifikasi Enterprise Risk Management Academy (ERMA) Enterprise Risk Management Academy (ERMA) Certification Extension	Online, Meeting 01 Oktober 2021 October 01, 2021	Online, Meeting 01 Oktober 2021 October 01, 2021	Center of Risk Management & Sustainability
18.	Joko Nugroho Grade III / Grade III	Managing Effective Team For Grade 3	Online, Gresik 27 September 2021 September 27, 2021	Online, Gresik 26 Oktober 2021 October 26, 2021	LMFEB UI
19.	Kristian Escha Putranto Staf Pratama I Primary Staff I	Indonesia Enterprises Risk Management Award IV 2021	Online, Gresik 09 April 2021 April 09, 2021	Online, Gresik 09 April 2021 April 09, 2021	Economic Review
20.	Kristian Escha Putranto Staf Muda Junior Staff	Pelatihan & Sertifikasi Qualified Risk Management Analyst(QRMA) Qualified Risk Management Analyst(QRMA) Training & Certification	Online, Gresik 12 April 2021 April 12, 2021	Online, Gresik 14 April 2021 April 14, 2021	PT. Cipta Raya Mekar Sahitya & Pupuk Indonesia
21.	Kristian Escha Putranto Staf Muda Junior Staff	Certified Governance Professional (CGP)	Online, Gresik 26 April 2021 April 26, 2021	Online, Gresik 26 April 2021 April 26, 2021	PT Pupuk Indonesia (Persero)
22.	Kristian Escha Putranto Staf Muda Junior Staff	Pelatihan Improving Cost Reduction Strategy Improving Cost Training Reduction Strategy	Diklat Petrokimia Gesik 15 November 2021 November 15, 2021	Diklat Petrokimia Gesik 15 November 2021 November 15, 2021	PT Media Edutama Indonesia



PENGEMBANGAN KOMPETENSI
**DEPARTEMEN TATA KELOLA PERUSAHAAN
DAN MANAJEMEN RISIKO**
COMPETENCY DEVELOPMENT FOR CORPORATE GOVERNANCE
AND RISK MANAGEMENT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
23.	Kristian Escha Putranto Grade III / Grade III	Strategic for Stakeholder Corporation Grade 3	Online, Gresik 28 September 2021 September 28, 2021	Online, Gresik 27 Oktober 2021 October 27, 2021	LMFEB UI
24.	Mohammad Nadhiful Fiqqih Vice President	Pelatihan interpretasi KPKU-BUMN 2021 Kategori 1-7 KPKU-BUMN 2021 interpretation training Category 1-7	Online, Gresik 03 Maret 2021 March 03, 2021	Online, Gresik 03 Maret 2021 March 03, 2021	Lead Consultant KPKU BUMN
25.	Mohammad Nadhiful Fiqqih Vice President	Managerial Leadership Development Program Tahun 2021 Managerial Leadership Development Program 2021	Online, Gresik 17 November 2020 November 17, 2022	Online, Gresik 23 Mei 2020 May 23, 2022	PT Pupuk Indonesia
26.	Mohammad Nadhiful Fiqqih Vice President	Pelatihan " English for Business Communication" "English for Business Communication" training	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
27.	Mohammad Nadhiful Fiqqih Vice President	Pelatihan "Executive Training Courses for Language Leaders" "Executive Training Courses for Language Leaders" training	Online, Gresik 07 April 2021 April 07, 2021	Online, Gresik 07 April 2021 April 07, 2021	Diklat Petrokimia Gresik Petrokimia Gresik Training
28.	Mohammad Nadhiful Fiqqih Vice President	Indonesia Enterprises Risk Management Award IV 2021	Online, Gresik 09 April 2021 April 09, 2021	Online, Gresik 09 April 2021 April 09, 2021	Economic Review
29.	Mohammad Nadhiful Fiqqih Vice President	Webinar Ekspresikan AKHLAK	Online, Gresik 30 Juli 2021 July 30, 2021	Online, Gresik 30 Juli 2021 July 30, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
30.	Mohammad Nadhiful Fiqqih Vice President	CFE Exam Preparation Course	Online, Meeting 02 Agustus 2021 August 02, 2021	Online, Meeting 06 Agustus 2021 August 06, 2021	Association of Certified Fraud Examiners
31.	Mohammad Nadhiful Fiqqih Vice President	Workshop Implementasi Perubahan Kriteria Jabatan Fungsional dan Struktural Bidang Pengembangan dan Pengadaan Workshop on Implementation of Changes in Functional and Structural Position Criteria for Development and Procurement	Online, Meeting 05 Agustus 2021 August 05, 2021	Online, Meeting 05 Agustus 2021 August 05, 2021	Universitas Airlangga Airlangga University
32.	Mohammad Nadhiful Fiqqih Vice President	Aksi Kolektif Membangun Budaya Anti- Korupsi Korporasi Collective Action Building a Corporate Anti-Corruption Culture	Zoom 04 November 2021 November 04, 2021	Zoom 04 November 2021 November 04, 2021	PT. Info bank Institusi Keuangan

PENGEMBANGAN KOMPETENSI DEPARTEMEN TATA KELOLA PERUSAHAAN DAN MANAJEMEN RISIKO

COMPETENCY DEVELOPMENT FOR CORPORATE GOVERNANCE
AND RISK MANAGEMENT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
33.	Nur Anggoro Staf Pratama I Primary Staff I	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
34.	Nur Anggoro Staf Pratama I Primary Staff I	Indonesia Enterprises Risk Management Award IV 2021	Online, Gresik 09 April 2021 April 09, 2021	Online, Gresik 09 April 2021 April 09, 2021	Economic Review
35.	Nur Anggoro Staf Pratama I Primary Staff I	Pelatihan Public Speaking Public Speaking Training	Online, Gresik 18 Juni 2021 June 18, 2021	Online, Gresik 02 Juli 2021 July 02, 2021	GML
36.	Nur Anggoro Staf Pratama I Primary Staff I	Workshop Penyusunan Risiko & Program Kerja Pengamanan Workshop on Risk Management & Security Work Program	Online, Meeting 30 Agustus 2021 August 30, 2021	Online, Meeting 1 September 2021 September 1, 2021	Pengembangan & Organisasi
37.	Paramyta Hapsari Staf Pratama III Primary Staff III	Pelatihan Basic Safety Basic Safety Training	Online, Meeting 26 Agustus 2021 August 27, 2021	Online, Meeting 26 Agustus 2021 August 27, 2021	Phitagoras Training and Consulting
38.	Paramyta Hapsari Staf Pratama III Primary Staff III	Program Unleash AKHLAK Training : Value Loyal Unleash AKHLAK Training Program : Value Loyal	Online, Meeting 1 September 2021 September 1, 2021	Online, Meeting 1 September 2021 September 1, 2021	ACT Consulting
39.	Paramyta Hapsari Staf Pratama III Primary Staff III	Persepsi Tindak Pidana Korupsi dan Paradigma Pencegahan Tipikor / Gratifikasi Sebagai Indikasi Tipikor Serta Hak dan Kewenangan KPK Melakukan Penyadapan (Interception Lawful) Berdasarkan UU KPK No 19 Tahun 2019 Perceptions of Corruption Crimes and the Paradigm of Corruption Prevention / Gratification as Indications of Corruption and the Rights and Authorities of the KPK to Conduct Lawful Interception Based on KPK Law No. 19 of 2019	Online, Gresik 16 November 2021 November 16, 2021	Online, Gresik 17 November 2021 November 17, 2021	LBKI (Lembaga Berantas Korupsi Indonesia)
40.	Paramyta Hapsari Staf Pratama III Primary Staff III	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online Zoom 13 April 2021 April 13, 2021	Online Zoom 13 April 2021 April 13, 2021	RSM Consultant
41.	Paramyta Hapsari Staf Pratama III Primary Staff III	Workshop Compliance Officer	Online, Gresik 8 April 2021 April 8, 2021	Online, Gresik 9 April 2021 April 9, 2021	RSM Consultant
42.	Rizkiyah Ristianty Staf Pratama I Primary Staff I	Seminar Nasional Internal Audit (SNIA) 2021 : Mengakrabi Gelombang Perubahan Digital National Internal Audit Seminar (SNIA) 2021: Familiarizing with the Wave of Digital Change	Bali 2 Desember 2021 December 2, 2021	Bali 2 Desember 2021 December 2, 2021	Yayasan Pendidikan Internal Audit

PENGEMBANGAN KOMPETENSI
**DEPARTEMEN TATA KELOLA PERUSAHAAN
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COMPETENCY DEVELOPMENT FOR CORPORATE GOVERNANCE
AND RISK MANAGEMENT DEPARTMENT

No.	Nama dan Jabatan Name and Position	Topik Topic	Tanggal Mulai Start Date	Tanggal akhir FinallyDate	Penyelenggara Organizer
43.	Sari Indrawati Staf Pratama I Primary Staff I	Pelatihan Penyusunan, Self Assesment dan Dokumen Aplikasi KPKU Kategori 1-7 Training for Preparation, Self Assessment and KPKU Application Documents Category 1-7	Online, Gresik 9 April 2021 April 9, 2021	Online, Gresik 12 April 2021 April 12, 2021	Lead Consultant KPKU BUMN
44.	Sari Indrawati Staf Pratama I Primary Staff I	Workshop Cara Merespon Persyaratan KPKU-BUMN Workshop on How to Respond to KPKU-BUMN Requirements	Online, Gresik 14 April 2021 April 15, 2021	Online, Gresik 17 April 2021 April 17, 2021	Inovasi & Sistem Manajemen
45.	Sari Indrawati Staf Pratama I Primary Staff I	Pelatihan dan Sertifikasi Internal Risk Officer Internal Risk Officer Training and Certification	Online, Gresik 8 April 2021 April 8, 2021	Online, Gresik 9 April 2021 April 9, 2021	Dep. TKP & Manajemen Risiko
46.	Sari Indrawati Staf Pratama I Primary Staff I	Culture Fertilizer on Boarding Workshop Petrokimia Gresik	Online, Gresik 27 April 2021 April 27, 2021	Online, Gresik 7 Mei 2021 May 7, 2021	ACT Consultant
47.	Sari Indrawati Staf Pratama II Primary Staff II	Pelatihan Public Speaking Public Speaking Training	Online, Gresik 18 Juni 2021 June 18, 2021	Online, Gresik 2 Juli 2021 July 2, 2021	GML
48.	Sari Indrawati Staf Pratama II Primary Staff II	Pelatihan Sharing Knowledge melalui HCDev dan Pembuatan Course pada EU Knowledge Sharing Training through HCDev and Course Creation at EU	Online, Gresik 2 Juli 2021 July 2, 2021	Online, Gresik 2 Juli 2021 July 2, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
49.	Sari Indrawati Staf Pratama II Primary Staff II	Sosialisasi Penggunaan PiCu Meter (PIHC Culture Meter) Socialization of the Use of PiCu Meters (PIHC Culture Meter)	Online, Gresik 5 Juli 2021 July 5, 2021	Online, Gresik 5 Juli 2021 July 5, 2021	Inovasi dan Sistem Manajemen Innovation and Management System
50.	Sutyoso Kusentyo Putra Staf Muda I Junior Staff I	Pelatihan Penyusunan, Self Assessment dan Dokumen Aplikasi KPKU Kategori 1-7 Training for Preparation, Self Assessment and KPKU Application Documents Category 1-7	Online, Gresik 9 April 2021 April 9, 2021	Online, Gresik 12 April 2021 April 12, 2021	Lead Consultant KPKU BUMN
51.	Sutyoso Kusentyo Putra Staf Muda I Junior Staff I	Pelatihan Surveillance Sistem Manajemen Anti Penyuapan ISO 37000:2016 ISO 37000:2016 Anti-Bribery Management System Surveillance Training	Online, Gresik 13 April 2021 April 13, 2021	Online, Gresik 13 April 2021 April 13, 2021	RSM Consultant
52.	Sutyoso Kusentyo Putra Staf Muda I Junior Staff I	Certified Governance Professional (CGP)	Online, Gresik 26 April 2021 April 26, 2021	Online, Gresik 29 April 2021 April 29, 2021	PT Pupuk Indonesia (Persero)
53.	Sutyoso Kusentyo Putra Staf Muda I Junior Staff I	Strategic Training and Development and Their Role in Shaping Competitive Advantage	Online, Gresik 7 Juni 2021 June 7, 2021	Online, Gresik 8 Juni 2021 June 8, 2021	PT. GML

KRONOLOGI PENCATATAN SAHAM

CHRONOLOGY OF STOCK LISTING

Hingga 31 Desember 2021, Perseroan belum mencatatkan saham di bursa efek manapun, 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, 2021, the Company did not list shares on any stock exchange, so that information regarding share listing chronology, type of corporate actions that change the number of shares from initial listing until the end of fiscal year, and name of stock exchange where the shares are listed are not relevant to be disclosed in this Annual Report.



KRONOLOGI PENCATATAN EFEK LAINNYA

OTHER SECURITIES LISTING CHRONOLOGY

Hingga 31 Desember 2021, 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, 2021, the Company did not issue any bond, sukuk, and/or other securities on any stock exchange, so that information regarding other securities listing chronology, type of corporate actions that change the number of securities from initial issuance until the end of fiscal year, and name of stock exchange where the securities are issued are not relevant to be disclosed in this Annual Report.





NAMA DAN ALAMAT

LEMBAGA PROFESI PENUNJANG PERUSAHAAN

NAME AND ADDRESS OF PROFESSIONAL INSTITUTIONS SUPPORTING THE COMPANY

Profesi Profession	Nama Lembaga Institution Name	Alamat Address	Jasa yang Diberikan Service Rendered	Biaya Jasa Fee (Rp)
Kantor Akuntan Publik Public Accounting Firm	Tanudiredja, Wibisana, Rintis & Rekan	WTC 3, Jl. Jend. Sudirman Kav. 29-31 Jakarta 12920 Telp. (+6221) 50992901 31192901 Fax. (+6221) 52905555 52905050 Website: www.pwc.com/id	Melakukan audit Laporan Keuangan dan Laporan Lainnya Tahun Buku 2020 Auditing Financial Statements and Other Reports for Fiscal Year 2020	2.436.400.000
			Melakukan audit atas Laporan Keuangan, Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (PUMK), dan Laporan Lainnya Tahun Buku 2021 Conduct an audit of the Financial Statements, Financial Reports on the Implementation of the Micro and Small Business Funding Program (PUMK), and Other Reports for the 2021 Fiscal Year	2.533.000.000
Konsultan Hukum Legal Consultant	Gresik Lawyer Association	Jl. Kahayan No. 44 Gresik	Konsultan Hukum yang bertugas mendampingi PG atas permasalahan-permasalahan hukum yang dihadapi sesuai permintaan Legal Consultant that has the duty to accompany PG regarding legal issues as requested.	18.500.000/bulan 18,500,000/month
	Melli Darsa & Co.	World Trade Center III, Jl. Jenderal Soedirman Kav.29-31, Jakarta		Retainer dengan maksimal biaya jasa 100.000.000/bulan Retainer with a maximum service fee of 100,000,000/month
	Assegaf, Hamzah & Partners	Pakuwon Center, Superblok Tunjungan City Lantai11, Unit 08 Jalan Embong Malang No. 1, 3, 5, Surabaya		Retainer dengan maksimal biaya jasa 35.000.000/bulan Retainer with a maximum service fee of 35,000,000/month
Jasa Appraisal	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 Performing appraisal of all land and building owned by PG that are up for rent	181.000.000
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 Pemberitaahuannya kepada Kementerian Hukum dan HAM Republik Indonesia. Making Deeds of General Meeting of Shareholders Minutes and Shareholders Resolutions as well as its Notification Administration to the Ministry of Justice and Human Rights of the Republic of Indonesia	130.000.000
Asesor Risk Maturity (RML)	PT Pratama Indomitra Konsultan	Antam Office Park Tower B Lt. 8, Jalan T.B. Simatupang No.1, Tanjung Barat, Jagakarsa, Jakarta Selatan 12530	Melakukan asesmen atas tingkat kematangan penerapan manajemen risiko Petrokimia Gresik Performing assessment on maturity level of PG risk management implementation	78.600.000

INFORMASI PADA WEBSITE PERSEROAN

INFORMATION ON COMPANY WEBSITE



Untuk menerapkan prinsip keterbukaan dalam pengelolaan perusahaan, Petrokimia Gresik telah mengimplementasikan Peraturan Otoritas Jasa Keuangan (OJK) No. 8/POJK.04/2015 tentang Situs Web Emiten atau Perusahaan Publik.

Dalam rangka memenuhi kewajiban serta menjunjung prinsip transparansi dan keterbukaan informasi sebagaimana diatur dalam Peraturan OJK No. 8/POJK.04/2015, Perseroan memiliki situs web resmi yang dapat diakses pada www.petrokimia-gresik.com. Informasi pada situs web senantiasa diperbarui secara berkala dengan memuat beberapa informasi penting, antara lain:

1. LAPORAN KEUANGAN

Petrokimia Gresik dalam Pelaksanaan usaha selalu mengedepankan praktik-praktik transparansi yang mendukung Good Corporate Governance Perusahaan. Salah satunya dengan menyertakan Laporan Keuangan Perusahaan mulai tahun 2009-2019. Laporan Keuangan yang dimaksud diantaranya adalah Laporan Laba-Rugi, Laporan Posisi Keuangan, dan Laporan Kinerja Keuangan. Informasi Laporan Keuangan dapat ditemukan pada halaman muka website Perseroan, dan pilih *shortcut banner* "Laporan Keuangan". Selain itu juga bisa diakses melalui menu utama "Laporan/Laporan Keuangan"

2. LAPORAN TAHUNAN DAN LAPORAN KEBERLANJUTAN

Petrokimia Gresik menempatkan Laporan Tahunan dan Laporan Keberlanjutan sebagai suatu yang penting guna

To apply the principle of openness in company management, Petrokimia Gresik has implemented the Financial Services Authority (OJK) Regulation No. 8 / POJK.04 / 2015 regarding Website of Issuers or Public Companies

In fulfilling responsibility and upholding information transparency and disclosure principle as regulated in OJK Regulation No.8/POJK.04/2015, the Company has an official website that can be accessed through www.petrokimia-gresik.com. Information on the website is periodically updated by presenting several important information, among others:

1. FINANCIAL DATA

Petrokimia Gresik in conducting its business always prioritizes transparency practices that support the Company's Good Corporate Governance. One way is to include the Company's Financial Statements from 2009-2019. Financial Statements in question include the Profit-Loss Report, Statements of Financial Position and Financial Performance Reports. Information on Financial Statements can be found on the homepage of the Company's website, and select the "Financial Report" banner shortcut. It can also be accessed through the main menu "Financial Reports / Reports"

2. ANNUAL REPORT AND SUSTAINABILITY REPORT

Petrokimia Gresik acknowledges the importance of Annual Report and Sustainability Report in



INFORMASI PADA WEBSITE PERSEROAN INFORMATION ON COMPANY WEBSITE

meningkatkan citra perusahaan. Pada Laporan Tahunan dan Laporan Keberlanjutan Petrokimia Gresik dapat ditemukan informasi terkait Pemegang Saham, Struktur Grup Perusahaan, Rapat Umum Pemegang Saham dan informasi mengenai kegiatan CSR Perusahaan. Laporan Tahunan dan Laporan Keberlanjutan Petrokimia Gresik dapat ditemukan pada halaman muka (*home*) *website* Perseroan dengan menu Perseroan dan pilih *shortcut banner* "Laporan Tahunan". Selain itu juga bisa diakses melalui menu utama "Laporan/Laporan Tahunan"

3. PROFIL DEWAN KOMISARIS DAN DIREKSI

Profil Dewan Komisaris dan Direksi ditampilkan pada *website* Perseroan guna memberikan informasi bagi pengguna *website*. Profil Dewan Komisaris dan Direksi ditampilkan dalam *website* pada menu utama "Profil" dan sub menu "Manajemen"

4. PIAGAM DEWAN KOMISARIS DAN DIREKSI

Dalam rangka melengkapi informasi Profil Dewan Komisaris dan Direksi, *website* Perseroan juga memuat Piagam Dewan Komisaris dan Direksi yang berisi tentang komitmen dalam menjalankan tugas Perseroan dengan sungguh-sungguh, berdedikasi tinggi, dan penuh tanggungjawab berlandaskan prinsip-prinsip tata kelola perusahaan yang baik. Piagam/Charter Dewan Komisaris dan Direksi ditampilkan dalam *website* Perseroan pada halaman awal (*home*), *shortcut banner* "Tata Kelola". Selain itu juga bisa diakses melalui menu utama "Tata Kelola" dan submenu. "Penerapan GCG/Manual Penerapan", selanjutnya pilih lampiran dengan nama file "Pg bpm"

5. PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

Sebagai bentuk upaya Perseroan dalam menegakkan etika bisnis dan etika kerja serta mengimplementasikan tata nilai Perseroan dalam pelaksanaan proses bisnis, PG telah menetapkan Pedoman Etika Bisnis dan Etika Kerja Petrokimia Gresik yang dapat diakses oleh seluruh pemangku kepentingan. Pedoman tersebut juga dapat diunduh di *website* Perseroan pada halaman awal (*home*), *shortcut banner* "Tata Kelola". Selain itu juga bisa diakses melalui menu utama "Tata Kelola" dengan submenu "Penerapan GCG/Manual Penerapan", selanjutnya pilih lampiran dengan nama file "Pg pebk".

improving the company image. The Annual Report and Sustainability Report of PT Petrokimia Gresik contain information regarding Shareholders, Company Group Structure, General Meeting of Shareholders, and information regarding CSR activities of the Company. The Annual Report and Sustainability Report of PT Petrokimia Gresik can be found under website menu entitled Report and select the "Annual Report" banner shortcut. It can also be accessed through the main menu "Reports / Annual Reports"

3. PROFILE OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Profile of the Board of Commissioners and Board of Directors is presented on the Company website to provide information for website users. Profile of the Board of Commissioners and Board of Directors are displayed on the website on the main menu "Profile" and sub menu "Management"

4. CHARTER OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

To complete information on Profile of the Board of Commissioners and Board of Directors, the Company website also presents the Charter of the Board of Commissioners and Board of Directors containing commitment in carrying out the Company's duties with sincerity, strong dedication, and responsibility based on good corporate governance principles. Charter of the Board of Commissioners and Board of Directors is presented on the Company website on the home page, shortcut banner. "Governance". It can also be accessed through the main menu "Governance" and submenus. "GCG Implementation / Implementation Manual", then select the attachment with the file name "Pg bpm"

5. CODE OF CONDUCT

As a form of the Company's efforts in establishing business and work ethics as well as implementing Company culture in business process, PG has established the Code of Conduct of PT Petrokimia Gresik which can be accessed by all stakeholders. The code can be downloaded on the Company website home page, shortcut banner "Governance". It can also be accessed through the main menu "Governance" with the sub-menu "GCG Implementation / Implementation Manual", then select the attachment with the file name "Pg pebk".

KONTAK PEMASARAN

MARKETING CONTACT

PUSAT LAYANAN PELANGGAN CUSTOMER SERVICE CENTER

Departemen Administrasi Pemasaran
Marketing Administration Department
Kantor Pusat | Head Office
PT Petrokimia Gresik, lantai V,
Jl. Jend. Ahmad Yani, Gresik 61119, Jawa Timur
Telp. : 031-3977001- 3, 3979975
Fax : 031-3979976
Telpon bebas pulsa : 0800-1-008001
SMS/WA : 0811 344 774/0811 9918 001
Email : konsumen@pupuk-indonesia.com

INFORMASI PUPUK BERSUBSIDI SUBSIDED FERTILIZER INFORMATION

Departemen Administrasi Pemasaran
Marketing Administration Department
Kantor Pusat | Head Office
PT Petrokimia Gresik, lantai VII,
Jl. Jend. Ahmad Yani, Gresik 61119, Jawa Timur
Telp. : 031-3982100, 3982200, 3981811-14
ekstensi | extension : 2190, 2191
Fax : 031-3988860
Email : penjualan1@gmail.com

INFORMASI PUPUK EKSPOR & NON SUBSIDI FERTILIZER EXPORT & NON-SUBSIDY INFORMATION

Departemen Administrasi & Penjualan
Administration & Sales Department
Kantor Pusat | Head Office
PT Petrokimia Gresik, lantai VII,
Jl. Jend. Ahmad Yani Gresik 61119, Jawa Timur
Telp. : 031-3982100, 3982200, 3981811-14
ekstensi | extension : 2253, 2622, 2913
Fax. : 031-3988863
Email : korporasi@petrokimia-gresik.com
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INFORMASI PRODUK NON-PUPUK NON-FERTILIZER PRODUCT INFORMATION

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Administration & Sales Department
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Departemen Customer Centric Model

Department of Customer Centric Model

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INFORMASI PROGRAM MAKMUR
INFORMATION OF PROGRAM MAKMUR

Project Agrosolution

Project Agrosolution

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PRODUKSI PUPUK ORGANIK & NPK**
ORGANIC FERTILIZER & NPK PRODUCTION
COOPERATION SERVICES

Departemen Pengelolaan Mitra Produksi

Department of Production Partner Management

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SERVICE INFORMATION

Departemen Administrasi & Penjualan

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**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, taking strategic steps, so that its performance remains positive and continues to improve



ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS



Kendati dalam kondisi penuh tantangan, PT Petrokimia Gresik cepat beradaptasi, mengambil langkah strategis, sehingga kinerjanya tetap positif dan terus meningkat. Bahkan laba bersih perseroan melebihi target dari rencana kerja dan anggaran perusahaan (RKAP) yang telah ditetapkan

Despite the challenging conditions, PT Petrokimia Gresik is quick to adapt, taking strategic steps, so that its performance remains positive and continues to improve. Even the company's net profit exceeded the target of the company's work plan and budget that had been set

TINJAUAN OPERASI PER SEGMENT USAHA

OPERATIONAL OVERVIEW PER BUSINESS SEGMENTS

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 2021.

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 Peraturan Menteri Pertanian meliputi 5 jenis produk, yaitu Urea, ZA, SP-36, Phonska dan Petroganik. 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 Petro Nitrat dan Petro Ningrat.

PRODUKTIVITAS

PRODUCTIVITY

Realisasi Produksi Pupuk Tahun 2021 - 2020
Realization of Fertilizer Production in 2021 - 2020

(dalam satuan ton / in ton)

Produk Pupuk Fertilizer Products	2021	2020	Pertumbuhan Growth	
			Nominal	%
Urea	947.860	1.003.843	(55.983)	(6%)
ZA	759.226	795.930	(36.704)	(5%)
SP-36	325.138	451.972	(126.834)	(28%)
NPK	2.479.174	2.453.906	25.268	1%
ZK	14.021	9.655	4.366	45%
Jumlah Total	4.525.419	4.715.306	(189.887)	(4%)

PT Petrokimia Gresik (PG) is the most complete fertilizer producer in Indonesia that produces various kinds of fertilizers and chemicals for agro-industrial solutions. The company is committed to continuing to grow and develop with the community, in order to support the realization of national food security and the advancement of the agricultural world.

The Company divides its operational activities into 2 (two) segments, namely: Fertilizer Segment and Non Fertilizer Segment. The following is a description of the business description, productivity, sales and profitability of the two segments in 2021.

BUSINESS DESCRIPTION

The segmentation of PT Petrokimia Gresik's fertilizer products is divided into two, namely 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 Regulation of the Minister of Agriculture covering 5 types of products, namely Urea, ZA, SP-36, Phonska and Petroganik. In addition to subsidized fertilizers, PT Petrokimia Gresik also provides non-subsidized fertilizer products, namely Urea, ZA, SP-36, NPK, and ZK. PT Petrokimia Gresik also added several product variants to support the needs of farmers and companies throughout Indonesia by launching Petro Nitrate and Petro Ningrat fertilizers.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

Realisasi produksi pupuk tahun 2021 tercatat sebesar 4,53 juta ton, turun 189,99 ribu ton atau (4%) dibandingkan tahun 2020 sebesar 4,72 juta ton. Hal tersebut terutama disebabkan perubahan mekanisme penyaluran untuk pupuk ZA dan SP-36 yang pada tahun 2021 hanya dikhususkan untuk tanaman hortikultura sehingga dilakukan penyesuaian stok produksi untuk menjaga balansitas stok nasional.

Produksi Pupuk Urea

Realisasi produksi pupuk Urea tahun 2021 mencapai 947,86 ribu ton, turun 55,98 ribu ton atau (6%) dibandingkan tahun 2020 sebesar 1,00 juta ton. Penurunan tersebut terutama disebabkan terdapat *shutdown* untuk perbaikan peralatan pada pabrik Amoniak-Urea IB.

Produksi Pupuk ZA

Realisasi produksi pupuk ZA tahun 2021 mencapai 759,23 ribu ton, turun 36,70 ribu ton atau (5%) dibandingkan tahun 2020 sebesar 795,93 ribu ton. Penurunan tersebut disebabkan perubahan mekanisme penyaluran untuk pupuk ZA dan SP-36 yang pada tahun 2021 hanya dikhususkan untuk tanaman hortikultura sehingga dilakukan penyesuaian stok produksi untuk menjaga balansitas stok nasional.

Produksi Pupuk SP-36

Realisasi produksi pupuk SP-36 tahun 2021 mencapai 325,14 ribu ton, turun 126,83 ribu ton atau (28%) dibandingkan tahun 2020 sebesar 451,97 ribu ton. Penurunan tersebut terutama disebabkan perubahan mekanisme penyaluran untuk pupuk ZA dan SP-36 yang pada tahun 2021 hanya dikhususkan untuk tanaman hortikultura sehingga dilakukan penyesuaian stok produksi untuk menjaga balansitas stok nasional.

Produksi Pupuk NPK

Realisasi produksi pupuk NPK tahun 2021 mencapai 2.479,17 ribu ton, naik 25,27 ribu ton atau 1% dibandingkan tahun 2020 sebesar 2.453,91 ribu ton. Hal tersebut utamanya disebabkan peningkatan penjualan pupuk Phonska Plus menyesuaikan dengan tingginya permintaan.

Produksi Pupuk ZK

Realisasi produksi pupuk ZK tahun 2021 mencapai 14,02 ribu ton, naik 4,36 ribu ton atau 45% dibandingkan tahun 2020 sebesar 9,65 ribu ton. Hal tersebut disebabkan peningkatan permintaan di sektor kebun.

Realization of fertilizer production in 2021 was recorded at 4.53 million tons, decreased by 189.99 thousand tons or (4%) compared to 4.72 million tons in 2020. This was mainly due to changes in the distribution mechanism for ZA and SP-36 fertilizers, which in 2021 were only devoted to horticultural crops, so that production stock adjustments were made to maintain national stock balance.

Urea Fertilizer Production

Urea fertilizer production realization in 2021 reached 947.86 thousand tons, a decrease of 55.98 thousand tons or (6%) compared to 2020 which was 1.00 million tons. The decrease was mainly due to a shutdown for equipment repair at the Ammonia-Urea IB plant.

ZA Fertilizer Production

Realization of ZA fertilizer production in 2021 reached 759.23 thousand tons, decreased by 36.70 thousand tons or (5%) compared to 2020 which was 795.93 thousand tons. The decrease was due to changes in the distribution mechanism for ZA and SP-36 fertilizers, which in 2021 will only be devoted to horticultural crops, so that production stock adjustments are made to maintain national stock balance.

SP-36 . Fertilizer Production

Realization of SP-36 fertilizer production in 2021 reached 325.14 thousand tons, decreased by 126.83 thousand tons or (28%) compared to 2020 which was 451.97 thousand tons. The decrease was mainly due to changes in the distribution mechanism for ZA and SP-36 fertilizers, which in 2021 will only be devoted to horticultural crops so that production stock adjustments are made to maintain national stock balance.

NPK Fertilizer Production

Realization of NPK fertilizer production in 2021 reached 2,479.17 thousand tons, an increase of 25.27 thousand tons or 1% compared to 2020 of 2,453.91 thousand tons. This was mainly due to the increase in sales of Phonska Plus fertilizer in line with high demand.

ZK Pupuk Fertilizer Production

The realization of ZK fertilizer production in 2021 reached 14.02 thousand tons, an increase of 4.36 thousand tons or 45% compared to 2020 of 9.65 thousand tons. This is due to an increase in demand in the garden sector.



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

PENGEMBANGAN PRODUKSI PUPUK TAHUN 2021
DEVELOPMENT OF FERTILIZER PRODUCTION IN 2021

Pengembangan produksi merupakan wujud nyata Perusahaan untuk mendukung program pemerintah dalam rangka meningkatkan kualitas hidup masyarakat Indonesia. Untuk tahun 2021, Perusahaan mencapai produksi sebesar 7.534,86 ribu ton, turun 200,65 ribu ton atau 2,59% dibandingkan realisasi tahun 2020 sebesar 7.735,51 ribu ton. Penurunan tersebut terutama disebabkan kurang optimalnya produksi Amoniak dan Urea karena terdapat perbaikan peralatan.

Guna mencapai peningkatan produksi pupuk di tahun 2021, Perusahaan 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.

Production development is a tangible manifestation of the Company to support government programs in order to improve the quality of life of the Indonesian people. For 2021, the Company achieved production of 7,534.86 thousand tons, decreased by 200.65 thousand tons or 2.59% compared to the realization in 2020 of 7,735.51 thousand tons. The decrease was mainly due to the less than optimal production of Ammonia and Urea due to equipment repairs.

In order to achieve an increase in fertilizer production in 2021, the Company has prepared strategic steps, including:

- Performing raw material cost efficiency by reducing losses on raw materials and products by tightening measurement validity.
- Purchasing raw materials, merchandise, auxiliary materials, and tools directly to multi-source manufacturers with long-term contracts and delivery according to the schedule for production and marketing needs.
- Preventive and predictive maintenance (PPM) according to the concept of Reliability Centered Maintenance (RCM), and Risk Based Inspection (RBI).
- Implement a program to increase production capacity (Debottlenecking)
- Improvement of K3 culture through Inspection and Maintenance of Facilities and Infrastructure.

PENJUALAN | SALES

Pada tahun 2021, realisasi Penjualan Pupuk tercatat sebesar Rp25,05 triliun, naik Rp1,22 triliun atau 5% dibandingkan tahun 2020 sebesar Rp23,83 triliun. Peningkatan tersebut utamanya menyesuaikan dengan alokasi pupuk bersubsidi tahun 2021.

In 2021, the realization of Fertilizer Sales was recorded at Rp. 25.05 trillion, an increase of Rp. 1.22 trillion or 5% compared to 2020 of Rp. 23.83 trillion. The increase mainly adjusts to the allocation of subsidized fertilizers in 2021.

Penjualan Pupuk Tahun 2020-2021
Fertilizer Sales in 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Penjualan Pupuk Subsidi Subsidized Fertilizer Sales	21.271.512	20.123.490	1.148.022	6%
Penjualan Pupuk Non-Subsidi Non-Subsidized Fertilizer Sales	3.776.833	3.707.875	68.958	2%
Jumlah Total	25.048.345	23.831.365	1.216.980	5%

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

Penjualan Pupuk Subsidi | Subsidized Fertilizer Sales

Penjualan Pupuk Subsidi Tahun 2020 - 2021
 Subsidized Fertilizer Sales in 2020 - 2021

(dalam satuan ton / in ton)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Urea	613.084	672.494	(59.410)	(9%)
ZA	686.771	762.834	(76.063)	(10%)
SP-36	390.866	531.437	(140.570)	(26%)
NPK	2.209.354	2.126.229	83.125	4%
Petroganik	439.902	533.080	(93.178)	(17%)
Organik Cair	213	-	213	100%
Jumlah Total	4.340.190	4.626.074	(285.884)	(6%)

Penjualan Pupuk Subsidi Tahun 2020 - 2021
 Subsidized Fertilizer Sales in 2020 - 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Urea	2.646.335	2.938.252	(291.917)	(10%)
ZA	2.542.187	2.082.650	459.537	22%
SP-36	2.230.037	2.705.255	(475.218)	(18%)
NPK	13.329.805	11.530.963	1.798.842	16%
Petroganik	673.559	866.370	(192.811)	(22%)
Organik Cair	12.381	-	12.381	100%
Potongan Penjualan	(162.791)	-	(162.791)	(100%)
Jumlah Total	21.271.512	20.123.490	1.148.022	6%

Penjualan Pupuk Subsidi Urea

Di tahun 2021, Perusahaan membukukan penjualan pupuk subsidi Urea sebanyak 613,08 ribu ton, turun 59,41 ribu ton atau 9% dibandingkan dengan tahun 2020 sebanyak 672,49 ribu ton. Hal tersebut terutama disebabkan terdapat penurunan dosis pemupukan dari Kementan dan adanya sistem penebusan yang mensyaratkan penggunaan KTP.

Penjualan Pupuk Subsidi Urea di tahun 2021 yang tercatat sebesar Rp2,65 triliun, turun Rp291,92 juta atau 10% dibandingkan dengan tahun 2020 sebesar Rp2,94 triliun. Penurunan nilai penjualan selaras dengan penurunan kuantum penjualan.

Subsidized Urea Fertilizer Sales

In 2021, the Company recorded sales of subsidized Urea fertilizer of 613.08 thousand tons, a decrease of 59.41 thousand tons or 9% compared to 2020 of 672.49 thousand tons. This was mainly due to a decrease in the dose of fertilization from the Ministry of Agriculture and the existence of a redemption system that required the use of an ID card.

Sales of Urea Subsidized Fertilizer in 2021 which was recorded at Rp.2.65 trillion, decreased by Rp.291.92 million or 10% compared to 2020 of Rp.2.94 trillion. The decline in sales value is in line with the decline in the sales quantum.



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Penjualan Pupuk Subsidi ZA

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Subsidi ZA sebanyak 686,77 ribu ton, turun 76,06 ribu ton atau 10% dibandingkan dengan tahun 2020 sebanyak 762,83 ribu ton. Hal tersebut disebabkan perubahan mekanisme penyaluran untuk pupuk ZA dan SP-36 yang pada tahun 2021 hanya dikhususkan untuk tanaman hortikultura.

Penjualan Pupuk Subsidi ZA di tahun 2021 yang tercatat sebesar Rp2,54 triliun, naik Rp459,54 juta atau 22% dibandingkan dengan tahun 2020 sebesar Rp2,08 triliun.

Penjualan Pupuk Subsidi SP-36

Di tahun 2021, Perusahaan membukukan penjualan pupuk subsidi SP-36 sebanyak 390,87 ribu ton, turun 140,57 ribu ton atau 26% dibandingkan dengan tahun 2020 sebanyak 531,44 ribu ton. Hal tersebut disebabkan perubahan mekanisme penyaluran untuk pupuk ZA dan SP-36 yang pada tahun 2021 hanya dikhususkan untuk tanaman hortikultura.

Penjualan Pupuk Subsidi SP-36 di tahun 2021 yang tercatat sebesar Rp2,23 triliun, turun Rp475,22 triliun atau 18% dibandingkan dengan Rp2,71 triliun pada tahun 2020.

Penjualan Pupuk Subsidi Phonska

Di tahun 2021, Perusahaan membukukan penjualan pupuk subsidi Phonska sebanyak 2,21 juta ton, naik 83,13 ribu ton atau 4% dibandingkan dengan tahun 2020 sebanyak 2,13 juta ton. Hal tersebut menyesuaikan kenaikan alokasi penyaluran pupuk Phonska dari tahun 2020.

Penjualan Pupuk Subsidi Phonska di tahun 2021 yang tercatat sebesar Rp13,33 triliun, naik Rp1,80 juta atau 16% dibandingkan dengan Rp11,53 triliun pada tahun 2020.

Penjualan Pupuk Subsidi Petroganik

Di tahun 2021, Perusahaan membukukan penjualan pupuk subsidi Petroganik sebanyak 439,90 ribu ton, turun 93,18 ribu ton atau 17% dibandingkan dengan tahun 2020 sebanyak 533,08 ribu ton. Hal tersebut disebabkan terdapat penurunan dosis pemupukan dari Kementan dan adanya sistem penebusan yang mensyaratkan penggunaan KTP.

Penjualan Pupuk Subsidi Petroganik di tahun 2021 yang tercatat sebesar Rp673,56 miliar, turun Rp192,81 miliar atau 22% dibandingkan dengan Rp866,37 miliar pada tahun 2020.

Subsidized ZA Fertilizer Sales

In 2021, the Company posted ZA Subsidized Fertilizer Sales of 686.77 thousand tons, a decrease of 76.06 thousand tons or 10% compared to 2020 of 762.83 thousand tons. This is due to changes in the distribution mechanism for ZA and SP-36 fertilizers, which in 2021 will only be devoted to horticultural crops.

Sales of ZA Subsidized Fertilizers in 2021 were recorded at Rp.2.54 trillion, an increase of Rp.459.54 million or 22% compared to 2020 of Rp.2.08 trillion.

Subsidized SP-36 Fertilizer Sales

In 2021, the Company recorded sales of SP-36 subsidized fertilizer of 390.87 thousand tons, decreased by 140.57 thousand tons or 26% compared to 2020 of 531.44 thousand tons. This is due to changes in the distribution mechanism for ZA and SP-36 fertilizers, which in 2021 will only be devoted to horticultural crops.

Sales of SP-36 Subsidized Fertilizer in 2021, which was recorded at Rp2.23 trillion, decreased by Rp475.22 trillion or 18% compared to Rp2.71 trillion in 2020.

Subsidized Phonska Fertilizer Sales

In 2021, the Company posted Phonska subsidized fertilizer sales of 2.21 million tons, an increase of 83.13 thousand tons or 4% compared to 2020 of 2.13 million tons. This adjusts the increase in the allocation of Phonska fertilizer distribution from 2020.

Phonska Subsidized Fertilizer Sales in 2021 were recorded at Rp13.33 trillion, an increase of Rp1.80 million or 16% compared to Rp11.53 trillion in 2020.

Subsidized Petroganik Fertilizer Sales

In 2021, the Company recorded sales of Petroganik subsidized fertilizer of 439.90 thousand tons, a decrease of 93.18 thousand tons or 17% compared to 2020 of 533.08 thousand tons. This is due to a decrease in the dose of fertilization from the Ministry of Agriculture and the existence of a redemption system that requires the use of an ID card.

Sales of Petroganic Subsidized Fertilizer in 2021 which was recorded at Rp673.56 billion, decreased by Rp192.81 billion or 22% compared to Rp866.37 billion in 2020.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

Penjualan Pupuk Non Subsidi | Non-Subsidized Fertilizer Sales

Penjualan Pupuk Non-Subsidi Tahun 2020 - 2021
 Sales of Non-Subsidized Fertilizers in 2020 - 2021

(dalam satuan ton / in ton)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Urea	299.985	362.398	(62.413)	(17%)
ZA	89.278	32.636	56.642	174%
Fosfat	18.268	4.678	13.590	291%
NPK	371.320	436.821	(65.502)	(48%)
Kalium Sulfat (ZK)	18.090	13.876	4.214	30%
DAP	14.539	-	14.539	100%
Jumlah Total	811.478	850.409	(38.931)	(5%)

Penjualan Pupuk Non-Subsidi Tahun 2020 - 2021
 Sales of Non-Subsidized Fertilizers in 2020 - 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Urea	1.163.786	1.401.743	(237.957)	(17%)
ZA	227.030	90.512	136.518	151%
Fosfat	55.778	25.883	29.895	116%
NPK	1.597.351	1.941.592	(344.241)	(18%)
Kalium Sulfat (ZK)	100.300	80.002	20.298	25%
DAP	151.817	-	151.817	100%
Jumlah Total	3.296.063	3.539.731	(243.668)	(7%)
Anak Perusahaan Subsidiary	480.770	168.143	312.627	186%
Jumlah Total	3.776.833	3.707.875	68.958	2%

Penjualan Pupuk Non-Subsidi Urea

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Non Subsidi Urea sebanyak 299,99 ribu ton, turun 62,41 ribu ton atau 17% dibandingkan dengan tahun 2020 sebanyak 362,40 ribu ton. Hal ini disebabkan penurunan penjualan Urea di sektor ritel dan ekspor.

Penjualan pupuk Non Subsidi Urea di tahun 2021 yang tercatat sebesar Rp1,16 triliun, turun Rp237,96 miliar atau 17% dibandingkan dengan Rp1,40 triliun pada tahun 2020.

Non-Subsidized Urea Fertilizer Sales

In 2021, the Company recorded Sales of Non-Subsidized Urea Fertilizer of 299.99 thousand tons, a decrease of 62.41 thousand tons or 17% compared to 2020 of 362.40 thousand tons. This was due to a decline in Urea sales in the retail and export sectors.

Sales of non-subsidized Urea fertilizers in 2021 were recorded at Rp1.16 trillion, an decrease of Rp237,96 billion or 17% compared to Rp1.40 trillion in 2020.



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Penjualan Pupuk Non-Subsidi ZA

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Non Subsidi ZA sebanyak 89,28 ribu ton, naik 56,64 ribu ton atau 174% dibandingkan dengan tahun 2020 sebanyak 32,64 ribu ton. Hal tersebut disebabkan oleh mulai beralihnya konsumen sektor subsidi ke pupuk non subsidi.

Penjualan Pupuk Non Subsidi ZA di tahun 2021 yang tercatat sebesar Rp227,03 miliar, naik Rp136,52 miliar atau 151% dibandingkan dengan Rp90,51 miliar pada tahun 2020.

Penjualan Pupuk Non-Subsidi Fosfat

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Non Subsidi Fosfat sebanyak 18,27 ribu ton, naik 13,59 ribu ton atau 291% dibandingkan dengan tahun 2020 sebanyak 4,68 ribu ton disebabkan optimalnya penjualan Pupuk SP-26 pada tahun 2021.

Penjualan Pupuk Non Subsidi Fosfat di tahun 2021 yang tercatat sebesar Rp55,78 miliar, naik Rp29,90 miliar atau 116% dibandingkan dengan Rp25,88 miliar pada tahun 2020.

Penjualan Pupuk Non-Subsidi NPK

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Non Subsidi NPK sebanyak 371,32 ribu ton, turun 65,50 ribu ton atau 48% dibandingkan dengan tahun 2020 sebanyak 436,82 ribu ton. Hal tersebut disebabkan oleh penjualan diprioritaskan untuk memenuhi kebutuhan pupuk subsidi.

Penjualan Pupuk Non Subsidi NPK di tahun 2021 yang tercatat sebesar Rp1,60 triliun, turun Rp344,24 miliar atau 18% dibandingkan dengan Rp1,94 triliun pada tahun 2020.

Penjualan Pupuk Non-Subsidi Kalium Sulfat (ZK)

Di tahun 2021, Perusahaan membukukan Penjualan Pupuk Non Subsidi Kalium Sulfat (ZK) sebanyak 18,09 ribu ton, naik 4,21 ribu ton atau 30% dibandingkan dengan tahun 2020 sebanyak 13,88 ribu ton disebabkan optimalnya penjualan di sektor perkebunan.

Penjualan Pupuk Non Subsidi Kalium Sulfat (ZK) di tahun 2021 yang tercatat sebesar Rp100,30 miliar, naik Rp20,30 miliar atau 25% dibandingkan dengan Rp80,00 miliar pada tahun 2020.

Non-Subsidized ZA Fertilizer Sales

In 2021, the Company recorded Sales of Non-Subsidized ZA Fertilizer of 89.28 thousand tons, an increase of 56.64 thousand tons or 174% compared to 2020 of 32.64 thousand tons. This is due to the shift in consumers from the subsidized sector to non-subsidized fertilizers.

Sales of Non-Subsidized ZA Fertilizers in 2021 were recorded at Rp227.03 billion, an increase of Rp136.52 billion or 151% compared to Rp. 90.51 billion in 2020.

Non-Subsidized Phosphate Fertilizer Sales

In 2021, the Company recorded Sales of Non-Subsidized Phosphate Fertilizer of 18.27 thousand tons, an increase of 13.59 thousand tons or 291% compared to 2020 of 4.68 thousand tons due to optimal sales of SP-26 Fertilizer in 2021.

Sales of Non-Subsidized Phosphate Fertilizer in 2021 were recorded at Rp55.78 billion, an increase of Rp29.90 billion or 116% compared to Rp25.88 billion in 2020.

Non-Subsidized NPK Fertilizer Sales

In 2021, the Company recorded Sales of Non-Subsidized NPK Fertilizer of 371.32 thousand tons, decreased by 65.50 thousand tons or 48% compared to 2020 of 436.82 thousand tons. This is because sales are prioritized to meet subsidized fertilizer needs.

Sales of Non-Subsidized NPK Fertilizers in 2021 were recorded at Rp1.60 trillion, a decrease of Rp344,24 billion or 18% compared to IDR1.94 trillion in 2020.

Non-Subsidized Potassium Sulfate (ZK) Fertilizer Sales

In 2021, the Company recorded Sales of Non-Subsidized Potassium Sulfate (ZK) Fertilizer of 18.09 thousand tons, an increase of 4.21 thousand tons or 30% compared to 2020 of 13.88 thousand tons due to optimal sales in the plantation sector.

Sales of Non-Subsidized Potassium Sulphate (ZK) Fertilizers in 2021 were recorded at Rp100.30 billion, an increase of Rp20.30 billion or 25% compared to Rp80.00 billion in 2020.

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MANAGEMENT DISCUSSION AND ANALYSIS

PRODUKTIVITAS
PROFITABILITY

Profitabilitas Segmen Pupuk Tahun 2020-2021
Profitability of Fertilizer Segment in in 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pupuk Subsidi Subsidized Fertilizer	1.576.366	1.306.002	270.364	17%
Pupuk Non-Subsidi Non-Subsidized Fertilizer	431.464	217.651	213.813	98%
Jumlah Total	2.007.830	1.523.653	484.177	32%

Profitabilitas segmen pupuk di tahun 2022 tercatat sebesar Rp2,01 triliun, naik Rp484,18 miliar atau 32% dibanding dengan Rp1,52 triliun pada tahun 2020. Perubahan terutama disebabkan optimalnya penyaluran pupuk bersubsidi dan optimalisasi harga jual pupuk non subsidi.

The profitability of the fertilizer segment in 2022 was recorded at Rp.2.01 trillion, an increase of Rp.484.18 billion or 32% compared to Rp.1.52 trillion in 2020. The change was mainly due to the optimal distribution of subsidized fertilizers and optimization of the selling price of non-subsidized fertilizers.

Tingginya volatilitas iklim bisnis industri pupuk di dunia pada tahun 2021 akan semakin kompetitif, sehingga setiap perusahaan diharapkan untuk mengedepankan efisiensi dan daya saingnya melalui berbagai program salah satunya *cost reduction program* untuk memenangkan persaingan. Disamping itu, pengembangan industri pupuk harus didukung dengan pengembangan berkelanjutan untuk mendukung tercapainya solusi agrosolusi.

The high volatility of the world's fertilizer industry business climate in 2021 will be increasingly competitive, so that each company is expected to prioritize efficiency and competitiveness through various programs, one of which is a cost reduction program to win the competition. In addition, the development of the fertilizer industry must be supported by sustainable development to support the achievement of agro-solution solutions.



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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 Amoniak, Asam Sulfat, Asam Fosfat, CO₂ Liquid, Dry Ice, Purified Gypsum, Neutralized Crude Gypsum (NCG), Petrocas, Aluminium Fluorida, dan Asam Chlorida. Produk non-pupuk (kimia) ini sebagian besar dijual ke industri dalam negeri dan ekspor.

BUSINESS DESCRIPTION

The sales plan for Non-Fertilizer products and services is prepared based on the optimization of production capacity and the need for fertilizer raw materials.

Products sold for non-fertilizer products are Ammonia, Sulfuric Acid, Phosphoric Acid, CO₂ Liquid, Dry Ice, Purified Gypsum, Neutralized Crude Gypsum (NCG), Petrocas, Aluminum Fluoride, and Acid Chloride. These non-fertilizer (chemical) products are mostly sold to domestic and export industries.

Produksi Non Pupuk | Non Fertilizer Production

Realisasi Produksi Non Pupuk Tahun 2020 - 2021
Realization of Non-Fertilizer Production in 2020 - 2021

(dalam satuan ton / in ton)

Produk Non Pupuk Non-Fertilizer Product	2021	2020	Pertumbuhan Growth	
			Nominal	%
Amoniak	907.301	1.095.376	(188.075)	(17%)
Asam Sulfat	881.200	853.111	28.089	3%
Asam Fosfat	191.856	218.883	(27.027)	(12%)
Gypsum	994.160	821.036	173.124	21%
Aluminium Fluorida	7.265	7.114	151	2%
CO ₂ Liquid	11.181	12.042	(861)	(7%)
Dry Ice	592	670	(78)	(12%)
Asam Klorida	15.881	11.975	3.906	33%
Jumlah Total	3.009.436	3.020.207	(10.771)	

Produksi Amoniak

Realisasi produksi Amoniak tahun 2021 mencapai 907,30 ribu ton, turun 188,07 ribu ton atau 17% dibandingkan tahun 2020 sebesar 1.095,57 ribu ton. Penurunan tersebut disebabkan oleh shutdown untuk perbaikan peralatan pada plant Amoniak-Urea IB.

Ammonia Production

Ammonia production realization in 2021 reached 907.30 thousand tons, decreased by 188.07 thousand tons or 17% compared to 2020 which was 1,095.57 thousand tons. The decrease was due to shutdowns for equipment repairs at the Ammonia-Urea IB plant.

Produksi Asam Sulfat

Realisasi produksi Asam Sulfat tahun 2021 mencapai 881,20 ribu ton, naik 28,08 ribu ton atau 3% dibandingkan tahun 2020 sebesar 853,11 ribu ton. Kenaikan disebabkan meningkatnya kebutuhan bahan baku Asam Sulfat untuk pemenuhan produksi NPK.

Sulfuric Acid Production

The realization of Sulfuric Acid production in 2021 reached 881.20 thousand tons, an increase of 28.08 thousand tons or 3% compared to 2020 of 853.11 thousand tons. The increase was due to the increasing demand for sulfuric acid raw material to fulfill NPK production.

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Produksi Asam Fosfat

Realisasi produksi Asam Fosfat tahun 2021 mencapai 191,85 ribu ton, turun 27,02 ribu ton atau 12% dibandingkan tahun 2020 sebesar 218,88 ribu ton. Penurunan tersebut terutama disebabkan pengaturan rate produksi untuk menjaga balansitas produk.

Produksi Gypsum

Realisasi produksi Gypsum tahun 2021 mencapai 994,16 ribu ton, naik 173,12 ribu ton atau 21% dibandingkan tahun 2020 sebesar 821,04 ribu ton. Peningkatan tersebut terutama disebabkan kenaikan permintaan penjualan.

Produksi Aluminium Fluorida

Realisasi produksi Aluminium Fluorida tahun 2021 mencapai 7,27 ribu ton, naik 1,51 ribu ton atau 2% dibandingkan tahun 2020 sebesar 7,11 ribu ton. Peningkatan tersebut disebabkan optimalisasi bahan baku Asam Fluosilikat pada tahun 2021 menyesuaikan dengan operasi pabrik.

Produksi CO₂ Liquid

Realisasi produksi CO₂ Liquid tahun 2021 mencapai 11,18 ribu ton, turun 8,61 ribu ton atau 7% dibandingkan tahun 2020 sebesar 12,04 ribu ton. Penurunan tersebut terutama disebabkan menurunnya permintaan konsumen akibat pandemi Covid-19.

Produksi Dry Ice

Realisasi produksi *Dry Ice* tahun 2021 mencapai 592 ton, turun 378 ton atau 12% dibandingkan tahun 2020 sebesar 670 ton. Penurunan tersebut terutama disebabkan menurunnya permintaan konsumen akibat pandemi Covid-19.

Produksi Asam Klorida

Realisasi produksi Asam Klorida tahun 2021 mencapai 15,88 ribu ton, naik 3,90 ribu ton atau 33% dibandingkan tahun 2020 sebesar 11,97 ribu ton. Peningkatan tersebut disebabkan oleh optimalnya rate produksi pabrik.

Phosphoric Acid Production

The realization of Phosphoric Acid production in 2021 reached 191.85 thousand tons, decreased by 27.02 thousand tons or 12% compared to 2020 which was 218.88 thousand tons. The decrease was mainly due to the regulation of production rates to maintain product balance.

Gypsum Production

Gypsum production realization in 2021 reached 994.16 thousand tons, an increase of 173.12 thousand tons or 21% compared to 2020 which was 821.04 thousand tons. The increase was mainly due to an increase in sales demand.

Aluminum Fluoride Production

The realization of Aluminum Fluoride production in 2021 reached 7.27 thousand tons, an increase of 1.51 thousand tons or 2% compared to 7.11 thousand tons in 2020. The increase was due to the optimization of Fluosilicic Acid raw materials in 2021 according to factory operations.

Liquid CO₂ Production

The realization of CO₂ Liquid production in 2021 reached 11.18 thousand tons, a decrease of 8.61 thousand tons or 7% compared to 2020 which was 12.04 thousand tons. The decline was mainly due to declining consumer demand due to the Covid-19 pandemic.

Dry Ice Production

The realization of Dry Ice production in 2021 reached 592 tons, a decrease of 378 tons or 12% compared to 2020 of 670 tons. The decline was mainly due to declining consumer demand due to the Covid-19 pandemic.

Hydrochloric Acid Production

The realization of hydrochloric acid production in 2021 reached 15.88 thousand tons, an increase of 3.90 thousand tons or 33% compared to 2020 which was 11.97 thousand tons. The increase was due to the optimal factory production rate.



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PENJUALAN | SALES

Penjualan Non Subsidi - Non Pupuk Tahun 2020 - 2021
Non-Subsidized – Non-Fertilizer Sales in 2020 - 2021

(dalam satuan ton / in ton)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Amoniak	82.759	77.755	5.003	6%
Asam Sulfat	196.087	131.580	64.507	49%
Asam Fosfat	9.609	28.113	(18.504)	(66%)
Gypsum	1.371.783	1.271.523	100.261	8%
Aluminium Fluorida	5.465	7.449	(1.984)	(27%)
CO ₂ Liquid	10.001	11.378	(1.377)	(12%)
Dry Ice	592	670	(78)	(12%)
Asam Klorida	15.752	12.244	3.509	29%
Jumlah Total	1.692.050	1.540.713	151.337	10%

Penjualan Non Subsidi - Non Pupuk Tahun 2020 - 2021
Non-Subsidized – Non-Fertilizer Sales in 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Amoniak	647.371	413.876	233.495	56%
Asam Sulfat	200.519	102.774	97.745	95%
Asam Fosfat	77.098	144.279	(67.181)	(47%)
Gypsum	161.159	149.702	11.457	8%
Aluminium Fluorida	102.231	129.415	(27.183)	(21%)
CO ₂ Liquid	18.432	22.289	(3.857)	(17%)
Dry Ice	2.844	3.217	(373)	(12%)
Asam Klorida	14.035	3.059	10.976	359%
Pestisida	523.100	541.752	(18.652)	(3%)
Non Pupuk Lainnya Other Non Fertilizer	1.896.299	1.084.587	811.712	75%
Jasa dan Utilitas Services and Utilities	229.915	154.390	75.525	49%
Jumlah Total	3.873.003	2.749.340	1.123.663	41%

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Penjualan Amoniak

Di tahun 2021, Perusahaan membukukan penjualan Amoniak sebanyak 82,76 ribu ton, naik 5,00 ribu ton atau 6% dibandingkan tahun 2020 sebanyak 77,76 ribu ton. Kenaikan tersebut disebabkan terdapat peningkatan permintaan penjualan.

Penjualan Amoniak di tahun 2021 yang tercatat sebesar Rp647,37 miliar, naik Rp233,50 miliar atau 56% dibandingkan dengan Rp413,88 miliar pada tahun 2020.

Penjualan Asam Sulfat

Di tahun 2021, Perusahaan membukukan penjualan Asam Sulfat sebanyak 196,09 ribu ton, naik 64,51 ribu ton atau 49% dibandingkan tahun 2020 sebanyak 131,58 ribu ton. Peningkatan tersebut terutama disebabkan terdapat peningkatan permintaan penjualan.

Penjualan Asam Sulfat di tahun 2021 yang tercatat sebesar Rp200,52 miliar, naik Rp97,75 miliar atau 95% dibandingkan dengan Rp102,77 miliar pada tahun 2020.

Penjualan Asam Fosfat

Di tahun 2021, Perusahaan membukukan Penjualan Asam Fosfat sebanyak 9,61 ribu ton, turun 18,50 ribu ton atau 66% dibandingkan tahun 2020 sebanyak 28,11 ribu ton. Penurunan tersebut terutama disebabkan konsumen utama (PT Petrocentral) mengurangi permintaan akibat kenaikan harga.

Penjualan Non Pupuk Asam Fosfat di tahun 2021 yang tercatat sebesar Rp77,09 miliar, turun Rp67,18 miliar atau 47% dibandingkan dengan Rp144,28 miliar pada tahun 2020.

Penjualan Gypsum

Di tahun 2021, Perusahaan membukukan penjualan Gypsum sebanyak 1,37 juta ton, naik 100,25 ribu ton atau 8% dibandingkan dengan tahun 2020 sebanyak 1,27 juta ton. Kenaikan tersebut terutama disebabkan meningkatnya permintaan di industri semen.

Penjualan Non Pupuk Gypsum di tahun 2021 yang tercatat sebesar Rp161,16 miliar, naik Rp11,46 miliar atau 8% dibandingkan dengan Rp149,28 miliar pada tahun 2020.

Ammonia Sales

In 2021, the Company posted Ammonia sales of 82.76 thousand tons, an increase of 5.00 thousand tons or 6% compared to 2020 of 77.76 thousand tons. The increase was due to an increase in sales demand.

Ammonia sales in 2021 were recorded at Rp647.37 billion, an increase of Rp233.50 billion or 56% compared to Rp413.88 billion in 2020.

Sulfuric Acid Sales

In 2021, the Company posted Sulfuric Acid sales of 196.09 thousand tons, an increase of 64.51 thousand tons or 49% compared to 2020 of 131.58 thousand tons. The increase was mainly due to an increase in sales demand.

Sulfuric acid sales in 2021 were recorded at Rp200.52 billion, an increase of Rp97.75 billion or 95% compared to Rp102.77 billion in 2020.

Phosphoric Acid Sales

In 2021, the Company posted Phosphoric Acid Sales of 9.61 thousand tons, a decrease of 18.50 thousand tons or 66% compared to 2020 of 28.11 thousand tons. The decline was mainly due to the main consumer (PT Petrocentral) reducing demand due to rising prices.

Sales of Non Phosphoric Acid Fertilizer in 2021 were recorded at Rp77.09 billion, decreased by Rp67.18 billion or 47% compared to Rp144.28 billion in 2020.

Gypsum Sales

In 2021, the Company posted Gypsum sales of 1.37 million tons, an increase of 100.25 thousand tons or 8% compared to 2020 of 1.27 million tons. The increase was mainly due to increased demand in the cement industry.

Sales of Non-Gypsum Fertilizer in 2021 were recorded at Rp161.16 billion, an increase of Rp11.46 billion or 8% compared to Rp149.28 billion in 2020.



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Penjualan Aluminium Florida (AlF₃)

Di tahun 2021, Perusahaan membukukan Penjualan AlF₃ sebanyak 5,47 ribu ton, turun 1,98 ribu ton atau 27% dibandingkan dengan tahun 2020 sebanyak 7,45 ribu ton. Penurunan tersebut terutama disebabkan masih dalam tahap negosiasi harga dengan konsumen di India.

Penjualan Aluminium Fluorida di tahun 2021 yang tercatat sebesar Rp102,23 miliar, turun Rp27,18 miliar atau 21% dibandingkan dengan Rp129,42 miliar pada tahun 2020.

Penjualan CO₂ Liquid

Di tahun 2021, Perusahaan membukukan Penjualan CO₂ Liquid sebanyak 10,00 ribu ton, turun 1,38 ribu ton atau 12% dibandingkan dengan tahun 2020 sebanyak 11,38 ribu ton. Penurunan tersebut disebabkan penurunan permintaan akibat pandemi Covid-19.

Penjualan Non Pupuk CO₂ Liquid di tahun 2021 yang tercatat sebesar Rp18,43 miliar, turun Rp3,86 miliar atau 17% dibandingkan dengan Rp22,29 miliar pada tahun 2020.

Penjualan Dry Ice

Di tahun 2021, Perusahaan membukukan Penjualan Dry Ice sebanyak 592 ton, turun 78 ton atau 12% dibandingkan dengan tahun 2020 sebanyak 670 ton. Penurunan tersebut utamanya disebabkan penurunan permintaan akibat pandemi Covid-19.

Penjualan Non Pupuk Dry Ice di tahun 2021 yang tercatat sebesar Rp2,84 miliar, turun Rp373 juta atau 12% dibandingkan dengan Rp3,22 miliar pada tahun 2020.

Penjualan Asam Klorida

Di tahun 2020, Perusahaan membukukan Penjualan Asam Klorida sebanyak 15,75 ribu ton, naik 3,51 ribu ton atau 29% dibandingkan dengan tahun 2020 sebanyak 12,24 ribu ton. Hal tersebut terutama disebabkan peningkatan penjualan disektor MSG, galvanizing, dan water treatment.

Penjualan Non Pupuk Asam Klorida di tahun 2021 yang tercatat sebesar Rp14,03 miliar, naik Rp10,98 miliar atau 359% dibandingkan dengan Rp3,06 miliar pada tahun 2020.

Florida Aluminum Sales (AlF₃)

In 2021, the Company posted AlF₃ Sales of 5.47 thousand tons, a decrease of 1.98 thousand tons or 27% compared to 2020 of 7.45 thousand tons. The decline was mainly due to the fact that prices are still in the negotiation stage with consumers in India.

Aluminum Fluoride sales in 2021 which were recorded at Rp102.23 billion, decreased by Rp27.18 billion or 21% compared to Rp129.42 billion in 2020.

CO₂ Liquid Sales

In 2021, the Company posted CO₂ Liquid Sales of 10.00 thousand tons, a decrease of 1.38 thousand tons or 12% compared to 2020 of 11.38 thousand tons. The decline was due to a decrease in demand due to the Covid-19 pandemic.

Sales of Non-Fertilizer CO₂ Liquid in 2021, which was recorded at Rp. 18.43 billion, decreased by Rp. 3.86 billion or 17% compared to Rp. 22.29 billion in 2020.

Dry Ice Sales

In 2021, the Company posted Dry Ice Sales of 592 tons, a decrease of 78 tons or 12% compared to 2020 of 670 tons. The decline was mainly due to a decline in demand due to the Covid-19 pandemic.

Sales of Non-Fertilizer Dry Ice in 2021, which was recorded at Rp.2.84 billion, decreased by Rp.373 million or 12% compared to Rp.3.22 billion in 2020.

Hydrochloric Acid Sales

In 2020, the Company posted Hydrochloric Acid Sales of 15.75 thousand tons, an increase of 3.51 thousand tons or 29% compared to 2020 of 12.24 thousand tons. This was mainly due to increased sales in the MSG, galvanizing, and water treatment sectors.

Sales of Non-Chloric Acid Fertilizer in 2021 were recorded at Rp14.03 billion, an increase of Rp10.98 billion or 359% compared to Rp3.06 billion in 2020.

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PROFITABILITAS

PROFITABILITY

Profitabilitas Segmen Non-Pupuk Tahun 2021-2020
 Profitability of the Non-Fertilizer Segment in 2021-2020

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Non Pupuk Non Fertilizer	504.516	250.076	254.440	102%
Jasa dan Lainnya Services and More	82.453	102.171	(19.718)	(19%)
Jumlah Total	586.969	352.247	234.722	67%

Profitabilitas segmen non pupuk, jasa dan lainnya di tahun 2021 tercatat sebesar Rp586,97 miliar, naik Rp234,72 miliar atau 67% dibanding dengan Rp352,25 miliar pada tahun 2020. Hal tersebut disebabkan peningkatan disektor non pupuk utamanya atas penjualan Amoniak, Asam Sulfat, Gypsum, dan Asam Klorida.

The profitability of the non-fertilizer, services and other segments in 2021 was recorded at Rp586.97 billion, an increase of Rp234.72 billion or 67% compared to Rp352.25 billion in 2020. This was due to an increase in the non-fertilizer sector, mainly on sales of Ammonia, Sulfuric Acid, Gypsum, and Hydrochloric Acid.

DAMPAK PERUBAHAN HARGA

Sepanjang tahun 2021 harga DAP di pasar internasional mengalami peningkatan sebesar 77%. Awal tahun 2021 harga DAP sebesar US\$421/ton namun di akhir tahun mencapai US\$745/ton. Di sisi lain Urea juga mengalami peningkatan harga dari US\$265/ton menjadi US\$890/ton. Selain itu faktor pandemi global dan gejolak internasional juga menyebabkan harga komoditas pupuk mengalami peningkatan yang signifikan. Hal ini menyebabkan harga jual pupuk juga mengalami peningkatan utamanya karena peningkatan harga internasional.

IMPACT OF PRICE CHANGES

Throughout 2021 the price of DAP on the international market has increased by 77%. In early 2021 the DAP price was US\$421/ton but at the end of the year it reached US\$745/ton. On the other hand, Urea also experienced an increase in price from US\$265/ton to US\$890/ton. In addition, the global pandemic and international turmoil also caused the price of fertilizer commodities to increase significantly. This causes the selling price of fertilizer to also increase, mainly due to the increase in international prices.

PASAR SUBSIDI

Salah satu fokus pemerintah tahun 2021 adalah pembangunan ketahanan pangan melalui penajaman subsidi pupuk melalui penyempurnaan data petani berbasis e-RDKK untuk dapat meningkatkan ketahanan pangan nasional. Alokasi pupuk organik subsidi tahun 2021 berdasarkan Peraturan Menteri Pertanian No 49 Tahun 2020 mencapai 2,27 juta ton terdiri dari 1,50 juta ton pupuk organik cair dan 0,77 juta ton pupuk organik granul. Dengan kata lain, persentase pupuk organik hanya mencapai 22% alokasi pupuk subsidi. Hal ini menandakan masih berlanjutnya tren dominasi pupuk kimia terutama Urea dalam alokasi pupuk subsidi.

SUBSIDY MARKET

One of the government's focuses in 2021 is the development of food security through sharpening fertilizer subsidies through improving farmer data based on e-RDKK to improve national food security. The allocation of subsidized organic fertilizer in 2021 based on Minister of Agriculture Regulation No. 49 of 2020 reaches 2.27 million tons consisting of 1.50 million tons of liquid organic fertilizer and 0.77 million tons of granulated organic fertilizer. In other words, the percentage of organic fertilizers only reaches 22% of the subsidized fertilizer allocation. This indicates that the trend of domination of chemical fertilizers, especially Urea, is still continuing in the allocation of subsidized fertilizers.

Pada tahun 2021, terdapat perubahan harga eceran tertinggi HET jika dibandingkan pada tahun 2020 yang menyesuaikan dengan Peraturan Menteri Pertanian No 36 Tahun 2021, diantaranya:

In 2021, there will be a change in the highest retail price of HET when compared to 2020 which is adjusted to the Regulation of the Minister of Agriculture No. 36 of 2021, including:



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Produk Pupuk Fertilizer Products	Tahun Year 2021	Tahun Year 2020
Urea	Rp. 2.250/kg	Rp. 1.800/kg
ZA	Rp. 1.700/kg	Rp. 1.400/kg
SP-36	Rp. 2.400/kg	Rp. 2.000/kg
NPK	Rp. 2.300/kg	Rp. 2.300/kg
NPK Formula Khusus Special Formula NPK	Rp. 3.300/kg	Rp. 3.300/kg
Organik Organic	Rp. 800/kg	Rp. 500/kg
Organik Cair Liquid Organic	Rp. 20.000/liter	Rp. 20.000/liter

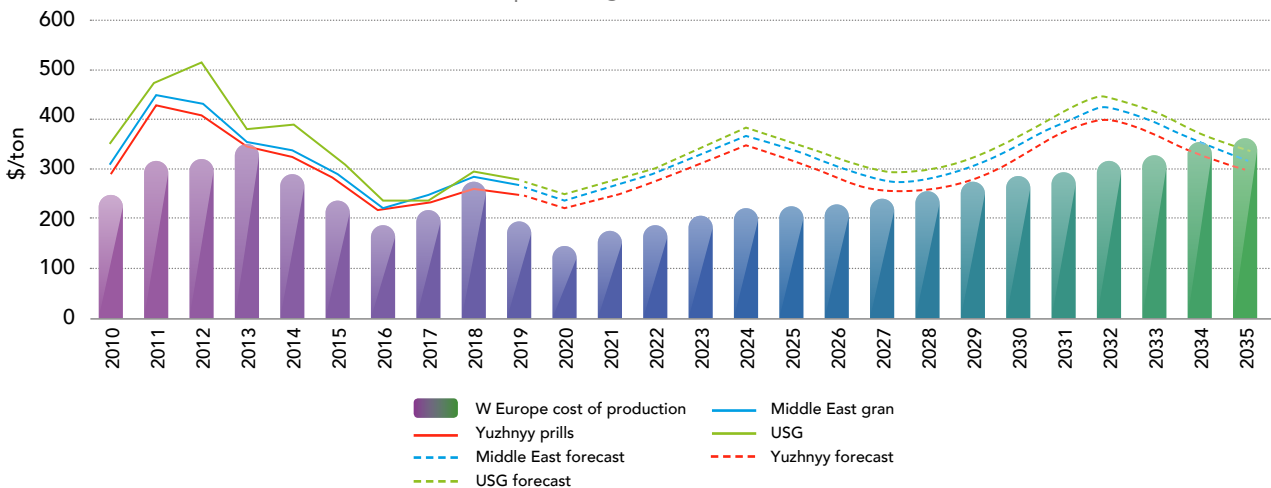
PASAR KOMERSIL

Pangsa pasar komersil saat ini masih didominasi oleh produsen pupuk swasta. Oleh karena itu PG terus berupaya meningkatkan produksi demi memenuhi pangsa pasar dan mampu menyediakan alternatif bagi konsumen. Peningkatan harga pupuk dipengaruhi pandemi global dan meningkatnya harga komoditas di pasar internasional. Komoditas yang mengalami peningkatan utamanya Amoniak, Phosphate Rock, KCl, dan gas bumi. Konflik pasokan gas antara Rusia, Eropa, dan Amerika Serikat menyebabkan negara eksportir mengambil kebijakan untuk menahan ekspor demi mengutamakan kebutuhan dalam negeri. Selain itu, kenaikan biaya freight juga mempengaruhi kenaikan harga jual. Berdasarkan hal tersebut tren harga jual akan terus mengalami peningkatan seiring dengan perkembangan harga internasional.

COMMERCIAL MARKET

The commercial market share is currently still dominated by private fertilizer producers. Therefore, PG continues to strive to increase production in order to meet market share and be able to provide alternatives for consumers. The increase in fertilizer prices was influenced by the global pandemic and rising commodity prices in international markets. Commodities that experienced an increase were mainly Ammonia, Phosphate Rock, KCl, and natural gas. Gas supply conflicts between Russia, Europe and the United States have caused exporting countries to take policies to withhold exports in order to prioritize domestic needs. In addition, the increase in freight costs also affects the increase in selling prices. Based on this, the selling price trend will continue to increase in line with developments in international prices.

Grafik Perkembangan Harga Urea Jangka Panjang
Graph of Long-Term Prices of Urea



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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 2021. 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 2021, 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 is prepared based on the Consolidated Financial Statements of PT Petrokimia Gresik which is presented in accordance with the Statement of Financial Accounting Standards (PSAK) generally accepted in Indonesia for the year ended December 31, 2021. 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 its Subsidiaries as of December 31, 2021, and the consolidated financial performance and cash flows for the year then ended, in accordance with Financial Accounting Standards in Indonesia.

The discussion of the Company's financial performance is conveyed by taking into account the explanation in the notes to the Consolidated Financial Statements from the external auditor as an integral part of this Annual Report.

LAPORAN POSISI KEUANGAN KONSOLIDASIAN

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

Laporan Keuangan Konsolidasian Per 31 Desember 2020 - 2021
 Consolidated Financial Statements As of December 31, 2020 - 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Aset Assets	43.182.763	41.396.433	1.786.330	4,32%
Aset Lancar Current Assets	14.101.222	12.985.135	1.116.089	8,60%
Aset Tidak Lancar Non-Current Assets	29.081.541	28.411.300	670.241	2,36%
Liabilitas Liabilities	23.683.982	23.130.705	553.277	2,39%
Liabilitas Jangka Pendek Current Liabilities	10.551.416	8.925.650	1.625.766	18,21%
Liabilitas Jangka Panjang Non-Current Liabilities	13.132.566	14.205.054	(1.072.489)	(7,55%)
Ekuitas Equity	19.498.781	18.265.728	1.233.053	6,75%

Sampai dengan akhir tahun 2021, Perseroan mencatatkan jumlah Aset sebesar Rp43,18 triliun, naik Rp1,79 triliun atau 4,32% dibandingkan dengan akhir tahun 2020 sebesar Rp41,40 triliun. Peningkatan tersebut didorong oleh meningkatnya Aset Lancar sebesar 8,60% dan adanya peningkatan Aset Tidak Lancar sebesar 2,36%.

Until the end of 2021, the Company recorded total assets of Rp.43.18 trillion, an increase of Rp.1.79 trillion or 4.32% compared to the end of 2020 of Rp.41.40 trillion. The increase was driven by an increase in Current Assets by 8.60% and an increase in Non-Current Assets by 2.36%.



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Jumlah Liabilitas mengalami peningkatan sebesar Rp553,28 miliar atau 2,39% menjadi Rp23,68 triliun di akhir tahun 2021. Peningkatan tersebut terutama disebabkan oleh Liabilitas Jangka Pendek yang naik sebesar 18,21%. Sementara, jumlah Ekuitas tercatat meningkat sebesar 6,75% menjadi Rp19,50 triliun sampai dengan akhir tahun 2021 bila dibandingkan dengan akhir tahun 2020 sebesar Rp18,27 triliun.

ASET | ASSETS

Pada akhir tahun 2021, jumlah Aset Perseroan tercatat sebesar Rp43,18 triliun yang terdiri dari 32,65% Aset Lancar dan 67,35% Aset Tidak Lancar. Nilai jumlah Aset ini meningkat Rp1,79 triliun atau 4,32% dibandingkan tahun 2020 sebesar Rp41,40 triliun. Peningkatan Aset tersebut terutama berasal dari Aset Lancar sebesar 8,60%.

Total Liabilities increased by Rp553.28 billion or 2.39% to Rp23.68 trillion at the end of 2021. The increase was mainly due to Short-Term Liabilities which increased by 18.21%. Meanwhile, total Equity was recorded to have increased by 6.75% to Rp19.50 trillion by the end of 2021 when compared to the end of 2020 which was Rp.18.27 trillion.

At the end of 2021, the Company's total assets were recorded at Rp43.18 trillion, consisting of 32.65% of Current Assets and 67.35% of Non-Current Assets. The total value of these assets increased by IDR1.79 trillion or 4.32% compared to 2020 of IDR41.40 trillion. The increase in Assets mainly came from Current Assets of 8.60%.

ASET LANCAR CURRENT ASSETS

Aset Lancar Per 31 Desember 2020 – 2021
Current Assets Per December 31, 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Kas dan Setara Kas Cash and Cash Equivalents	2.288.481	2.477.369	(188.888)	(7,62%)
Piutang Usaha Accounts Receivable	1.192.508	1.025.077	167.431	16,33%
Piutang Subsidi Subsidy Receivable	1.776.545	2.269.101	(492.556)	(21,71%)
Piutang Subsidi yang belum ditagih Unbilled Subsidy Receivable	490.828	284.514	206.314	72,51%
Aset Keuangan Lancar Lainnya Other Current Financial Assets	57.913	28.320	29.593	104,50%
Persediaan Supply	7.469.174	5.189.831	2.279.343	43,92%
Uang Muka dan beban dibayar dimuka Advances and Prepaid expenses	77.615	146.934	(69.319)	(47,18%)
Pajak dibayar dimuka Prepaid taxes	748.158	1.563.987	(815.829)	(52,16%)
Jumlah Total	14.101.222	12.985.133	1.116.089	8,60%

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Sampai dengan 31 Desember 2021, Perseroan mencatatkan jumlah Aset Lancar sebesar Rp14,10 triliun, naik Rp1,12 triliun atau 8,60% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp12,99 triliun. Persentase peningkatan tersebut terutama disebabkan oleh peningkatan Persediaan naik sebesar Rp2,28 triliun atau 43,92%, diiringi oleh Piutang subsidi yang belum ditagih yang naik sebesar Rp206,31 miliar atau 72,51% dan peningkatan Aset Keuangan Lancar Lainnya sebesar Rp29,59 miliar atau 104,50%. Selain itu terdapat penurunan Pajak dibayar dimuka sebesar Rp815,83 miliar atau 52,16% serta penurunan Piutang Subsidi sebesar Rp492,56 miliar atau 21,71%.

As of December 31, 2021, the Company recorded total Current Assets of Rp. 14.10 trillion, an increase of Rp. 1.12 trillion or 8.60% compared to the value as of December 31, 2020 of Rp. 12.99 trillion. The percentage increase was mainly due to an increase in Inventories which increased by Rp.2.28 trillion or 43.92%, accompanied by Unbilled Subsidy Receivables which increased by Rp206.31 billion or 72.51% and an increase in Other Current Financial Assets by Rp.29.59 billion. or 104.50%. In addition, there was a decrease in prepaid taxes by Rp815.83 billion or 52.16% and a decrease in Subsidized Receivables by Rp492.56 billion or 21.71%.

KAS DAN SETARA KAS

CASH AND CASH EQUIVALENTS

Kas dan Setara Kas Per 31 Desember 2020 – 2021
 Cash and Cash Equivalents Per December 31, 2020 – 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Kas Cash on Hand	1.567	1.780	(213)	(11,97%)
Kas di Bank Cash in Banks	2.102.285	2.475.589	(373.304)	(15,08%)
Deposito Deposits	150.576	-	150.576	-
Jumlah Total	2.288.481	2.477.369	(188.888)	(7,62%)

Posisi Kas dan Setara Kas sampai dengan 31 Desember 2021 tercatat sebesar Rp2,29 triliun, turun Rp188,89 miliar atau 7,62% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp2,48 triliun. Penurunan tersebut terutama disebabkan oleh penurunan Kas di Bank sebesar Rp373,30 miliar atau 15,08% disisi lain terdapat tambahan Deposito sebesar Rp150,58 miliar.

The position of Cash and Cash Equivalents as of December 31, 2021 was recorded at Rp. 2.29 trillion, a decrease of Rp. 188.89 billion or 7.62% compared to the value as of December 31, 2020 of Rp. 2.48 trillion. The decrease was mainly due to a decrease in Cash in the Bank by Rp.373.30 billion or 15.08%. On the other hand, there was an additional Deposit of Rp.150.58 billion.

PIUTANG USAHA

TRADE RECEIVABLES

Piutang Usaha Per 31 Desember 2020 – 2021
 Accounts Receivable As of December 31, 2020 – 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pihak Berelasi Related Parties	477.993	251.077	226.916	90,38%
Pihak Ketiga Third Parties	714.515	774.000	(59.485)	(7,69%)
Jumlah Total	1.192.508	1.025.077	167.431	16,33%



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Posisi Piutang Usaha sampai dengan 31 Desember 2021 tercatat sebesar Rp1,19 triliun, naik Rp167,43 miliar atau 16,33% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp1,03 miliar. Peningkatan tersebut berasal dari peningkatan Piutang Usaha dari Pihak Berelasi sebesar Rp226,92 miliar atau 90,38%.

Piutang Subsidi

Piutang Subsidi sampai dengan 31 Desember 2021 tercatat sebesar Rp1,78 triliun turun Rp492,56 miliar atau 21,71% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp2,27 triliun. Saldo Piutang Subsidi merupakan saldo Piutang Subsidi kepada Pemerintah Republik Indonesia atas penyaluran pupuk Urea, ZA, SP-36, NPK, Organik dan Organik Cair bersubsidi oleh Perusahaan. Penurunan saldo terutama karena lancarnya pencairan tagihan subsidi di tahun 2021.

Piutang Subsidi yang Belum Ditagih

Piutang Subsidi yang Belum Ditagih sampai dengan 31 Desember 2021 tercatat sebesar Rp490,83 miliar naik Rp206,31 miliar atau 72,51% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp284,51 miliar. Kenaikan tersebut disebabkan oleh peningkatan penjualan pupuk bersubsidi ke distributor tetapi belum tersalur ke petani pada akhir tahun 2021. Piutang ini akan diakui sebagai pendapatan pupuk bersubsidi pada periode dimana pupuk bersubsidi tersalurkan ke petani.

Aset Keuangan lancar Lainnya

Posisi aset keuangan lancar lainnya sampai dengan 31 Desember 2021 tercatat sebesar Rp57,91 miliar naik Rp29,59 miliar atau 104,50% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp28,32 miliar. Kenaikan tersebut terutama disebabkan oleh kenaikan piutang karyawan dan piutang lain pihak berelasi.

The position of Accounts Receivable as of December 31, 2021 was recorded at Rp. 1.19 trillion, an increase of Rp. 167.43 billion or 16.33% compared to the value as of December 31, 2020 of Rp. 1.03 billion. The increase came from the increase in Accounts Receivable from Related Parties by Rp226.92 billion or 90.38%.

Subsidy Receivables

Subsidized receivables as of 31 December 2021 were recorded at Rp1.78 trillion, a decrease of Rp492.56 billion or 21.71% compared to the value as of 31 December 2020 of Rp2.27 trillion. The balance of Subsidized Receivables represents the balance of Subsidized Receivables to the Government of the Republic of Indonesia for the distribution of subsidized Urea, ZA, SP-36, NPK, Organic and Organic Liquid fertilizers by the Company. The decrease in balance was mainly due to the smooth disbursement of subsidy bills in 2021.

Unbilled Subsidy Receivable

Unbilled Subsidy Receivables as of December 31, 2021 was recorded at Rp.490.83 billion, an increase of Rp.206.31 billion or 72.51% compared to the value as of December 31, 2020, which was Rp.284.51 billion. The increase was due to an increase in sales of subsidized fertilizers to distributors but not yet distributed to farmers by the end of 2021. This receivable will be recognized as subsidized fertilizer income in the period when subsidized fertilizers are distributed to farmers.

Other Current Financial Assets

The position of other current financial assets as of December 31, 2021 was recorded at Rp. 57.91 billion, an increase of Rp. 29.59 billion or 104.50% compared to the value as of December 31, 2020, which was Rp. 28.32 billion. The increase was mainly due to an increase in employee receivables and other receivables from related parties.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

PERSEDIAAN

INVENTORIES

Persediaan Per 31 Desember 2020 - 2021
Stocks As of December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Barang Jadi Finished Goods	3.821.342	3.310.584	510.758	15,43%
Bahan Baku Raw Materials	1.600.165	820.695	779.470	94,98%
Suku Cadang Spareparts	161.478	113.251	48.227	42,58%
Persediaan dalam Perjalanan Inventory in Transit	1.425.800	673.220	752.580	111,79%
Bahan Pembantu dan Penolong Indirect and Sup- porting Materials	268.959	281.796	(12.837)	(4,56%)
Barang dalam Proses Work-in-Process	288.172	128.147	160.025	124,88%
Sub Jumlah Sub Total	7.565.916	5.327.693	2.238.223	42,01%
Provisi Penurunan Nilai Provision for Impairment	(96.742)	(137.862)	41.120	(29,83%)
Jumlah Total	7.469.174	5.189.831	2.279.343	43,92%

Posisi Persediaan sampai dengan 31 Desember 2021 tercatat sebesar Rp7,47 triliun naik Rp2,28 triliun atau 43,92% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp5,19 triliun. Peningkatan tersebut terutama disebabkan oleh peningkatan pada Bahan Baku sebesar Rp779,47 miliar atau 94,98%, Persediaan Dalam Perjalanan sebesar Rp752,58 miliar atau 111,79%, persediaan Barang Jadi Rp510,76 miliar atau 15,43%, persediaan Barang dalam Proses Rp160,03 miliar atau 124,88%.

Uang Muka dan Beban Dibayar Dimuka

Posisi Uang Muka sampai dengan 31 Desember 2021 tercatat sebesar Rp77,62 miliar, turun Rp69,32 miliar atau 47,18% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp146,93 miliar. Penurunan tersebut terutama disebabkan oleh penurunan uang muka pembelian serta penurunan beban sewa dibayar dimuka dan asuransi dibayar dimuka.

Pajak Dibayar Dimuka

Posisi Pajak Dibayar Dimuka sampai dengan 31 Desember 2021 tercatat sebesar Rp748,16 miliar, turun Rp815,83 miliar atau 52,16% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp1,56 triliun. Penurunan tersebut terutama disebabkan oleh pembayaran PPh Pasal 28 dan pembayaran PPN Masukan.

Inventory position as of December 31, 2021 was recorded at Rp.7.47 trillion, an increase of Rp.2.28 trillion or 43.92% compared to the value as of December 31, 2020, which was Rp.5.19 trillion. The increase was mainly due to an increase in Raw Materials by Rp.779.47 billion or 94.98%, Inventories in Transit of Rp.752.58 billion or 111.79%, Inventories of Finished Goods by Rp. Processing Rp160.03 billion or 124.88%.

Advances and Prepaid Expenses

The position of Advances as of December 31, 2021 was recorded at Rp. 77.62 billion, a decrease of Rp. 69.32 billion or 47.18% compared to the value as of December 31, 2020, which was Rp. 146.93 billion. The decrease was mainly due to a decrease in advances for purchases as well as a decrease in prepaid rent and prepaid insurance.

Prepaid taxes

The position of Prepaid Taxes as of December 31, 2021 was recorded at Rp748.16 billion, a decrease of Rp815.83 billion or 52.16% compared to the value as of December 31, 2020 of Rp1.56 trillion. The decrease was mainly due to the payment of Article 28 Income Tax and the payment of Input VAT.

ANALISIS DAN
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MANAGEMENT DISCUSSION AND ANALYSISASET TIDAK LANCAR
NON-CURRENT ASSETSAset Tidak lancar Per 31 Desember 2020 - 2021
Non-Current Assets Per December 31, 2020 - 2021(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Piutang Usaha Trade Receivables	266.845	268.587	(1.742)	(0,65%)
Piutang Lain-lain Other Receivable	37.151	-	37.151	
Piutang Subsidi Subsidy Receivable	2.492.059	1.962.338	529.721	26,99%
Investasi pada Entitas Asosiasi dan Ventura Bersama Investment in Associates and Joint Venture	322.758	305.172	17.586	5,76%
Aset Keuangan Tersedia untuk Dijual Available-for-Sales Financial Assets	10.533	14.101	(3.568)	(25,30%)
Aset Pajak Tangguhan Deferred Tax Assets	73.126	74.449	(1.323)	(1,78%)
Aset Tetap Fixed Assets	24.562.406	24.793.171	(230.765)	(0,93%)
Pajak dibayar Dimuka Prepaid taxes	642.614	363.990	278.624	76,55%
Properti Investasi Investment Properties	9.590	10.093	(503)	(4,98%)
Aset Imbalan Pascakerja Post-Employment Benefits Assets	579.802	562.554	17.248	3,07%
Aset Tidak Lancar Lainnya Other Non-Current Assets	84.657	56.845	27.812	48,93%
Jumlah Total	29.081.541	28.411.300	670.241	2,36%

Per 31 Desember 2021, Perseroan mencatatkan jumlah Aset Tidak Lancar sebesar Rp29,08 triliun, naik Rp670,24 miliar atau 2,36% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp28,41 triliun. Peningkatan tersebut terutama disebabkan oleh kenaikan Piutang Subsidi Jangka Panjang sebesar Rp529,72 miliar atau 26,99% dan Pajak dibayar dimuka sebesar Rp278,62 miliar atau 76,55% disisi lain terdapat penurunan Aset Tetap sebesar Rp230,77 miliar atau 0,93% dari posisi tahun 2020.

Piutang Usaha Jangka Panjang dan Piutang Lain-lain

Posisi Piutang Usaha Jangka Panjang sampai dengan 31 Desember 2021 tercatat sebesar Rp266,85 miliar, turun Rp1,74 miliar atau 0,65% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp268,58 miliar. Penurunan tersebut terutama disebabkan adanya pemulihan Piutang Usaha dari Pihak Berelasi yang diperkirakan tidak dapat ditagih dalam waktu satu tahun atau kurang.

As of December 31, 2021, the Company recorded total Non-Current Assets of Rp. 29.08 trillion, an increase of Rp. 670.24 billion or 2.36% compared to the value as of December 31, 2020 of Rp. 28.41 trillion. The increase was mainly due to an increase in Long-Term Subsidized Receivables by Rp529.72 billion or 26.99% and prepaid taxes by Rp278.62 billion or 76.55%. On the other hand, there was a decrease in Fixed Assets by Rp.230.77 billion or 0.93%. from the position in 2020.

Long-Term Accounts Receivable and Other Receivables

The position of Long-Term Accounts Receivable as of December 31, 2021 was recorded at Rp.266.85 billion, a decrease of Rp.1.74 billion or 0.65% compared to the value as of December 31, 2020 of Rp.268.58 billion. The decrease was mainly due to the recovery of Trade Receivables from Related Parties which were estimated to be uncollectible within one year or less.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

Terdapat tambahan piutang lain-lain pada tahun 2021 sebesar Rp37,15 miliar merupakan piutang atas pinjaman kepada pihak berelasi.

Piutang Subsidi Jangka Panjang

Posisi Piutang Subsidi sampai dengan 31 Desember 2021 tercatat sebesar Rp2,49 triliun, naik Rp529,72 miliar atau 26,99% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp1,96 triliun. Piutang Subsidi Jangka Panjang berisi nilai atas piutang subsidi yang dinilai membutuhkan waktu lebih dari satu tahun sampai dengan terbayar.

Investasi pada Entitas Asosiasi dan Ventura Bersama

Posisi Investasi pada Entitas Asosiasi dan Ventura Bersama sampai dengan 31 Desember 2021 tercatat sebesar Rp322,76 miliar, naik Rp17,57 miliar atau 5,76% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp305,17 miliar. Peningkatan tersebut terutama disebabkan oleh penambahan Bagian atas Laba Tahun Berjalan dari Entitas Asosiasi Perusahaan, yaitu PT Kawasan Industri Gresik dan PT Petronika, PT Pupuk Indonesia Utilitas dan dari entitas dengan Kepemilikan Tidak Langsung Melalui Entitas anak, yaitu dan PT Petrokopindo Citra Selaras.

Aset Keuangan Tersedia untuk Dijual dan Aset Pajak Tangguhan

Posisi Aset Keuangan Tersedia untuk Dijual sampai dengan 31 Desember 2021 tercatat sebesar Rp10,53 miliar, turun Rp3,57 miliar atau 25,30% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp14,10 miliar.

Posisi Aset Pajak Tangguhan sampai dengan 31 Desember 2021 tercatat sebesar Rp73,13 miliar, turun Rp1,32 miliar atau 1,78% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp74,45 miliar.

Aset Tetap

Posisi Aset Tetap sampai dengan 31 Desember 2021 tercatat sebesar Rp 24,56 triliun, turun Rp230,77 miliar atau 0,93% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp24,79 triliun. Penurunan tersebut terutama disebabkan oleh peningkatan akumulasi penyusutan aset tetap dan aset hak guna.

There are additional other receivables in 2021 amounting to Rp37.15 billion which are receivables from loans to related parties.

Long-Term Subsidy Receivable

The position of Subsidized Receivables as of December 31, 2021 was recorded at Rp.2.49 trillion, an increase of Rp.529.72 billion or 26.99% compared to the value as of December 31, 2020 of Rp.1.96 trillion. Long-Term Subsidized Receivables contains the value of subsidized receivables which are considered to take more than one year to be paid off.

Investment in Associates and Joint Ventures

The Investment Position in Associates and Joint Ventures as of December 31, 2021 was recorded at Rp.322.76 billion, an increase of Rp.17.57 billion or 5.76% compared to the value as of December 31, 2020, which was Rp.305.17 billion. The increase was mainly due to the addition of the Share of Profit for the Year from the Company's Associated Entities, namely PT Kawasan Industri Gresik and PT Petronika, PT Pupuk Indonesia Utility and from entities with indirect ownership through subsidiaries, namely and PT Petrokopindo Citra Selaras.

Available-for-sale Financial Assets and Deferred Tax Assets

The position of Financial Assets Available for Sale as of December 31, 2021 was recorded at Rp10.53 billion, a decrease of Rp3.57 billion or 25.30% compared to the value as of December 31, 2020 of Rp14.10 billion.

The position of Deferred Tax Assets as of December 31, 2021 was recorded at Rp.73.13 billion, decreased by Rp.1.32 billion or 1.78% compared to the value as of December 31, 2020, which was Rp.74.45 billion.

Fixed Assets

The position of Fixed Assets as of December 31, 2021 was recorded at Rp. 24.56 trillion, decreased by Rp. 230.77 billion or 0.93% compared to the value as of December 31, 2020, which was Rp. 24.79 trillion. The decrease was mainly due to an increase in accumulated depreciation of property, plant and equipment and right-of-use assets.



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Properti Investasi

Posisi Properti Investasi sampai dengan 31 Desember 2021 tercatat sebesar Rp9,59 miliar, turun Rp503 juta atau 4,98% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp10,09 miliar. Penurunan tersebut terutama disebabkan oleh adanya peningkatan akumulasi penyusutan atas properti investasi

Investment Properties

The position of Investment Properties as of December 31, 2021 was recorded at Rp9.59 billion, a decrease of Rp503 million or 4.98% compared to the value as of December 31, 2020 of Rp10.09 billion. The decrease was mainly due to an increase in accumulated depreciation on investment properties

Aset Imbalan Pasca Kerja

Post-Employment Benefits

Imbalan Pasca Kerja Per 31 Desember 2020 - 2021
Post-Employment Benefits As of December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Nilai Wajar Aset Program pada Awal Periode Plan Assets at Beginning of Period	562.554	543.122	19.432	3,58
Iuran Program yang Dibayarkan Perusahaan Contribution Payment to Plan by the Company	9.510	112.137	(102.627)	(91,52)
Iuran Program yang Dibayarkan Karyawan Contribution Payment to Plan by Employee	8.250	9.670	(1.420)	(14,68)
Pembayaran Imbalan dari Aset Program Benefits Payment from Plan Assets	(33.029)	(108.210)	75.181	(69,48)
Efek Penyelesaian dari Aset Program Effect of Settlement of Plan Assets	-	-	-	-
Penghasilan Bunga atas Aset Program Interest Income of Plan Assets	40.420	43.810	(3.390)	(7,74)
Hasil Aset Program Return on Plan Assets	(12.928)	(38.704)	25.776	(66,60)
Koreksi Aset Asset Correction	5.025	(6.160)	11.185	(181,57)
Aset Program Tersedia di Awal Periode Program Assets Available at the Beginning of the Period	-	-	-	-
Dampak Penggunaan Batasan Aset Impact of Using Asset Limits	-	6.709	(6.709)	(100,00)
Jumlah Total	579.802	562.554	17.248	3,07

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Posisi Aset Imbalan Pasca Kerja sampai dengan 31 Desember 2021 tercatat sebesar Rp579,80 miliar, naik Rp17,25 miliar atau 3,07% bila dibandingkan nilai per 31 Desember 2020 tercatat sebesar Rp562,55 miliar. Naiknya posisi Aset imbalan Pasca kerja disebabkan adanya penyesuaian perhitungan tahun lalu sebesar Rp5,03 miliar dan rendahnya imbalan dari Aset program serta Hasil Aset program jika dibandingkan dengan tahun 2020.

Aset Tidak Lancar Lainnya

Posisi Aset Tidak Lancar Lainnya sampai dengan 31 Desember 2021 tercatat sebesar Rp84,66 miliar, naik Rp27,81 miliar atau 48,93% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp56,85 miliar.

LIABILITAS

LIABILITIES

Pada akhir tahun 2021, jumlah Liabilitas Perseroan tercatat sebesar Rp23,68 triliun yang terdiri dari 44,55% Liabilitas Jangka Pendek dan 55,45% Liabilitas Jangka Panjang. Nilai jumlah Liabilitas ini meningkat Rp553,27 juta atau 2,39% dibandingkan tahun 2020 sebesar Rp23,13 triliun. Peningkatan Liabilitas tersebut terutama berasal dari peningkatan Liabilitas Jangka Pendek sebesar Rp1,63 triliun atau setara dengan 18,21% sampai dengan akhir tahun 2020.

LIABILITAS JANGKA PENDEK

CURRENT LIABILITIES

Liabilitas Jangka Pendek Per 31 Desember 2020 - 2021
 Current Liabilities As of December 31, 2020 - 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pinjaman Bank Jangka Pendek Short-Term Bank Loans	3.605.138	3.851.557	(246.419)	(6,40%)
Utang Usaha Trade Payables	3.370.072	922.627	2.447.445	265,27%
Utang Pajak Taxes Payable	140.853	272.740	(131.887)	(48,36%)
Beban Akrua Accrued Expenses	1.869.010	1.627.152	241.858	14,86%
Liabilitas Imbalan Kerja Jangka Pendek Short-Term Employee Benefits Liabilities	480.952	476.145	4.807	1,01%
Utang Lain-lain Other Liabilities	74.042	92.633	(18.591)	(20,07%)
Pendapatan Diterima Dimuka Unearned Revenue	207.998	140.859	67.139	47,66%
Bagian Lancar atas Utang Sewa Pembiayaan Current Share of Financing Lease Payable	129.351	132.265	(2.914)	(2,20%)
Bagian Lancar atas Pinjaman Bank Jangka Panjang Current Portion on Long-Term Bank Loans	674.000	1.409.672	(735.672)	(52,19%)
Jumlah Total	10.551.416	8.925.650	1.625.766	18,21%



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Per 31 Desember 2021, Perseroan mencatatkan jumlah Liabilitas Jangka Pendek sebesar Rp10,55 triliun, naik Rp1,63 triliun atau 18,21% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp8,93 triliun. Peningkatan tersebut terutama disebabkan oleh naiknya Utang Usaha sebesar Rp2,45 triliun atau 265,27% dibandingkan dengan tahun sebelumnya karena menyesuaikan dengan kebutuhan modal perusahaan.

As of December 31, 2021, the Company recorded total current liabilities of IDR 10.55 trillion, an increase of IDR 1.63 trillion or 18.21% compared to the value as of December 31, 2020 of IDR 8.93 trillion. The increase was mainly due to an increase in Accounts Payable by Rp2.45 trillion or 265.27% compared to the previous year due to adjusting to the company's capital requirements.

PINJAMAN BANK JANGKA PENDEK

SHORT-TERM BANK LOANS

Pinjaman Bank Jangka Pendek Per 31 Desember 2020 - 2021
Short-Term Bank Loans Per December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Kredit Modal Kerja Working Capital Loan	2.549.757	3.087.411	(537.654)	(17,41%)
Fasilitas <i>Letter of Credit</i> Letter of Credit Facilities	1.056.381	764.146	292.235	38,24%
Jumlah Total	3.605.138	3.851.557	(246.419)	(6,40%)

Pinjaman Bank Jangka Pendek sampai dengan 31 Desember 2021 tercatat sebesar Rp3,61 triliun, turun Rp246,42 miliar atau 6,40% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp3,85 triliun. Penurunan tersebut terutama disebabkan oleh adanya pelunasan utang Kredit Modal Kerja sebesar Rp537,65 miliar atau 17,41% sampai dengan akhir tahun 2021.

Short-term Bank Loans up to December 31, 2021 were recorded at Rp3.61 trillion, a decrease of 246.42 billion or 6.40% compared to the value as of December 31, 2020 of Rp3.85 trillion. The decrease was mainly due to the repayment of working capital loans of Rp537.65 billion or 17.41% until the end of 2021.

UTANG USAHA

TRADE PAYABLES

Utang Usaha Per 31 Desember 2020 - 2021
Accounts Payable As of December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pihak Berelasi Related Parties	637.267	602.170	35.097	5,83%
Pihak Ketiga Third Parties	2.732.805	320.457	2.412.348	752,78%
Jumlah Total	3.370.072	922.627	2.447.445	265,27%

Posisi Utang Usaha sampai dengan 31 Desember 2021 tercatat sebesar Rp3,37 triliun, naik Rp2,45 triliun atau 265,27% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp922,63 miliar. Kenaikan tersebut terutama disebabkan oleh naiknya Utang Usaha dari Pihak Ketiga sebesar Rp2,41 triliun atau 752,78% sehingga tercatat sebesar Rp2,73 triliun pada akhir tahun 2021.

The position of Accounts Payable as of December 31, 2021 was recorded at Rp.3.37 trillion, an increase of Rp.2.45 trillion or 265.27% compared to the value as of December 31, 2020, which was Rp.922.63 billion. The increase was mainly due to an increase in Accounts Payable from Third Parties by Rp2.41 trillion or 752.78% so that it was recorded at Rp2.73 trillion at the end of 2021.

ANALISIS DAN PEMBAHASAN MANAJEMEN

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UTANG PAJAK | TAXES PAYABLE

Posisi Utang Pajak sampai dengan 31 Desember 2021 tercatat sebesar Rp140,85 miliar, turun Rp131,89 miliar atau 48,36% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp272,74 miliar. Penurunan tersebut terutama disebabkan oleh berkurangnya Utang Pajak Pasal 29 dan PPN Keluaran serta tidak terdapat SKPKB

The position of Taxes Payable as of December 31, 2021 was recorded at Rp140.85 billion, a decrease of Rp131.89 billion or 48,36% compared to the value as of December 31, 2020 of Rp272.74 billion. The decrease was mainly due to the reduction in Article 29 Tax Payable and Output VAT and the absence of SKPKB

BEBAN AKRUAL | ACCRUED EXPENSES

Beban Akruwal Per 31 Desember 2020 - 2021
Accrued Expenses Per December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pembelian Material Purchase of Material	795.800	791.129	4.671	0,59%
Ongkos Angkut Pembelian Purchase Freight	366.314	308.823	57.491	18,62%
Gas Bumi Natural Gas	318.526	300.716	17.810	5,92%
Pembangunan Aset Asset Construction	173.440	102.757	70.683	68,79%
Biaya Bersama Shared Cost	50.290	0	50.290	100,00%
Bunga Pinjaman Interest from Loan	23.494	49.777	(26.283)	(52,80%)
Insentif Distributor Distributor Incentives	22.332	21.877	455	2,08%
Sewa Rent	10.443	6.134	4.309	70,25%
Lain-lain Others	108.371	45.939	62.432	135,90%
Jumlah Total	1.869.010	1.627.152	241.858	14,86%

Posisi Beban Akruwal sampai dengan 31 Desember 2021 tercatat sebesar Rp1,87 triliun, naik Rp241,86 miliar atau 14,86% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp1,63 triliun. Peningkatan tersebut terutama disebabkan oleh peningkatan biaya bersama sebesar Rp50,29 miliar, Pembangunan Aset sebesar Rp70,68 miliar (68,79%) dan Ongkos Angkut Pembelian sebesar Rp57,49 miliar (18,62%) sampai dengan akhir tahun 2021.

The position of Accrued Expenses as of December 31, 2021 was recorded at Rp.1.87 trillion, an increase of Rp.241.86 billion or 14.86% compared to the value as of December 31, 2020 of Rp.1.63 trillion. The increase was mainly due to an increase in joint costs of Rp50.29 billion, Asset Development of Rp.70.68 billion (68.79%) and Cost of Purchases of Rp.57.49 billion (18.62%) until the end of 2021.



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LIABILITAS IMBALAN KERJA JANGKA PENDEK
SHORT-TERM EMPLOYEE BENEFITS LIABILITIES

Liabilitas Keuangan Jangka Pendek Per 31 Desember 2020 - 2021
Short-Term Employee Benefits Liabilities Per December 31, 2020 - 2021 (dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Bonus Karyawan Employee Bonuses	254.720	200.486	54.234	27,05%
Insentif/Gaji dan Upah Karyawan Incentives/Salaries and Wages	112.382	94.813	17.569	18,53%
Tantiem	27.588	45.047	(17.459)	(38,76%)
Bagian Lancar atas Liabilitas Imbalan Kerja Jangka Panjang Current Share of Long- Term Employee Benefits Liabilities	86.262	135.799	(49.537)	(36,48%)
Jumlah Total	480.952	476.145	4.807	1,01%

Posisi Liabilitas Imbalan Kerja Jangka Pendek sampai dengan 31 Desember 2021 tercatat sebesar Rp480,95 miliar, naik Rp4,81 miliar atau 1,01% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp476,15 miliar. Liabilitas Imbalan Kerja Jangka Pendek terdiri atas bonus karyawan, insentif/gaji dan upah karyawan, tantiem, dan bagian lancar atas liabilitas imbalan kerja jangka panjang.

Utang Lain-lain

Utang Lain-lain sampai dengan 31 Desember 2021 tercatat sebesar Rp74,04 miliar, turun Rp18,59 miliar atau 20,07% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp92,63 miliar. Penurunan tersebut terutama disebabkan oleh berkurangnya nilai uang jaminan yang merupakan deposit dari konsumen atas penjualan yang telah terealisasi.

Pendapatan Diterima Dimuka

Pendapatan Diterima Dimuka sampai dengan 31 Desember 2021 tercatat sebesar Rp207,99 miliar, naik Rp67,14 miliar atau 47,66% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp140,86 miliar. Peningkatan tersebut terutama disebabkan oleh meningkatnya uang muka dari pelanggan.

Bagian Lancar atas Pinjaman Bank Jangka Panjang

Bagian Lancar atas Pinjaman Bank Jangka Panjang sampai dengan 31 Desember 2021 tercatat sebesar Rp674,00 miliar, turun Rp735,67 miliar atau 52,19% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp1,41 triliun. Penurunan tersebut terutama disebabkan oleh penurunan utang jangka panjang perusahaan yang jatuh tempo dalam waktu satu tahun atau kurang.

The position of Short-Term Employee Benefits Liabilities as of December 31, 2021 was recorded at Rp.480.95 billion, an increase of Rp.4.81 billion or 1.01% compared to the value as of December 31, 2020 of Rp.476.15 billion. Short-term Employee Benefits Liabilities consist of employee bonuses, incentives/salaries and employee wages, bonuses, and the current share of long-term employee benefits liabilities.

Other Liabilities

Other Payables as of December 31, 2021 were recorded at Rp. 74.04 billion, decreased by Rp. 18.59 billion or 20.07% compared to the value as of December 31, 2020, which was Rp. 92.63 billion. The decrease was mainly due to a decrease in the value of security deposits which are deposits from consumers for realized sales.

Unearned Revenue

Unearned Income as of December 31, 2021 was recorded at Rp.207.99 billion, an increase of Rp67.14 billion or 47,66% compared to the value as of December 31, 2020 of Rp.140.86 billion. The increase was mainly due to an increase in advances from customers.

Current Portion of Long-Term Bank Loans

Current share of Long-Term Bank Loans as of December 31, 2021 was recorded at Rp674.00 billion, a decrease of Rp735.67 billion or 52.19% compared to the value as of December 31, 2020 of Rp1.41 trillion. The decrease was mainly due to a decrease in the company's long-term debt with maturities of one year or less.

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LIABILITAS JANGKA PANJANG

NON-CURRENT LIABILITIES

Liabilitas Jangka Panjang Per 31 Desember 2020 - 2021
Long-Term Liabilities As of December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pinjaman Bank Jangka Panjang Long Term Bank Loans	7.088.490	10.565.468	(3.476.978)	(32,91%)
Pinjaman Jangka Panjang dari Pemegang Saham Long-Term Loan from Shareholders	3.321.510	811.510	2.510.000	309,30%
Liabilitas Sewa Pembiayaan Finance Lease Liability	1.633.242	1.723.229	(89.987)	(5,22%)
Liabilitas Pajak Tangguhan Deferred Tax Liability	205.788	74.846	130.942	174,95%
Liabilitas Imbalan Kerja Employee Benefits Liability	883.536	1.030.002	(146.466)	(14,22%)
Jumlah Total	13.132.566	14.205.055	(1.072.489)	(7,55%)

Per 31 Desember 2021, Perseroan mencatatkan jumlah Liabilitas Jangka Panjang sebesar Rp13,13 triliun, turun Rp1,07 triliun atau 7,55% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp14,21 triliun. Penurunan tersebut terutama disebabkan oleh penurunan Pinjaman Bank Jangka Panjang sebesar Rp3,48 triliun atau setara dengan 32,91% namun disisi lain terdapat tambahan Pinjaman Jangka Panjang dari Pemegang Saham sebesar Rp2,51 triliun atau meningkat 309,30% sampai dengan akhir tahun 2021.

Pinjaman Bank Jangka Panjang Setelah Dikurangi Bagian Lancar

Pinjaman Bank Jangka Panjang Setelah Dikurangi Bagian Lancar sampai dengan 31 Desember 2021 tercatat sebesar Rp7,09 triliun, turun Rp3,48 triliun atau 32,92% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp10,57 triliun. Penurunan tersebut terutama disebabkan oleh turunnya utang Kredit Modal Kerja (KMK) jangka panjang perusahaan.

Pinjaman Jangka Panjang dari Pemegang Saham

Pinjaman Jangka Panjang dari Pemegang Saham sampai dengan 31 Desember 2021 tercatat Rp3,32 triliun, naik Rp2,51 triliun atau 309,30% dari posisi per 31 Desember 2020 sebesar Rp811,51 miliar. Akun ini merupakan pinjaman yang berasal dari pemegang saham induk perusahaan, PT Pupuk Indonesia (Persero), dengan nilai nominal Rp550,00 miliar dengan tingkat suku bunga 7,00% yang akan jatuh tempo pada tanggal 3 September 2023,

As of December 31, 2021, the Company recorded total Long-Term Liabilities of Rp. 13.13 trillion, a decrease of Rp. 1.07 trillion or 7.55% compared to the value as of December 31, 2020 of Rp. 14.21 trillion. The decrease was mainly due to a decrease in Long-Term Bank Loans by Rp3.48 trillion or equivalent to 32.91% but on the other hand there was an additional Long-Term Loans from Shareholders of Rp2.51 trillion or an increase of 309.30% until the end of 2021.

Long-Term Bank Loans Net of Current Portion

Long-term bank loans after deducting the current portion as of December 31, 2021 were recorded at Rp7.09 trillion, a decrease of Rp3.48 trillion or 32.92% compared to the value as of December 31, 2020 of Rp10.57 trillion. The decrease was mainly due to a decrease in the company's long-term Working Capital Credit (KMK).

Long-Term Loans from Shareholders

Long-term loans from shareholders as of December 31, 2021 were recorded at Rp3.32 trillion, an increase of Rp2.51 trillion or 309.30% from the position as of December 31, 2020 of Rp811.51 billion. This account represents loans from the shareholders of the parent company, PT Pupuk Indonesia (Persero), with a nominal value of Rp550.00 billion with an interest rate of 7.00% which will mature on September 3, 2023, nominal value of Rp261.5 billion with



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nilai nominal Rp261,5 miliar dengan tingkat suku bunga 7,70% yang akan jatuh tempo pada tanggal 3 September 2025, nilai nominal Rp 310,00 miliar dengan tingkat suku bunga 5,60% yang akan jatuh tempo pada tanggal 10 Maret 2024; dengan nominal Rp1,50 triliun dengan tingkat suku bunga 6,20% yang akan jatuh tempo pada tanggal 10 Maret 2026 dan dengan nominal Rp700,00 miliar dengan tingkat suku bunga 7,20% yang akan jatuh tempo pada tanggal 10 Maret 2028.

Liabilitas Sewa Pembiayaan dan Liabilitas Pajak Tangguhan

Posisi Liabilitas Sewa Pembiayaan pada 31 Desember 2021 sebesar Rp1,63 triliun, turun Rp89,99 miliar atau 5,22% dari posisi per 31 Desember 2020 sebesar Rp1,72 triliun. Utang ini merupakan seluruh transaksi yang mengandung sewa (content lease) berdasarkan kriteria pada PSAK 73 yang diterapkan efektif per tanggal 1 Januari 2021.

Posisi Liabilitas Pajak Tangguhan pada 31 Desember 2021 sebesar Rp205,79 miliar, naik Rp130,94 miliar atau 174,95% dari posisi per 31 Desember 2020 sebesar Rp74,85 miliar.

Liabilitas Imbalan Kerja

Liabilitas Imbalan Kerja sebelum dikurangi dengan bagian lancar sampai dengan 31 Desember 2021 tercatat sebesar Rp969,80 miliar, turun Rp201,80 miliar atau 27,71% bila dibandingkan nilai 31 Desember 2020 tercatat sebesar Rp1,17 triliun. Penurunan tersebut terutama disebabkan oleh berkurangnya Imbalan Pasca Kerja sebesar Rp198,90 miliar atau 21,63% dan diiringi dengan penurunan Imbalan Jangka Panjang Lainnya sebesar Rp2,90 miliar atau 6,08% sampai dengan akhir tahun 2021.

an interest rate of 7.70% which will mature on September 3, 2025, a nominal value of Rp. 310.00 billion with an interest rate of 5.60% which will mature on March 10, 2024; with a nominal value of Rp. 1.50 trillion with an interest rate of 6.20% which will mature on March 10, 2026 and with a nominal value of Rp. 700.00 billion with an interest rate of 7.20% which will mature on March 10, 2028.

Financing Lease Liability and Deferred Tax Liability

The position of Financing Lease Liabilities as of December 31, 2021 was Rp.1.63 trillion, decreased by Rp.89.99 billion or 5.22% from the position as of December 31, 2020 of Rp.1.72 trillion. This payable represents all transactions that contain a lease (content lease) based on the criteria in PSAK 73 which is effective as of January 1, 2021.

The position of Deferred Tax Liabilities as of December 31, 2021 was IDR 205.79 billion, an increase of IDR 130.94 billion or 174.95% from the position as of December 31, 2020 of IDR 74.85 billion.

Employment Benefits Liabilities

Liabilitas Imbalan Kerja Per 31 Desember 2020 - 2021
Employee Benefits Liability As of December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Imbalan Pascakerja Post-Employment Benefits	919.228	1.118.130	(198.902)	(21,63%)
Imbalan Jangka Panjang Lainnya Other Long-Term Benefits	50.570	47.671	(2.899)	(6,08%)
Jumlah Total	969.798	1.165.801	(201.801)	(27,71%)

Employee Benefits Liabilities before deducting the current share as of December 31, 2021 were recorded at Rp.969.80 billion, a decrease of Rp201,80 billion or 27,71% when compared to the value of December 31, 2020, which was recorded at Rp1.17 trillion. The decrease was mainly due to a decrease in Post-Employment Benefits by Rp198,90 billion or 21,63% and accompanied by a decrease in Other Long-Term Benefits by Rp. 2.90 billion or 6.08% until the end of 2021.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

EKUITAS | EQUITY

Ekuitas Per 31 Desember 2020 - 2021
Equity As of 31 December 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Modal Saham Long Term Bank Loans	6.600.000	6.600.000	0	0,00%
Saldo Laba Retained Earnings	5.298.595	4.086.439	1.212.156	29,66%
Penghasilan Komprehensif Lain Other Comprehensive Income	7.409.005	7.408.174	831	0,01%
Jumlah Ekuitas yang Dapat Diatribusikan kepada Pemilik Entitas Induk Total Equity Attributable to Owners of the Parent Entity	19.307.600	18.094.613	1.212.987	6,70%
Kepentingan Non-Pengendali Non-Controlling Interests	191.181	171.115	20.066	11,73%
Jumlah Total	19.498.781	18.265.728	1.233.053	6,75%

Posisi Ekuitas sampai dengan 31 Desember 2021 tercatat sebesar Rp19,50 triliun, naik Rp1,23 triliun atau 6,75% bila dibandingkan nilai per 31 Desember 2020 sebesar Rp18,27 triliun. Peningkatan tersebut terutama disebabkan oleh kenaikan pada Saldo Laba yang dicadangkan sebesar Rp1,21 triliun atau 29,66% sampai dengan akhir tahun 2021. Disamping itu, sampai dengan akhir tahun 2021 juga terdapat kenaikan Ekuitas bagi Kepentingan Non Pengendali sebesar Rp20,07 miliar atau 11,73%.

The position of Equity as of December 31, 2021 was recorded at Rp. 19.50 trillion, an increase of Rp. 1.23 trillion or 6.75% compared to the value as of December 31, 2020, which was Rp. 18.27 trillion. The increase was mainly due to an increase in the Reserved Earnings Balance of Rp1.21 trillion or 29.66% until the end of 2021. In addition, by the end of 2021 there was also an increase in Equity for Non-Controlling Interests of Rp20.07 billion or 11,73%.

ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

LAPORAN LABA/(RUGI) KOMPREHENSIF KONSOLIDASIAN
CONSOLIDATED COMPREHENSIVE PROFIT/(LOSS) STATEMENT

Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian Tahun 2020 - 2021
Consolidated Statements of Income and Other Comprehensive Income for the Year 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Penjualan Sales	28.903.053	26.571.112	2.331.941	8,78%
Beban Pokok Penjualan Cost of Sales	(23.797.196)	(21.802.169)	1.995.027	9,15%
Laba Kotor Gross Profit	5.105.857	4.768.943	336.914	7,06%
Beban Penjualan Selling Expenses	(981.399)	(871.175)	110.224	12,65%
Beban Umum dan Administrasi General and Administrative Expenses	(655.676)	(676.808)	(21.132)	(3,12%)
Bagian Laba/(Rugi) dari Entitas Asosiasi dan Ventura Bersama Shares in Net Income/ (Loss) of Associates and Joint Ventures	33.814	37.138	(3.324)	(8,95%)
Beban Keuangan Financial Expenses	(954.461)	(1.416.560)	(462.099)	(32,62%)
Pendapatan Keuangan Financial Income	4.142	6.091	(1.949)	(32,00%)
Pendapatan/Beban Lain-lain – Bersih Income/Other Expenses – Net	42.522	(121.272)	163.794	135,06%
Laba Sebelum Pajak Penghasilan Profit Before Income Tax	2.594.799	1.726.357	868.442	50,30%
Beban Pajak Penghasilan Income Tax Expenses	(654.109)	(310.145)	343.964	110,90%
Laba Tahun Berjalan Profit for the year	1.940.690	1.416.212	524.478	37,03%
Penghasilan Komprehensif Lain Other Comprehensive Income	469	(227.668)	228.137	100,21%
Jumlah Laba Komprehensif Tahun Berjalan Total Comprehensive Income for the year	1.941.159	1.188.544	752.615	63,32%

Perseroan berhasil membukukan Laba Tahun Berjalan sebesar Rp1,94 triliun di tahun 2021, naik Rp524,48 miliar atau 37,03% dibandingkan tahun 2020 sebesar Rp1,42 triliun. Kenaikan tersebut terutama didorong oleh peningkatan Penjualan sebesar Rp2,33 triliun atau 8,78%, penghematan Beban Keuangan sebesar Rp462,10 miliar atau setara 32,62% dan peningkatan Pendapatan Lain-lain sebesar Rp163,79 miliar atau 135,06% jika dibandingkan dengan tahun sebelumnya. Laba Komprehensif Tahun Berjalan tercatat meningkat sebesar Rp752,62 miliar atau 63,32% sehingga menjadi Rp1,94 triliun di tahun 2021.

The Company managed to record a Profit for the Year of Rp1.94 trillion in 2021, an increase of Rp524.48 billion or 37.03% compared to 2020 of Rp1.42 trillion. The increase was mainly driven by an increase in Sales of Rp.2.33 trillion or 8.78%, savings in Finance Expenses of Rp.462.10 billion or equivalent to 32.62% and an increase in Other Income of Rp.163.79 billion or 135.06% compared to with the previous year. Comprehensive Profit for the Year was recorded to have increased by Rp752.62 billion or 63.32% to become Rp1.94 trillion in 2021.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

PENDAPATAN | REVENUE

Pendapatan Tahun 2020 – 2021
 Income Year 2020 – 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pendapatan Pupuk Bersubsidi Revenue from Subsidized Fertilizer	21.271.512	20.123.490	1.148.022	5,70%
Pendapatan Pupuk Non-Subsidi Income of Non- Subsidized Fertilizer	3.776.833	3.707.875	68.958	1,86%
Pendapatan Non-Pupuk Income of Non-Fertilizer	3.873.003	2.749.340	1.123.663	40,87%
Jumlah Pendapatan Bruto Total gross Revenue	28.921.348	26.580.705	2.340.643	8,78%
Potongan Penjualan Sales Discounts	(18.295)	(9.593)	8.702	90,71%
Jumlah Total	28.903.053	26.571.112	2.331.941	8,78%

Perseroan mencatatkan Penjualan sebesar Rp28,90 triliun di tahun 2021, naik Rp2,33 triliun atau 8,78% dibandingkan tahun 2020 sebesar Rp26,57 triliun. Peningkatan tersebut terutama berasal dari peningkatan Pendapatan Pupuk Bersubsidi yang tercatat sebesar Rp21,27 triliun, naik Rp1,15 triliun atau 5,70% dibandingkan tahun 2020 sebesar Rp20,12 triliun serta Penjualan Non-Pupuk di tahun 2021 yang naik sebesar Rp1,12 triliun atau 40,87% menjadi Rp3,87 triliun dibandingkan tahun sebelumnya. Penjualan Pupuk Non-Subsidi tercatat mengalami kenaikan sebesar Rp68,96 miliar atau 1,86% menjadi Rp3,78 triliun di akhir tahun 2021. Peningkatan pendapatan utamanya disebabkan optimalnya penjualan NPK di sektor subsidi, penjualan pupuk non subsidi dan non pupuk dalam negeri.

The Company recorded Sales of Rp.28.90 trillion in 2021, an increase of Rp.2.33 trillion or 8.78% compared to 2020 of Rp.26.57 trillion. The increase mainly came from the increase in Subsidized Fertilizer Revenue which was recorded at Rp21.27 trillion, an increase of Rp1.15 trillion or 5.70% compared to 2020 which was Rp20.12 trillion and Non-Fertilizer Sales in 2021 which increased by Rp1.12 trillion. or 40.87% to Rp3.87 trillion compared to the previous year. Sales of Non-Subsidized Fertilizers recorded an increase of Rp.68.96 billion or 1.86% to Rp.3.78 trillion at the end of 2021. The increase in revenue was mainly due to optimal sales of NPK in the subsidized sector, sales of non-subsidized fertilizers and non-fertilizers in the country.

Dari segi komposisi, di tahun 2021 Penjualan Perseroan didominasi oleh Pendapatan Pupuk Bersubsidi sebesar 73,55% dari Total Pendapatan dan diikuti oleh Pendapatan Pupuk Non-Subsidi dengan komposisi sebesar 13,06% serta Pendapatan Non-Pupuk sebesar 13,39%.

In terms of composition, in 2021 the Company's sales will be dominated by Subsidized Fertilizer Revenue of 73.55% of Total Revenue and followed by Non-Subsidized Fertilizer Revenue with a composition of 13.06% and Non-Fertilizer Revenue of 13.39%.

ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

BEBAN POKOK PENJUALAN
COST OF GOODS SOLD

Beban Pokok Penjualan Tahun 2020 – 2021
Cost of Goods Sold 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Beban Pokok Penjualan Cost of Goods Sold	23.797.196	21.802.169	1.995.027	9,15%

Beban Pokok Penjualan di tahun 2021 tercatat sebesar Rp23,80 triliun, naik Rp1,99 triliun atau 9,15% dibandingkan tahun 2020 sebesar Rp21,80 triliun. Peningkatan tersebut terutama disebabkan oleh meningkatnya Biaya Bahan Baku dan Pupuk Impor sebesar Rp3,60 triliun atau 21,21% hal ini selaras dengan peningkatan penjualan di tahun 2021.

Cost of Goods Sold in 2021 was recorded at Rp.23.80 trillion, an increase of Rp.1.99 trillion or 9.15% compared to 2020 of Rp.21.80 trillion. The increase was mainly due to an increase in the cost of imported raw materials and fertilizers by Rp3.60 trillion or 21.21%, this is in line with the increase in sales in 2021.

LABA KOTOR | GROSS PROFIT

Laba Kotor di tahun 2021 tercatat sebesar Rp5,11 triliun, naik Rp336,91 miliar atau 7,06% dibandingkan tahun 2020 sebesar Rp4,77 triliun. Peningkatan tersebut selaras dengan meningkatnya Pendapatan dan Beban Pokok Penjualan karena optimalnya penjualan pupuk NPK sektor subsidi, pupuk non subsidi dan non pupuk.

Gross Profit in 2021 was recorded at IDR5.11 trillion, an increase of IDR336.91 billion or 7.06% compared to 2020 of IDR4.77 trillion. This increase was in line with the increase in Revenue and Cost of Goods Sold due to optimal sales of subsidized NPK fertilizer, non-subsidized fertilizer and non-fertilizer.

BEBAN PENJUALAN | SELLING EXPENSES

Beban Penjualan Tahun 2020 – 2021
Selling Expenses for 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Beban Penjualan Selling Expenses	981.399	871.175	110.224	12,65%

Beban Penjualan di tahun 2021 tercatat sebesar Rp981,40 miliar, naik Rp110,24 miliar atau 12,65% dibandingkan tahun 2020 sebesar Rp871,18 miliar. Peningkatan tersebut terutama berasal dari meningkatnya Beban Penyusutan sebesar Rp47,24 miliar atau 85,74%, Beban Sewa sebesar Rp39,90 miliar atau 33,25%, Beban Distribusi sebesar Rp36,30 miliar atau 15,46% dan Beban Jasa sebesar Rp28,60 miliar atau 45,81%. Di samping itu, Perseroan juga mencatatkan penurunan Beban Penjualan berupa pegawai (menurun sebesar Rp37,39 miliar atau 17,02%), Perlengkapan & Operasional Kantor (menurun sebesar Rp5,35 miliar atau 16,32%), lainnya (menurun sebesar Rp3,07 miliar atau 6,83%) dan Perjalanan Dinas (menurun sebesar Rp1,08 miliar atau 7,75%).

Selling expenses in 2021 were recorded at IDR981.40 billion, an increase of IDR110.24 billion or 12.65% compared to 2020 of IDR871.18 billion. The increase mainly came from the increase in Depreciation Expense by Rp47.24 billion or 85.74%, Rental Expenses by Rp39.90 billion or 33.25%, Distribution Expenses by Rp36.30 billion or 15.46% and Service Expenses by Rp28, 60 billion or 45.81%. In addition, the Company also recorded a decrease in Selling Expenses in the form of employees (decreased by Rp. 07 billion or 6.83%) and Business Travel (decrease by Rp1.08 billion or 7.75%).

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

BEBAN UMUM DAN ADMINISTRASI

GENERAL AND ADMINISTRATIVE EXPENSES

Beban Umum dan Administrasi Tahun 2020 – 2021
 General and Administrative Expenses 2020 – 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Beban Umum dan Administrasi General and Administrative Expenses	655.676	676.808	(21.132)	(3,12%)

Beban Umum dan Administrasi di tahun 2021 tercatat sebesar Rp655,68 miliar atau lebih rendah Rp21,13 miliar atau 3,12% dibandingkan tahun 2020 sebesar Rp676,81 miliar. Penurunan tersebut terutama berasal penurunan beberapa komponen Beban Umum dan Administrasi di tahun 2021, diantaranya Biaya Pegawai (menurun sebesar Rp74,54 miliar atau 18,19%), Biaya Bina Wilayah (menurun sebesar Rp17,91 miliar atau 37,47%), Biaya Penyusutan (menurun sebesar Rp5,72 miliar atau 16,80%), Biaya Listrik, Air, dan Utilitas (menurun sebesar Rp2,82 miliar atau 5,00%), serta Biaya Pelatihan (menurun sebesar Rp2,67 miliar atau 17,42%). Disisi lain terdapat pemulihan cadangan penurunan nilai piutang usaha di tahun 2021 sebesar Rp56,55 miliar atau 83,22% dibandingkan dengan tahun sebelumnya.

General and Administrative Expenses in 2021 were recorded at Rp655.68 billion or Rp21.13 billion lower or 3.12% compared to 2020 which was Rp676.81 billion. The decrease was mainly due to a decrease in several components of General and Administrative Expenses in 2021, including Employee Costs (decreased by Rp. 74.54 billion or 18.19%), Regional Development Costs (decreased by Rp. 17.91 billion or 37.47%), Depreciation (decrease by Rp5.72 billion or 16.80%), Cost of Electricity, Water and Utilities (decrease by Rp2.82 billion or 5.00%), and Training Costs (decrease by Rp.2.67 billion or 17.42 %). On the other hand, there is a recovery of allowance for impairment of trade receivables in 2021 amounting to Rp56.55 billion or 83.22% compared to the previous year.

BAGIAN ATAS LABA DARI ENTITAS ASOSIASI DAN VENTURA BERSAMA

SHARE OF PROFITS FROM ASSOCIATES AND JOINT VENTURES

Bagian Atas Laba dari Entitas Asosiasi dan Ventura Bersama di tahun 2021 tercatat Rp33,81 miliar lebih rendah Rp3,32 miliar atau 8,95% dibandingkan tahun 2020 sebesar Rp37,13 miliar. Nilai diatas diperoleh dari laba PT Kawasan Industri Gresik Rp14,02 miliar, PT Petronika Rp7,79 miliar, PT Pupuk Indonesia Utilitas (dh/ PT Pupuk Indonesia Energi) Rp9,44 miliar, PT Petrokopindo Cipta Selaras Rp3,34 miliar dan rugi PT Pupuk Indonesia Pangan Rp778 juta.

Share of Profit from Associated Entities and Joint Ventures in 2021 was recorded at Rp33.81 billion, Rp3.32 billion or 8.95% lower compared to 2020 which was Rp37.13 billion. The above value was obtained from the profit of PT Kawasan Industri Gresik Rp. 14.02 billion, PT Petronika Rp. 7.79 billion, PT. Pupuk Indonesia Utility (dh/PT. Indonesia Food Rp. 778 million.



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

BEBAN KEUANGAN
FINANCIAL EXPENSES

Beban Keuangan Tahun 2020 – 2021
Financial Expenses in 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Beban Bunga Interest Expenses	948.885	1.378.683	(429.798)	(31,17%)
Beban Keuangan Lainnya Other Financial Expenses	5.576	37.877	(32.301)	(85,28%)
Jumlah Total	954.461	1.416.560	(462.099)	(32,62%)

Beban Keuangan di tahun 2021 tercatat sebesar Rp954,46 miliar, turun Rp462,10 miliar atau 32,62% dibandingkan tahun 2020 sebesar Rp1,42 triliun. Penurunan tersebut disebabkan oleh Beban Bunga yang turun sebesar Rp429,79 miliar atau 31,17% dan penurunan pada Beban Keuangan Lainnya sebesar Rp32,30 miliar atau 85,28% di tahun 2020. Beban bunga yang lebih rendah utamanya disebabkan PG berhasil memperoleh rate bunga rata-rata pada tahun 2021 sebesar 5,39% atau lebih rendah jika dibandingkan tahun 2020 sebesar 5,90%.

Financial Expenses in 2021 were recorded at Rp954.46 billion, decreased by Rp462.10 billion or 32.62% compared to 2020 of Rp1.42 trillion. The decrease was due to a decrease in Interest Expense by Rp429.79 billion or 31.17% and a decrease in Other Finance Expenses by Rp.32.30 billion or 85.28% in 2020. The lower interest expense was mainly due to PG's success in obtaining an interest rate. The average in 2021 is 5.39% or lower than in 2020 of 5.90%.

PENDAPATAN/(BEBAN) LAIN-LAIN – BERSIH | INCOME/(EXPENSES) OTHERS – NET

Pada tahun 2021, Pendapatan Lain-lain – Bersih tercatat sebesar Rp42,52 miliar, naik Rp163,79 miliar atau 135,06% dibandingkan tahun 2020 yang mencatatkan beban lain-lain sebesar Rp121,27 miliar.

In 2021, Other Income – Net was recorded at Rp42.52 billion, an increase of Rp163.79 billion or 135.06% compared to 2020 which recorded other expenses of Rp121.27 billion.

Beban Lain-lain - Bersih Tahun 2020 – 2021
Other Expenses - Net Year 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Kerugian Selisih Kurs - Bersih Foreign Exchange Losses - Net	24.563	157.797	(133.234)	(84,43%)
Pendapatan Denda Fine Income	(30.152)	(25.520)	(4.632)	18,15%
Pemulihan Cadangan Kerugian Penurunan Nilai Recovery of Allowance for Impairment Losses	(27.780)	-	(27.780)	(100,00%)
Beban/(Pendapatan) Lain-lain - Bersih (dibawah Rp10 miliar) Other Expenses/(Income) - Net (under IDR 10 billion)	(9.153)	(11.005)	1.852	(16,83%)
Jumlah Total	(42.522)	121.272	(163.794)	(135,06%)

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

LABA TAHUN BERJALAN

CURRENT YEAR PROFIT

Laba Tahun Berjalan di tahun 2021 tercatat sebesar Rp1,94 triliun, naik Rp524,48 miliar atau 37,03% dibandingkan tahun 2020 sebesar Rp1,42 triliun. Kenaikan tersebut terutama disebabkan peningkatan Pendapatan sebesar Rp2,33 triliun atau 8,78% karena optimalnya penjualan NPK subsidi, pupuk non subsidi dan produk non pupuk, serta penurunan Beban Keuangan sebesar Rp462,10 miliar atau 32,62% karena PG dapat memperoleh tarif bunga lebih rendah dibandingkan dengan tahun sebelumnya.

Profit for the Year in 2021 was recorded at Rp1.94 trillion, an increase of Rp524.48 billion or 37.03% compared to 2020 of Rp1.42 trillion. The increase was mainly due to an increase in Revenue of Rp.2.33 trillion or 8.78% due to optimal sales of subsidized NPK, non-subsidized fertilizers and non-fertilizer products, as well as a decrease in Finance Expenses by Rp.462.10 billion or 32.62% because PG can obtain interest rates. lower than the previous year.

PENGHASILAN KOMPREHENSIF LAIN

OTHER COMPREHENSIVE INCOME

Penghasilan Komprehensif Lain Tahun 2020 - 2021
 Other Comprehensive Income 2020 - 2021

(dalam jutaan Rupiah
 in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pengukuran Kembali Imbalan Pascakerja Remeasurement of Post-Employment Benefits	(24.162)	(235.788)	211.626	(89,75)
Bagian atas Penghasilan Komprehensif Lain Entitas Asosiasi Portion of Other Comprehensive Income of Associate	83	(918)	1.001	(109,04)
Surplus Revaluasi Aset Asset Revaluation Surplus	-	-	-	-
Manfaat Pajak Terkait Related Tax Benefits	24.548	9.038	15.510	171,61
Lindung Nilai atas Arus Kas Cash Flow Hedging	-	-	-	-
Beban Pajak Terkait Related Tax Burden	-	-	-	-
Jumlah Total	469	(227.668)	228.137	(100,21)

Pendapatan Komprehensif Lain di tahun 2021 tercatat sebesar Rp469 juta, naik Rp228,13 miliar atau 100,21% dibandingkan tahun 2020 yang mencatat Beban Komprehensif Lain sebesar Rp227,67 miliar. Peningkatan tersebut terutama disebabkan adanya Pengukuran Kembali Imbalan Pascakerja sehingga terdapat penurunan sebesar Rp211,63 miliar atau 89,75% dan meningkatnya Manfaat Pajak Terkait sebesar Rp15,51 miliar atau 171,61% jika dibandingkan dengan tahun 2020.

Other Comprehensive Income in 2021 was recorded at Rp469 million, an increase of Rp228.13 billion or 100.21% compared to 2020 which recorded Other Comprehensive Expenses of Rp227.67 billion. The increase was mainly due to the Remeasurement of Post-employment Benefits so that there was a decrease of Rp.211.63 billion or 89.75% and an increase in Related Tax Benefits of Rp.15.51 billion or 171.61% compared to 2020.



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN
TOTAL COMPREHENSIVE INCOME FOR THE YEAR

Jumlah Laba Komprehensif Tahun Berjalan di tahun 2021 tercatat sebesar Rp1,94 triliun, naik Rp752,62 miliar atau 63,32% dibandingkan tahun 2020 sebesar Rp1,19 triliun. Peningkatan tersebut terutama disebabkan oleh meningkatnya pendapatan, meningkatnya penghasilan komprehensif perusahaan dan penurunan beban keuangan di tahun 2021.

Total Comprehensive Profit for the Year in 2021 was recorded at Rp1.94 trillion, an increase of Rp752.62 billion or 63.32% compared to 2020 which was Rp1.19 trillion. The increase was mainly due to an increase in revenue, an increase in the company's comprehensive income and a decrease in financial expenses in 2021.

LAPORAN ARUS KAS KONSOLIDASIAN
CONSOLIDATED STATEMENTS OF CASH FLOWS

Laporan Arus Kas Konsolidasian Per 31 Desember 2020 - 2021
Consolidated Statements of Cash Flows Per December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Arus Kas dari (untuk) Aktivitas Operasi Cash Flows from (for) Operating Activities	3.552.335	7.718.187	(4.165.852)	(53,97%)
Arus Kas dari (untuk) Aktivitas Investasi Cash Flows from (for) Investing Activities	(907.980)	(496.657)	411.323	82,82%
Arus Kas dari (untuk) Aktivitas Pendanaan Cash Flows from (for) Financing Activities	(2.851.047)	(7.434.771)	(4.583.724)	(61,65%)
Kenaikan Bersih Kas dan Setara Kas Net increase in Cash and Cash Equivalents	(206.692)	(213.241)	6.549	(3,07%)
Kas dan Setara Kas Pada Awal Tahun Cash and Cash Equivalents at the Beginning of the Year	2.477.369	2.659.328	(181.959)	(6,84%)
Pengaruh Perubahan Kurs Mata Uang Asing Effect of Foreign Exchange Rate Changes	17.804	31.282	(13.478)	(43,09%)
Kas dan Setara Kas Pada Akhir Tahun Cash and Cash Equivalents at the end of the Year	2.288.481	2.477.369	(188.888)	(7,62%)

Nilai Kas dan Setara Kas sampai dengan 31 Desember 2021 tercatat sebesar Rp2,29 triliun, turun Rp188,89 miliar atau 7,62% dibandingkan nilai 31 Desember 2020 sebesar Rp2,48 triliun. Penurunan tersebut terutama disebabkan oleh penurunan pada Arus Kas dari Aktivitas Pendanaan sebesar Rp4,58 triliun atau 61,65%.

The value of Cash and Cash Equivalents as of December 31, 2021 was recorded at Rp. 2.29 trillion, decreased by Rp. 188.89 billion or 7.62% compared to the value of December 31, 2020 of Rp. 2.48 trillion. The decrease was mainly due to a decrease in Cash Flows from Funding Activities by Rp4.58 trillion or 61.65%.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

ARUS KAS DARI/(untuk) AKTIVITAS OPERASI

CASH FLOWS FROM (FOR) OPERATING ACTIVITIES

Arus Kas dari (untuk) Aktivitas Operasi Per 31 Desember 2020 - 2021
Cash Flows from (for) Operating Activities Per December 31, 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Penerimaan Kas dari Pelanggan Cash Receipts from Customers	14.622.961	13.632.442	990.519	7,27%
Penerimaan Subsidi dari Pemerintah Subsidy Receipts from Government	13.950.197	16.596.578	(2.646.381)	(15,95%)
Pembayaran kepada Pemasok Cash Paid to Suppliers	(22.957.587)	(19.296.595)	3.660.992	18,97%
Pembayaran kepada Karyawan Cash Paid to Employers	(1.751.340)	(2.014.137)	(262.797)	(13,05%)
Pembayaran Pajak Penghasilan Income Tax Paid	(472.029)	(446.991)	25.038	5,60%
Penerimaan Tagihan atas Restitusi Pajak Receipt of Claim for Tax Refund	1.217.754	734.902	482.852	65,70%
Pembayaran Bunga Interest Paid	(1.057.621)	(1.488.012)	(430.391)	(28,92%)
Arus Kas Bersih yang Diperoleh dari (Digunakan Untuk) Aktivitas Operasi Net Cash flows Provided by (used in) Operating Activities	3.552.335	7.718.187	(4.165.852)	(53,97%)

Arus Kas Diperoleh dari Aktivitas Operasi tahun 2021 tercatat sebesar Rp3,55 triliun lebih rendah jika dibandingkan dengan Arus Kas Digunakan untuk Aktivitas Operasi tahun 2020 sebesar Rp7,72 triliun. Hal tersebut terutama disebabkan oleh penurunan Penerimaan Subsidi dari Pemerintah sebesar Rp2,65 triliun atau 15,95% menjadi Rp13,95 triliun serta sementara terdapat peningkatan Pembayaran kepada Pemasok sebesar Rp3,66 triliun atau 18,97% menjadi Rp22,96 triliun.

Cash Flows Obtained from Operating Activities in 2021 were recorded at Rp3.55 trillion, lower than the Cash Flows Used for Operating Activities in 2020 of Rp7.72 trillion. This was mainly due to a decrease in Subsidy Revenue from the Government by Rp.2.65 trillion or 15.95% to Rp.13.95 trillion and while there was an increase in Payments to Suppliers by Rp.3.66 trillion or 18.97% to Rp.22.96 trillion.



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

ARUS KAS UNTUK AKTIVITAS INVESTASI
CASH FLOWS FOR INVESTING ACTIVITIES

Arus Kas dari (untuk) Aktivitas Investasi Per 31 Desember 2020 - 2021
Cash Flows from (for) Investing Activities Per December 31, 2020 – 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Pembelian Aset Tetap Termasuk Kapitalisasi Biaya Pinjaman Purchase of Fixed Assets Including Capitalization of Borrowing Costs	(848.433)	(511.470)	336.963	39,71%
Kenaikan Piutang Lain-lain Increase in Other Receivables	(80.000)	-	80.000	100,00%
Penerimaan Pendapatan Keuangan Receipts of Finance Income	4.142	6.091	(1.949)	(32,00)%
Penerimaan Dividen Receipts of Dividend Income	16.311	8.722	7.589	87,01%
Arus Kas Bersih yang diperoleh dari (Digunakan untuk) Aktivitas Investasi Net Cash Flows Provided by (Used in) Investing Activities	(907.980)	(496.657)	413.343	83,56%

Arus Kas Digunakan untuk Aktivitas Investasi tahun 2021 tercatat sebesar Rp907,98 miliar, naik Rp413,34 miliar atau 83,56% bila dibandingkan dengan tahun 2020 sebesar Rp496,66 miliar. Hal tersebut terutama disebabkan oleh peningkatan nilai Pembelian Aset Tetap Termasuk Kapitalisasi Biaya Pinjaman menjadi sebesar Rp848,43 miliar di tahun 2021 atau naik 39,71% bila dibandingkan dengan tahun 2020 sebesar Rp511,47 miliar. Selain itu, terdapat kenaikan piutang lain-lain sebesar Rp80,00 miliar di tahun 2021.

Cash Flow Used for Investing Activities in 2021 was recorded at Rp907.98 billion, an increase of Rp413.34 billion or 83.56% when compared to 2020 of Rp496.66 billion. This was mainly due to an increase in the value of Purchases of Fixed Assets Including Capitalization of Borrowing Costs to Rp848.43 billion in 2021 or an increase of 39.71% when compared to 2020 of Rp.511.47 billion. In addition, there was an increase in other receivables of Rp. 80.00 billion in 2021.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

ARUS KAS DARI (untuk) AKTIVITAS PENDANAAN

CASH FLOWS FROM (FOR) FINANCING ACTIVITIES

Arus Kas untuk Aktivitas Pendanaan Per 31 Desember 2020 - 2021
Cash Flows for Financing Activities Per December 31, 2020 - 2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	2021	2020	Pertumbuhan Growth	
			Nominal	%
Penerimaan Pinjaman Jangka Pendek Proceeds from Short-Term Loans	5.912.793	4.106.254	1.806.539	43,99
Pembayaran Pinjaman Jangka Pendek Repayments of Short-Term Loans	(6.159.212)	(12.792.384)	(6.633.172)	(51,85)
Penambahan Pinjaman Jangka Panjang Proceeds from Long-Term Loan	686.176	5.270.160	(4.583.984)	(86,98)
Pembayaran Pinjaman Jangka Panjang Repayment of Long-Term Loan	(4.899.140)	(3.447.568)	1.451.572	42,10
Penambahan Pinjaman Jangka Panjang Pemegang Saham Addition of Long-term Shareholder Loans	2.510.000	232.010	2.277.990	981,85
Pembagian Dividen kepada Pemegang Saham Perusahaan Payment of Dividend to the Company's Shareholders	(694.067)	(564.577)	(129.490)	(22,94)
Pembayaran Liabilitas Sewa Payment of Lease Liability	(193.558)	(226.441)	(32.883)	(14,52)
Pembagian Dividen kepada Kepentingan Non-Pengendali Payment of Dividend to Non-Controlling Interests	(14.039)	(12.225)	1.814	14,83
Arus Kas Bersih yang Diperoleh dari (Digunakan untuk) Aktivitas Pendanaan Net Cash Flows Provided by (Used in) Financing Activities	(2.851.047)	(7.434.771)	(4.583.724)	(61,65%)

Arus Kas Digunakan untuk Aktivitas Pendanaan tahun 2021 tercatat sebesar Rp2,85 triliun turun Rp4,58 triliun atau 61,65% bila dibandingkan dengan Arus Kas yang digunakan untuk aktivitas pendanaan di tahun 2020 sebesar Rp7,43 triliun. Hal tersebut terutama disebabkan oleh Pembayaran Pinjaman Jangka Pendek sebesar Rp6,16 triliun, turun Rp6,63 triliun atau 51,85% dibandingkan tahun sebelumnya sebesar Rp12,79 triliun. Selain itu, Perseroan juga mencatatkan penurunan Penambahan Pinjaman Jangka Panjang yang tercatat sebesar Rp686,18 miliar, turun Rp4,58 triliun atau 86,98% jika dibandingkan dengan Tahun 2020 sebesar Rp5,27 triliun. Disisi lain terdapat peningkatan Penerimaan Pinjaman Jangka Panjang Pemegang Saham sebesar Rp2,28 triliun atau 981,85% sehingga di tahun 2021 tercatat sebesar Rp2,51 triliun.

Cash Flow Used for Funding Activities in 2021 was recorded at Rp.2.85 trillion, decreased by Rp.4.58 trillion or 61.65% when compared to Cash Flow used for financing activities in 2020 which was Rp.7.43 trillion. This was mainly due to Payment of Short-Term Loans of Rp6.16 trillion, a decrease of Rp6.63 trillion or 51.85% compared to the previous year of Rp12.79 trillion. In addition, the Company also recorded a decrease in the Addition of Long-Term Loans which was recorded at Rp.686.18 billion, decreased by Rp.4.58 trillion or 86.98% when compared to the Year 2020 of Rp.5.27 trillion. On the other hand, there was an increase in Long-Term Loan Receipts from Shareholders of Rp.2.28 trillion or 981.85% so that in 2021 it was recorded at Rp.2.51 trillion.



ANALISIS KEMAMPUAN MEMBAYAR UTANG, KOLEKTIBILITAS PIUTANG DAN RASIO KEUANGAN LAINNYA

ANALYSIS ON SOLVENCY, RECEIVABLES COLLECTABILITY, AND OTHER FINANCIAL RATIOS

Rasio Keuangan Tahun 2020 - 2021
Financial Ratios for 2020 - 2021

Uraian Description	2021	2020
Rasio Likuiditas Liquidity Ratio (%)		
<i>Current Ratio</i>	133,64%	145,48%
<i>Cash Ratio</i>	21,69%	27,76%
<i>Quick Ratio</i>	62,85%	87,34%
Rasio Solvabilitas Solvency Ratio (%)		
<i>Debt to Equity Ratio (DER)</i>	121,46%	126,63%
<i>Debt to Asset Ratio (DAR)</i>	54,84%	55,88%
Rasio Profitabilitas Profitability Ratio (%)		
<i>Gross Profit Margin (GPM)</i>	17,67%	17,95%
<i>Net Profit Margin (NPM)</i>	6,72%	5,33%
<i>Return on Asset (ROA)</i>	4,50%	3,42%
<i>Return on Equity (ROE)</i>	11,18%	8,55%

KEMAMPUAN MEMBAYAR UTANG SOLVENCY

RASIO LIKUIDITAS

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 perusahaan dari waktu ke waktu. Tingkat likuiditas perusahaan dapat dilihat dari *cash ratio*, *current ratio* dan *quick ratio*.

Current Ratio

PG mencatatkan *Current Ratio* sebesar 133,64% di tahun 2021, lebih rendah dibandingkan tahun 2020 sebesar 145,48%. Hal tersebut menunjukkan bahwa kemampuan Perseroan dalam membayar kewajiban jangka pendeknya dengan menggunakan aset lancar yang dimiliki pada tahun 2021 menurun. Penurunan tersebut terutama disebabkan oleh peningkatan liabilitas jangka pendek lebih besar dibandingkan dengan peningkatan aset lancar.

LIQUIDITY RATIO

The liquidity ratio reflects the Company's ability to meet its obligations, especially obligations in the short term. Measurement of the liquidity ratio can be done by comparing several periods so that it can be seen the development of company liquidity from time to time. The company's liquidity level can be seen from the *cash ratio*, *current ratio* and *quick ratio*.

Current Ratio

PG recorded a *Current Ratio* of 133.64% in 2021, lower than in 2020 of 145.48%. This shows that the Company's ability to pay its short-term obligations by using its current assets in 2021 has decreased. The decrease was mainly due to an increase in current liabilities which was greater than the increase in current assets.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

Cash Ratio

PG mencatatkan Cash Ratio sebesar 21,69% di tahun 2021, lebih rendah dibandingkan tahun 2020 sebesar 27,76%. Hal tersebut menunjukkan bahwa kemampuan kas dan setara kas perusahaan untuk menutupi semua utang lancar atau liabilitas jangka pendeknya mengalami penurunan di tahun 2020. Hal tersebut terutama disebabkan oleh peningkatan liabilitas jangka pendek yang signifikan namun tidak diikuti oleh peningkatan kas dan setara kas di tahun 2021.

Quick Ratio

PG mencatatkan Quick Ratio sebesar 62,85% di tahun 2021, lebih rendah dibandingkan tahun 2020 sebesar 87,34%. Hal tersebut menunjukkan bahwa kemampuan Perseroan dalam menggunakan aset lancar diluar persediaan untuk menutupi utang lancarnya mengalami penurunan di tahun 2021. Hal tersebut terutama disebabkan peningkatan Pinjaman Jangka Pendek di tahun 2021.

RASIO SOLVABILITAS

Rasio Solvabilitas merupakan ukuran untuk menilai kemampuan Perseroan untuk melunasi seluruh utang yang dimilikinya menggunakan seluruh aset atau modal perusahaan. Perusahaan yang memiliki rasio solvabilitas yang tinggi memiliki resiko 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 2021, Perusahaan memiliki DER sebesar 121,46%, meningkat bila dibandingkan tahun 2020 sebesar 126,63%. Peningkatan tersebut menunjukkan bahwa kemampuan Perseroan untuk melunasi seluruh utang dengan menggunakan modal perusahaan telah meningkat di tahun 2021.

Debt to Assets Ratio (DAR)

Di tahun 2021, Perusahaan mencatatkan DAR sebesar 54,84%, turun dibandingkan tahun 2020 sebesar 55,88%. Penurunan tersebut menunjukkan bahwa kemampuan Perseroan dalam melunasi total utang dengan menggunakan total aset telah meningkat di tahun 2021.

RASIO PROFITABILITAS

Rasio Profitabilitas (*Profitability Ratio*) 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

Cash Ratio

PG recorded a Cash Ratio of 21.69% in 2021, lower than in 2020 of 27.76%. This shows that the company's ability of cash and cash equivalents to cover all current liabilities or short-term liabilities decreased in 2020. This was mainly due to a significant increase in short-term liabilities but not followed by an increase in cash and cash equivalents in 2021.

Quick Ratio

PG recorded a Quick Ratio of 62.85% in 2021, lower than in 2020 of 87.34%. This shows that the Company's ability to use current assets outside of inventories to cover its current liabilities will decline in 2021. This is mainly due to an increase in Short-Term Loans in 2021.

SOLVENCY RATIO

Solvency Ratio is a measure to assess the Company's ability to pay off all company debts using all of the 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 measurement uses *Debt to Equity Ratio* (DER) and *Debt to Assets Ratio* (DAR).

Debt to Equity Ratio (DER)

In 2021, the Company has a DER of 121.46%, an increase compared to 2020 of 126.63%. This increase shows that the Company's ability to pay off all debts using the company's capital has increased in 2021.

Debt to Assets Ratio (DAR)

In 2021, the Company recorded a DAR of 54.84%, a decrease compared to 2020 of 55.88%. This decrease shows that the Company's ability to pay off its total debt using total assets has increased in 2021.

PROFITABILITY RATIO

Profitability Ratio (*Profitability Ratio*) is a ratio or comparison to determine the company's ability to earn profit from revenue (earnings) related to sales, assets and equity based on certain measurement bases. The company's ability to generate profits can be measured



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

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).

Gross Profit Margin (GPM)

GPM di tahun 2021 tercatat sebesar 17,67%, menurun dibandingkan tahun 2020 sebesar 17,95%. Perubahan tersebut menunjukkan bahwa kemampuan Perusahaan dalam mengendalikan beban pokok pendapatan untuk menghasilkan pendapatan mengalami sedikit penurunan di tahun 2021.

Net Profit Margin (NPM)

Di tahun 2021, Perusahaan mencatatkan NPM sebesar 6,72%, naik dibandingkan tahun 2020 sebesar 5,33%. Peningkatan tersebut menunjukkan bahwa kemampuan Perusahaan untuk menghasilkan keuntungan bersih dari hasil pendapatan mengalami peningkatan di tahun 2021.

Return on Assets (ROA)

ROA mengukur kemampuan perusahaan dalam menggunakan seluruh aset yang tersedia untuk operasi perusahaan dalam menghasilkan keuntungan. Di tahun 2021, ROA Perusahaan tercatat sebesar 4,50%, meningkat bila dibandingkan dengan tahun 2020 sebesar 3,42%. Peningkatan tersebut menunjukkan bahwa kemampuan Perusahaan dalam menggunakan seluruh aset yang tersedia untuk menghasilkan keuntungan mengalami peningkatan di tahun 2021.

Return on Equity (ROE)

ROE merupakan besar penghasilan atau income yang tersedia bagi pemilik perusahaan atas modal yang diinvestasikan di dalam perusahaan. ROE Perusahaan di tahun 2021 tercatat sebesar 11,18%, meningkat bila dibandingkan tahun 2020 sebesar 8,55%. Peningkatan tersebut menunjukkan bahwa tingkat efektivitas Perusahaan dalam menghasilkan keuntungan dengan menggunakan modal yang tersedia mengalami peningkatan.

using its profitability ratios, namely through *Gross Profit Margin* (GPM), *Net Profit Margin* (NPM), *Return on Assets* (ROA), and *Return on Equity* (ROE).

Gross Profit Margin (GPM)

GPM in 2021 was recorded at 17.67%, a decrease compared to 2020 at 17.95%. These changes indicate that the Company's ability to control the cost of revenue to generate revenue will experience a slight decline in 2021.

Net Profit Margin (NPM)

In 2021, the Company recorded an NPM of 6.72%, an increase compared to 2020 of 5.33%. This increase shows that the Company's ability to generate net profit from revenue will increase in 2021.

Return on Assets (ROA)

ROA measures the company's ability to use all available assets for company operations to generate profits. In 2021, the Company's ROA was recorded at 4.50%, an increase compared to 2020 of 3.42%. This increase shows that the Company's ability to use all available assets to generate profits will increase in 2021.

Return on Equity (ROE)

ROE is the amount of income or income available to company owners for the capital invested in the company. The Company's ROE in 2021 was recorded at 11.18%, an increase compared to 2020 of 8.55%. This increase indicates that the level of effectiveness of the Company in generating profits using the available capital has increased.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

STRUKTUR MODAL

CAPITAL STRUCTURE

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 dan memastikan struktur modal berjalan dengan optimal. Perusahaan 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 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.

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 principle of prudence and ensuring that the capital structure runs optimally. The Company actively and regularly reviews and manages capital to ensure the capital structure can provide optimal returns for shareholders, as well as considering future capital requirements. In addition, in implementing the policy, it is mandatory to pay attention to business conditions, the rate of return on investment, dividends distributed, as well as the balance between the loan rate and equity position.

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 maximum limit of 40% for the loan to equity ratio.

Struktur Modal Tahun 2020 - 2021 | Capital Structure Year 2020 - 2021

Struktur Modal Tahun 2020 - 2021 Capital Structure Year 2020 - 2021				
(dalam jutaan Rupiah in million Rupiah)				
Uraian Description	2021	Komposisi 2021 (%) 2021 Composition (%)	2020	Komposisi 2020 (%) 2020 Composition (%)
Liabilitas Jangka Pendek Current Liabilities	10.551.416	24,43%	8.925.650	21,56%
Liabilitas Jangka Panjang Non-Current Liabilities	13.132.566	30,41%	14.205.055	34,31%
Jumlah Liabilitas Total Liabilities	23.683.982	54,85%	23.130.705	55,88%
Ekuitas Equity	19.498.781	45,15%	18.265.728	44,12%
Jumlah Aset Total Assets	43.182.763	100%	41.396.433	100,00%
Rasio Liabilitas terhadap Ekuitas Liabilities to Equity Ratio	121,46%		126,63%	



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Pada tahun 2021, struktur modal Perusahaan terdiri dari 45,15% Ekuitas dan 54,85% didanai dari Liabilitas. Pada struktur modal 2021, komposisi penggunaan liabilitas jangka pendek meningkat dibandingkan tahun 2020. Hal tersebut disebabkan oleh optimalisasi penggunaan utang jangka pendek untuk operasional perusahaan dan menurunkan total hutang jangka panjang yang berbunga.

Berdasarkan analisa Manajemen, Rasio Pinjaman terhadap Ekuitas tahun 2021 sebesar 121,46% kurang sehat dan belum sesuai dengan batas maksimum yang telah ditetapkan dalam kebijakan manajemen akan struktur modal sebesar 109,89%. Oleh karena itu, Manajemen telah mempersiapkan langkah-langkah strategis untuk menurunkan Rasio Pinjaman terhadap Ekuitas di tahun yang akan datang, antara lain:

- Mendorong penggunaan Distributor Financing atau LC pada transaksi penjualan pupuk kepada distributor.
- Mengupayakan piutang subsidi dapat terbayar tepat waktu.
- Memanfaatkan fasilitas kredit Pupuk Indonesia Group.
- Efisiensi *cost of fund* melalui program *hedging*.
- Optimalisasi profit segmen komersil.

In 2021, the Company's capital structure consists of 45.15% Equity and 54.85% funded from Liabilities. In the 2021 capital structure, the composition of the use of short-term liabilities will increase compared to 2020. This is due to optimizing the use of short-term debt for company operations and reducing the total interest-bearing long-term debt.

Based on Management's analysis, the 2021 Loan to Equity Ratio of 121.46% is not healthy and not in accordance with the maximum limit set in the management policy on the capital structure of 109.89%. Therefore, the Management has prepared strategic steps to reduce the Loan to Equity Ratio in the coming year, including:

- Encouraging the use of Distributor Financing or LC in fertilizer sales transactions to distributors.
- Strive for subsidy receivables to be paid on time.
- Take advantage of the Pupuk Indonesia Group credit facility.
- Cost of fund efficiency through hedging program.
- Optimization of commercial segment profit.

INFORMASI IKATAN MATERIAL UNTUK INVESTASI BARANG MODAL

MATERIAL INFORMATION FOR CAPITAL INVESTMENT

Selama tahun 2021, PT Petrokimia Gresik tidak memiliki ikatan yang material atas investasi barang modal.

Throughout 2021, PT Petrokimia Gresik did not make any material transaction for capital investment.

INFORMASI REALISASI INVESTASI BARANG MODAL

MATERIAL INFORMATION FOR CAPITAL INVESTMENT

Investasi barang modal (*Capital Expenditure*) secara berkala dilakukan untuk mendukung kelancaran kegiatan operasional Perseroan. Di tahun 2021, realisasi investasi barang modal tercatat sebesar Rp64,93 miliar berupa proyek Reklamasi Tahap V, Pembangunan Pabrik ALF3 II, Gudang Urea Ekspor, dan Soda Ash. Berikut ini merupakan penjelasan mengenai jenis, nilai dan tujuan investasi barang modal yang direalisasikan pada tahun 2021

Investments in capital goods (*Capital Expenditure*) are periodically carried out to support the smooth operation of the Company's operations. In 2021, the realization of capital goods investment was recorded at Rp. 64.93 billion in the form of the Phase V Reclamation project, ALF3 II Factory Construction, Export Urea Warehouse, and Soda Ash. The following is an explanation of the types, values and objectives of capital goods investment realized in 2021

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

JENIS, NILAI, DAN TUJUAN INVESTASI BARANG MODAL TAHUN 2021

TYPE, VALUE, AND PURPOSE OF CAPITAL GOODS INVESTMENT IN 2021

(dalam jutaan Rupiah
in million Rupiah)

Keterangan Description	Realisasi Realization Tahun Year 2021	Posisi s.d Position until Tahun Year 2021	Nilai Investasi Proyek Project Investment Value	Tujuan Investasi Investment Purpose
Reklamasi Tahap V Reclamation Stage V	64.929	102.836	103.745	Menyiapkan lahan untuk ekspansi perusahaan. Prepare land for company expansion.
Pembangunan Pabrik AIF3-II AIF3-II Factory	-	595	401.115	Meningkatkan profitabilitas sektor komersil Increase the profitability of the commercial sector.
Gudang Urea Ekspor Export Urea Warehouse	-	54	84.335	Pemenuhan tingginya kebutuhan tempat penyimpanan Fulfillment of the high demand for storage.
Soda Ash	-	-	4.280.800	Pemenuhan kebutuhan soda Ash di Indonesia Fulfillment of soda Ash needs in Indonesia
Jumlah Total	64.929	103.486	4.869.995	

ANALISIS PENCAPAIAN TARGET 2021 DAN PROYEKSI 2022

ANALYSIS OF THE 2021 TARGET ACHIEVEMENT AND 2022 PROJECTION

Manajemen secara berkala menganalisa realisasi pencapaian target yang telah ditentukan pada awal tahun dengan realisasi kinerja pada tahun tersebut. Pencapaian yang telah direalisasikan pada tahun 2021 menjadi acuan untuk penetapan target finansial pada tahun 2022. Perusahaan telah merumuskan target kinerja finansial yang diharapkan akan tercapai pada tahun 2022 yang menyesuaikan dengan asumsi yang telah ditetapkan oleh PT Pupuk Indonesia (Persero). Berikut asumsi yang digunakan dalam penentuan target kinerja tahun 2021 :

1. Tingkat inflasi sebesar 2,70%.
2. Asumsi perubahan nilai tukar IDR/USD sebesar Rp14.600/USD
3. Harga Gas Bumi dapat dikendalikan sebesar 6,21%.
4. Bunga pinjaman dapat dikendalikan maksimal 7,8%.

Management periodically analyzes the realization of the achievement of targets that have been determined at the beginning of the year with the realization of performance for that year. The achievements that have been realized in 2021 become a reference for setting financial targets in 2022. The company has formulated financial performance targets that are expected to be achieved in 2022 which adjusts to the assumptions set by PT Pupuk Indonesia (Persero). The following assumptions are used in determining the 2021 performance target:

1. The inflation rate is 2.70%.
2. Assumption of IDR/USD exchange rate change of IDR14,600/USD
3. The price of natural gas can be controlled by 6.21%.
4. Loan interest can be controlled to a maximum of 7.8%



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Asumsi tersebut menjadi dasar bagi PG untuk menetapkan target guna mewujudkan Visi, Misi, dan Tujuan perusahaan jangka panjang. Berikut target utama perusahaan yang ingin dicapai pada tahun 2022 :

1. Laba tahun berjalan konsolidasian sebesar Rp1,11 triliun.
2. Tonase penjualan pupuk sebesar 5.568.843 ton.
3. Tonase produksi sebesar 7.956.250 ton.
4. Biaya operasional sebesar Rp24,79 triliun.
5. Investasi sebesar Rp696,26 miliar.

Berikut adalah uraian mengenai analisa pencapaian target tahun 2021 dan proyeksi tahun 2022 untuk kinerja finansial Perusahaan.

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 2022:

1. Consolidated profit for the year of Rp1.11 trillion.
2. The sales tonnage of fertilizer is 5,568,843 tons.
3. Production tonnage is 7,956,250 tons.
4. Operational costs of Rp24.79 trillion.
5. Investment of Rp696.26 billion.

The following is a description of the analysis of achieving the 2020 target and the 2021 projection for the Company's financial performance.

PERBANDINGAN TARGET DAN REALISASI LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN TAHUN 2021, SERTA PROYEKSI TAHUN 2022

COMPARISON OF TARGET AND REALIZATION PROFIT AND LOSS AND CONSOLIDATED OTHER COMPREHENSIVE INCOME FOR 2021, AND PROJECTIONS FOR 2022

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	Tahun Year 2021			RKAP 2022
	RKAP	Realisasi Realization	Pencapaian (%) Achievement (%)	
Penjualan Sales	27.017.302	28.903.053	107	31.958.486
Laba Bruto Gross Profit	4.804.742	5.105.857	106	4.711.996
Laba Sebelum Pajak Profit before tax	1.438.605	2.594.799	180	1.472.591
Laba Tahun Berjalan Current Year Profit	1.106.013	1.940.690	175	1.133.086
Penghasilan Komprehensif Comprehensive Income	-	469	-	-
Laba Komprehensif Tahun Berjalan Comprehensive Profit for the Year	1.106.013	1.941.159	176	1.133.086

- Penjualan yang dicapai Perusahaan pada tahun 2021 sebesar Rp28,90 triliun atau 107% jika dibandingkan RKAP 2021 sebesar Rp27,01 triliun. Pencapaian yang lebih tinggi tersebut disebabkan tingginya realisasi penjualan NPK subsidi, non pupuk dan non subsidi dalam Negeri. Untuk tahun 2022, Perusahaan menargetkan Penjualan mencapai Rp31,95 triliun.
- Sales achieved by the Company in 2021 amounted to Rp28.90 trillion or 107% compared to the 2021 RKAP of Rp27.01 trillion. This higher achievement was due to the high realization of sales of subsidized NPK, non-fertilizer and non-subsidized domestically. For 2022, the Company targets sales to reach Rp31.95 trillion.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

- Laba Bruto yang dicapai Perusahaan pada tahun 2021 mencapai Rp5,13 triliun atau 106% jika dibandingkan RKAP 2021 sebesar Rp4,80 triliun. Pencapaian yang lebih tinggi tersebut disebabkan oleh peningkatan pendapatan lebih tinggi dibandingkan dengan kenaikan beban pokok penjualan. Untuk tahun 2022, Perusahaan menargetkan Laba Bruto untuk mencapai Rp4,71 triliun.
- Laba Sebelum Pajak yang dicapai Perusahaan pada tahun 2021 mencapai Rp2,59 triliun atau 180% jika dibandingkan RKAP 2021 sebesar Rp1,43 triliun. Pencapaian yang lebih tinggi tersebut disebabkan peningkatan penjualan, serta upaya PG dalam mengendalikan beban di tahun 2021. Untuk tahun 2022, Perusahaan menargetkan Laba Sebelum Pajak mencapai Rp1,47 triliun.
- Laba Tahun Berjalan yang dicapai Perusahaan pada tahun 2021 mencapai Rp1,94 triliun atau 175% jika dibandingkan RKAP 2021 sebesar Rp1,10 triliun. Pencapaian yang lebih tinggi tersebut disebabkan peningkatan penjualan, serta upaya PG dalam mengendalikan beban di tahun 2021. Untuk tahun 2022, Perusahaan menargetkan Laba Tahun Berjalan untuk mencapai Rp1,13 triliun.
- Laba penghasilan Komprehensif Lain yang dicapai Perusahaan pada tahun 2021 mencapai Rp469 juta. Hal ini utamanya disebabkan oleh pengukuran kembali imbalan kerja di tahun 2021. Untuk tahun 2022, Perusahaan tidak menargetkan Penghasilan Komprehensif Lain.
- Laba Komprehensif Tahun Berjalan yang dicapai Perusahaan pada tahun 2021 mencapai Rp1,94 triliun atau 176% jika dibandingkan RKAP 2021 sebesar Rp1,10 triliun. Pencapaian yang lebih tinggi tersebut disebabkan peningkatan penjualan, pengendalian beban oleh PG dan tambahan penghasilan komprehensif lain di tahun 2021. Untuk tahun 2022, Perusahaan menargetkan Laba Komprehensif Tahun Berjalan untuk mencapai Rp1,13 triliun.
- The Gross Profit achieved by the Company in 2021 reached Rp. 5.13 trillion or 106% compared to the 2021 RKAP of Rp. 4.80 trillion. This higher achievement was due to an increase in revenue which was higher than the increase in cost of goods sold. For 2022, the Company targets Gross Profit to reach Rp4.71 trillion.
- Profit Before Tax achieved by the Company in 2021 reached IDR 2.59 trillion or 180% compared to the 2021 RKAP of IDR 1.43 trillion. This higher achievement was due to increased sales, as well as PG's efforts to control expenses in 2021. For 2022, the Company targets Profit Before Tax to reach Rp1.47 trillion.
- Profit for the Year achieved by the Company in 2021 reached Rp1.94 trillion or 175% compared to the 2021 RKAP of Rp1.10 trillion. This higher achievement was due to increased sales, as well as PG's efforts to control expenses in 2021. For 2022, the Company targets Profit for the Year to reach Rp1.13 trillion.
- Other Comprehensive Income achieved by the Company in 2021 reached Rp469 million. This is mainly due to the remeasurement of employee benefits in 2021. For 2022, the Company does not target Other Comprehensive Income.
- The Company's Comprehensive Profit for the Year in 2021 reached Rp1.94 trillion or 176% compared to the 2021 RKAP of Rp1.10 trillion. This higher achievement was due to increased sales, expense control by PG and additional other comprehensive income in 2021. For 2022, the Company targets Comprehensive Profit for the Year to reach Rp1.13 trillion.



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

**PERBANDINGAN TARGET DAN REALISASI POSISI KEUANGAN
TAHUN 2021, SERTA PROYEKSI TAHUN 2022**

COMPARISON OF TARGET AND REALIZATION OF FINANCIAL
POSITION IN 2021, AS WELL AS PROJECTIONS FOR 2022

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	Tahun Year 2021			RKAP 2022
	RKAP	Realisasi Realization	Pencapaian (%) Achievement (%)	
Aset Assets	43.101.433	43.182.763	100	41.788.149
Aset Lancar Current Assets	15.815.044	14.101.222	89	12.996.093
Aset Tidak Lancar Non-Current Assets	27.286.388	29.081.541	107	28.792.056
Liabilitas Liabilities	22.566.119	23.683.982	105	22.098.331
Liabilitas Jangka Pendek Current Liabilities	10.457.373	10.551.416	101	10.753.192
Liabilitas Jangka Panjang Non-Current Liabilities	12.108.746	13.132.566	108	11.345.139
Ekuitas Equity	20.533.314	19.498.781	95	19.689.819

- Jumlah Aset yang dicapai Perusahaan pada tahun 2021 mencapai Rp43,18 triliun atau 100% jika dibandingkan RKAP 2021 sebesar Rp43,10 triliun. Pencapaian yang lebih tinggi tersebut disebabkan oleh peningkatan persediaan yaitu persediaan barang dalam perjalanan (bahan baku). Untuk tahun 2022, Perusahaan menargetkan Jumlah Aset untuk mencapai Rp41,79 triliun.
- Total assets achieved by the Company in 2021 reached Rp43.18 trillion or 100% compared to the 2021 RKAP of Rp43.10 trillion. This higher achievement was due to an increase in inventories, namely inventories of goods in transit (raw materials). For 2022, the Company targets Total Assets to reach Rp41.79 trillion.
- Jumlah Liabilitas yang dicapai Perusahaan pada tahun 2021 mencapai Rp23,68 triliun atau 105% jika dibandingkan RKAP 2021 sebesar Rp22,57 triliun. Peningkatan utang untuk usaha untuk operasional perusahaan. Untuk tahun 2022, Perusahaan menargetkan Jumlah Liabilitas untuk mencapai Rp22,10 triliun.
- The total liabilities achieved by the Company in 2021 reached Rp23.68 trillion or 105% compared to the 2021 RKAP of Rp22.57 trillion. Increase in debt for business for company operations. For 2022, the Company targets Total Liabilities to reach Rp22.10 trillion.
- Jumlah Ekuitas yang dicapai Perusahaan pada tahun 2021 mencapai Rp19,50 triliun atau 95% jika dibandingkan RKAP 2021 sebesar Rp20,53 triliun. Pencapaian yang lebih rendah tersebut disebabkan oleh lebih rendahnya pendapatan komprehensif lain. Untuk tahun 2022, Perusahaan menargetkan Jumlah Ekuitas untuk mencapai Rp19,68 triliun.
- Total Equity achieved by the Company in 2021 reached Rp19.50 trillion or 95% compared to the 2021 RKAP of Rp20.53 trillion. This lower achievement was due to lower other comprehensive income. For 2022, the Company targets Total Equity to reach Rp19.68 trillion.

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

PERBANDINGAN TARGET DAN REALISASI LAPORAN ARUS KAS TAHUN 2021, SERTA PROYEKSI TAHUN 2022

COMPARISON OF TARGETS AND REPORTS OF CASH FLOWS
FOR 2021, AND PROJECTIONS FOR 2022

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	Tahun Year 2021			RKAP 2022
	RKAP	Realisasi Realization	Pencapaian (%) Achievement (%)	
Arus Kas dari (untuk) Aktivitas Operasi Cash Flow from (for) Operating Activities	1.941.289	3.552.335	183	1.271.178
Arus Kas dari (untuk) Aktivitas Investasi Cash Flow from (for) Investing Activities	(720.337)	(907.980)	126	(1.120.949)
Arus Kas dari (untuk) Aktivitas Pendanaan Cash Flow from (for) Financing Activities	(1.220.132)	(2.851.047)	234	9.658
Kenaikan (Penurunan) Bersih Kas dan Setara Kas Increase (Decrease) in Net Cash and Cash Equivalents	820	(206.691)	(25.191)	159.887
Efek Perubahan Nilai Kurs pada Kas dan Setara Kas Effects of Changes in Exchange Rate on Cash and Cash Equivalents	-	17.804	100	-
Kas dan Setara Kas Pada Awal Tahun Cash and Cash Equivalents at the Beginning of the Year	1.504.687	2.477.369	165	1.448.441
Kas dan Setara Kas Pada Akhir Tahun Cash and Cash Equivalents at the end of the Year	1.505.508	2.288.481	152	1.608.327

Aktivitas Operasi

Posisi per 31 Desember 2021 pada Arus Kas digunakan untuk Aktivitas Operasi sebesar Rp3,55 triliun atau 183% dari RKAP 2021 untuk Arus Kas dari Aktivitas Operasi sebesar Rp1,53 triliun. Tercapainya target RKAP 2021 untuk Arus Kas dari Aktivitas Operasi Lebih tinggi disebabkan adanya pencairan subsidi tahun 2019 sebesar Rp2,27, tahun 2020 sebesar Rp1,58 miliar dan tahun 2021 sebesar Rp10,09 miliar serta terdapat penerimaan restitusi pajak sebesar Rp1,22 triliun.

Aktivitas Investasi

Posisi per 31 Desember 2021 digunakan kas sebesar Rp907,98 miliar atau 126% dari RKAP Rp720,34 miliar. Lebih tingginya realisasi disebabkan tingginya disebabkan tingginya realisasi pembelian aset tetap sebesar Rp848,43 miliar atau 116% dari RKAP Rp729,35 miliar dan lebih

Operating Activities

The position as of December 31, 2021, in Cash Flows used for Operating Activities of Rp.3.55 trillion or 183% of the 2021 RKAP for Cash Flows from Operating Activities of Rp.1.53 trillion. The achievement of the 2021 RKAP target for higher Cash Flows from Operating Activities was due to the disbursement of subsidies in 2019 of Rp. 2.27, in 2020 of Rp. 1.58 billion and in 2021 of Rp. 10.09 billion and the receipt of tax refunds of Rp. 1.22 trillion.

Investing Activities

As of December 31, 2021, cash amounting to Rp907.98 billion or 126% of the RKAP of Rp720.34 billion was used. The higher realization was due to the high realization of the purchase of fixed assets of Rp. 848.43 billion or 116% of the RKAP of Rp. 729.35 billion and the higher realization of



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

tingginya realisasi penggunaan kas untuk aktivitas investasi lain sebesar Rp80,00 miliar dari rencana perolehan sebesar Rp2,57 miliar.

Aktivitas Pendanaan

Posisi per 31 Desember 2021 digunakan kas sebesar Rp2,85 triliun atau 234% dari RKAP Rp1,22 triliun. Tingginya realisasi tersebut disebabkan pembayaran dividen sebesar Rp708,16 miliar atau 195% dari anggaran Rp362,38 miliar dan adanya realisasi pembayaran liabilitas sewa sebesar Rp193,56 miliar yang tidak dianggarkan.

cash use for other investment activities of Rp. 80.00 billion from the planned acquisition of Rp. 2.57 billion.

Financing Activities

As of December 31, 2021, cash amounting to Rp.2.85 trillion or 234% of the RKAP of Rp.1.22 trillion was used. The high realization was due to the payment of dividends of Rp.708.16 billion or 195% of the Rp.362.38 billion budget and the realization of payment of lease obligations of Rp.193.56 billion which was not budgeted.

INFORMASI DAN FAKTA MATERIAL YANG TERJADI SETELAH TANGGAL LAPORAN AKUNTAN

MATERIAL INFORMATION AND FACTS THAT HAPPENED AFTER THE ACCOUNTANT'S REPORT DATE



PETROKIMIA GRESIK
Solusi Agroindustri

PT PETROKIMIA GRESIK

- Pada tahun 2022, Grup melakukan pembayaran atas pinjaman kredit investasi dari PT Bank Negara Indonesia (Persero) Tbk dan PT Bank BTPN Tbk dengan nilai masing-masing sebesar Rp1.791.776 dan Rp937.500. | In 2022, the Group made payments on investment credit loans from PT Bank Negara Indonesia (Persero) Tbk and PT Bank BTPN Tbk with a value of Rp. 1,791,776 and Rp. 937,500, respectively.
- Sampai dengan tanggal penerbitan laporan keuangan konsolidasian ini, PKG masih dalam proses perpanjangan perjanjian kredit pinjaman bank jangka pendek yang mendekati jatuh temponya. | As of the issuance date of these consolidated financial statements, PKG is still in the process of extending the short-term bank loan agreement which is approaching its maturity date.
- Berdasarkan surat perjanjian No.0272/B/HK.01.02/55/SP/2022 tanggal 1 Januari 2022, Perusahaan dan Kangean Energy Indonesia LTD menandatangani perjanjian perubahan masa berlaku atas kontrak pengadaan gas dimana masa berlaku kontrak sebelumnya selesai pada 31 Desember 2030 menjadi 31 Desember 2026 dan jumlah gas yang dipasok selama masa kontrak berubah dari 58 MMSCFD menjadi 50 MMSCFD. | Based on the agreement letter No.0272/B/HK.01.02/55/SP/2022 dated January 1, 2022, the Company and Kangean Energy Indonesia LTD signed an agreement to change the validity period of the gas procurement contract where the previous contract expired on December 31, 2030 to 31 December 2026 and the amount of gas supplied during the contract period changed from 58 MMSCFD to 50 MMSCFD.

ANALISIS DAN PEMBAHASAN MANAJEMEN
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Entitas Anak
PT PETROSIDA GRESIK



PETROSIDA GRESIK

No.	Fakta Material Material Facts	Dampak Impact
A.	<p>Berdasarkan Perjanjian Kredit tanggal 24 Juni 2021, jangka waktu fasilitas kredit oleh PT Bank Pan Indonesia Tbk akan jatuh tempo pada tanggal 25 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PSG masih dalam proses perpanjangan perjanjian kredit.</p> <p>Based on the Credit Agreement dated June 24, 2021, the term of the credit facility by PT Bank Pan Indonesia Tbk will mature on March 25, 2022. As of the date of these consolidated financial statements, PSG is still in the process of extending the credit agreement.</p>	<p>Dampak kejadian ini terhadap kinerja dan risiko usaha PT Petrosida Gresik di masa datang adalah potensi terjadinya risiko tingkat suku bunga dimana nilai wajar atau arus kas masa datang dari suatu instrumen keuangan akan berfluktuasi akibat perubahan suku bunga (lebih tinggi) dampak dari perpanjangan fasilitas kredit tersebut.</p> <p>The impact of this incident on the performance and business risk of PT Petrosida Gresik in the future is the potential for interest rate risk where the fair value or future cash flows of a financial instrument will fluctuate due to changes in interest rates (higher) as a result of the extension of the credit facility.</p>

Entitas Anak
PT PETROKIMIA KAYAKU



PETROKIMIA KAYAKU

No.	Fakta Material Material Facts	Dampak Impact
A.	<p>Berdasarkan Perjanjian Kredit tanggal 9 April 2021, jangka waktu fasilitas kredit oleh PT Bank CIMB Niaga Tbk akan jatuh tempo pada tanggal 13 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PKY masih dalam proses perpanjangan perjanjian kredit.</p> <p>Based on the Credit Agreement dated April 9, 2021, the term of the credit facility by PT Bank CIMB Niaga Tbk will mature on March 13, 2022. As of the date of these consolidated financial statements, PKY is still in the process of extending the credit agreement.</p>	<p>Dampak kejadian ini terhadap kinerja dan risiko usaha PT Petrokimia Kayaku di masa datang adalah potensi terjadinya risiko tingkat suku bunga dimana nilai wajar atau arus kas masa datang dari suatu instrumen keuangan akan berfluktuasi akibat perubahan suku bunga (lebih tinggi) dampak dari perpanjangan fasilitas kredit tersebut.</p> <p>The impact of this incident on the performance and business risk of PT Petrokimia Kayaku in the future is the potential for interest rate risk where the fair value or future cash flows of a financial instrument will fluctuate due to changes in interest rates (higher) as a result of the extension of the credit facility.</p>
B.	<p>Berdasarkan Perjanjian Kredit tanggal 17 Juni 2021, jangka waktu fasilitas kredit oleh PT Bank OCBC NISP Tbk akan jatuh tempo pada tanggal 20 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PKY masih dalam proses perpanjangan perjanjian kredit.</p> <p>Based on the Credit Agreement dated June 17, 2021, the term of the credit facility by PT Bank OCBC NISP Tbk will mature on March 20, 2022. As of the date of these consolidated financial statements, PKY is still in the process of extending the credit agreement.</p>	<p>Dampak kejadian ini terhadap kinerja dan risiko usaha PT Petrokimia Kayaku di masa datang adalah potensi terjadinya risiko tingkat suku bunga dimana nilai wajar atau arus kas masa datang dari suatu instrumen keuangan akan berfluktuasi akibat perubahan suku bunga (lebih tinggi) dampak dari perpanjangan fasilitas kredit tersebut.</p> <p>The impact of this incident on the performance and business risk of PT Petrokimia Kayaku in the future is the potential for interest rate risk where the fair value or future cash flows of a financial instrument will fluctuate due to changes in interest rates (higher) as a result of the extension of the credit facility.</p>



ANALISIS DAN
PEMBAHASAN MANAJEMEN
MANAGEMENT DISCUSSION AND ANALYSIS

KONTRIBUSI KEPADA NEGARA

Dalam rangka menjaga tingkat kepatuhan perpajakan PG dan membantu negara dalam melakukan pemotongan dan pemungutan pajak dari wajib pajak yang bekerjasama dengan perseroan, PG memastikan bahwa seluruh proses pemotongan dan pemungutan pajak di setorkan ke negara.

CONTRIBUTION TO THE STATE

In order to maintain PG's level of tax compliance and assist the state in withholding and collecting taxes from taxpayers in cooperation with the company, PG ensures that the entire process of withholding and collecting taxes is deposited with the state.

Kontribusi Kepada Negara | Contribution to The State

(dalam jutaan Rupiah
in million Rupiah)

Kewajiban Obligation	Realisasi Realization 2020
Bea Masuk Import Duty	-
PPH Pasal 21 Income Tax Article 21	169.829
PPH Pasal 22 Income Tax Article 22	87.274
PPH Pasal 23 Income Tax Article 23	58.658
PPH Pasal 25 Income Tax Article 25	128.751
PPH Pasal 26 Income Tax Article 26	3.390
PPH Pasal 29 Income Tax Article 29	9.171
PBB Land and Building Tax	8.036
PPN VAT	780.824
Dividen Dividend	694.064
Jumlah Total	1.940.000

Selama tahun 2021, PG tidak pernah melakukan keterlambatan penyampaian dokumen kewajiban perpajakan (spt tahunan maupun bulanan), baik pph karyawan, pph badan, ppn masa serta pbb. Serta tidak terdapat keterlambatan penyampaian dokumen kewajiban pada lembaga regulator.

During 2021, PG has never been late in submitting tax obligation documents (annual and monthly tax returns), both employee income tax, corporate income tax, mass VAT and PBB. And there is no delay in submitting mandatory documents to regulatory agencies.

KEBIJAKAN DIVIDEN

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.

DIVIDEND POLICY

PG has a policy to pay dividends with an average ratio of $\pm 30\%$ of the company's consolidated profit for the year, without neglecting the soundness of the company and without prejudice to the right of the company's general meeting of shareholders to determine otherwise with PG's articles of association.

Faktor-faktor yang menentukan pembagian dividen PG bergantung kepada laba bersih, ketersediaan dana cadangan, persyaratan belanja modal, hasil usaha dan kas (faktor yang berada diluar kendali perseroan). Pembayaran dividen kepada pemegang saham dilakukan berdasarkan keputusan RUPS tahunan PG.

The factors that determine PG's dividend distribution depend on net income, availability of reserve funds, capital expenditure requirements, operating results and cash (factors that are beyond the control of the company). Dividend payments to shareholders are made based on the decision of PG's annual GMS.

ANALISIS DAN PEMBAHASAN MANAJEMEN

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Tahun buku 2021

Pada Rapat Umum Pemegang Saham PG yang diadakan pada tanggal 30 Juni 2021, para pemegang saham telah menyetujui pembayaran dividen tunai atas kinerja tahun 2020 sejumlah Rp694,07 juta. Dividen tunai tersebut dibayarkan bertahap pada tanggal 26 Juli 2021, 27 Agustus 2021, dan 28 September 2021.

Tahun buku 2020

Pada Rapat Umum Pemegang Saham PG yang diadakan pada tanggal 6 Agustus 2020, para pemegang saham telah menyetujui pembayaran dividen tunai atas kinerja tahun 2019 sejumlah Rp564,56 juta. Dividen tunai tersebut dibayarkan bertahap pada tanggal 1 September 2020, 1 Oktober 2020, dan 27 Oktober 2020.

2021 Fiscal Year

At the PG General Meeting of Shareholders held on June 30, 2021, the shareholders have approved the payment of cash dividends for 2020 performance in the amount of Rp.694.07 million. The cash dividend will be paid in stages on July 26, 2021, August 27, 2021, and September 28, 2021.

2020 Fiscal Year

At the PG General Meeting of Shareholders held on August 6, 2020, the shareholders approved the payment of cash dividends for 2019 performance in the amount of Rp.564.56 million. The cash dividend is paid in stages on September 1, 2020, October 1, 2020, and October 27, 2020.

Dividen Tahun 2020- 2021 | Dividend for 2020-2021

(dalam jutaan Rupiah
in million Rupiah)

Uraian Description	Realisasi 2021 Realization 2021	Realisasi 2020 Realization 2020
Jumlah Dividen Dividend Amount	694.067	564.577
Dividen Per Lembar Saham Dividend Per Share Sheet	105.162	85.542
Dividen Pay Out Ratio Dividend Payout Ratio	35,76%	39,86%
Tanggal Pengumuman Announcement Date	30 Juni 2021 June 30, 2021	6 Agustus 2020 August 6, 2020
Tanggal Pembayaran Payment date		
Tahap I / Stage I	26 Juli 2021 July 26, 2021	1 September 2020 September 1, 2021
Tahap II / Stage II	27 Agustus 2021 August 27, 2021	1 Oktober 2020 October 1, 2020
Tahap III / Stage III	28 September 2021 September 28, 2021	27 Oktober 2020 October 27, 2020
Tahap IV / Stage IV		

PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN DAN/ATAU MANAJEMEN (ESOP/ MSOP)

Sampai dengan 31 desember 2021, 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.

REALISASI DANA HASIL PENAWARAN UMUM

Sampai dengan 31 desember 2021, PG belum melakukan penawaran umum saham di bursa efek dalam negeri maupun luar negeri, sehingga tidak ada informasi

EMPLOYEE AND/OR MANAGEMENT SHARE OWNERSHIP PROGRAMS (ESOP/MSOP)

As of December 31, 2021, PG does not have a share ownership program by employees and/or management 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 for eligible employees and/or management and exercise price.

REALIZATION OF FUNDS OF PUBLIC OFFERING

As of December 31, 2021, PG has not conducted a public offering of shares on domestic or foreign stock exchanges, so there is no information regarding the total acquisition



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mengenai total perolehan dana, rencana penggunaan dana, rincian penggunaan dana, saldo dana dan tanggal persetujuan RUPS atas perubahan penggunaan dana.

INFORMASI TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN DAN/ ATAU DENGAN PIHAK AFILIASI/ BERELASI

Sepanjang tahun 2021, 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 personil 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 personil 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 personil manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor

of funds, the planned use of funds, details of the use of funds, the balance of funds and the date of approval of the GMS for changes in the use of funds.

INFORMATION ON MATERIAL TRANSACTIONS THAT CONTAIN CONFLICTS OF INTEREST AND/OR WITH AFFILIATED/RELATED PARTIES

Throughout 2021, PG has entered into transactions with related parties as defined in PSAK no. 7 regarding "related party disclosures." A related party is a person or entity that is 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 of that business group),
 - (ii) The entity and the Company are joint ventures of the same third party,
 - (iii) One entity that is a joint venture of the Company and another entity which is an associate of the Company,
 - (iv) Is 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 to the reporting entity or to the parent entity of the reporting entity.

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SIFAT HUBUNGAN, NAMA PIHAK DAN JENIS TRANSAKSI DENGAN PIHAK BERELASI TAHUN 2021

NATURE OF RELATIONSHIP, NAME OF PARTIES AND TYPES OF TRANSACTIONS WITH RELATED PARTIES IN 2021

Pihak-pihak yang berelasi Pihak-pihak yang berelasi	Sifat hubungan dengan pihak berelasi Relationship with the related parties	Transaksi Transaction
Pemerintah Republik Indonesia <i>The Government of Republic of Indonesia</i>	Pemegang saham utama <i>Ultimate parent</i>	Penggantian biaya subsidi <i>Reimbursement of subsidy</i>
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 <i>Entities controlled by Government</i>	Penempatan giro, penempatan deposito berjangka yang tidak dibatasi fasilitas <i>non Cash loan</i> , fasilitas <i>Bill Purchasing Line</i> , fasilitas Kredit Modal Kerja, fasilitas <i>Supply Chain Financing</i> , fasilitas <i>Treasury Line / Placement of current accounts</i> , placement of <i>unrestricted time deposits</i> , <i>Non Cash Loan facility</i> , <i>Bill Purchasing Line facility</i> , <i>Working Capital Loans facility</i> , <i>Supply Chain Financing Facility</i> , <i>Treasury line facility</i>
PT Adhi Karya (Persero), PT Adhi Karya (Persero), PT Asuransi Jasa Indonesia, PT Bhandha Ghara Reksa (Persero), PT Indonesia Asahan Aluminium (Persero), PT Iglas (Persero), PT Yasida Makmur Abadi, PT Pertamina Gas, PT Perkebunan Nusantara (Persero), dan Entitas anak/and subsidiaries, PT Perusahaan Perdagangan Indonesia (Persero), PT Barata Indonesia (Persero), PT Pertani (Persero), PT Perusahaan Gas Negara Tbk, PT Perusahaan Listrik Negara (Persero), PT Semen Indonesia (Persero) Tbk, PT Asuransi Jiwasraya (Persero), PT BNI Life Insurance	Entitas di bawah kendali Pemerintah <i>Entities controlled by Government</i>	Penjualan pupuk subsidi, penjualan non-subsidi, penjualan jasa, penjualan produk non-pupuk, pembelian bahan baku, sewa, pemakaian listrik, jasa pengangkutan gas dan penempatan aset program/ <i>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</i>
PT Pupuk Indonesia (Persero), Yayasan Petrokimia Gresik,	Pemegang Saham <i>Shareholders</i>	Dividen, penjualan dan penempatan aset program / <i>Dividend, sales and placement of asset program</i>
PT Pupuk Kalimantan Timur, Cikampek PT Mega Eltra, PT Pupuk Iskandar Muda, PT Pupuk Sriwidjaja Palembang, PT Pupuk Indonesia Pangan	Entitas sepengendalian <i>Under common control entities</i>	Penjualan pupuk non-subsidi, PT Pupuk Kujang non-pupuk, sewa, biaya bersama dan pembelian non-bahan baku/ <i>Non-subsidy fertiliser sales, non-fertiliser sales, rental, joint costs and purchase of non-raw materials</i>
PT Aneka Jasa Grhadika, PT Petrocentral, PT Gresik Cipta Sejahtera, PT Petronika PT Petrokopindo Cipta Selaras, PT Kawasan Industri Gresik Koperasi Karyawan Keluarga Besar Petrokimia Gresik	Entitas asosiasi <i>Associates</i>	Penjualan pupuk non-subsidi, penjualan non-pupuk, sewa dan pembelian non-bahan baku/ <i>Non-subsidy fertiliser sales, non-fertiliser sales, rental and purchase of non-raw materials</i>
PJA	Ventura bersama/ <i>Joint ventures</i>	Penjualan non-pupuk dan pembelian bahan baku / <i>Non-fertiliser sales and purchase of raw materials</i>



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PENJELASAN MENGENAI KEWAJARAN DAN ALASAN DILAKUKANNYA TRANSAKSI DENGAN PIHAK BERELASI

Seluruh transaksi dengan pihak berelasi di tahun 2021 dan 2020 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 menganalisa bahwa seluruh transaksi dengan pihak berelasi diperlukan guna mendukung kelancaran kegiatan operasional PG yang dapat mendorong kinerja finansial pada tahun buku 2021 dan 2020.

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:

EXPLANATION ON FAIRNESS AND REASONS OF TRANSACTIONS WITH RELATED PARTIES

All transactions with related parties in 2021 and 2020 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, it does not have a significant impact.

Management analyzes that all transactions with related parties are needed to support the smooth operation of PG's operations which can boost financial performance in the 2021 and 2020 financial years.

In addition to the percentage of total assets, liabilities, sales and cost of goods sold, the company has a policy related to the review mechanism for transactions with related parties, as follows:

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Proses Evaluasi Transaksi dengan Pihak Berelasi (Mitra/Pemasok/Kolaborator)
Evaluation Process of Transactions with Related Parties (Partners/Suppliers/Collaborators)

INPUT - PROSES - OUTPUT INPUT - PROCESS - OUTPUT	<p>INPUT: Lembar form penilaian kinerja rekanan sesuai Prosedur Penilaian Kinerja Rekanan (PR-02-0102). Partnership performance assessment form pursuant to Partnership Performance Assessment Procedure (PR-02-0102).</p>	<p>PROSES UTAMA : Melakukan kegiatan penilaian untuk tiap proses pengadaan kepada setiap rekanan melalui form Penilaian Kinerja Rekanan, sesuai dengan Prosedur Penilaian Kinerja Rekanan (PR-02-0102).</p>	<p>PROSES UTAMA Melakukan perhitungan tabulasi akumulatif pada tiap akhir Semester pada masing-masing Rekanan, sehingga tiap tindakan Rekanan pada proses bisnis pengadaan selalu dinilai dan tiap akhir Semester akan diakumulasi nilainya.</p>	<p>PROSES UTAMA Melakukan kegiatan yang bersifat edukatif pada acara Temu Rekanan dan memberi surat peringatan/teguran kepada Rekanan yang melakukan/ melanggar prosedur.</p>			
	<p>PROSES UTAMA MAIN PROCESS: 1. Lembar <i>monitoring form</i> tiap-tiap <i>buyer</i> yang diakumulasikan dari kinerja masing-masing rekanan pada tiap proses pembelian. / Monitoring form of each buyer that are accumulated from each partner's performance at each purchasing process. 2. Staf <i>buyer</i> akan memberikan penilaian pada form penilaian kinerja rekanan tersebut. / Buyer staff will give assessment in the partnership performance assessment form. 3. Tiap proses pembelian untuk masing-masing rekanan yang melakukan proses pengadaan. / Each purchasing process for every partner that conducts procurement.</p>				<p>MAIN PROCESS: Performing assessment activity for each procurement process to every partner through the Partnership Performance Assessment form pursuant to Partnership Performance Procedure (PR-02-0102).</p>	<p>MAIN PROCESS: Calculating accumulative tabulation at the end of every semester to each Partner, thus every action of the Partner in the procurement business process is assessed and its score will be accumulated at the end of every semester.</p>	<p>MAIN PROCESS: Organizing educative activities during Partnership Meeting and deliver warning letter to partners that breach the procedure.</p>
UKURAN MEASUREMENT	<p>OUTPUT: 1. Poin yang dihasilkan dari masing-masing rekanan pada tiap proses pembelian Points generated from each partner at every purchasing process 2. Penilaian kinerja rekanan pada akhir semester tiap 6 (enam) bulan Partnership performance assessment at the end of semester every 6 (six) months</p>	<p>UKURAN INPUT 1. Form dengan Prosedur Penilaian Kinerja Rekanan (PR-02-0102) Form with Partnership Performance Assessment Procedure (PR-02-0102). 2. Nilai sesuai dengan Prosedur Penilaian Kinerja Rekanan (PR-02-0102) Score based on Partnership Performance Assessment Procedure (PR-02-0102).</p>	<p>UKURAN PROSES PROCESS MEASUREMENT: Setiap tahapan proses pembelian akan diberi nilai baik nilai positif maupun negatif. Every stage of purchasing process will be scored, either positively or negatively.</p>	<p>UKURAN OUTPUT OUTPUT Hasil dari akumulasi poin yang dihasilkan dari masing-masing rekanan / Result of point accumulation generated by each partner</p>			
	<p>Evident APPROACH: Prosedur Penilaian Kinerja Rekanan (PR-02-0102) / Partnership Performance Assessment Procedure (PR-02-0102).</p>				<p>Evident DEPLOYMENT: Poin-poin yang dilakukan oleh tiap rekanan akan dituangkan dalam lembar form monitoring Points that are carried out by each partner will be recorded in the monitoring form</p>	<p>Evident LEARNING: Hasil dari point tersebut akan diakumulasikan untuk tiap proses pembelian dan masing-masing rekanan. The point result will be accumulated for each purchasing process and each partner.</p>	<p>Evident INTEGRATION: Hasil dari Penilaian Kinerja Rekanan. Result of Partnership Performance Assessment</p>



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Proses Tidak lanjut Terhadap Pihak Berelasi (Mitra/Pemasok) yang Memiliki Kinerja Buruk
Follow-up Process on Related Parties (Partners/Suppliers) with Poor Performance

INPUT - PROSES - OUTPUT INPUT - PROCESS - OUTPUT	<p>INPUT:</p> <ol style="list-style-type: none"> Hasil dari Penilaian Kinerja Rekanan. Result of Partnership Performance Assessment Tindakan dari rekanan yang wanprestasi. Actions of low-performing partner Prosedur Penilaian Kinerja Rekanan (PR-02- 0102) / Partnership Performance Assessment Procedure (PR-02-0102). 	<p>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)</p>	<p>PROSES UTAMA</p> <ul style="list-style-type: none"> Mengirimkan surat peringatan/ teguran, dimana 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 	<p>PROSES UTAMA Jika Rekanan melanggar dengan berat, maka Rekanan dapat diblack list atau tidak diundang selama 6 bulan sesuai dengan pelanggaran yang dilakukan oleh Rekanan</p>
	<p>PROSES UTAMA MAIN PROCESS: Proses perhitungan akumulasi poin dari tiap rekanan pada akhir semester. Calculation process of point accumulation of each partner at the end of every semester.</p>	<p>MAIN PROCESS: Performing partnership performance assessment for every act of the partner in the business process at the Procurement Department, assessment is carried out using the form pursuant to Partnership Performance Assessment Procedure (PR-02-0102).</p>	<p>MAIN PROCESS:</p> <ul style="list-style-type: none"> Delivering warning letter in the case of violation by the partner pursuant to Partnership Performance Assessment Procedure (PR-02-0102). Delivering letter of punishment warning according to score accumulation achieved by each partner at the end of every semester. 	<p>MAIN PROCESS: If the partner commits severe violation, then the partner can be blacklisted or excluded from invitations for 6 months according to the violation committed by the partner.</p>
	<p>OUTPUT: Surat teguran terhadap Rekanan yang wanprestasi Rekanan dihukum sesuai dengan kriteria wanprestasi yang dilakukan (tidak diberi undangan, di-postpone, di-blacklist) Warning letter to low-performing partner, the partner is punished based on the low performance criteria committed (excluded from invitation, postponed, blacklisted)</p>			
UKURAN MEASUREMENT	<p>UKURAN INPUT INPUT MEASUREMENT: Poin-poin yang diperoleh oleh rekanan. Points generated by the partner</p>			
	<p>UKURAN PROSES PROCESS MEASUREMENT: Software penilaian kinerja rekanan Partnership performance assessmentn software</p>			
	<p>UKURAN OUTPUT OUTPUT MEASUREMENT:</p> <ol style="list-style-type: none"> Surat teguran diberi pengurangan nilai sesuai dengan wanprestasi. Warning letter of score reduction based on the low performance Surat teguran diberi kartu kuning. Warning letter of yellow card 			
EVIDENT	<p>Evident APPROACH: Prosedur Penilaian Kinerja Rekanan (PR-02- 0102) / Partnership Performance Assessment Procedure (PR-02-0102).</p>		<p>Evident LEARNING: Rekanan tidak diberi hukuman Partner is not punished</p>	<p>Evident INTEGRATION: Rekanan akan mendapatkan umpan balik dari hukuman tersebut. Partner will get feedback from the punishment</p>

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REALISASI TRANSAKSI PADA PERIODE TAHUN BUKU 2020-2021

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut

REALIZATION OF TRANSACTION IN 2020-2021 FISCAL YEARS PERIOD

Significant transactions with related parties are as follows:

Piutang Usaha (Catatan 5)	2021	2020	Trade Receivables (Note 5)
PJA	489.428	490.901	PJA
PT Pupuk Sriwidjaja Palembang	120.104	640	PT Pupuk Sriwidjaja Palembang
PT Gresik Cipta Sejahtera	103.761	82.926	PT Gresik Cipta Sejahtera
PT Pupuk Kujang Cikampek	84.680	979	PT Pupuk Kujang Cikampek
PT Iglas (Persero)	25.773	25.773	PT Iglas (Persero)
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	15.195	19.032	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Indonesia Asahan Alumunium (Persero)	14.855	9.512	PT Indonesia Asahan Alumunium (Persero)
Lain-lain			Others
Piutang lain-lain	69.443	70.278	Other receivables
PJA	80.000	-	PJA
Jumlah	1.003.239	700.041	Total
Persentase terhadap jumlah aset	2,32%	1,69%	As a percentage of total assets

Piutang Subsidi (Catatan 6a)	2021	2020	Subsidy Receivables (Note 6a)
Pemerintah Indonesia	4.268.604	4.231.439	Government of Republic Indonesia
Persentase terhadap jumlah aset	9,88%	10,22%	As a percentage of total assets

Aset Imbalan Kerja (Catatan 16b)	2021	2020	Employee Benefits Assets (Note 16b)
PT BNI Life Insurance	282.832	264.824	PT BNI Life Insurance
PT Asuransi Jiwasraya (Persero)	218.865	206.159	PT Asuransi Jiwasraya (Persero)
Yayasan Petrokimia Gresik	75.806	91.571	Yayasan Petrokimia Gresik
Jumlah	577.503	562.554	Total
Persentase terhadap jumlah aset	1,34%	1,36%	As a percentage of total assets

Beban akrual (Catatan 13)	2021	2020	Accrued expenses (Note 13)
PT Pupuk Indonesia (Persero)	20.742	-	PT Pupuk Indonesia (Persero)
PT Pupuk Kalimantan Timur	15.883	-	PT Pupuk Kalimantan Timur
PT Pupuk Sriwidjaja Palembang	6.688	-	PT Pupuk Sriwidjaja Palembang
PT Pupuk Kujang Cikampek	4.550	-	PT Pupuk Kujang Cikampek
PT Pupuk Iskandar Muda	2.427	-	PT Pupuk Iskandar Muda
Jumlah	50.290	-	Total
Persentase terhadap jumlah aset	0,21%	0,00	As a percentage of total assets



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Utang usaha (Catatan 11)	2021	2020	Trade payables (Note 11)
PT Pupuk Kalimantan Timur	364.992	105.466	PT Pupuk Kalimantan Timur
PT Pupuk Kujang Cikampek	56.822	-	PT Pupuk Kujang Cikampek
PT Pupuk Indonesia (Persero)	37.616	12.575	PT Pupuk Indonesia (Persero)
PT Pupuk Sriwidjaja Palembang	31.831	328.806	PT Pupuk Sriwidjaja Palembang
PT Pertamina Gas	28.480	31.984	PT Pertamina Gas
PT Pupuk Iskandar Muda	24.628	2.645	PT Pupuk Iskandar Muda
PT Fokus Jasa Mitra	24.291	4.066	PT Fokus Jasa Mitra
PT Petrokopindo Cipta Selaras	17.498	14.608	PT Petrokopindo Cipta Selaras
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	16,077	15,235	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Graha Sarana Gresik	12.243	8.561	PT Graha Sarana Gresik
PT Aneka Jasa Grhadika	9.136	10.332	PT Aneka Jasa Grhadika
PJA	4.627	4.849	PJA
PT Gresik Cipta Sejahtera	4.099	9.706	PT Gresik Cipta Sejahtera
PT Bhanda Ghara Reksa (Persero)	3.762	8.250	PT Bhanda Ghara Reksa (Persero)
PT Mega Eltra	39	1.971	PT Mega Eltra
PT Pupuk Indonesia Utilitas	-	15.129	PT Pupuk Indonesia Utilitas
Lain-lain	1.126	27.987	Others
Jumlah	637.267	602.170	Total
Persentase terhadap jumlah aset	2,69%	2,60%	As a percentage of total assets

Penjualan (Catatan 20)	2021	2020	Sales (Note 20)
Pemerintah Republik Indonesia	13.987.362	14.036.044	Pemerintah Republik Indonesia
PT Gresik Cipta Sejahtera	502,983	274,509	PT Gresik Cipta Sejahtera
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	310,252	217,144	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Mega Eltra	242,170	253,416	PT Mega Eltra
PT Perusahaan Perdagangan Indonesia (Persero)	234,342	11,553	PT Perusahaan Perdagangan Indonesia (Persero)
PT Pertani (Persero)	198.050	208.666	PT Pertani (Persero)
PT Pupuk Sriwidjaya Palembang	120.570	333	PT Pupuk Sriwidjaya Palembang
PT Pupuk Kujang Cikampek	120,406	16,969	PT Pupuk Kujang Cikampek
PT Indonesia Asahan Alumunium (Persero)	92,352	89,265	PT Indonesia Asahan Alumunium (Persero)
PT Petrocentral	78.319	138.527	PT Petrocentral
Lain-lain	60.365	362.760	Others
Jumlah	15.947.171	15.609.186	Total
Persentase terhadap jumlah aset	55,17%	58,74%	As a percentage of total assets

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Liabilitas sewa pembiayaan	2021	2020	Finance lease liabilities
PT Pupuk Indonesia Utilitas	1.694.256	1.769.978	PT Pupuk Indonesia Utilitas
PT Graha Sarana Gresik	31.376	21.586	PT Graha Sarana Gresik
Yayasan Petrokimia Gresik	24.426	40.557	Yayasan Petrokimia Gresik
PT Petrokopindo Cipta Selaras	2.142	10.344	PT Petrokopindo Cipta Selaras
PT Barata Indonesia (Persero)	2.007	1.841	PT Barata Indonesia (Persero)
PT Semen Indonesia (Persero) Tbk	-	117	PT Semen Indonesia (Persero) Tbk
Jumlah	1.754.207	1.844.423	Total
Persentase terhadap jumlah liabilitas	7,41%	7,97%	As a percentage of total liabilities

Pembelian	2021	2020	Purchase
PJA	2.166.267	1.593.777	PJA
PT Pupuk Kalimantan Timur	1.314.401	370.617	PT Pupuk Kalimantan Timur
PT Pupuk Sriwidjaja Palembang	416.270	451.178	PT Pupuk Sriwidjaja Palembang
PT Fokus Jasa Mitra	374.051	307.153	PT Fokus Jasa Mitra
PT Petrokopindo Cipta Selaras	355.482	344.802	PT Petrokopindo Cipta Selaras
PT Aneka Jasa Grhadika	183.021	194.362	PT Aneka Jasa Grhadika
PT Pupuk Iskandar Muda	175.573	176.327	PT Pupuk Iskandar Muda
PT Graha Sarana Gresik	172.756	169.778	PT Graha Sarana Gresik
PT Bhandha Ghara Reksa (Persero)	166.044	133.470	PT Bhandha Ghara Reksa (Persero)
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	133.507	194.323	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Gresik Cipta Sejahtera	154.269	189.622	PT Gresik Cipta Sejahtera
PT Pupuk Kujang Cikampek	102.248	-	PT Pupuk Kujang Cikampek
PT Perusahaan Listrik Negara (Persero)	101.529	-	PT Perusahaan Listrik Negara (Persero)
PT Pupuk Indonesia Utilitas	34.034	-	PT Pupuk Indonesia Utilitas
Yayasan Petrokimia Gresik	18.515	19.583	Yayasan Petrokimia Gresik
PT Petro Graha Medika	15.859	19.113	PT Petro Graha Medika
PT Pupuk Indonesia Logistik	10.008	-	PT Pupuk Indonesia Logistik
Lain-lain	138.009	87.855	Others
Jumlah	6.031.843	4.251.960	Total
Persentase terhadap jumlah beban pokok penjualan	25,35%	19,50%	As a percentage of total cost of sales



ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Dewan komisaris dan direksi PG merupakan personil manajemen kunci. Remunerasi untuk dewan komisaris dan direksi perseroan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020, adalah sebagai berikut :

PG's board of commissioners and directors are key management personnel. The remuneration for the board of commissioners and directors of the company for the years ended December 31, 2021 and 2020, is as follows:

(dalam jutaan Rupiah | in million Rupiah)

Remunerasi	2021	2020	Remuneration
Perusahaan Entitas anak	51.019	57.650	The subsidiaries
Jumlah	51.019	57.650	Total

PERUBAHAN KEBIJAKAN AKUNTANSI

CHANGE OF ACCOUNTING POLICIES

IKHTISAR KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN

Perubahan pada PSAK dan ISAK

Penerapan dari standar, interpretasi, amandemen dan penyesuaian tahunan yang berlaku efektif sejak tanggal 1 Januari 2021 dan 1 April 2021 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 22: Kombinasi Bisnis – Definisi Bisnis
- Amandemen PSAK 71: Instrumen Keuangan, PSAK 55: Instrumen Keuangan: Pengakuan dan Pengukuran, PSAK 60: Instrumen Keuangan – Pengungkapan dan PSAK 73: Sewa tentang Reformasi Acuan Suku Bunga (Bagian 2)
- Amandemen PSAK 73: Sewa tentang Jasa Konsesi Sewa terkait *Corona Virus Disease 2019* ("COVID-19")

Standar akuntansi dan interpretasi baru tertentu yang telah diterbitkan namun tidak wajib untuk periode pelaporan saat ini dan belum diadopsi lebih awal oleh Grup.

- Amandemen PSAK 1 "Penyajian Laporan Keuangan"
- Amandemen PSAK 16 "Aset Tetap" tentang hasil sebelum penggunaan yang diintensifkan
- Amandemen PSAK 22 "Bisnis Kombinasi" tentang referensi ke kerangka konseptual
- Amandemen PSAK 25 "Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan"

OVERVIEW OF SIGNIFICANT ACCOUNTING POLICIES

Changes to PSAK and ISAK

The adoption of annual standards, interpretations, amendments and adjustments effective January 1, 2021 and April 1, 2021 that do not result in significant changes to the entity's accounting policies and do not have a material effect on the amounts reported in the current year or previous years:

- Amendment to PSAK 22: Business Combinations – Definition of Business
- Amendments to PSAK 71: Financial Instruments, PSAK 55: Financial Instruments: Recognition and Measurement, PSAK 60: Financial Instruments – Disclosures and PSAK 73: Leases on Interest Rate Reference Reform (Part 2)
- Amendment to PSAK 73: Leases on Lease Concession Services related to *Corona Virus Disease 2019* ("COVID-19")

Certain new accounting standards and interpretations that have been issued but are not mandatory for the current reporting period and have not been adopted earlier by the Group.

- Amendment to PSAK 1 "Presentation of Financial Statements"
- Amendment to PSAK 16 "Fixed Assets" regarding the results before intensified use
- Amendment to PSAK 22 "Combination Business" regarding reference to the conceptual framework
- Amendments to PSAK 25 "Accounting Policies, Changes in Accounting Estimates and Errors"

ANALISIS DAN PEMBAHASAN MANAJEMEN

MANAGEMENT DISCUSSION AND ANALYSIS

- e. Definisi Kebijakan Akuntansi
- f. Amandemen PSAK 57: Provisi, Liabilitas Kontinjensi, dan Aset Kontinjensi tentang Kontrak Memberatkan—Biaya Memenuhi Kontrak
- g. Penyesuaian tahunan PSAK 71: Instrumen Keuangan
- h. Penyesuaian tahunan PSAK 73: Sewa
- i. PSAK 74: Kontrak Asuransi

Pada tanggal penerbitan laporan keuangan konsolidasian, Grup masih mempelajari dampak yang mungkin timbul dari penerapan standar baru dan revisi tersebut pada laporan keuangan konsolidasian Grup.

Amandemen dan penyesuaian tahunan terhadap standar akuntansi di atas berlaku efektif mulai 1 Januari 2022, kecuali Amandemen PSAK 1 dan PSAK 16 yang berlaku efektif mulai 1 Januari 2023 dan PSAK 74 yang berlaku efektif mulai 1 Januari 2025, tetapi penerapan dini diperkenankan.

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.

INFORMASI KEUANGAN YANG MENGADUNG KEJADIAN YANG BERSIFAT LUAR BIASA DAN JARANG TERJADI/ PERUBAHAN KEBIJAKAN AKUNTANSI

Tidak terdapat kejadian yang bersifat luar biasa dan jarang terjadi yang dapat berpengaruh kepada kinerja perusahaan setelah tanggal laporan akuntan.

- e. Definition of Accounting Policy
- f. Amendments to PSAK 57: Provisions, Contingent Liabilities, and Contingent Assets on Onerous Contracts—Cost of Fulfilling Contracts
- g. PSAK 71 annual adjustment: Financial Instruments
- h. PSAK 73 annual adjustment: Lease
- i. PSAK 74: Insurance Contracts

As of the issuance date of the consolidated financial statements, the Group is still studying the possible impact of the adoption of the new and revised standards on the Group's consolidated financial statements.

The amendments and annual adjustments to the above accounting standards are effective from January 1, 2022, except for the Amendments to PSAK 1 and PSAK 16 which are effective from January 1, 2023 and PSAK 74 which are effective from January 1, 2025, but early application is permitted.

As of the issuance date of these consolidated financial statements, the Group is studying the possible impact of the adoption of new standards and amendments on the Group's consolidated financial statements.

FINANCIAL INFORMATION CONTAINING EXTRAORDINARY AND RARE EVENTS / ACCOUNTING POLICY CHANGES

There are no extraordinary and rare events that can affect the company's performance after the date of the accountant's report.

PERUBAHAN KETENTUAN PERUNDANG-UNDANGAN

AMENDMENT TO LAW PROVISIONS

Nama Regulasi Regulatory Name	Materi Peraturan Regulatory Material	Dampak Bagi Perusahaan Impact for the Company
Peraturan Menteri Pertanian Nomor: 49 Tahun 2020 tentang Alokasi dan Harga Eceran Tertinggi Pupuk Berubsidi Sektor Pertanian Tahun Anggaran 2021 Minister of Agriculture Regulation Number: 49 of 2020 concerning Allocation and Highest Retail Price of Subsidized Fertilizer in Agriculture Sector for Fiscal Year 2021	Perubahan alokasi pupuk bersubsidi Changes in subsidized fertilizer allocation	Kewajiban perusahaan untuk menyalurkan secara optimal pupuk bersubsidi hingga sampai ke Petani The company's obligation to optimally distribute subsidized fertilizers to farmers



TINJAUAN PENDUKUNG PERUSAHAAN



OVERVIEW ON SUPPORTERS COMPANY

281. SUMBER DAYA MANUSIA
Human Resources

**TUGAS DAN FUNGSI
KOMPARTEMEN SUMBER
DAYA MANUSIA**

283.
Duties And Functions
of The Human Resource
Compartment

**PENGELOLAAN SUMBER
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Human Resources
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284.

**PROGRAM KERJA
UNGGULAN KOMPARTEMEN
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305. TAHUN 2021
Leading Work Program
for the Human Resources
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TEKNOLOGI INFORMASI**
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310.

**TATA KELOLA
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314.

**RENCANA PENGEMBANGAN
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**SINERGI DAN HARMONISASI
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STRATEGI SISTEM

317. INFORMASI
Information System Strategy

**PENGELOLAAN SUMBER
DAYA MANUSIA (SDM)**

318. TEKNOLOGI INFORMASI
Information Technology Human
Resources (HR) Management



Melalui implementasi SMK dengan mengacu pada *Key Performance Indicator (KPI)* karyawan dapat mengetahui dan memahami dengan baik target individual yang telah ditetapkan dan langkah-langkah yang diperlukan dalam mencapai target dan kompetensinya.

Through the implementation of SMK with reference to *Key Performance Indicators (KPI)* employees can know and understand well the individual targets that have been set and the steps needed to achieve the targets and competencies.



TINJAUAN PENDUKUNG PERUSAHAAN

CORPORATE SUPPORTING OVERVIEW



Peran aktif Petrokimia Gresik, perusahaan Solusi Agroindustri anggota holding Pupuk Indonesia dalam mendukung pemerintah mencetak SDM unggul mendapatkan apresiasi berupa 3 (tiga) penghargaan sekaligus dalam ajang Indonesia Human Capital Award (IHCA) VII Tahun 2021 | The active role of Petrokimia Gresik, an Agroindustrial Solutions company member of the Pupuk Indonesia holding in supporting the government to produce superior human resources, received appreciation in the form of 3 (three) awards at the same time at the Indonesia Human Capital Award (IHCA) VII in 2021



Petrokimia Gresik meraih 3 (tiga) penghargaan dalam Indonesia Human Capital Award (IHCA) VII Tahun 2021, "Best of Five Company in HR Contribution to Community", "4th Best of The Year 2021 PLATINUM AWARD-A-Excellent" dan "The Best Indonesia-HC Director 2021 untuk Direktur Keuangan & Umum, Budi Wahyu Soesilo" dalam kategori *Subsidiary of SOE's Company-Non Finance Company*. | Petrokimia Gresik won 3 (three) awards in the Indonesia Human Capital Award (IHCA) VII 2021, "Best of Five Company in HR Contribution to Community", "4th Best of The Year 2021 PLATINUM AWARD-A-Excellent" and "The Best Indonesia-HC Director 2021 for Director of Finance & General Affairs, Budi Wahyu Soesilo" in the category of *Subsidiary of SOE's Company-Non Finance Company*.



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

SUMBER DAYA MANUSIA

Manajemen PG senantiasa berkomitmen untuk mengembangkan kompetensi dan kualitas SDM guna mempersiapkan tenaga kerja yang berdaya saing tinggi, profesional, dapat diandalkan, dan berkualitas untuk menjaga pergerakan roda bisnis usaha Perusahaan di masa kini dan masa depan.

KEBIJAKAN SDM PERUSAHAAN

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 Perusahaan.

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).

HUMAN RESOURCES

PG's management is always committed to developing the competence and quality of human resources in order to prepare a highly competitive, professional, reliable and quality workforce to maintain the current and future movement of the Company's business wheels.

COMPANY HUMAN RESOURCES POLICY

PG always pays full attention to pursuing business continuity, especially in the competition in the fertilizer industry in Indonesia. 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.

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.

On the other hand, the Company always places employee welfare aspects in the focus 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 have the benefit of peace in the future for employees. PG also provides a means for employees to express their aspirations for the Company through the Petrokimia Gresik Employee Union (SKPG).

PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

PENANGGUNG JAWAB PENGELOLA SDM

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.

PENANGGUNG JAWAB PENGELOLA SDM

In order to realize its commitment to implementing proper HR management, PG has formed a special HR manager in the Company's Organizational Structure. HR management of PG is carried out by the HR Compartment which is under the authority of the Directorate of Finance and General Affairs.



NURIL HUDA
SVP Sumber Daya Manusia
Senior Vice President of Human Resources

Periode : 5 Maret 2021 – 31 Desember 2021
Period : March 5, 2021 - December 31, 2021

TEMPAT, TANGGAL LAHIR Place, Date of Birth	PONOROGO, 7 JANUARI 1982	Ponorogo, January 7, 1982
WARGA NEGARA / Citizenship	INDONESIA	Indonesian
DOMISILI / Domicile	GRESIK	Gresik
USIA / Age	39 tahun pada akhir Tahun Buku 2021	39 years as per end of fiscal 2021

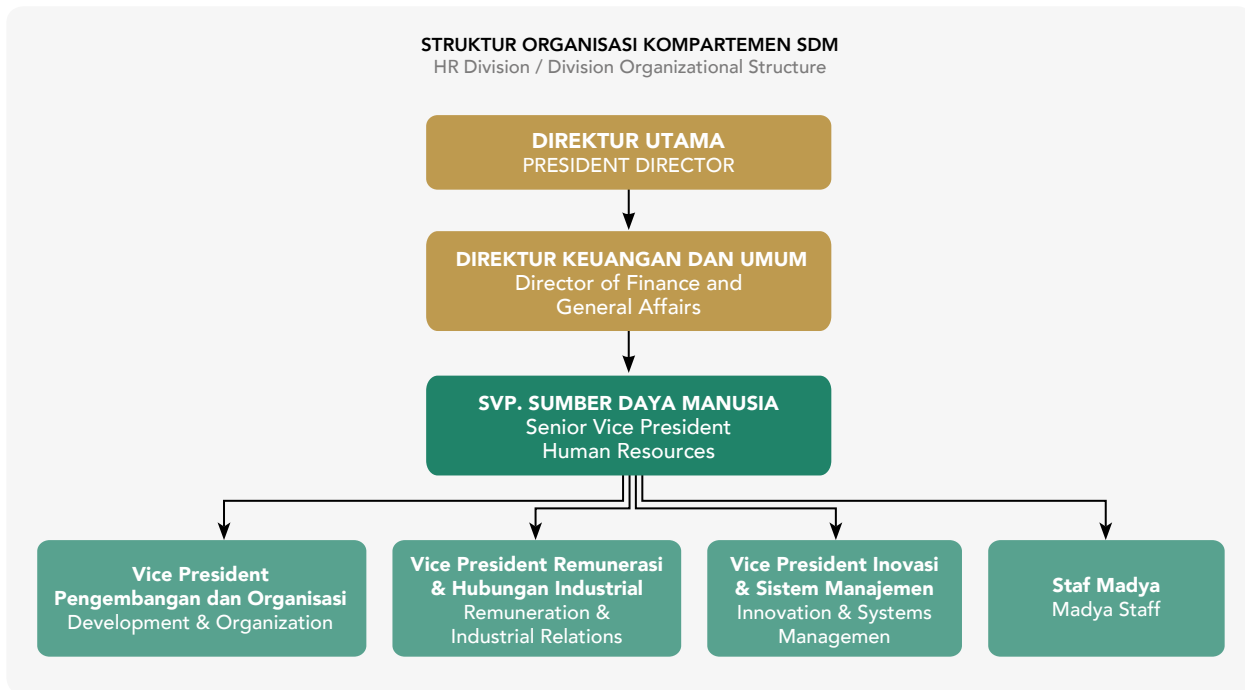
Mengawali karir di PT Petrokimia Gresik pada tahun 2008. Staf Pemula Perencanaan & Pengembangan Personil Biro Personalia (2009), Vice President Dep Pengembangan & Organisasi (2020) Menjabat sebagai Senior Vice President Sumber Daya Manusia berdasarkan SK Direksi No. 0017/B/NK.02.05/03/SK/2021 tanggal 5 Maret 2021.

Started his career at PT Petrokimia Gresik in 2008. Starter Staff Planning & Personnel Development Bureau of Personnel (2009), Vice President Dep Development & Organization (2020) Served as Senior Vice President of Human Resources based on the Decree of the Board of Directors No. 0017/B/NK.02.05/03/SK/2021 dated March 5, 2021.



STRUKTUR ORGANISASI KOMPARTEMEN SDM

HR DIVISION / DIVISION ORGANIZATIONAL STRUCTURE



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 perencanaan SDM, pengembangan SDM, operasional SDM serta sistem manajemen dan prosedur. Fungsi-fungsi tersebut memiliki tugas antara lain:

- 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.
- Mengelola program pengembangan karyawan yang mencakup pendidikan dan pelatihan, pengembangan personil, pengelolaan karir, manajemen talenta, inovasi, serta *knowledge management*.
- 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 planning, HR development, HR operations as well as management systems and procedures. These functions have the following tasks:

- Conduct evaluation and implementation in the areas of organization, business processes, and company management systems so 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.
- Manage employee development programs that include education and training, personnel development, career management, talent management, innovation, and knowledge management.
- Manage remuneration, industrial relations with employees, as well as personnel administration.

PENDUKUNG PERUSAHAAN

SUPPORTING CORPORATE

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 2021, proses operasional dan keberlangsungan bisnis Perusahaan didukung oleh 2.043 karyawan yang dikelola dalam suatu sistem kompetensi yang terorganisir, mulai dari tahap rekrutmen hingga evaluasi kinerja karyawan.

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:

- Menyiapkan regenerasi karyawan
- Melakukan *benchmark* terhadap remunerasi dan kesejahteraan di perusahaan sekitar Gresik maupun anak perusahaan PT Pupuk Indonesia (Persero)
- Melaksanakan *Assessment Center*
- Mengimplementasikan *Talent Management*
- Pengiriman karyawan ke Perguruan Tinggi, baik dalam negeri maupun luar negeri
- Melaksanakan diklat pembentukan sertifikasi profesi LSP-IP (Lembaga Sertifikasi Profesi Industri Pupuk Indonesia)

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

The existence of superior and quality Human Resources plays 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 needed 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 2021, the Company's operational processes and business continuity are supported by 2,043 employees who are managed in an organized competency system, starting from the recruitment stage to employee performance evaluation.

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:

- Prepare employee regeneration
- Perform benchmarks on remuneration and welfare in companies around Gresik and its subsidiary PT Pupuk Indonesia (Persero)
- Implementing an Assessment Center
- Implementing Talent Management
- Sending employees to universities, both domestically and abroad
- Carry out training for the establishment of LSP-IP professional certification (Indonesian Fertilizer Industry Professional Certification Institute)

Through the implementation of the work program, the Company hopes to improve and develop the quality of human resources so that productive, professional and competent human resources are formed in creating added value for the Company, are competitive, and are able to answer 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 things are realized through intensive communication and active involvement between Management and HR who



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

Manajemen dan SDM yang senantiasa saling mendukung dalam mencapai tujuan dan mewujudkan visi serta misi Perseroan.

always support each other in achieving goals and realizing the Company's vision and mission.

Sepanjang 2021, Perseroan telah melakukan berbagai kegiatan pengembangan Insan PG, seperti rekrutmen, promosi, maupun mutasi dengan pelaksanaannya menyesuaikan tingkat pensiun serta *man power planning* Perseroan. Hingga akhir 2021, PG memiliki jumlah karyawan sebanyak 2.043 orang dengan berbagai kompetensi dan bidang keahlian.

Throughout 2021, the Company has carried out various development activities for PG Personnel, such as recruitment, promotion, and transfers with the implementation adjusting the pension rate and the Company's man power planning. Until the end of 2021, PG has a total of 2,043 employees with various competencies and areas of expertise.

Road Map Organisasi Organization Road Map		2021	2022	2023	2024	2025
Awal Tahun Beginning of The Year	Sarjana / Bachelor S1, S2, S3	454	387	372	365	361
	Non Sarjana / Non-Bachelor D3, SMA	1957	1656	1569	1539	1529
	Jumlah Total	2411	2043	1941	1904	1890
MPP s/d Akhir Tahun MPP Until the end of The Year	Sarjana / Bachelor	-67	-15	-7	-4	-1
	Non Sarjana / Non-Bachelor	-301	-87	-30	-10	-10
	Jumlah Total	-368	-102	-37	-14	-11
Rencana Rekrut (moratorium) Recruitment Plan	Sarjana / Bachelor	0	0	0	0	0
	Non Sarjana / Non-Bachelor	0	0	0	0	0
	Jumlah Total	0	0	0	0	0
Intake Karyawan Baru (moratorium) New Employee Intake	Sarjana / Bachelor	0	0	0	0	0
	Non Sarjana / Non-Bachelor	0	0	0	0	0
	Jumlah Total	0	0	0	0	0
Akhir Tahun End of The Year	Sarjana / Bachelor	387	372	365	361	360
	Non Sarjana / Non-Bachelor	1656	1569	1539	1529	1519
	Jumlah Total	2043	1941	1904	1890	1879
Estimasi Penempatan Placement Estimation	% Sarjana / % Bachelor	19%	19%	19%	19%	19%
	Proyeksi Formasi Formation Projection	1945	1945	1945	1945	1945
	PG	1995	1912	1875	1861	1850
	DPB	48	29	29	29	29
	Jumlah Total	2043	1941	1904	1890	1879

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

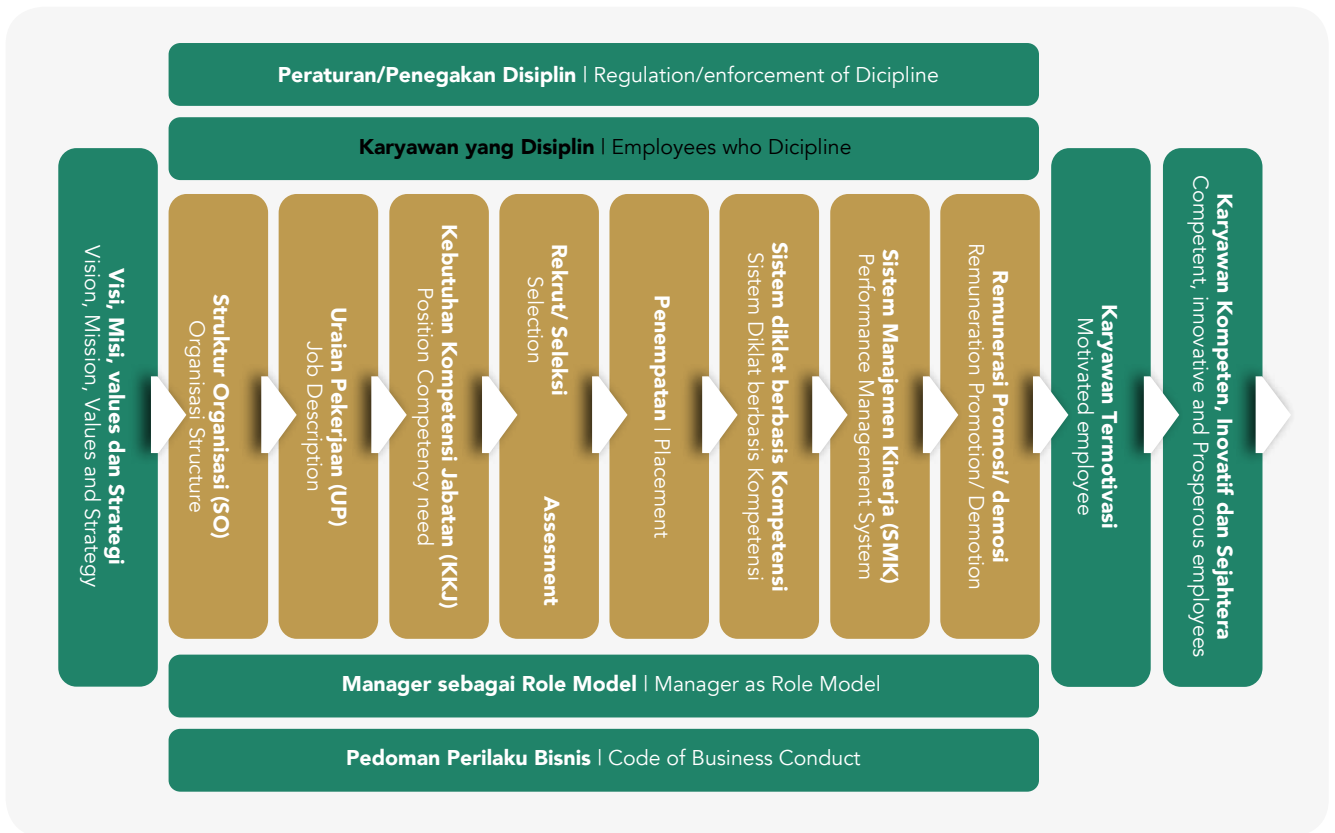
Employee management is carried out as part of PG's efforts to create competent employees who are able to carry out their duties and obligations in accordance with the Company's vision, mission, values and strategy. PG has also implemented an employee development pattern that has been adapted to the functions 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

PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

jawabnya, sehingga mampu berkontribusi secara aktif, memiliki daya saing tinggi, inovatif, dan dapat membawa kesejahteraan bagi dirinya pribadi melalui dedikasi yang diberikan kepada Perseroan.

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 (PG-PR-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, email, website, dan buletin.

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

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 done 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.

As an effort to present a high-performing and quality work culture and create employees who have superior and committed performance, the Performance Management System (SMK) is implemented by the Company as an



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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 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 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 meraup 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 PG-PR-02-0008.

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 and optimal Company performance as a whole.

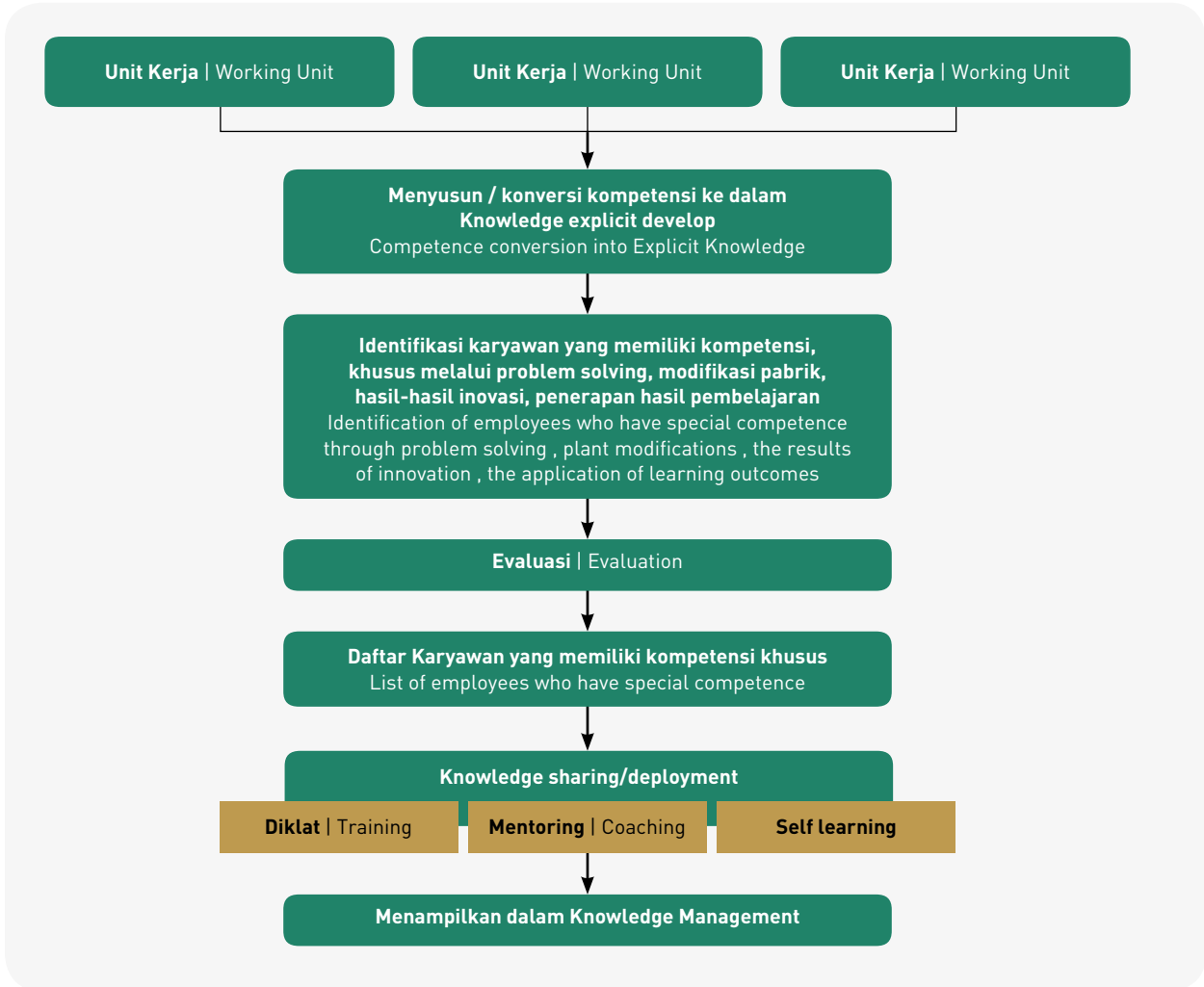
Through the implementation of SMK, employees can know and understand well the individual targets that have been set and the steps needed to achieve their targets and competencies. The individual targets listed in the SMK are determined by referring to the Key Performance Indicators (KPI) / Corporate 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 in the process there is an inability to achieve the target due to a competency gap, the Company prepares a development program as an effort to overcome it.

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 PG-PR-02-0008.

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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.

The implementation of the HR recruitment process for PG 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 appropriately and appropriately in order to be able to produce human resources that provide optimal advantages for the Company.



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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 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.

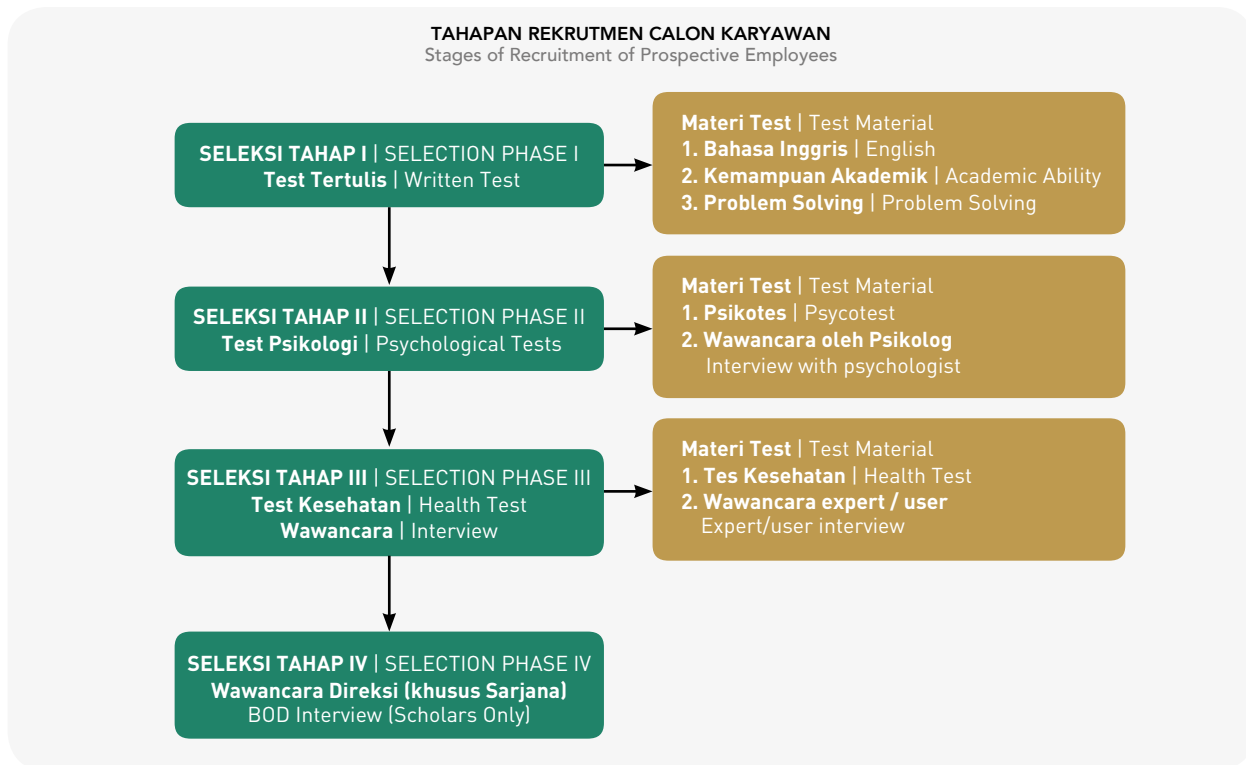
In the recruitment process, the Company firmly suppresses all forms of discrimination through various efforts, such as providing equal and equal opportunities to every best child of the nation to work and work at PG regardless of gender, religion, race, or other discriminatory matters. Recruitment is 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

Proses seleksi karyawan yang diselenggarakan oleh PG memiliki 4 (empat) tahap, yakni tahap tes tertulis, tes psikologi, tes kesehatan dan wawancara user, serta wawancara Direksi. Tahapan seleksi digambarkan secara jelas melalui bagan berikut:

STAGES OF RECRUITMENT OF PROSPECTIVE EMPLOYEES

The employee selection process organized by PG has 4 (four) stages, namely the written test, psychological test, medical test and user interview, as well as interview with the Board of Directors. The stages of selection are clearly described in the following chart:



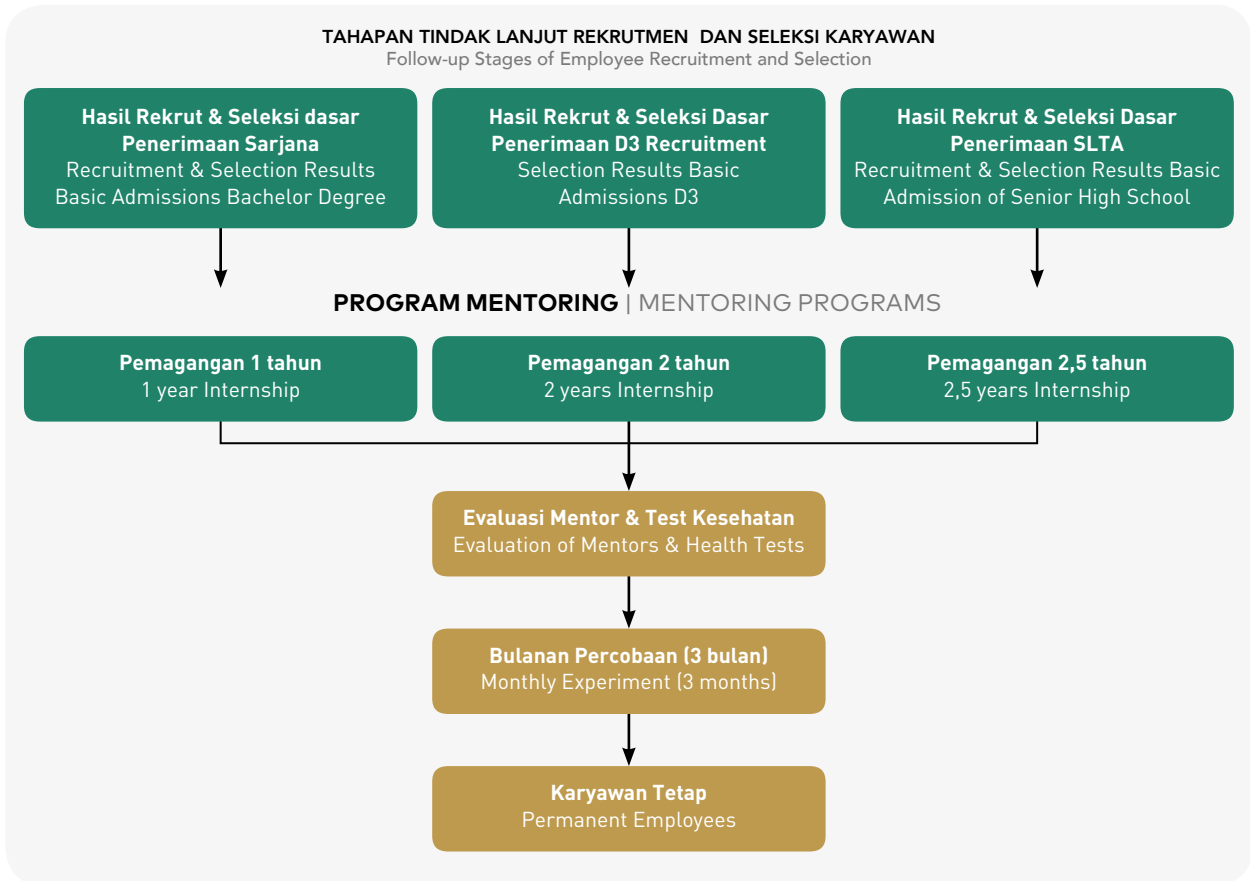
TAHAPAN TINDAK LANJUT REKRUTMEN DAN SELEKSI KARYAWAN

Setelah dilakukan proses seleksi, calon karyawan yang lolos tahapan-tahapan seleksi kemudian mengikuti program *mentoring*, yang dimulai dari pemagangan, evaluasi mentor & tes kesehatan serta periode bulanan percobaan sebelum akhirnya diangkat menjadi karyawan tetap.

FOLLOW-UP STAGES OF EMPLOYEE RECRUITMENT AND SELECTION

After the selection process is carried out, prospective employees who pass the selection stages then participate in a mentoring program, which starts from apprenticeship, mentor evaluation & medical tests as well as a monthly trial period before being appointed as permanent employees.

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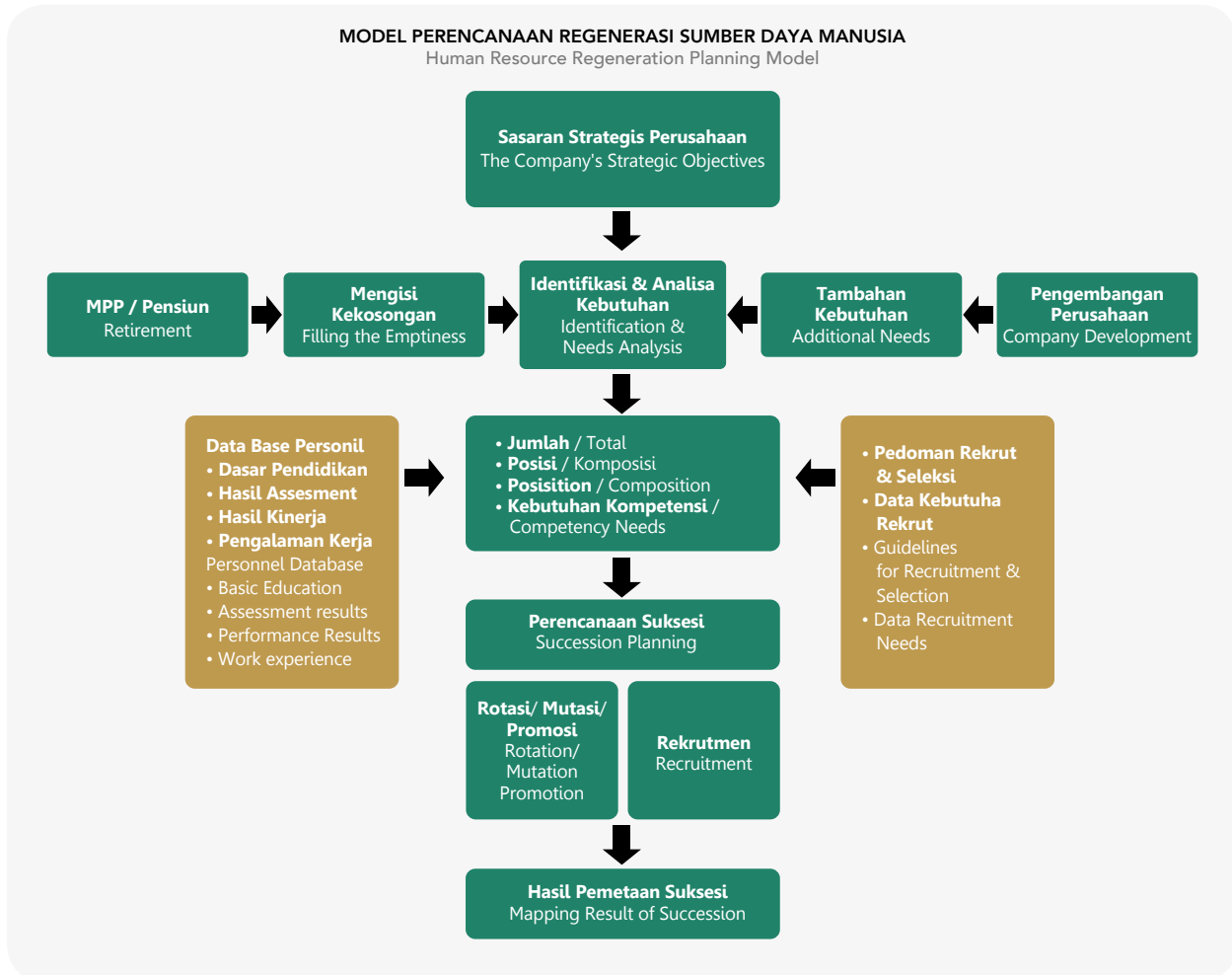
REGENERASI SUMBER DAYA MANUSIA
REGENERATION OF HUMAN RESOURCES

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.

The development and regeneration of employees is something 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 in the new professional candidates are needed to support PG's preparation in facing competition and creating new added value that has a positive impact on the sustainability of the Company's business.



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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 nomor PG-PR-02-0061. Prosedur ini dirancang sesuai dengan Surat Keputusan Direksi Nomor 0293/TU.04.02/30/SK/2015 tentang Penghargaan Prestasi yang mencakup:

1. Penghargaan Adhi Darma

Mencapai prestasi luar biasa dalam menyelamatkan aset perusahaan dan/atau menjaga nilai-nilai Perusahaan.

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 its implementation, the award program for outstanding employees has been regulated as stated in the Implementation Procedure for Awarding Achievement Numbers PG-PR-02-0061. This procedure is designed in accordance with the Decree of the Board of Directors Number 0293/TU.04.02/30/SK/2015 concerning Achievement Awards which includes:

1. Adhi Darma Award

Achieve extraordinary achievements in saving company assets and/or maintaining Company values.

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2. Penghargaan Adhi Karya

Mencapai prestasi kerja yang melampaui Key Performance Indicator atau Sasaran Kinerja Individu dan memberikan manfaat yang besar bagi Perusahaan.

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.

2. Adhi Karya Award

Achieve work performance that exceeds Key Performance Indicators or Individual Performance Goals and provides great benefits for the Company.

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 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: Adh 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: <i>One desk assessment</i> 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	Site visit 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.		



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Unit Kerja Work Unit	Senior Vice President Sumber Daya Manusia Senior Vice President Human Resources	Komite Penghargaan Prestasi Achievement Award Committee	Direksi Board of Directors	Staf Program Inovasi Perusahaan Company Innovation Program Staff
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 Presentasi Prepare Decree of Presentation Award Acceptance	Membuat usulan nominator, dengan Ketentuan / Create nominator proposal with the following conditions: • Total score 455 (min 91%) • Tidak ada di bawah score 3 (kurang) / No score below 3 (unacceptable)	Penandatanganan SK Signing of Decree	Mencatat dalam daftar Penerima Penghargaan List Achievement Awardees
	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 penerima Penghargaan List awardees		Penganugerahan Piagam / Grant of Certificate of Merit	

PUNISHMENT

PUNISHMENT

Jika dalam melaksanakan 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 provides 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 concerning Employee Discipline Regulations.

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PENILAIAN PRODUKTIVITAS KERJA ASSESSMENT OF WORK PRODUCTIVITY

Dalam pengelolaan kinerja yang dilaksanakan oleh Perseroan, digunakan dua macam penilaian, yaitu penilaian kinerja dengan menggunakan penilaian *Key Performance Indicator* (KPI) hingga ke tingkat individu yang disusun berdasarkan hasil turunan dari KPI Perusahaan dan penilaian *soft competency* 360 derajat.

Hasil penilaian kinerja tersebut kemudian dijadikan pedoman untuk memberikan umpan balik bagi pengembangan diri dan karir karyawan. Selain itu, hasil penilaian juga digunakan sebagai dasar dari program pendidikan dan pengembangan berbasis kompetensi bagi Pegawai, penentuan perhitungan "*merit increase*" serta sebagai dasar pertimbangan Rotasi, Mutasi dan Promosi (RMP).

In the performance management carried out by the Company, two types of assessments are used, namely performance assessment using *Key Performance Indicator* (KPI) assessments down to the individual level which are compiled based on the derivative results of the Company's KPIs and 360-degree *soft competency* assessments.

The results of the performance appraisal are then used as guidelines to provide feedback for employee self-development and careers. In addition, the results of the assessment are also used as the basis for competency-based education and development programs for employees, determining the calculation of "*merit increase*" and as a basis for consideration of Rotation, Transfer and Promotion (RMP).

SISTEM MERIT DAN SISTEM MANAJEMEN KERJA MERIT SYSTEM AND PERFORMANCE MANAGEMENT SYSTEM

Sejak tahun 2014, Perseroan melakukan penilaian atas kinerja pegawai untuk memperoleh hasil penilaian kinerja yang objektif dan transparan. *Merit System* ini diberikan kepada seluruh pegawai secara berkala dalam rentang waktu 1 (satu) periode penilaian yaitu 1 (satu) tahun sekali.

Sistem Manajemen Kinerja atau *Performance Management System* telah diterapkan di PG sejak tahun 2008. Penyempurnaan terus dilakukan terhadap sistem ini, dan pada tahun 2014 telah memulai penerapan Sistem Manajemen Kinerja yang sudah mengadopsi konsep penilaian *soft competency* berbasis penilaian 360 derajat. Sistem Manajemen Kinerja terdiri dari tiga bagian utama, yaitu pengisian Sasaran Kinerja Individu pada awal tahun, *coaching* pada pertengahan tahun (Semester) serta Penilaian Akhir Kinerja pada akhir tahun. Melalui sistem ini, Perseroan dapat mengelola kinerja masing-masing karyawan secara efektif.

Kompartemen SDM yang menjadi penanggung jawab dan pelaksana Sistem Manajemen Kinerja secara rutin menyampaikan laporan yang transparan terkait kinerja setiap karyawan dan memantau data hasil kinerja karyawan. Hasil Penilaian Akhir Kinerja tersebut digunakan sebagai dasar pertimbangan Manajemen Perseroan dalam pemberian reward, peningkatan remunerasi, pengembangan karir pegawai seperti promosi, rotasi, dan

Since 2014, the Company has conducted an assessment of employee performance to obtain objective and transparent performance appraisal results. This *Merit System* is given to all employees periodically within a span of 1 (one) assessment period, i.e. once a year.

The Performance Management System has been implemented at PG since 2008. Improvements are continuously being made to this system, and in 2014 the Performance Management System has been implemented which has adopted the concept of *soft competency* assessment based on a 360 degree assessment. The Performance Management System consists of three main parts, namely filling out Individual Performance Goals at the beginning of the year, coaching in the middle of the year (Semester) and Final Performance Assessment at the end of the year. Through this system, the Company can manage the performance of each employee effectively.

The HR compartment which is responsible for and implementing the Performance Management System routinely submits transparent reports regarding the performance of each employee and monitors employee performance data. The results of the Final Performance Assessment are used as the basis for consideration by the Company's Management in providing rewards, increasing remuneration, employee career development such as



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lain sebagainya. Khusus dalam pemberian *reward*, hasil Penilaian Akhir Kinerja digunakan sebagai dasar penerapan Merit System, yaitu pemberian *reward* kepada karyawan berdasarkan kinerjanya (*Pay for Performance*).

promotions, rotations, and so on. Specifically in the provision of rewards, the results of the Final Performance Assessment are used as the basis for implementing the Merit System, namely the provision of rewards to employees based on their performance (*Pay for Performance*).

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.

The Company implements a compensation system as 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.

Sistem Remunerasi yang diberikan kepada karyawan saat ini terdiri atas 3 (tiga) komponen utama yaitu pemberian Gaji / THP, Kesejahteraan, serta *Benefits*. Pada pemberian Gaji / THP terdiri atas Gaji Pokok, Tunjangan Tetap berupa Tunjangan Jabatan, Tunjangan Tidak Tetap berupa Tunjangan Sarana. Pada pemberian komponen Kesejahteraan terdiri atas Bantuan Biaya Cuti, Penghargaan Bakti Kerja, Cuti Besar, Bantuan Hari Raya, Insentif Triwulanan, Jasa Operasi, Bantuan Pindah, Imbalan Paska Kerja, Tali Asih (tambahan pesangon), dan luran Premi BPJS. Sedangkan pada komponen *Benefits* terdiri atas BPJS, fasilitas kesehatan, perumahan dinas, fasilitas sarana olahraga, natura, rekreasi, dll.

The remuneration system provided to employees currently consists of 3 (three) main components, namely the provision of Salary / THP, Welfare, and Benefits. In the provision of Salary / THP consists of Basic Salary, Fixed Allowances in the form of Position Allowances, Non-Permanent Allowances in the form of Facilities Allowances. The provision of the Welfare component consists of Leave Fee Assistance, Work Service Awards, Grand Leave, Holiday Assistance, Quarterly Incentives, Operational Services, Moving Assistance, Post-Employment Benefits, Tali Asih (additional severance pay), and BPJS Premium Contributions. While the Benefits component consists of BPJS, health facilities, official housing, sports facilities, in-kind, recreation, etc.

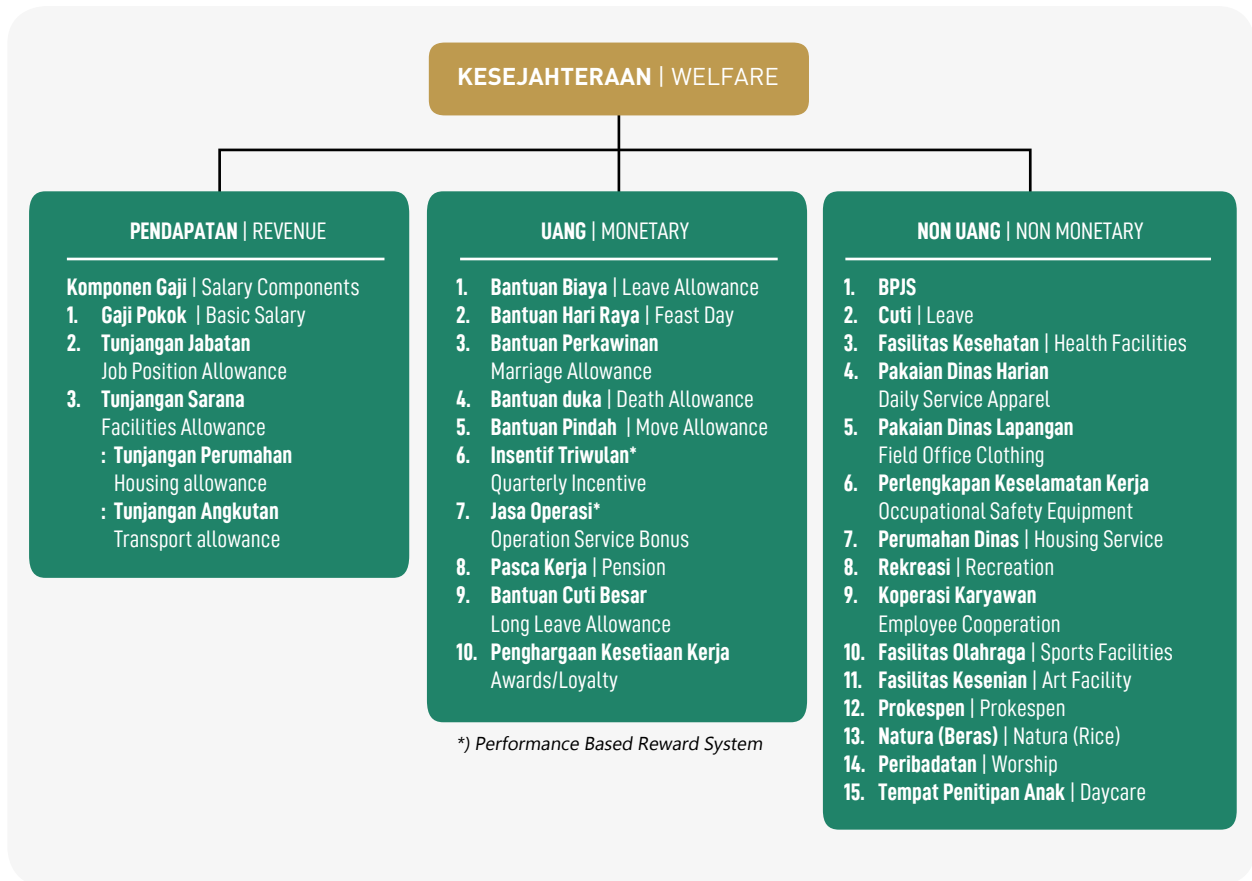
Selain itu, PG juga menyelenggarakan program pensiun yang memberikan manfaat pasti untuk seluruh pegawai tetapnya. Program ini bertujuan agar pegawai tetap yang sudah memasuki usia pensiun dapat melanjutkan kehidupan dengan tingkat kesejahteraan yang terjamin dengan ketetapan batasan usia adalah 56 tahun.

In addition, PG also organizes a pension program that provides defined benefits for all of its permanent employees. This program aims to ensure that permanent employees who have entered retirement age can continue their lives with a guaranteed level of welfare with a fixed age limit of 56 years.

Mengenai program Paska Kerja, Perseroan melakukan pengelolaan Program Pensiun Manfaat Pasti untuk seluruh karyawan tetap melalui Dana Pensiun Lembaga Keuangan (Asuransi). Tujuan pengelolaan program ini adalah untuk memberikan jaminan kesejahteraan bagi karyawan yang menjalani masa Purna Bhakti.

Regarding the Post-Employment program, the Company manages the Defined Benefit Pension Program for all permanent employees through the Financial Institution Pension Fund (Insurance). The purpose of managing this program is to provide welfare guarantees for employees who are undergoing a period of Retirement.

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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 2021 jumlah karyawan yang mengikuti sosialisasi Purna Tugas sebanyak 138 karyawan. Jumlah ini menurun jika dibandingkan dengan tahun 2020 sebanyak 179 karyawan.

Hak yang didapat oleh karyawan yang pensiun disesuaikan dengan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan, dan mendapat tambahan pesangon. Pada tahun 2021 jumlah karyawan yang pensiun sejumlah 184 orang.

The retirement period that each employee will have is one aspect that does not escape the attention of the Company. To support this, PG has prepared a training program for every employee who is about to retire. This is intended so that every employee has the skills to manage their pension funds. In 2021 the number of employees who participated in the Post-Duty socialization was 138 employees. This number decreased when compared to 2020 as many as 179 employees.

The rights obtained by retired employees are adjusted to Law Number 13 of 2003 concerning Manpower, and receive additional severance pay. In 2021 the number of employees who have retired is 184 people.



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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.

KEBIJAKAN PENDIDIKAN DAN PELATIHAN (DIKLAT)

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.

KEBIJAKAN PENDIDIKAN DAN PELATIHAN

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.

Biaya yang telah dikeluarkan Perusahaan untuk pelatihan karyawan selama tahun 2021 berdasarkan Direktorat adalah sebagai berikut:

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 which 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.

EDUCATION AND TRAINING POLICY

PG realizes that the ability to develop and retain the best talents 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 also has procedures for education and training published since May 2, 2017, namely PG-PR-02-0008.

EDUCATION AND TRAINING POLICY

PG realizes that the ability to develop and retain the best talents can be the key to success and an important factor for the Company to continue to grow, maintain sustainability, and create long-term value.

The costs incurred by the Company for employee training during 2021 based on the Directorate are as follows:

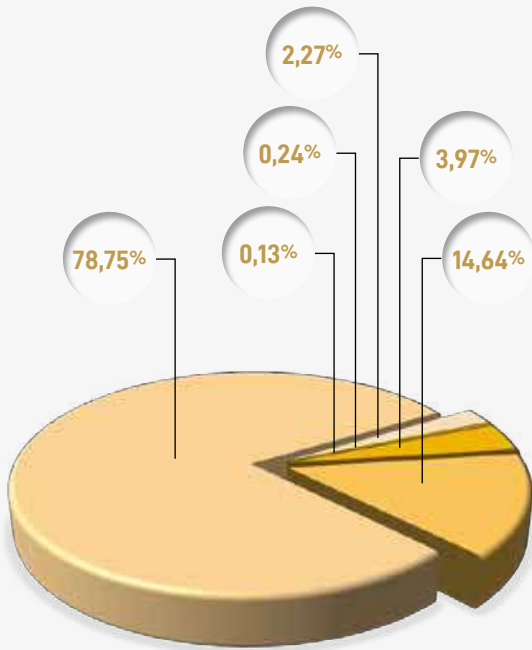
1.	Dewan Komisaris Board of Commissioners	71.000.000	0,24%
2.	Direksi Director	38.399.400	0,13%
3.	Utama Main	1.162.348.356	3,97%
4.	Keuangan dan Umum Finance and General	4.287.103.026	14,64%
5.	Operasi dan Produksi Operation and Production	23.065.821.913	78,75%
6.	Diluar Struktur/DPB Outside the structure / DPB	664.199.060	2,27%
Jumlah Total		29.288.871.754	100%

PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

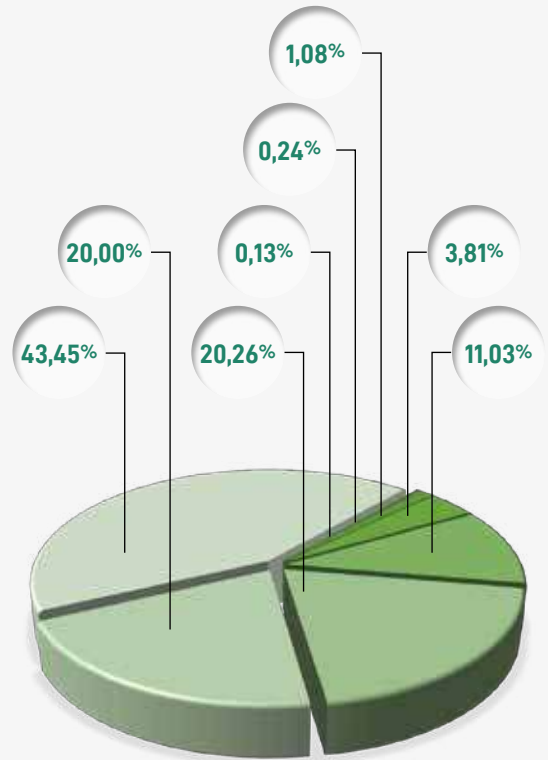
Biaya yang telah dikeluarkan Perusahaan untuk pelatihan karyawan selama tahun 2021 berdasarkan Level Organisasi adalah sebagai berikut :

The costs incurred by the Company for employee training during 2021 based on the Organizational Level are as follows:

No	Level Organisasi Organization Level	Nilai Realisasi Anggaran Budget Realized Value	%
1.	Dewan Komisaris Board of Commissioners	71.000.000	0,24%
2.	Direksi Director	38.399.400	0,13%
3.	Grade 1	317.004.097	1,08%
4.	Grade 2	1.117.062.056	3,81%
5.	Grade 3	3.230.422.702	11,03%
6.	Grade 4	5.857.028.077	20,00%
7.	Grade 5	5.932.505.243	20,26%
8.	Grade 5 kebawah Grade 5 and down	12.725.450.178	43,45%
Jumlah Total		29.288.871.754	100%



GRAFIK % PELATIHAN KARYAWAN BERDASARKAN DIREKTORAT
Graph % of Employee Training by Directorate

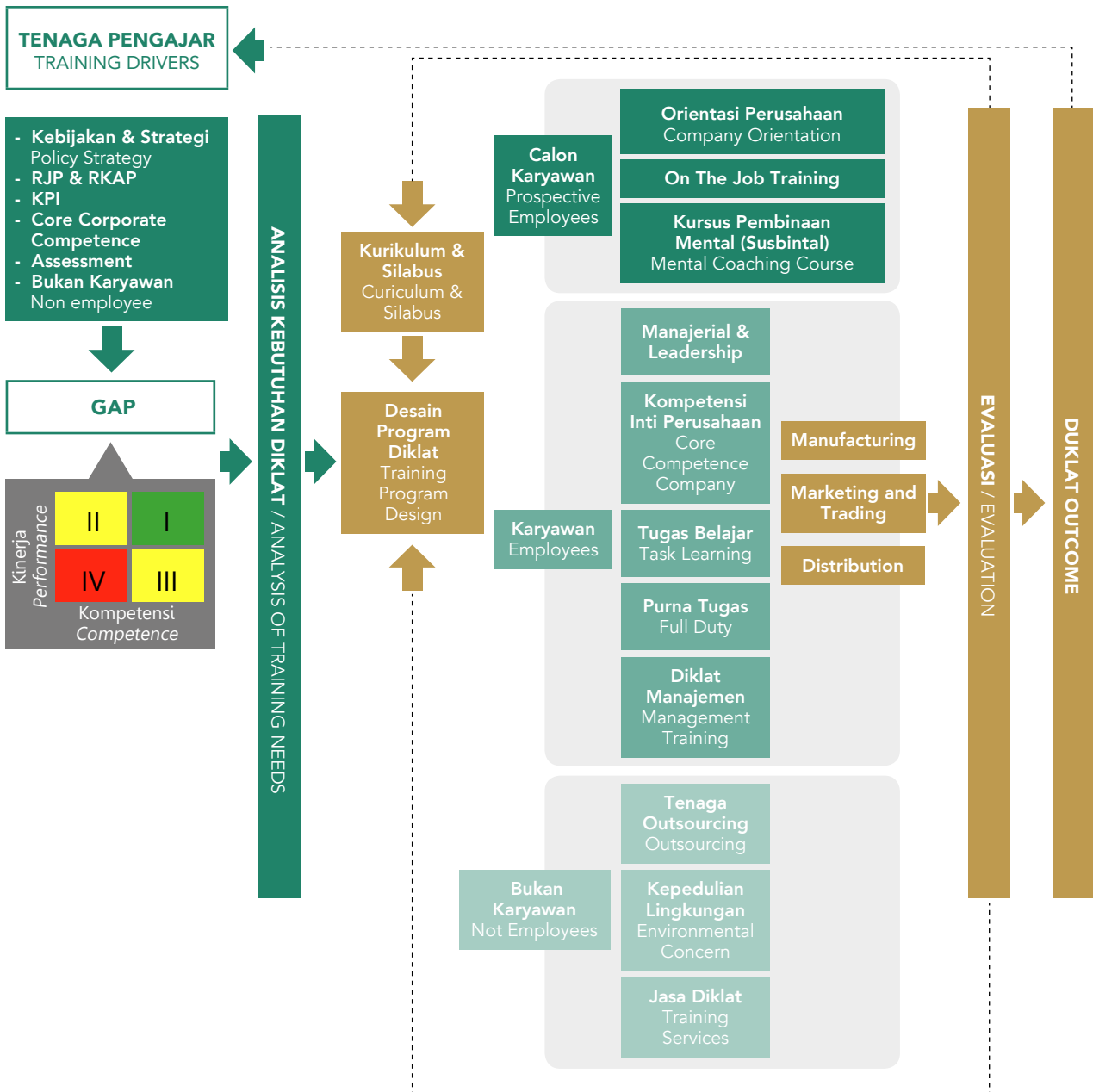


GRAFIK % PELATIHAN KARYAWAN BERDASARKAN LEVEL ORGANISASI
Graph % of Employee Training By Organizational Levels



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

Prosedur Pendidikan dan Pelatihan PR-02-0008
Education and Training Procedure PR-02-0008



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

KOMPETENSI YANG DIBUTUHKAN UNTUK Masing-Masing TINGKAT JABATAN

COMPETENCIES REQUIRED FOR EACH LEVELS OF POSITION

Kompetensi adalah karakteristik dasar yang dimiliki setiap individu dan dapat digunakan sebagai indikator pembeda antara setiap individu dalam melaksanakan tugas dan tanggung jawabnya di tempat kerja. Dalam diri seseorang, kompetensi merupakan karakteristik individu yang sifatnya melekat dan stabil yang akan mengindikasikan perilaku kerja orang tersebut dalam berbagai situasi dan dalam kurun waktu yang panjang. *Proficiency Level* adalah tingkat penguasaan kompetensi yang dipersyaratkan pada suatu posisi jabatan sesuai tuntutan pekerjaannya.

Soft Competence dan *Hard Competence* persyaratan *proficiency level* didasarkan pada jabatannya. Semakin tinggi jabatan maka *proficiency level* yang disyaratkan juga meningkat. Level kompetensi untuk masing-masing jabatan adalah sebagai berikut:

Competence is a basic characteristic possessed by each individual and can be used as a differentiating indicator between each individual in carrying out their duties and responsibilities in the workplace. In a person, competence is an inherent and stable individual characteristic that will indicate the person's work behavior in various situations and over a long period of time. Proficiency Level is the level of mastery of competencies required in a position according to the demands of the job.

Soft Competence and Hard Competence proficiency level requirements are based on the position. The higher the position, the required proficiency level also increases. The competency levels for each position are as follows:

LEVEL KOMPETENSI UNTUK Masing-Masing JABATAN
Competency Level for Each Position

Kompetensi / Competence	Grade I	Grade II	Grade III	Grade IV	Grade V	Pelaksana Officer
Kompetensi Inti / Core Competence						
<i>Stakeholder Satisfaction</i>	5	4	3	2	2	1
<i>Innovation & Total Value Added</i>	5	4	3	2	2	1
<i>Integrity & Ethics</i>	5	4	3	2	2	2
<i>Teamwork & Synergy</i>	6	5	4	3	3	2
Kompetensi Peran (Struktural) / Structural Competence						
<i>Business Acumen</i>	5	4	3	2	1	-
<i>Strategic Thinking</i>	5	4	3	2	1	-
<i>Developing Others</i>	5	4	3	2	1	-
<i>Driving execution</i>	5	4	3	2	1	-
<i>Change Leadership</i>	5	4	3	2	1	-
Kompetensi Peran (Fungsional) / Functional Competence						
<i>Analytical Thinking</i>	5	4	3	2	1	-
<i>Conceptual Thinking</i>	5	4	3	2	1	-
<i>Technical expertise</i>	5	4	3	2	1	-
<i>TBusiness Process Orientation</i>	5	4	3	2	1	-



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

Diklat Kompetensi dibagi berdasarkan *Core Corporate Competency* yaitu *Manufacturing, Marketing & Trading, Distribution, dan Penunjang*.

Competence education and training is categorized based on Core Corporate Competency, namely Manufacturing, Marketing & Trading, Distribution, and Supporting.

1. Manufacture | Manufacture

Kegiatan / Activity	Realisasi / Realization (Mandays)											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Manufacture / Manufacture Training	6	107	126	562	93	0	276	16	326	22	101	40

2. Marketing & Trading | Marketing & Trading

Kegiatan / Activity	Realisasi / Realization (Mandays)											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Marketing & Trading / Marketing & Trading Training	44	1	0	12	54	0	16	95	103	0	4	64

3. Distribution | Distribution

Kegiatan / Activity	Realisasi / Realization (Mandays)											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Distribution / Distribution Training	0	0	69	0	0	8	0	0	44	0	0	0

4. Penunjang | Support

Kegiatan / Activity	Realisasi / Realization (Mandays)											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Penunjang / Support Training	163	196	375	1.718	335	437	751	561	689	158	258	212

PEMETAAN KOMPETENSI

COMPETENCE MAPPING

Perseroan melakukan mapping atau pemetaan kompetensi guna mengidentifikasi kesenjangan kompetensi yang dimiliki karyawan saat ini dan kompetensi yang diharapkan di masa yang akan datang. Pelatihan dan pengembangan sesuai dengan bidang pekerjaan yang diperlukan dapat membantu meningkatkan kompetensi pegawai dan memenuhi gap kompetensi yang terjadi di lingkungan Perseroan. Di samping itu, PG juga berupaya untuk meningkatkan efektivitas dalam melaksanakan program pelatihan dan pengembangan yang terencana dan terprogram dengan baik.

The Company conducts competency mapping to identify competency gaps owned by current employees and competencies expected in the future. Training and development in accordance with the required field of work can help improve employee competencies and fill competency gaps that occur within the Company. In addition, PG also strives to increase effectiveness in implementing well-planned and well-planned training and development programs.

Pemetaan kompetensi dilakukan oleh Perseroan dengan cara membandingkan antara Sasaran Kinerja Individu dengan Hasil Penilaian Akhir Kinerja Karyawan.

Competency mapping is carried out by the Company by comparing the Individual Performance Targets with the Final Assessment Results of Employee Performance.

PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

ROADMAP PENGEMBANGAN KOMPETENSI SUMBER DAYA MANUSIA
DEVELOPMENT ROADMAP
HUMAN RESOURCE COMPETENCE

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:

Human Resource competency development at PG is carried out through education and training programs in order to improve knowledge, skills and abilities so that employees are able to carry out their duties optimally according to the required competency requirements. In addition, the competency certification program is also carried out in order to improve HR competencies in accordance with the direction of company development with the following achievement targets:

Parameter	Tahun / Year	Target Karyawan yang Tersertifikasi Target of Certified Employees (%)
Peningkatan kompetensi SDM sesuai arah pengembangan perusahaan HR competency improvement according to the direction of Company development	2019	30%
	2020	40%
	2021	50%
	2022	60%

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:

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 in the PG environment aims to:

- Memenuhi kompetensi karyawan agar sesuai dengan kebutuhan Kompetensi Jabatan masing-masing karyawan, mampu melaksanakan tugas secara optimal.
- Mengembangkan kompetensi karyawan agar sesuai dengan tuntutan kebutuhan perkembangan perusahaan dan lingkungan eksternal (sesuai SK Pedoman Sistem Pendidikan dan Pelatihan Berbasis Kompetensi Petrokimia Gresik No. 0323/NK.02.01/03/SK/2010).

- Fulfilling employee competencies so that they are in accordance with the Job Competency needs of each employee, able to carry out tasks optimally.
- 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).

Program pelatihan yang telah dilakukan adalah sebagai berikut:

The training programs that have been carried out are as follows:

- Diklat Induksi
Dirancang untuk calon karyawan dengan tujuan memberikan pemahaman tentang perusahaan, bekal pengetahuan, keterampilan dasar, dan perilaku serta ketahanan mental dan disiplin yang dibutuhkan untuk melaksanakan tugas sesuai bidangnya.
- 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 according to their fields.



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

REALISASI KEGIATAN DIKLAT INDUKSI | Realization of Induction Training Activity

Kegiatan / Activity	Realisasi / Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Induksi Induction Training	3.339	3.180	3.657	3.498	3.339	3.318	3.318	3.476	3.476	3.160	3.160	3.634

b. *Diklat Leadership & Managerial*

Meningkatkan kemampuan *leadership and managerial* sesuai kebutuhan kompetensi jabatannya dengan meningkatkan *core soft competence* sesuai dengan level jabatan masing-masing eselon untuk memperkuat *leadership and managerial skill*.

b. Leadership & Managerial Training

Improve leadership and managerial abilities according to the competency needs of their positions by increasing core soft competencies according to the level of each echelon's position to strengthen leadership and managerial skills.

REALISASI KEGIATAN DIKLAT LEADERSHIP & MANAJERIAL
Realization of Leadership & Managerial Training Activity

Kegiatan / Activity	Realisasi / Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Leadership & Manajerial Leadership & Managerial Training	29	29	143	143	259	95	466	379	336	229	229	68

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 Competence (Manufacturing, Marketing, Trading, dan Distribution) masing-masing serta kompetensi penunjang.

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, and Distribution) respectively as well as supporting competencies.

REALISASI KEGIATAN DIKLAT KOMPETENSI
Realization of Competency Training Activity

Kegiatan / Activity	Realisasi / Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Kompetensi Competency Training	213	305	569	2.293	483	445	1.043	672	1.162	180	363	316

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 diluar negeri.

d. Learning Tasks

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.

PENDUKUNG PERUSAHAAN

SUPPORTING CORPORATE

REALISASI KEGIATAN DIKLAT TUGAS BELAJAR

Realization of Study Assignment Training Activity

Kegiatan / Activity	Realisasi / Realization											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Diklat Tugas Belajar Study Assignment Training	191	278	308	308	306	538	164	157	201	201	201	182

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.

REALISASI KEGIATAN SOSIALISASI DAN AWARENESS

Realization of Awareness and Dissemination Activity

Kegiatan / Activity	Realisasi / Realization (Mandays)											
	Jan	Feb	Mar	Apr	Mei	Jun	Jul	Agt	Sep	Okt	Nov	Des
Sosialisasi Awareness Awareness Dissemination	0	0	12	0	0	0	66	0	0	0	0	14

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 tersebut, seperti suku, agama, ras, kepercayaan, dan usia. Selain dalam program pengembangan, Perseroan turut memberikan kesempatan yang sama untuk menentukan jenjang karir dan mendapatkan promosi sesuai dengan kinerjanya.

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, 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 KEPUASAN KERJA KARYAWAN PERUSAHAAN

COMPANY EMPLOYEE SATISFACTION INDEX

Secara berkala, PG melakukan survei terkait dengan kepuasan karyawan terhadap kebijakan yang diambil dan diberlakukan oleh Perseroan. Survei dilakukan untuk mengukur tingkat kepuasan karyawan terhadap kebijakan Perseroan dan bagaimana pandangan karyawan mengenai kebijakan tersebut. Indikator yang menjadi faktor penilaian dalam survei kepuasan karyawan mencakup:

1. Strategi dan Organisasi
2. Manajemen Karir
3. Pelatihan dan Pengembangan
4. Manajemen Kinerja
5. Remunerasi dan Kesejahteraan

Periodically, PG conducts surveys related to employee satisfaction with the policies taken and implemented by the Company. The survey was conducted to measure the level of employee satisfaction with the Company's policies and how employees view these policies. Indicators that become assessment factors in employee satisfaction surveys include:

1. Strategy and Organization
2. Career Management
3. Training and Development
4. Performance Management
5. Remuneration and Welfare



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

6. Hubungan Industrial
7. Lingkungan Kerja dan Budaya Perusahaan
8. Disiplin Kerja

6. Industrial Relations
7. Work Environment and Corporate Culture
8. Work Discipline

Hasil yang didapat dari survei kemudian dijadikan sebagai bahan evaluasi bagi Perseroan untuk melakukan pembenahan dan pengambilan keputusan yang lebih tepat dan sesuai, khususnya yang berkaitan dengan bidang kepegawaian.

The results obtained from the survey are then used as evaluation material for the Company to make improvements and make decisions that are more precise and appropriate, especially those related to the personnel field.

Tingkat Kepuasan Karyawan, Keterikatan Karyawan, dan Efektivitas Serikat Pekerja secara umum meningkat, dengan rincian sebagai berikut:

Level of Employee Satisfaction, Employee Engagement, and Effectiveness of Trade Unions in general increased, with details as follows:

Faktor / Factor	Skor / Score		Keterangan Description
	2021	2020	
Kepuasan Karyawan / Employee Satisfaction	82,0 %	80,7 %	Meningkat Increase 1,3 %
Keterikatan Karyawan / Employee Engagement	85,7 %	85,5 %	Meningkat Increase 0,2 %
Efektivitas Serikat Pekerja / Effectiveness of Workers Union	86,5 %	86,5 %	Tetap Fixed

Tingkat Kepuasan Manajemen secara umum meningkat, dengan rincian sebagai berikut.

The Management Satisfaction level generally is increasing, as specified below.

Faktor / Factor	Skor / Score		Keterangan Description
	2021	2020	
Kepuasan Manajemen / Management Satisfaction	94,3 %	87,6 %	Meningkat / Increase 6,7 %

PROGRAM KERJA UNGGULAN KOMPARTEMEN SUMBER DAYA MANUSIA TAHUN 2021

LEADING WORK PROGRAM FOR THE HUMAN RESOURCES COMPARTMENT IN 2021

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 2021. Beberapa aktivitas yang direncanakan akan direalisasikan pada tahun 2021 antara lain :

In managing HR assets, the Company carries out several main things, namely developing, planning, and controlling employees. Through proper management, talents who have the ability and skills will be able to be developed and provide added value for the Company. PG realizes its commitment to always be ready to face challenges and dynamic business conditions through program planning that will be carried out in 2021. Several activities that are planned to be realized in 2021 include:

- a. Mendukung Program Transformasi Bisnis dengan melakukan Pemetaan Talenta Tenaga Pemasaran
- b. Menyusun kamus *Hard Competency*

- a. Supporting the Business Transformation Program by Mapping the Talent of Marketing Personnel
- b. Compiling a Hard Competency dictionar

PENDUKUNG PERUSAHAAN

SUPPORTING CORPORATE

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 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 in the form of the Compartment Level Innovation Convention (KIK) and the Enterprise Level Innovation Convention (KIPG) are PG's culture which are held every year.

TATA NILAI AKHLAK

VALUES OF AKHLAK

AKHLAK

AMANAH KOMPETEN HARMONIS
LOYAL ADAPTIF KOLABORATIF

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 Moral 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).



PENDUKUNG PERUSAHAAN
SUPPORTING CORPORATE

TEKNOLOGI INFORMASI

INFORMATION TECHNOLOGY

Petrokimia Gresik terus berupaya memaksimalkan pemanfaatan Teknologi Informasi dalam inovasi bisnisnya dan memunculkan gagasan bisnis baru sehingga mampu mencapai tujuan dan sasaran yang telah ditetapkan

Sebagai perwujudan komitmen sebagai produsen pupuk yang memiliki daya saing tinggi, Perseroan menjalankan aplikasi Teknologi Informasi (TI) di berbagai lini bisnis sesuai dengan kebutuhan serta kompleksitas dari usaha yang dijalankan Perseroan. 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 menerapkan TI, PT Petrokimia Gresik memfokuskan pelaksanaannya dengan tujuan untuk memenuhi beberapa prinsip, antara lain:

1. Menerapkan Teknologi Informasi sebagai business-enabler yang selaras dengan kebutuhan bisnis PT Petrokimia Gresik serta mampu memberikan manfaat yang optimal.
2. Menggunakan sumber daya Teknologi Informasi yang mencakup Data, Informasi, Perangkat Lunak, Infrastruktur, Perangkat Keras & SDM dengan penuh tanggung jawab.
3. Melakukan identifikasi, penilaian, pengendalian, dan pemantauan risiko Teknologi Informasi sesuai kerangka kerja manajemen risiko Perseroan.
4. Mengelola kepatuhan (compliance) Teknologi Informasi terhadap standar dan regulasi yang berlaku, termasuk kebijakan Teknologi Informasi yang dibuat oleh PT Pupuk Indonesia (Persero), dan produk-produk hukum lainnya, seperti hukum dan undang-undang yang mengatur Hak Atas Kekayaan Intelektual (HAKI).

Selain mengacu pada beberapa prinsip tersebut, penerapan TI Petrokimia Gresik mengambil acuan dasar pada tahapan pengembangan TI (IT Roadmap). IT Roadmap, sebagai penjabaran dari IT Master Plan, saat ini sedang disusun secara terpusat oleh TI di PT Pupuk Indonesia (Persero). Tujuan penyusunan terpusat antara lain:

1. Menghindari redundansi yang tidak diperlukan untuk inisiatif TI yang dibutuhkan bersama.
2. Melakukan efisiensi sumber daya TI untuk mencapai kebutuhan bisnis korporasi.

Petrokimia Gresik continues to strive to maximize the use of Information Technology in its business innovations and generate new business ideas so as to achieve the goals and objectives that have been set.

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 of PT Petrokimia Gresik in maintaining and improving 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 Information Technology as a business-enabler that is in line with the business needs of PT Petrokimia Gresik and is able to provide optimal benefits.
2. Using Information Technology resources which include Data, Information, Software, Infrastructure, Hardware & HR with full responsibility.
3. Identify, assess, control, and monitor Information Technology risks in accordance with the Company's risk management framework.
4. Manage Information Technology compliance with applicable standards and regulations, including Information Technology policies made by PT Pupuk Indonesia (Persero), and other legal products, such as laws and regulations governing Intellectual Property Rights (IPR).

In addition to referring to these principles, the application of IT Petrokimia Gresik takes a basic reference at the IT development stage (IT Roadmap). The IT Roadmap, as an elaboration of the IT Master Plan, is currently being compiled centrally by IT at PT Pupuk Indonesia (Persero). The objectives of the centralized arrangement include:

1. Avoid unnecessary redundancy for shared IT initiatives.
2. Efficiency of IT resources to achieve corporate business needs.

PENDUKUNG PERUSAHAAN
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INFORMATION TECHNOLOGY ROADMAP

Keterangan Description	2020	2021	2022	2023	2024	
Business Application	Digital Network Distribution					
	Distribution Planning & Control System	Distribution Resource Planning	Port Management System	Product Tracking		
	Supply Chain Optimization	Prince Prediction	Manajemen Piutang			
	Supplychain Control Tower		Salesman App			
	Manufacturing Network Footprint		Commercial Marketing			
			Performance Management			
	Standard Costing		Subsidiary Portofolio & Performance Monitoring			
		Customer Relationship Management	Digitalisasi Trading Operation			
	Technology & Infrast	Digital Fertilizer	Retail Management System (RMS)			
			Agrosolusi			
		i-Farms	Precision Farming			
		Procurement Excellence				
Information Technology Operating Model & Governance	E-Proc Sentralisasi Pengadaan	E-Proc Tender Bersama	E-HPS & Cost Estimator	E-Catalog & E-Purchasing	Foward looking	
					Robotic Process Automatio	
	Infrastruktur Data Science	Data Science, Usecase Pemasaran Distribusi, Pengadaan & Produksi		Pemanfaatan Machine Learning	Drone Technology	
		Learning Development Management System			Artificial Intelligence	
		Talent Management System			Augmented Reality	
	Knowledge Management System	Cloud for Business Application & Capacity Upgrade		IT Security Improvement		
		Sistem Manajemen Riset Terintegrasi (SMART)		ISO 27001 Readiness	ISO 27001 Certification	
		IT Service Management Optimization				
		Salesman App	Salesman App			





PENDUKUNG PERUSAHAAN SUPPORTING CORPORATE

Sejalan dengan proses bisnis Perusahaan, TI juga berada dalam fase transisi peranan dari Business Support menjadi Business Enabler. Transisi ini ditunjukkan dengan penggunaan solusi-solusi Sistem Informasi untuk mendukung kegiatan bisnis Perusahaan sebagai berikut:

1. PetroXfert

PetroXfert adalah aplikasi pertanian yang dirancang oleh PT Petrokimia Gresik untuk lebih mengenalkan produk-produk dan ilmu tentang pertanian kepada seluruh masyarakat dan karyawan Perseroan itu sendiri. Kehadiran aplikasi ini memberikan akses bagi masyarakat untuk memperoleh informasi terkait pertanian dan produk-produk Perseroan. Aplikasi ini juga mampu menekan biaya pembuatan dan percetakan brosur sebagai media promosi.

2. NISA

Aplikasi NISA adalah aplikasi yang digunakan untuk monitoring pasar dalam penjualan produk Perseroan di seluruh Indonesia. Aplikasi ini memuat beberapa fitur, diantaranya fitur Keadaan Cuaca, Market Intelligence, Keluhan Pelanggan, Monitoring Kios, Monitoring Distributor, dan Report. Kehadiran aplikasi ini memungkinkan Perseroan untuk menyusun strategi penjualan yang tepat dan sesuai kondisi pasar sehingga target penjualan produk non-subsidi dapat tercapai sesuai target RKAP. Selain itu, ketertiban administrasi dala penyaluran pupuk bersubsidi di tingkat distributor dan kios dapat ditingkatkan.

3. Digital Office (DOF)

Aplikasi Digital Office adalah aplikasi yang digunakan untuk penciptaan, pendistribusian, dan pemberkasan surat secara online di lingkungan Perseroan. Kelebihan aplikasi Digital Office ini yaitu mampu meminimalisir penggunaan kertas (paperless), penomoran surat secara online, pengarsipan secara online, dapat digunakan dimana saja dan kapan saja, serta user-friendly. Dengan demikian, proses pembuatan naskah dinas mulai dari draft hingga legalisasi menjadi lebih cepat dan efisien.

4. Digital Fertilizer

Aplikasi Digital Fertilizer adalah aplikasi web dan mobile yang digunakan untuk menampilkan dashboard Produksi Pabrik 1A & 1B dan target KPI.

In line with the Company's business processes, IT is also in the transition phase of its role from Business Support to Business Enabler. This transition is demonstrated by the use of Information System solutions to support the Company's business activities as follows:

1. PetroXfert

PetroXfert is an agricultural application designed by PT Petrokimia Gresik to better introduce agricultural products and knowledge to the entire community and the Company's employees. The presence of this application provides access for the public to obtain information related to agriculture and the Company's products. This application is also able to reduce the cost of making and printing brochures as a promotional medium.

2. NISA

The NISA application is an application used for market monitoring in the sale of the Company's products throughout Indonesia. This application contains several features, including Weather Conditions, Market Intelligence, Customer Complaints, Kiosk Monitoring, Distributor Monitoring, and Reports. The presence of this application allows the Company to develop an appropriate sales strategy and according to market conditions so that the sales target of non-subsidized products can be achieved according to the RKAP target. In addition, administrative order in the distribution of subsidized fertilizer at the distributor and kiosk level can be improved.

3. Digital Office (DOF)

The Digital Office application is an application used for the creation, distribution, and online filing of letters within the Company. The advantages of this Digital Office application are that it is able to minimize paper usage (paperless), online letter numbering, online filing, can be used anywhere and anytime, and is user-friendly. Thus, the process of making official documents from drafts to legalization becomes faster and more efficient.

4. Digital Fertilizer

The Digital Fertilizer application is a web and mobile application used to display the 1A & 1B Factory Production dashboard and KPI targets.

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5. SISTRO

SISTRO (Sistem Scheduling Truck Online) merupakan aplikasi berbasis web untuk mengoptimalkan dan mengatur jadwal muat truk sehingga memperlancar aliran barang masuk-keluar di Gudang Gresik. SISTRO mulai berjalan pada akhir 2017. Jumlah total transportir/partner yang terdaftar adalah 89 dengan truk yang terdaftar sebanyak 13.707 truk. Aplikasi ini digunakan untuk mengatur ticketing pengambilan barang di 7 (tujuh) gudang lini pemasaran Perseroan dengan 3 (tiga) security check point. Hingga akhir Desember 2021, lebih kurang terdapat 90.196 transaksi dan tiket yang tercetak untuk proses pengambilan barang dan distribusi produk Perseroan.

6. PetroAgenda

Aplikasi ini digunakan untuk manajemen agenda yang akan digunakan oleh karyawan di lingkungan Perseroan.

7. Petrostar

Aplikasi kepegawaian dengan beberapa fungsi utama yaitu pengajuan surat keterangan kepersonaliaan, data kepegawaian dan pencetakan voucher tunjangan beras karyawan. Dalam perkembangannya karena pandemi COVID-19, aplikasi ini dilengkapi dengan fitur presensi online berbasis lokasi untuk menggantikan absensi fingerprint. Selain itu, untuk meningkatkan kewaspadaan karyawan, aplikasi ini dilengkapi dengan fitur RADAR COVID untuk menampilkan peta persebaran COVID19

Dalam penerapan solusi sistem informasi, beberapa pengembangan TI bertujuan untuk mendukung aplikasi core yaitu SAP dan mendukung operasional pekerjaan unit kerja sesuai proses bisnis.

5. SISTRO

SISTRO (Scheduling Truck Online System) is a web-based application to optimize and manage truck loading schedules so as to facilitate the flow of goods in and out of the Gresik Warehouse. SISTRO started running at the end of 2017. The total number of registered transporters/partners is 89 with 13,707 trucks registered. This application is used to arrange ticketing for picking up goods at 7 (seven) warehouses of the Company's marketing lines with 3 (three) security check points. Until the end of December 2021, there were approximately 90,196 transactions and tickets printed for the process of picking up goods and distributing the Company's products.

6. PetroAgenda

This application is used for agenda management that will be used by employees within the Company.

7. Petrostar

Staffing application with several main functions, namely submission of personnel certificates, employment data and printing of employee rice allowance vouchers. In its development due to the COVID-19 pandemic, this application is equipped with a location-based online presence feature to replace fingerprint attendance. In addition, to increase employee awareness, this application is equipped with a COVID RADAR feature to display a map of the spread of COVID19

In the application of information system solutions, several IT developments aim to support core applications, namely SAP and support work unit operations according to business processes.

PENGEMBANGAN TEKNOLOGI INFORMASI

INFORMATION TECHNOLOGY DEVELOPMENT

TI Petrokimia Gresik menjalankan fungsi organisasi TI Sesuai yang ditetapkan TI PT Pupuk Indonesia (Persero) sebagai Induk Perusahaan dengan mempertimbangkan kerangka kerja proses TI dan kaidah pemisahan tugas sesuai dengan fungsi (segregation of duty). Organisasi TI terdiri dari 4 (empat) fungsi utama, yaitu:

a) Fungsi IT Business Partner

Bertanggung jawab mengembangkan solusi teknologi informasi sesuai dengan kebutuhan bisnis perusahaan.

IT Petrokimia Gresik carries out IT organizational functions in accordance with the TI PT Pupuk Indonesia (Persero) as the Parent Company by considering the IT process framework and segregation of duty rules. The IT organization consists of 4 (four) main functions, namely:

a) IT Business Partner function

Responsible for developing information technology solutions according to the company's business needs.



PENDUKUNG PERUSAHAAN SUPPORTING CORPORATE

Memastikan agar proses perencanaan, akuisisi, pengembangan dan pemeliharaan solusi TI Perseroan sesuai dengan kebutuhan bisnis perusahaan dan persyaratan Tata Kelola TI, dalam rangka mencapai sasaran, tujuan bisnis PT Pupuk Indonesia (Persero) dan Perseroan serta anggota holding untuk jangka pendek maupun jangka panjang.

b) IT Infrastructure

Bertanggung jawab menyediakan media/sarana komputasi untuk operasional solusi sistem informasi Perseroan. Koordinasi pemeliharaan fasilitas dan infrastruktur TI di PT Petrokimia Gresik seperti *Data Center*, DRC, *server*, *storage*, jaringan untuk mendukung kelancaran sistem informasi perusahaan dalam rangka pencapaian strategi bisnis perusahaan jangka pendek dan jangka panjang.

c) IT Services

Bertanggung jawab dalam pemeliharaan fasilitas *end user computing* di PT Petrokimia Gresik seperti PC, laptop, *printer*, *scanner*, peralatan *video conference*; dan penyelesaian keluhan pengguna sistem informasi perusahaan untuk mendukung kelancaran sistem informasi perusahaan dalam rangka pencapaian strategi bisnis perusahaan jangka pendek dan jangka panjang.

d) IT Planning & Control

Bertanggung jawab dalam supervisi atas kegiatan perencanaan dan pengendalian *master plan*, *arsitektur*, *tata kelola*, *manajemen risiko*, *IT Compliance*, *administrasi*, program kerja dan portofolio TI yang sesuai dengan target, strategi dan kebutuhan bisnis, dalam rangka mendukung pencapaian strategi bisnis jangka pendek dan jangka panjang.

Dalam mengembangkan solusi TI, Perseroan menerapkan ketentuan sebagai berikut.

1. Identifikasi dan Pemilihan Solusi TI

- Solusi TI mencakup sistem aplikasi (*software*) dan infrastruktur (*hardware*)
- Dalam proses identifikasi alternatif solusi dan pemilihan solusi TI, unit TI harus melibatkan unit bisnis terkait.
- 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*.

Ensure that the planning, acquisition, development and maintenance of the Company's IT solutions are in accordance with the company's business needs and IT Governance requirements, in order to achieve the targets, business objectives of PT Pupuk Indonesia (Persero) and the Company and its holding members for the short and long term.

b) IT Infrastructure

Responsible for providing media/computing facilities for the operation of the Company's information system solutions. Coordination of maintenance of IT facilities and infrastructure at PT Petrokimia Gresik such as Data Center, DRC, servers, storage, networks to support the smooth running of the company's information system in order to achieve the company's short-term and long-term business strategies.

c) IT Services

Responsible for maintaining end user computing facilities at PT Petrokimia Gresik such as PCs, laptops, printers, scanners, video conferencing equipment; and resolution of complaints from users of the company's information system to support the smooth running of the company's information system in order to achieve the company's short-term and long-term business strategies.

d) IT Planning & Control

Responsible for supervising the planning and control activities of master plan, architecture, governance, risk management, IT Compliance, administration, work programs and IT portfolio in accordance with targets, strategies and business needs, in order to support the achievement of short-term and long-term business strategies long.

In developing IT solutions, the Company applies the following provisions.

1. Identification and Selection of IT Solutions

- IT solutions include application systems (*software*) and infrastructure (*hardware*)
- In the process of identifying alternative solutions and selecting IT solutions, the IT unit must involve the relevant business units.
- The IT unit is responsible for analyzing alternative solutions before selecting and determining solutions. This process includes technological and economic feasibility evaluation, risk analysis, and *cost-benefit* analysis.

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- d) Dalam proses pemilihan solusi TI, evaluasi kelayakan serta analisis *cost-benefit* solusi TI harus mengacu pada Pedoman Pengelolaan Investasi TI.
- e) Pemilihan solusi TI harus mempertimbangkan rencana arsitektur informasi, aplikasi, infrastruktur di dalam *Master Plan* TI, dan *Standard Operating Environment* (SOE).
- f) Penentuan strategi sourcing pada proses pemilihan solusi TI harus mempertimbangkan kemampuan Sumber Daya Manusia (SDM) yang ada di Unit TI Perseroan.

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:
 - (1) Tahap analisis kebutuhan bisnis dan kebutuhan sistem bertujuan untuk mendefinisikan dan melakukan analisis terhadap kebutuhan bisnis dan menerjemahkannya ke dalam kebutuhan sistem.
 - (2) Tahap perancangan sistem bertujuan untuk membuat rancangan secara mendetail atas sistem yang akan dikembangkan berdasarkan analisis kebutuhan sistem.
 - (3) Tahap pengembangan sistem bertujuan untuk mengembangkan dan menerjemahkan kebutuhan sistem menjadi sistem aplikasi (*software*) yang sesuai dengan kebutuhan bisnis yang telah disepakati.
 - (4) Tahap pengujian sistem bertujuan untuk sistem dan kesesuaiannya dengan kebutuhan yang telah didefinisikan sebelum dijalankan pada area operasional/produksi.
 - (5) 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 outsource.
- c) Pengelolaan proyek pengembangan solusi TI mengacu pada Pedoman Pengelolaan Proyek TI.

- d) In the IT solution selection process, the feasibility evaluation and cost-benefit analysis of IT solutions must refer to the IT Investment Management Guidelines.
- e) Selection of IT solutions must consider information architecture plans, applications, infrastructure in the IT Master Plan, and Standard Operating Environment (SOE).
- 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. 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, operation, and system maintenance:
 - (1) The business requirements and system requirements analysis phase aims to define and analyze business requirements and translate them into system requirements.
 - (2) The system design stage aims to make a detailed design of the system to be developed based on system requirements analysis.
 - (3) The system development stage aims to develop and translate system requirements into application systems (*software*) that are in accordance with agreed business requirements.
 - (4) The system testing stage is aimed at the system and its conformity with the needs that have been defined before being carried out in the operational/production area.
 - (5) The operational and system maintenance phase aims to carry out business operations on the system and perform system maintenance for a specified period of time, before the system is officially handed over to the IT operations department.
- b) The application system development framework consists of a series of activities and documentation that must be adhered to and fulfilled by system developers, either independently or outsourced.
- c) IT solution development project management refers to the IT Project Management Guidelines.



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- 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 Pengelolaan Keamanan TI dan merupakan tanggung jawab Unit TI Perseroan.

Sebagai pengarah inisiatif-inisiatif pengembangan TI, *IT Steering Committee* (ITSC) dibentuk sebagai organisasi fungsional yang anggotanya terdiri dari manajemen TI dan perwakilan dari manajemen unit bisnis. Tugas dan tanggung jawab *IT Steering Committee* (ITSC) secara umum antara lain sebagai berikut.

1. Menetapkan kebijakan dan skala prioritas pengembangan strategis teknologi informasi (TI) untuk memastikan keselarasan dengan RJPP dan strategi bisnis Perusahaan.
2. Menyetujui rancangan dan perubahan *IT Master Plan* (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 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.

- 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) The implementation of control and security in the implementation of the solution must comply with the IT Security Management Guidelines and is the responsibility of the Company's IT Unit.

As a guide for IT development initiatives, the IT Steering Committee (ITSC) was formed as a functional organization whose members consist of IT management and representatives from business unit management. The general duties and responsibilities of the IT Steering Committee (ITSC) are as follows.

1. Establish policies and priorities for strategic information technology (IT) development to ensure alignment with the RJPP and the Company's business strategy.
2. Approve the design and amendment of the IT Master Plan (ITMP) and propose it to be determined 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 needed.
4. Evaluate and decide on the sustainability of IT system services that are Strategic.
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 PI Group.
6. Evaluate and approve proposed changes in IT strategic development in the current year including changes in priorities 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 in the scope of PT Petrokimia Gresik.

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**TATA KELOLA TEKNOLOGI
INFORMASI PETROKIMIA GRESIK**
INFORMATION TECHNOLOGY 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:

- 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.
- Membangun pemahaman Pengelola Perseroan Perusahaan agar memahami pentingnya masalah-masalah strategis TI. Hal ini dilakukan dengan memperkenalkan potensi-potensi yang dimiliki TI untuk berkontribusi bagi kemajuan Perseroan.
- 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.
- 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 berbasis *framework* COBIT dengan TI PI Group. Pada Tahun 2021 TI Perseroan telah melakukan pengukuran tingkat kematangan TI (*IT Maturity Assessment*) di beberapa proses sesuai *framework* COBIT 4.1 dan COBIT 2019 dengan skor sebagai berikut:

To realize good IT governance, the Company implements IT governance by focusing on efforts to achieve several goals, with details of these objectives including:

- 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.
- Building the understanding of the Company's Managers in order to understand the importance of IT strategic issues. This is done by introducing the potentials of IT to contribute to the progress of the Company.
- 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.
- Make resource management and risk management good. IT managers are required to be able to perform good 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.

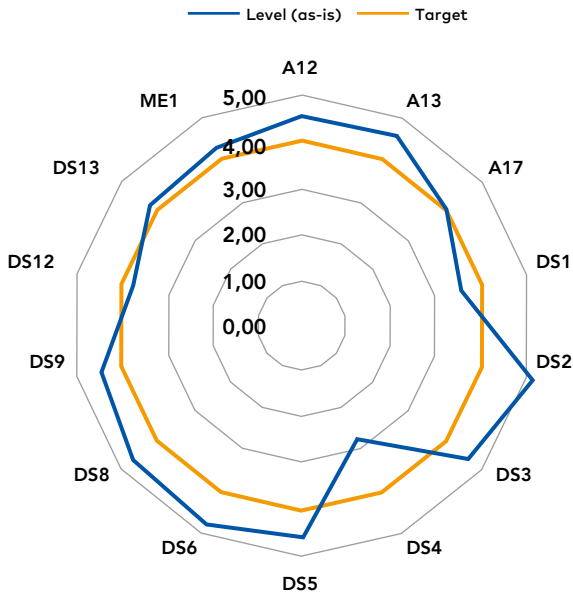
Good IT governance can also be identified through measuring the level of IT maturity based on the COBIT framework with the IT PI Group. In 2021, the Company's IT has measured the level of IT maturity (*IT Maturity Assessment*) in several processes according to the COBIT 4.1 and COBIT 2019 frameworks with the following scores:



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KEMATANGAN TEKNOLOGI INFORMASI PETROKIMIA GRESIK
Information Technology Maturity of Petrokimia Gresik

COBIT 4.1



Target	4.00
Skor	4.26
Gap	+0.26

Tingkat Kematangan TI Petrokimia Gresik
IT Maturity Level Petrokimia Gresik

4.26

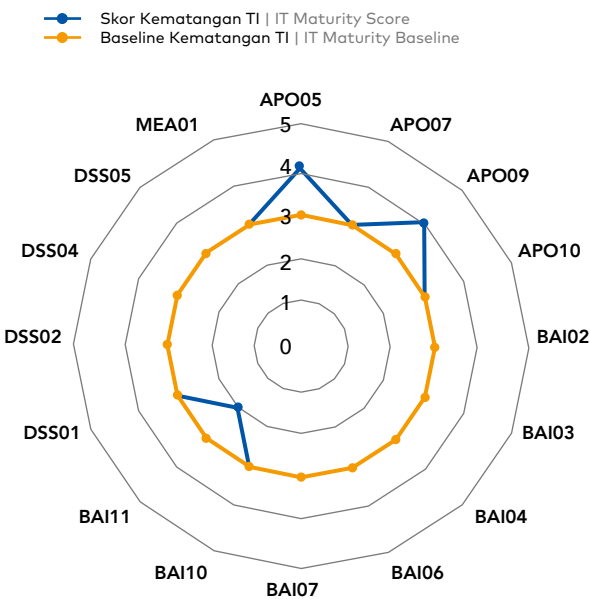
Managed & Measurable

0 - 0,49 Non - Existent	0,50 - 1,49 Initial/ Ad-Hoc	1,50 - 2,49 Repeatable but Intuitive	2,50 - 3,49 Defined Process	3,50 - 4,49 Managed & Measurable	4,50 - 5,00 Optimized
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COBIT 2019

PERSEBARAN SKOR KEMATANGAN TEKNOLOGI INFORMASI PETROKIMIA GRESIK
Distribution of Information Technology Maturity Score Petrokimia Gresik



Target	3.00
Skor	3.06
Gap	+0.06

Skor Kematangan Teknologi Informasi Petrokimia Gresik
Information Technology Maturity Score of Petrokimia Gresik

3.06

(Defined)

The process achieves its purpose in a much more organized way using organizational assets. Processes typically are well defined



PENDUKUNG PERUSAHAAN SUPPORTING CORPORATE

RENCANA PENGEMBANGAN TEKNOLOGI INFORMASI TAHUN 2022

DEVELOPMENT PLAN INFORMATION TECHNOLOGY IN 2022

Perseroan telah merencanakan program- program pengembangan TI yang akan dilaksanakan pada tahun 2022. Program-program tersebut adalah:

1. Program *enhancement* yang merupakan pengembangan sistem informasi yang telah ada untuk meningkatkan fungsi aplikasi melalui penambahan fitur. Program pengembangan sistem/aplikasi bersifat *enhancement* sebagai berikut:
 - a. *Warehouse Management System (WMS)*
 - b. *Smart Intelligence Procurement System (SIPS)*
 - c. Sistem Manajemen Risiko (SIMAR)
 - d. *Go Crane*
 - e. *Digital Transport Management System (DTMS)*
 - f. *Digital Laboratory System (DIGILABS)*
 - g. Inspeksi Teknik (SYSPEK)
 - h. Jaringan Dokumentasi & Informasi Hukum (JDIH)
 - i. *Digital Engineering Construction (DEC)*
2. Program pengembangan sistem/aplikasi baru juga dilakukan untuk mendukung operasional proses bisnis unit kerja meliputi:
 - a. Implementasi *Strategic Dashboard Management*
 - b. Digitalisasi Kartu Standarisasi Material (KSM)
 - c. Implementasi *Maintenance Sistem Pelayanan Kendaraan*
3. Pengembangan Infrastruktur TI
 - a. Pembelian Aplikasi *Backup*
 - b. *Expand Capacity Server*
 - c. Implementasi Perangkat WAF
 - d. *Redundancy Link Fiber Optic*
 - e. Pembelian dan Implementasi *File Server System*
 - f. Pembelian *Supervisor Engine Core Switch Nexus*
 - g. *Upgrade & migrasi server Zimbra*
 - h. Pembelian Perangkat *BYOD Management*

The Company has planned IT development programs to be implemented in 2022. These programs are:

1. Enhancement program, which is the development of an existing information system to improve application functions by adding features. The system/application development program is *enhancement* as follows:
 - a. *Warehouse Management System (WMS)*
 - b. *Smart Intelligence Procurement System (SIPS)*
 - c. *Risk Management System (SIMAR)*
 - d. *Go Crane*
 - e. *Digital Transport Management System (DTMS)*
 - f. *Digital Laboratory System (DIGILABS)*
 - g. *Technical Inspection (SYSPEK)*
 - h. *Legal Documentation & Information Network (JDIH)*
 - i. *Digital Engineering Construction (DEC)*
2. New system/application development programs are also carried out to support the operation of the work unit's business processes, including:
 - a. *Implementation of Strategic Dashboard Management*
 - b. *Material Standardization Card Digitization (KSM)*
 - c. *Implementation of Vehicle Service System Maintenance*
3. IT Infrastructure Development
 - a. *Purchase App Backup*
 - b. *Expand Server Capacity*
 - c. *WAF Device Implementation*
 - d. *Fiber Optic Link Redundancy*
 - e. *Purchasing and Implementing File Server System*
 - f. *Purchase Supervisor Engine Core Switch Nexus*
 - g. *Zimbra server upgrade & migration*
 - h. *BYOD Management Device Purchase*

SINERGI DAN HARMONISASI TEKNOLOGI INFORMASI PUPUK INDONESIA GROUP

SYNERGY AND HARMONIZATION OF INFORMATION TECHNOLOGY PUPUK INDONESIA GROUP

TI PG juga mendukung implementasi program kerja bersama dalam bidang Teknologi Informasi yang ada di TI PI Group sebagai perwujudan komitmen Perusahaan dalam sentralisasi fungsi TI. Terdapat beberapa program kerja

IT PG also supports the implementation of joint work programs in the field of Information Technology in the IT PI Group as a manifestation of the Company's commitment to centralizing IT functions. There are several work programs



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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 benchmark dengan Anper PT Pupuk Indonesia (Persero) bertujuan untuk persiapan pengimplementasian aplikasi.

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 aplikasi SISTRO perlu untuk diimplementasikan di Anak Perusahaan PI Group yang lain. Penggunaan aplikasi SISTRO dianggap cukup efektif dalam membantu aktifitas penyaluran produk pupuk bersubsidi.

3. **Retail Management System (RMS)**

PT Pupuk Indonesia sedang melakukan implementasi aplikasi *digital* yang digunakan oleh distributor dan kios pupuk untuk memproses penjualan pupuk retail, komersil, maupun pupuk PSO. Tujuan implementasi aplikasi ini untuk meningkatkan hubungan Perusahaan dengan kios sehingga dapat meningkatkan transaksi penjualan pupuk retail non-PSO. PT Petrokimia Gresik ikut andil dalam implementasi RMS.

or joint applications developed by PT Pupuk Indonesia (Persero) whose implementation involves the IT Work Unit in Subsidiaries.

1. **Digital Office of 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 shrinkage in accordance with archival rules. Benchmarks have been carried out with Anper PT Pupuk Indonesia (Persero) in order to prepare for the implementation of the application.

2. **Online Truck Scheduling System (SISTRO)**

PT Pupuk Indonesia (Persero) also implements SISTRO adopting from PT Petrokimia Gresik by looking at the benefits and advantages of the application, so the SISTRO application needs to be implemented in other PI Group Subsidiaries. The use of the SISTRO application is considered quite effective in assisting the distribution of subsidized fertilizer products.

3. **Retail Management System (RMS)**

PT Pupuk Indonesia is implementing a digital application that is used by fertilizer distributors and kiosks to process retail, commercial, and PSO fertilizer sales. The purpose of implementing this application is to improve the Company's relationship with kiosks so as to increase non-PSO retail fertilizer sales transactions. PT Petrokimia Gresik took part in the implementation of the RMS.

STRATEGI SISTEM INFORMASI

INFORMATION SYSTEM STRATEGY

PG adalah Anak Perusahaan dari Badan Usaha Milik Negara (BUMN) PT Pupuk Indonesia (Persero) yang merupakan satu-satunya produsen pupuk terlengkap dan terbesar di Indonesia. Perseroan berlokasi di wilayah sangat strategis di Gresik, Jawa Timur dengan bidang usaha menghasilkan produk pupuk yang berkualitas. Produk utama yang dihasilkan mencakup Pupuk Urea, Pupuk ZA, Pupuk SP-36, dan Pupuk NPK/Phonska. Selain pupuk, Perseroan memproduksi berbagai produk samping, yaitu Amoniak, Asam Sulfat, Asam Fosfat, Cement Retarder, dan AlF₃. Perseroan memiliki tugas dan kewajiban utama sebagai produsen yang memenuhi kebutuhan pupuk urea di wilayah Jawa Timur dan memenuhi kebutuhan pupuk ZA, SP-36, dan NPK/Phonska untuk seluruh wilayah Indonesia.

PG is a Subsidiary of the State-Owned Enterprise (BUMN) PT Pupuk Indonesia (Persero) which is the only complete and largest fertilizer producer in Indonesia. The Company is located in a very strategic area in Gresik, East Java with the business sector of producing quality fertilizer products. The main products produced include Urea Fertilizer, ZA Fertilizer, SP-36 Fertilizer, and NPK/Phonska Fertilizer. In addition to fertilizers, the Company produces various by-products, namely Ammonia, Sulfuric Acid, Phosphoric Acid, Cement Retarder, and AlF₃. The Company has main duties and obligations as a producer that meets the needs of urea fertilizer in the East Java region and fulfills the needs of ZA, SP-36, and NPK/Phonska fertilizers for all parts of Indonesia.

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Sejalan dengan adanya peningkatan dalam persaingan di skala global, Perseroan membuat perencanaan strategis dalam bidang sistem informasi. Hal ini dilakukan sebagai upaya menjamin keberlangsungan proses bisnis Perseroan dan meningkatkan daya saing di tengah arus globalisasi. Dengan strategi sistem informasi yang tepat, Perseroan dapat mempertahankan perolehan laba serta meningkatkan jumlah laba agar Perseroan dapat terus berkembang di masa depan.

In line with the increase in competition on a global scale, the Company makes strategic plans in the field of information systems. This is done as an effort to ensure the continuity of the Company's business processes and increase competitiveness in the midst of globalization. With the right information system strategy, the Company can maintain profit and increase the amount of profit so that the Company can continue to grow in the future.

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:

IT Human Resources (HR) has an important role in the implementation of IT business activities in the Company, so good management is needed in order to contribute optimally. Various aspects are summarized in this management, namely personnel recruitment, competency management, task and role definition, personnel training management, dependence on key individuals, personnel checking, performance evaluation, and transfer and termination management. Details regarding these aspects are as follows:

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.

1. Personnel Recruitment

Personnel recruitment has the aim of obtaining HR with the competencies required by IT Managers. In recruiting personnel, IT Manager refers to several guidelines, namely:

- IT Manager determines the map of HR needs based on the definition of roles in the organizational structure and projections of future responsibility holders.
- IT Manager determines the competencies that must be met by new personnel for certain positions.
- Recruitment of IT personnel is adjusted to the basic competencies that have been determined by the Company.
- HR needs are evaluated regularly by IT Manager to prevent vacancies from occurring.

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:

2. Competency Management

Competency management has the aim of ensuring that the competencies of the holders of responsibility for the IT Manager have been met. In managing competence, IT Manager refers to several guidelines, namely:



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- 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 personeln yang sesuai untuk mendukung proses bisnis TI. Dalam mendefinisikan tugas dan peran, Pengelola TI mengacu pada beberapa pedoman, yaitu:

- Pengelola TI menentukan domain-domain TI secara umum, seperti pengembangan perangkat lunak, perangkat keras, dan jaringan.
- Personeln pemegang tugas ditetapkan sesuai dengan kompetensinya oleh Pengelola TI.
- Pengelola TI menentukan rancangan pendelegasian tugas dan pertanggungjawaban dari pelaksanaan tugas sesuai peran personeln.

4. Pengelolaan Pelatihan Personeln

Pengelolaan pelatihan personeln memiliki tujuan untuk menentukan pelatihan yang sesuai sebagai upaya mendukung kompetensi personeln serta mengatur pelaksanaan pelatihan tersebut. Dalam mengelola pelatihan personeln, 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 Perusahaan.
- Pengelola TI menyimpan sejarah pelatihan yang pernah dilakukan oleh personeln.
- Dalam merumuskan perencanaan serta menyelenggarakan latihan, Pengelola TI berkoordinasi dengan Pengelola Pelatihan Perusahaan.

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

- IT managers determine the competencies required for each role in the organizational structure.
- The process of fulfilling the competence of its personnel is periodically evaluated by the IT Manager.
- The steps needed 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 Tasks and Roles

Defining tasks and roles has the aim of ensuring a smooth process of delegating tasks to appropriate personnel to support IT business processes. In defining tasks and roles, IT Manager refers to several guidelines, namely:

- IT managers define general IT domains, such as software development, hardware and networking.
- Personnel in charge of duties are determined according to their competence by the IT Manager.
- The IT manager determines the design of the delegation of tasks and responsibilities from the implementation of tasks according to the role of personnel.

4. Personnel Training Management

The management of personnel training has the aim of determining appropriate training as an effort to support personnel competence and regulate the implementation of the training. In managing personnel training, IT Manager refers to several guidelines, namely:

- IT manager determines the budget for training needs in accordance with the needs analysis.
- Appointment of appropriate trainer by IT Manager for further recommendation to Company Training Manager.
- IT manager keeps a history of training that has been done 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 dependence on key individuals has the aim of minimizing the time and cost risk of the problem solving process related to the products produced or the knowledge possessed by these key individuals. In managing dependence on key

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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.

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.

individuals, IT Manager refers to several guidelines, namely:

- Key individuals share knowledge through the creation of recorded records of knowledge related to the resulting product or through direct sharing of knowledge with other personnel as backup staff.
- IT manager saves the source code of the generated application.

6. Personnel Check

Personnel checks have the aim of ensuring that personnel have compliance with the code of ethics for the confidentiality of information and data systems according to their position. In carrying out this check, the IT Manager refers to the guidelines that state that the history of information leakage by personnel must be kept by the IT Manager.

7. Performance Evaluation

Performance Evaluation aims to calculate the value that personnel provide to IT business processes and the Company in general. In evaluating personnel performance, IT Manager refers to several guidelines, namely:

- IT Manager sets Key Performance Indicators (KPI) for each job description.
- Performance evaluation is held regularly.
- IT Manager determines the next steps to be taken by referring to the results of the performance evaluation.

8. Change Management and Job Termination

Management of change and termination of work has the aim of ensuring the continuity of work processes and internal security when changes and termination of personnel occur. In managing job changes and termination, IT Manager refers to several guidelines, namely:

- IT manager makes a design schedule of work and personnel involved, while taking into account the projections of termination of these personnel in the future.
- IT manager establishes security regulation steps in an effort to ensure that data and systems that are in the process of being worked on remain safe when there is termination of the personnel involved.



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Agar TI dapat dikelola seiring dengan bisnis proses Perseroan dan permasalahan yang muncul di aspek TI dapat ditangani dengan baik oleh PG, 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:

- Mematuhi ketentuan perundang-undangan tentang Hak Atas Kekayaan Intelektual (HAKI) seperti pembelian aset *personal computer* harus dilengkapi dengan *software* pendukung yang berlisensi.
- 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.
- Pengelolaan dan pengaturan infrastruktur TI Perseroan digunakan sebagai upaya mendukung jalannya aplikasi Perseroan.
- Hak akses atas aplikasi diberikan kepada personel atas dasar kewenangan yang ditentukan dengan mengacu pada tugas pokok dan fungsi jabatan personel tersebut.
- Pengelola TI mengikuti berbagai pelatihan berdasarkan tugas pokok dan fungsi jabatan guna peningkatan kompetensi TI di Perseroan.

INVESTASI TEKNOLOGI INFORMASI INVESTMENT IN INFORMATION TECHNOLOGY

Dalam mengelola investasi TI, peran Pengelola TI sangat penting agar proses dapat berjalan dengan baik. Dalam pelaksanaannya, investasi TI mendapat dana dari Pengelola Anggaran Perusahaan 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 RBB (*Risk Based Budgeting*) sebagai pedoman, analisis biaya dan manfaat dilakukan dengan pengelolaan biaya dan manfaat yang baik. Dalam mengelola biaya investasi, pengelola TI membandingkan antara biaya dengan *budget* yang dimiliki oleh Perseroan dan semua perencanaan biaya serta realisasinya wajib mendapatkan pengawasan dan dilaporkan. Jika dalam prosesnya terdapat

So 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 PG, the Manager establishes an Information Technology Policy. This policy was made to prevent various factors that could disrupt the continuity of the Company's business operations. The principles contained in the policy are:

- Comply with the statutory provisions regarding Intellectual Property Rights (IPR) such as purchasing personal computer assets that must be equipped with licensed supporting software.
- All data originating from the Company and used and managed by the Company is the property of the Company. Therefore, every employee is prohibited from using such data for personal interests and gains.
- Management and regulation of the Company's IT infrastructure is used as an effort to support the Company's applications.
- The right of access to the application is given to personnel on the basis of the authority determined by referring to the main duties and functions of the position of the personnel.
- IT managers participate in various trainings based on the main duties and functions of the position in order to increase IT competence in the Company.

In managing IT investment, the role of IT Manager is very important so that the process can run well. In its implementation, 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 carried out according to priorities according to business activities. To determine the priorities that will be used in IT investments, a cost and benefit analysis is needed (*Cost and Benefit Analysis*) which aims to ensure that the investments made are truly in accordance with business needs.

By using RBB (*Risk Based Budgeting*) as a guideline, cost and benefit analysis is carried out with good cost and benefit management. In managing investment costs, IT managers compare costs with the budget owned by the Company and all cost planning and realization must be monitored and reported. If there is an error in the process, the IT manager must update the investment program data so that it remains in accordance with the previously

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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.

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 konsultan agar dapat memperoleh informasi yang mendalam dan menyeluruh, sehingga permasalahan dapat teratasi dengan lebih baik. Konsultan yang dimiliki Pengelola TI yaitu:

- PT Telekomunikasi Indonesia dengan koordinasi oleh PT Pupuk Indonesia (Persero).
- Abyor International dengan koordinasi oleh PT Pupuk Indonesia (Persero).
- PT Altha Consulting dengan koordinasi oleh PT Pupuk Indonesia (Persero).

LAYANAN TEKNOLOGI INFORMASI

INFORMATION TECHNOLOGY SERVICES

Sebagai penyampaian *user* untuk memudahkan dalam mendapatkan layanan yang diperlukan. Layanan yang disediakan mencakup:

- Layanan *Help Desk*
- Layanan Komunikasi
 - Layanan *Email*
 - 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 Pelatihan Teknologi Informasi

budgeted IT cost planning. Such as 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, proper review can be given regarding the priority level decisions of an investment project.

In the process of implementing functions and responsibilities, the IT Manager 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 consultants in order to obtain in-depth and comprehensive information, so that problems can be resolved better. The consultants owned by the IT Manager are:

- PT Telekomunikasi Indonesia with coordination by PT Pupuk Indonesia (Persero).
- Abyor International with coordination by PT Pupuk Indonesia (Persero).
- PT Altha Consulting with coordination by PT Pupuk Indonesia (Persero).

As a delivery of users to make it easier to get the services needed. Services provided include:

- *Help Desk Service*
- *Communication Services*
 - *Email Service*
 - *IP Phone Service*
- *Infrastructure Services*
 - *Local Area Network (LAN)/Wifi*
 - *WAN service*
 - *Internet Service*
- *Centralized Server and Data Storage Services*
 - *Server Service*
 - *Data Storage, Backup, and Restore Services*
- *Desktop Services*
 - *Hardware Service*
 - *Consumable Service*
- *Information Technology Training Services*



PENDUKUNG PERUSAHAAN SUPPORTING CORPORATE

- Layanan Diklat Teknologi Informasi
- 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 Convergence*

- Information Technology Training Services
- Application Services - SAP Services
- System Development Services
 - System Analyst Service
 - Application Development Services
 - System Maintenance Service
 - SAP User Role Service
 - Application Maintenance Service
- Multimedia Services
 - Video Conference Service

PENGHARGAAN TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY AWARD

Dalam penerapan digitalisasi dan teknologi informasi yang memberikan manfaat bagi Perusahaan, TI PI PG juga berusaha memberikan kontribusi lebih dengan mengikuti penghargaan dan penilaian untuk meningkatkan semangat dan daya saing Perusahaan di era digitalisasi.

1. Digitech

PT Petrokimia Gresik berhasil memperoleh dua penghargaan yakni *The Best IT Leadership dan The Best Transformation & Digital Innovation in Fertilizer Industries* dalam ajang *Digital Technology & Innovation (Digitech) Award 2021*. Dengan diraihnya penghargaan ini PT Petrokimia Gresik telah mampu membuktikan implementasi dari transformasi digital sebagai penyelamat ekonomi, bisnis, dan pelayanan masyarakat ditengah kondisi pandemi COVID-19. Teknologi digital bukan lagi sebuah pendukung bagi kehidupan, tapi kini sudah menjadi kebutuhan primer dalam kehidupan sehari-hari

2. INDI 4.0 Award

INDI 4.0 merupakan sebuah indeks yang digunakan pemerintah untuk mengukur kesiapan industri untuk bertransformasi menuju Industri 4.0. INDI 4.0 akan menjadi acuan nasional untuk mengases kesiapan industri bertransformasi. Sehingga dengan indeks ini pemetaan industri dapat diperoleh secara akurat agar memperoleh gambaran yang utuh terkait kondisi yang sebenarnya dan tantangan yang dihadapi. PT Petrokimia Gresik berhasil mendapatkan penghargaan INDI 4.0 pada kategori *Product & Services*. Hal tersebut membuktikan bahwa PT Petrokimia Gresik mampu memberikan layanan cerdas (*smart service*) atau menghasilkan produk yang cerdas (*smart product*) dengan memanfaatkan teknologi Industri 4.0 seperti *big data, artificial intelligent, internet of things, block chain, RFID*.

In the application of digitalization and information technology that provides benefits to the Company, IT 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

PT Petrokimia Gresik has won two awards, namely *The Best IT Leadership and The Best Transformation & Digital Innovation in Fertilizer Industries* in the *Digital Technology & Innovation (Digitech) Award 2021*. With this award, PT Petrokimia Gresik has been able to prove the implementation of digital transformation as a lifesaver economy, business, and community services amid the COVID-19 pandemic. Digital technology is no longer a support for life, but has now become a primary need in everyday life

2. INDI 4.0 Award

INDI 4.0 is an index used by the government to measure industry readiness to transform towards Industry 4.0. INDI 4.0 will become a national reference for assessing the readiness of the transformed industry. So with this index, industry mapping can be obtained accurately in order to obtain a complete picture regarding the actual conditions and challenges faced. PT Petrokimia Gresik has won the INDI 4.0 award in the *Product & Services* category. This proves that PT Petrokimia Gresik is able to provide smart services or produce smart products by utilizing Industry 4.0 technology such as *big data, artificial intelligence, internet of things, block chain, RFID*.



TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE



326. TATA KELOLA PERUSAHAAN
Good Corporate Governance

**328. HIGHLIGHT AKTIVITAS
GCG TAHUN 2021**

GCG Activities
Highlights in 2021

**331. ROAD MAP PENERAPAN
GCG PT PETROKIMIA GRESIK**

Road Map of GCG Application
PT Petrokimia Gresik

332. TUJUAN PENERAPAN GCG
Purpose of GCG Application

333. ASESMEN GCG
GCG Assessment

339. KEBIJAKAN GCG | GCG Policy

**334. PELAKSANAAN RUPS
TAHUN 2021**

GMS Implementation
in the 2021

356. DEWAN KOMISARIS
Board of Commissioner

388. DIREKSI | Board of Directors

**422. ORGAN PENDUKUNG
KINERJA DEWAN KOMISARIS**
Supporting Organs of Board
of Commissioners

423. KOMITE AUDIT
Audit Committee

**KOMITE NOMINASI
& REMUNERASI,
GOOD CORPORATE
GOVERNANCE DAN**

434. PEMANTAU RISIKO
Good Corporate Governance,
Human Resources, Risk
Management Monitoring
and Investment Committee

450. SEKRETARIS PERUSAHAAN
Corporate Secretary

456. AUDIT INTERNAL
Internal Audit

467. AKUNTAN PUBLIK
Public Accountant

468. MANAJEMEN RISIKO
Risk Management

480. KOMUNIKASI KORPORAT
Communication Corporate

488. SIARAN PERS | Press Release

**STANDAR ETIKA
PERUSAHAAN (CODE OF
CONDUCT) / PEDOMAN
ETIKA BISNIS & ETIKA
KERJA (PEBK)**

493. KERJA (PEBK)
Corporate Ethical Standard
(Code Of Conduct) /
Guidelines for Business
Ethics & Work Ethics



Petrokimia Gresik dinobatkan sebagai "Most Trusted Company" dalam implementasi Good Corporate Governance (GCG) berdasarkan Corporate Governance Perception Index (CGPI) dalam ajang nasional Indonesia Trusted Companies Award."

"Petrokimia Gresik was named the "Most Trusted Company" in the implementation of Good Corporate Governance (GCG) based on the Corporate Governance Perception Index (CGPI) in the national Indonesia Trusted Companies Award."



TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE



Kendati dalam kondisi penuh tantangan, PT Petrokimia Gresik cepat beradaptasi, mengambil langkah strategis, sehingga kinerjanya tetap positif dan terus meningkat. Bahkan laba bersih perseroan melebihi target dari rencana kerja dan anggaran perusahaan (RKAP) yang telah ditetapkan

Despite the challenging conditions, PT Petrokimia Gresik is quick to adapt, taking strategic steps, so that its performance remains positive and continues to improve. Even the company's net profit exceeded the target of the company's work plan and budget that had been set



Petrokimia Gresik dinobatkan sebagai "Most Trusted Company" dalam implementasi Good Corporate Governance (GCG) berdasarkan Corporate Governance Perception Index (CGPI). Petrokimia Gresik has been named the "Most Trusted Company" in the implementation of Good Corporate Governance (GCG) based on the Corporate Governance Perception Index (CGPI).



PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE

KOMITMEN PENERAPAN GCG

COMMITMENT TO GCG IMPLEMENTATION

Penerapan GCG merupakan salah satu pondasi perusahaan untuk mencapai peningkatan kinerja dan keunggulan kompetitif. Selain berdampak pada peningkatan kinerja dan keunggulan kompetitif perusahaan, penerapan GCG juga memberikan manfaat bagi lingkungan sekitar perusahaan melalui kegiatan *Corporate Social Responsibility* (CSR).

Sebagai wujud penerapan GCG yang komprehensif dan didukung dengan proses serta mekanisme yang tidak pernah berhenti mengikuti perkembangan bisnis saat ini, maka untuk memastikan bahwa GCG diterapkan secara konsisten di seluruh operasional perusahaan, PG telah menggunakan berbagai standar terbaik yang berlaku di Indonesia yaitu penilaian penerapan GCG berdasarkan SK-16/S.MBU/2012, Program riset dan penerangan penerapan GCG pada perusahaan-perusahaan di Indonesia atau dikenal dengan nama CGPI (*Corporate Governance Perception Index*), Penilaian *Baldrige Excellence Framework* (BEF) dan sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016.

Pada tahun 2021, Perusahaan berkomitmen untuk menerapkan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016. 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) dan berlaku selama 3 (tiga) tahun sejak 1 Juli 2020. Sebagai tindak lanjut penerapan SMAP, perusahaan akan 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). Untuk mendukung penerapan prinsip 4 NO's, manajemen menerapkan kebijakan no tolerance terhadap para pelanggarnya, serta menyiapkan sistem pelaporan untuk memudahkan terdeteksinya indikasi pelanggaran.

Sertifikat SMAP ini merupakan wujud komitmen PG dalam mengoptimalkan penerapan *Good Corporate Governance* (GCG) dalam menjalankan operasional perusahaan.

The implementation of GCG is one of the company's foundations to achieve improved performance and competitive advantage. In addition to having an impact on improving the company's performance and competitive advantage, the implementation of GCG also provides benefits to the environment around the company through *Corporate Social Responsibility* (CSR) activities.

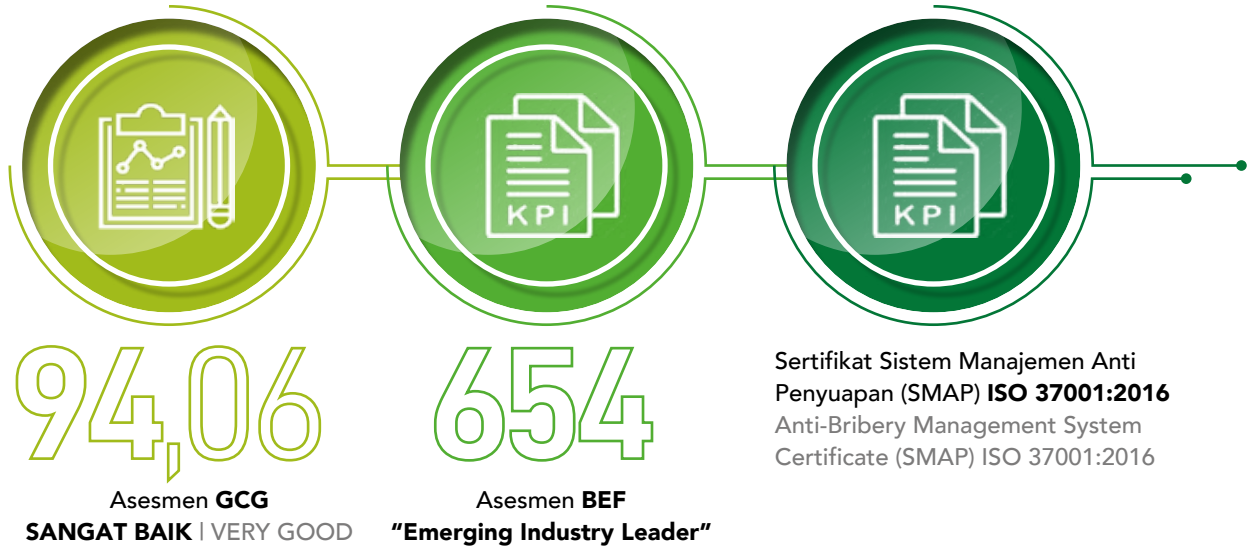
As a form of comprehensive GCG implementation and supported by processes and mechanisms that never stop following current business developments, to ensure that GCG is applied consistently throughout the company's operations, PG has used the best standards applicable in Indonesia, namely the assessment of GCG implementation based on SK-16/S.MBU/2012, Research program and rating of GCG implementation for companies in Indonesia otherwise known as CGPI (*Corporate Governance Perception Index*), *Baldrige Excellence Framework* (BEF) Assessment and Anti-Bribery Management System (SMAP) certification ISO 37001:2016.

In 2021, the Company is committed to implementing the Anti-Bribery Management System (SMAP) ISO 37001:2016. PG has succeeded in obtaining the SNI ISO 37001:2016 Anti-Bribery Management System (SMAP) certificate. This certificate is issued by the Certification Body of PT ASR International Indonesia Certification (ASRICERT Indonesia) and is valid for 3 (three) years from July 1, 2020. As a follow-up to the implementation of SMAP, the company will run its business based on the 4 NO's, namely No Bribery (not allowed), no bribes, No Kickback (no commission), No Gift (no unreasonable gifts), and No Luxurious Hospitality (no excessive entertainment). To support the implementation of 4 NO's principles, management implements a no tolerance policy against violators, and prepares a reporting system to facilitate the detection of indications of violations.

This SMAP certificate is a manifestation of PG's commitment to optimizing the implementation of *Good Corporate Governance* (GCG) in running the company's operations.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

CAPAIAN KINERJA GCG TAHUN 2021 | GCG PERFORMANCE ACHIEVEMENTS IN 2021



HIGHLIGHT AKTIVITAS GCG TAHUN 2021
GCG ACTIVITIES HIGHLIGHTS IN 2021

01

JANUARI
JANUARY

Melaksanakan *Focus Group Discussion* (FGD) Pemberantasan Tindak Pidana Korupsi secara virtual
Implementing a Virtual Focus Group Discussion (FGD) on the Eradication of Corruption Crimes

03

MARET
MARCH

Pengisian LHKPN Wajib Laporan PG mencapai 100%
Compulsory LHKPN Filling for PG Reports reaches 100%

02

FEBRUARI
FEBRUARY

1. Insan PG menandatangani Pernyataan Kepatuhan
 2. Meraih 2 (dua) *Gold Winner* pada ajang penghargaan nasional "The Indonesia Inhouse Magazine Awards (InMA) 2021" yang diselenggarakan oleh Serikat Perusahaan Pers (SPS) Indonesia
1. PG personnel sign the Compliance Statement
 2. Won 2 (two) Gold Winners at the national award event "The Indonesia Inhouse Magazine Awards (InMA) 2021" organized by the Indonesian Press Company Union (SPS)

04

APRIL
APRIL

1. Meraih penghargaan tingkat nasional "3rd Best Risk Management" kategori "SOE Subsidiary Company" dalam ajang Indonesia Enterprise Risk Management Award (IERMA) IV 2021
 2. Training Audit Internal Sistem Manajemen Anti Penyuapan (SMAP)
 3. Petrokimia Gresik berhasil meraih penghargaan TOP CSR Awards 2021 #Star4 dan Direktur Utama meraih penghargaan "TOP Leader on CSR Commitment 2021" dalam event bergengsi TOP CSR Awards 2021
1. Won the "3rd Best Risk Management" national level award for the "SOE Subsidiary Company" category at the Indonesia Enterprise Risk Management Award (IERMA) IV 2021
 2. Anti-Bribery Management System Internal Audit Training (SMAP)
 3. Petrokimia Gresik won the TOP CSR Awards 2021 #Star4 and the President Director won the "TOP Leader on CSR Commitment 2021" award at the prestigious TOP CSR Awards 2021 event

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

05

MEI MAY

Pelaksanaan Audit Internal SMAP | Implementation of the SMAP Internal Audit

06

JUNI JUNE

Menyelenggarakan Kaji Ulang Manajemen | Organizing Management Review

07

JULI JULY

1. **Memperoleh Sertifikat Konsistensi Implementasi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016** | Obtaining a Certificate of Consistency in the Implementation of Anti-Bribery Management System (SMAP) SNI ISO 37001:2016
2. **Melaksanakan Temu Rekanan secara virtual** | Conducting Virtual Partner Meetings

08

AGUSTUS
AUGUST

Meraih penghargaan "The Best GRC Overall for Corporate Governance & Performance 2021" kategori Manufacturing Industry dan "The Best CEO" untuk Dwi Satriyo Annurogo dalam ajang GRC & Performance Excellence Award 2021
To get an award "The Best GRC Overall for Corporate Governance &

AGUSTUS AUGUST

Performance 2021" category Manufacturing Industry and "The Best CEO" for Dwi Satriyo Annurogo in the 2021 GRC & event Performance Excellence Award

09

SEPTEMBER
SEPTEMBER

1. **Meraih predikat "3 Stars" dalam ajang konvensi inovasi internasional "26th Asia Pacific Quality Organization (APQO)"** | Awarded "3 Stars" in the international innovation convention "26th Asia Pacific Quality Organization (APQO)"
2. **Meraih Bronze Winner Kategori Pelayanan Publik Terinovatif, sub Kategori Website pada ajang penghargaan nasional "Anugerah Humas Indonesia (AHI) 2021"** | Won the Bronze Winner for the Innovative Public Service Category, Website sub-category at the national award event "Indonesian Public Relations Award (AHI) 2021"

10

OKTOBER
OCTOBER

1. **Meraih penghargaan tingkat nasional sebagai pemenang atas "2021 Stellar Workplace Recognition in Employee Commitment & Satisfaction" dalam ajang Stellar Workspace Award 2021**

OKTOBER OCTOBER

2. **2. Menerima penghargaan pada ajang Nusantara CSR Awards (NSCRA)**
 1. Won a national award as the winner of "2021 Stellar Workplace Recognition in Employee Commitment & Satisfaction" in the 2021 Stellar Workspace Award
 2. Received an award at the Nusantara CSR Awards (NSCRA)

11

NOVEMBER
NOVEMBER

Pelaksanaan Asesmen Kinerja Unggul Baldrige Excellence Framework (BEF) | Implementation of the Baldrige Excellence Framework (BEF) Performance Assessment

12

DESEMBER
DECEMBER

1. **Meraih predikat "Emerging Industry Leader" dalam ajang Indonesia Quality Award (IQA) 2021**
2. **Meraih penghargaan Most Trusted Company dalam ajang Indonesia Good Corporate Governance Award 2021**
 1. Won the title of "Emerging Industry Leader" in the Indonesia Quality Award (IQA) 2021
 2. Won the Most Trusted Company award in the Indonesia Good Corporate Governance Award 2021

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

MILESTONE PENERAPAN GCG TAHUN 2002– 2021 MILESTONE OF GCG IMPLEMENTATION IN 2002 – 2021

Penerapan GCG di PG dimulai pada tahun 2002 diawali dengan kajian awal tentang *Good Corporate Governance* (GCG) oleh Konsultan Ernest and Young. Tahun-tahun berikutnya PG selalu berusaha meningkatkan penerapan GCG sesuai dengan best practices. Selama 10 tahun terakhir, capaian dalam penerapan GCG diantaranya adalah :

The implementation of GCG in PG began in 2002 with an initial study on Good Corporate Governance (GCG) by Consultants Ernest and Young. In the following years, PG has always tried to improve the implementation of GCG in accordance with best practices. During the last 10 years, achievements in the implementation of GCG include:

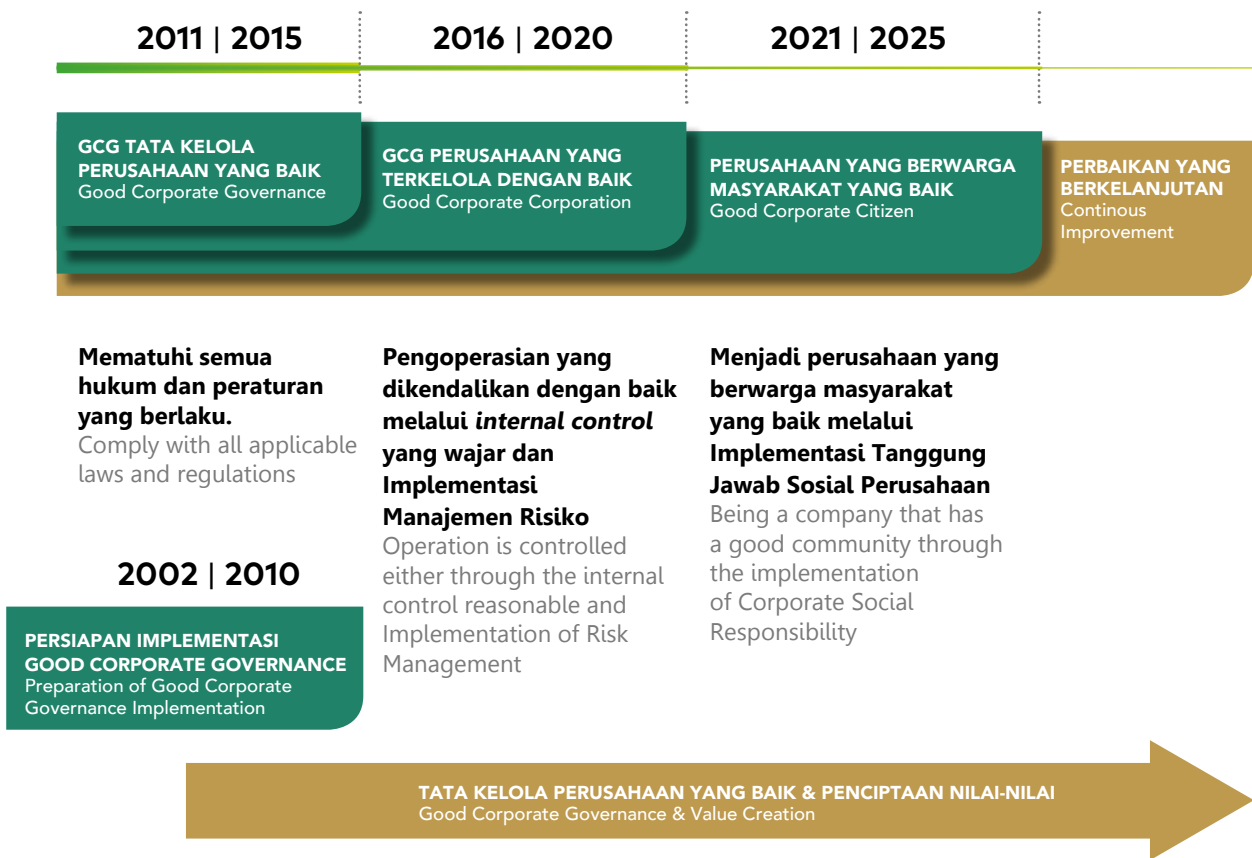
TAHUN YEAR 2011	<ul style="list-style-type: none"> • Asesmen GCG oleh Perwakilan BPKP Provinsi Jawa Timur • Pembentukan Unit Pengelola GCG secara struktural • Pemutakhiran Pedoman Perilaku Bisnis, <i>Board Policy Manual, Corporate Policy Manual</i> <ul style="list-style-type: none"> - GCG assessment by BPKP Representative of East Java Province - Structural establishment of the GCG Management Unit - Updating the Code of Business Conduct, Board Policy Manual, Corporate Policy Manual
TAHUN YEAR 2012	<ul style="list-style-type: none"> • Penilaian Corporate Governance Perception Index 2011 pertama kali • Pembentukan Tim Whistle Blowing System (WBS) <ul style="list-style-type: none"> - Assessment of Corporate Governance Perception Index 2011 for the first time - Formation of the Whistle Blowing System (WBS) Team
TAHUN YEAR 2013	<ul style="list-style-type: none"> • Asesmen GCG oleh Perwakilan BPKP Provinsi Jawa Timur pertama kali menggunakan kriteria SK-16 /S.MBU/2012 • Pemutakhiran Pedoman Perilaku Bisnis, <i>Board Policy Manual, Corporate Policy Manual</i> <ul style="list-style-type: none"> - GCG assessment by BPKP Representative of East Java Province for the first time using SK-16 /S.MBU/2012 criteria - Updating the Code of Business Conduct, Board Policy Manual, Corporate Policy Manual
TAHUN YEAR 2014	<ul style="list-style-type: none"> • Asesmen GCG oleh Pupuk Indonesia Group GCG Assessment by Pupuk Indonesia Group • Penilaian Corporate Governance Perception Index Assessment of Corporate Governance Perception Index
TAHUN YEAR 2015	<ul style="list-style-type: none"> • Asesmen GCG oleh Perwakilan BPKP Provinsi Jawa Timur • Memperoleh kategori "Sangat Baik" dalam Asesmen GCG Tahun 2015 <ul style="list-style-type: none"> - GCG assessment by BPKP Representative of East Java Province - Obtained the "Excellent" category in the 2015 GCG Assessment
TAHUN YEAR 2016	<ul style="list-style-type: none"> • Asesmen GCG oleh Pupuk Indonesia Group GCG assessment by Pupuk Indonesia Group • Pemutakhiran Pedoman Perilaku Bisnis menjadi Pedoman Etika Bisnis dan Etika Kerja (PEBK) <ul style="list-style-type: none"> - Updating the Code of Business Conduct into a Code of Business Ethics and Work Ethics (PEBK)
TAHUN YEAR 2017	<ul style="list-style-type: none"> • Asesmen GCG oleh Perwakilan BPKP Provinsi Jawa Timur • Penyusunan Pedoman Informasi Publik dan Pedoman Komunikasi <ul style="list-style-type: none"> - GCG assessment by BPKP Representative of East Java Province - Preparation of Public Information Guidelines and Communication Guidelines
TAHUN YEAR 2018	<ul style="list-style-type: none"> • Asesmen GCG oleh Pupuk Indonesia Group • Membentuk officer penerapan GCG di seluruh unit kerja (<i>Governance Officer</i>) • Pemutakhiran Pedoman GCG, <i>Board Policy Manual, Corporate Policy Manual</i> dan Pedoman Penanganan Benturan Kepentingan <ul style="list-style-type: none"> • Asesmen <i>Fraud Control System</i> (FCS) <ul style="list-style-type: none"> - GCG assessment by Pupuk Indonesia Group - Establishing GCG implementation officers in all work units (<i>Governance Officer</i>) - Updating the GCG Guidelines, Board Policy Manual, Corporate Policy Manual and Guidelines Handling Conflicts of Interest - <i>Fraud Control System</i> (FCS) assessment
TAHUN YEAR 2019	<ul style="list-style-type: none"> • Asesmen GCG oleh Perwakilan BPKP Provinsi Jawa Timur • Pemutakhiran Pedoman Pengendalian Gratifikasi <ul style="list-style-type: none"> - GCG assessment by BPKP Representative of East Java Province - Gratification Control Guidelines Update
TAHUN YEAR 2020	<ul style="list-style-type: none"> • Asesmen GCG oleh Asesor Eksternal GCG Assessment by External Assessor • Memperoleh sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016 <ul style="list-style-type: none"> - Obtained SNI ISO 37001:2016 Anti-Bribery Management System (SMAP) certification
TAHUN YEAR 2021	<ul style="list-style-type: none"> • Asesmen GCG oleh Asesor Eksternal GCG Assessment by External Assessor • Mempertahankan sertifikasi Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016 melalui <i>Surveillance Audit</i> Maintaining the SNI ISO 37001:2016 Anti-Bribery Management System (SMAP) certification through Surveillance Audit • Pemutakhiran <i>Board Policy Manual</i> dan Pedoman GCG Updating the Board Policy Manual and GCG Guidelines

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

ROAD MAP PENERAPAN GCG PT PETROKIMIA GRESIK
ROAD MAP OF GCG IMPLEMENTATION PT PETROKIMIA GRESIK

PG telah menyusun peta jalan atau *roadmap*, sebagai panduan penerapan GCG sehingga pelaksanaannya lebih terarah dan terukur. Secara garis besar PG mempunyai strategi implementasi GCG dengan *roadmap* sebagai berikut:

PG has arranged a roadmap as a guide to the implementation of GCG in order to have a more directed and measurable GCG implementation. In general, PG has GCG implementation strategies with the roadmap as follows:



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

TUJUAN PENERAPAN GCG
PURPOSE OF GCG APPLICATION

Penerapan GCG tidak hanya sekedar kewajiban atau keharusan melainkan suatu kebutuhan, oleh karena itu PG berkomitmen menerapkan prinsip-prinsip GCG secara konsisten dan berkelanjutan.

The implementation of GCG is not just an obligation or necessity but a necessity, therefore PG is committed to implementing GCG principles consistently and sustainably.

1

Mengoptimalkan nilai-nilai perusahaan agar memiliki daya saing yang kuat, baik secara nasional maupun internasional, sehingga mampu mempertahankan keberadaannya dan hidup berkelanjutan untuk mencapai maksud dan tujuan perusahaan, yaitu : **"Pencapaian pertumbuhan dan nilai yang maksimal bagi seluruh stakeholder"**

Optimizing company values so that they have strong competitiveness, both nationally and internationally, so that they are able to maintain their existence and live sustainably to achieve the company's goals and objectives, namely: "Achieving maximum growth and value for all stakeholders".

2

Mendorong pengelolaan perusahaan secara **profesional, efisien dan efektif**, serta memberdayakan fungsi dan meningkatkan kemandirian organ perusahaan, yaitu : **"Mengendalikan dan mengarahkan hubungan antara Direksi, Dewan Komisaris dan seluruh Stakeholder"**

Encouraging professional, efficient and effective management of the company, as well as empowering the functions and increasing the independence of the company's organs, namely: "Controlling and directing the relationship between the Board of Directors, the Board of Commissioners and all stakeholders".

3

Mendorong agar organ perusahaan dalam membuat keputusan dan menjalankan tindakan dilandasi nilai moral yang tinggi dan kepatuhan terhadap peraturan perundang-undangan, serta kesadaran akan adanya tanggungjawab sosial perusahaan terhadap pemangku kepentingan maupun kelestarian lingkungan di sekitar perusahaan, yaitu : **"Meningkatkan tanggungjawab kepada pemangku kepentingan"**

Encouraging the company's organs to make decisions and carry out actions based on high moral values and compliance with laws and regulations, as well as awareness of the existence of corporate social responsibility towards stakeholders and environmental sustainability around the company, namely: "Increasing responsibility to stakeholders".

4

Meningkatkan kontribusi perusahaan dalam perekonomian nasional dan meningkatkan iklim yang kondusif bagi perkembangan investasi nasional, yaitu : **"Mengelola sumber daya dan budaya kerja sesuai tata nilai Perusahaan "**

Increasing the company's contribution to the national economy and improving a conducive climate for the development of national investment, namely: "Managing resources and work culture in accordance with the Company's values".



TAHAPAN IMPLEMENTASI GCG GCG IMPLEMENTATION STAGE



ASESMEN GCG GCG ASSESSMENT

PG melakukan Asesmen GCG secara berkala sebagaimana diatur dalam Peraturan Menteri BUMN No. PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Perubahan atas Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*). Asesmen GCG dilakukan dengan tujuan untuk memperoleh gambaran kualitas penerapan GCG di Perusahaan sekaligus mendapatkan umpan balik perbaikan di masa mendatang yang berpedoman pada peraturan perundang-undangan serta standar tinggi (*best practices*) di industri yang dijalkannya.

Asesmen GCG di PG dilakukan dengan berpedoman pada indikator/parameter penilaian SK Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara dengan

PG conducts periodic GCG assessments as stipulated in the Regulation of the Minister of SOEs No. PER-09/MBU/2012 dated July 6, 2012 concerning Amendments to the Amendment to the Minister of State-Owned Enterprises No. PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance. The GCG assessment is carried out with the aim of obtaining an overview of the quality of GCG implementation in the Company as well as obtaining feedback on future improvements that are guided by the laws and regulations and high standards (*best practices*) in the industry it operates.

The GCG assessment in PG is carried out by referring to the indicators/parameters of the assessment of the Decree of the Secretary of the Ministry of SOEs No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters of Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises with

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

indikator penilaian yang meliputi 6 aspek yang terinci dalam 572 Faktor Uji Kesesuaian (FUK). Adapun 6 (enam) aspek pokok tersebut adalah

1. Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan
2. Pemegang Saham dan RUPS/Pemilik Modal
3. Dewan Komisaris/Dewan Pengawas
4. Direksi
5. Pengungkapan Informasi dan Transparansi
6. Aspek Lainnya

assessment indicators covering 6 aspects detailed in 572 Test Factors Conformity (FUK). The 6 (six) main aspects are:

1. Commitment to Sustainable Implementation of Good Corporate Governance
2. Shareholders and GMS/Capital Owners
3. Board of Commissioners/Supervisory Board
4. Directors
5. Information Disclosure and Transparency
6. Other Aspects

ASESMEN GCG UNTUK PERIODE TAHUN 2020

GCG ASSESSMENT FOR THE PERIOD OF 2020

Penilai Assessor	PT Sinergi Daya Prima
Surat Tugas Letter of assignment	• Order Kerja PT Petrokimia Gresik nomor 5100014846 tanggal 23 Desember 2020 tentang Jasa Konsultan Evaluasi Penerapan Good Corporate Governance (GCG) PT Petrokimia Gresik Work Order number 5100014846 dated December 23, 2020 regarding Consultant Services for Evaluation of the Implementation of Good Corporate Governance (GCG)
Tahun Buku Penerapan Fiscal Year of Application	1 Januari-31 Desember 2020 January 1 - December 31, 2020
Waktu Pengukuran Measurement Time	8 Desember 2020 – Februari 2021 December 8, 2020 - February, 2021
Laporan Hasil Pengukuran Measurement Result Report	93,53
Kategori Category	Sangat Baik Excellent

Berikut rincian hasil GCG assessment tahun 2020:

The following are the details of the results of the 2020 GCG assessment:

No	Aspek Pengujian Evaluation Aspect	Bobot Weight	Skor Score	Capaian (%) Achievements (%)	Penjelasan Explanation
1.	Komitmen Terhadap Penerapan Tata Kelola Perusahaan Yang Baik Secara Berkelanjutan Commitment to Sustainable Implementation of Good Corporate Governance	7,00	6,72	95,96	Sangat Baik Excellent
2.	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	9,00	8,30	92,24	Sangat Baik Excellent
3.	Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	35,00	32,29	92,26	Sangat Baik Excellent
4.	Direksi Directors	35,00	33,27	95,05	Sangat Baik Excellent
5.	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	8,67	96,37	Sangat Baik Excellent
6.	Aspek Lainnya Other Aspects	5,00	4,29	85,71	Sangat Baik Excellent
Skor Keseluruhan Overall Score		100,00	93,53	93,53	Sangat Baik Excellent
Klasifikasi Kualitas Penerapan GCG Quality Qualification of GCG Implementation		Sangat Baik Excellent			

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Dari hasil asesmen penerapan GCG Tahun 2020, terdapat 47 rekomendasi/ area of improvement (Aoi) yang perlu ditindaklanjuti oleh Pemegang Saham, Dewan Komisaris dan Direksi agar implementasi GCG di PG sesuai dengan best practices.

From the results of the 2020 GCG implementation assessment, there are 47 recommendations/areas of improvement (Aoi) that need to be followed up by Shareholders, the Board of Commissioners and the Board of Directors so that the implementation of GCG in PG is in accordance with best practices.

No	ASPEK GOVERNANCE Aspect of Governance	Jumlah Total OAI
I.	Komitmen terhadap Penerapan TKP yang baik secara berkelanjutan Commitment to Good Crime Scene Implementation in a sustainable manner	3
II.	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	8
III.	Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	13
IV.	Direksi Directors	18
V.	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	5
VI.	Aspek Lainnya Other Aspects	0
TOTAL TOTAL		47

ASESMEN GCG UNTUK PERIODE TAHUN 2021
GCG ASSESSMENT FOR THE PERIOD OF 2021

Pelaksanaan Asesmen GCG untuk periode tahun 2021 dilakukan oleh asesor eksternal yang ditunjuk PT Pupuk Indonesia (Persero), yaitu BPKP Provinsi Jawa Timur. Hasil asesmen GCG PG tahun 2021 meningkat dari tahun 2020, dengan capaian skor sebesar 94,06.

The implementation of the GCG Assessment for the 2021 period is carried out by an external assessor appointed by PT Pupuk Indonesia (Persero), namely the East Java Province BPKP. The results of the 2021 PG GCG assessment increased from 2020, with a score of 94.06.

Penilai Assessor	BPKP Provinsi Jawa Timur East Java Province BPKP Representative
Surat Tugas Letter of assignment	<ul style="list-style-type: none"> Surat SVP Sekretaris Perusahaan PT Pupuk Indonesia (Persero) kepada SVP Sekretaris Perusahaan Anak Perusahaan nomor 16863/A/MR/E42/ET/2021 tanggal 16 Desember 2021 perihal Pelaksanaan GCG Assessment PI Group Tahun 2021 Letter of SVP Corporate Secretary of PT Pupuk Indonesia (Persero) to SVP Corporate Secretary of Subsidiaries number 16863/A/MR/E42/ET/2021 dated December 16, 2021 regarding Implementation of GCG Assessment PI Group in 2021 Surat Direktur Utama PT Petrokimia Gresik kepada Kepala Perwakilan BPKP Provinsi Jawa Timur nomor 7723/B/WA.01.01/07/DR/2021 tanggal 24 Desember 2021 perihal Asesmen Penerapan Good Corporate Governance (GCG) Tahun 2021 PT Petrokimia Gresik Letter from the President Director of PT Petrokimia Gresik to the Head of the BPKP Representative for East Java Province number 7723/B/WA.01.01/07/DR/2021 dated December 24, 2021 regarding the Application for the 2021 GCG Assessment of PT Petrokimia Gresik Surat Kepala Perwakilan BPKP Provinsi Jawa Timur kepada Direktur Utama PT Petrokimia Gresik nomor S-190/PW13/4/2022 tanggal 17 Januari 2022 perihal Asesmen Penerapan Good Corporate Governance (GCG) pada PT Petrokimia Gresik Tahun 2021 Letter of the Head of BPKP Representative for East Java Province to the President Director of PT Petrokimia Gresik number S-190/PW13/4/2022 dated January 17, 2022 regarding the Assessment of the Implementation of Good Corporate Governance (GCG) at PT Petrokimia Gresik in 2021 Surat Kepala Perwakilan BPKP Provinsi Jawa Timur kepada Direktur Utama PT Petrokimia Gresik nomor S-190/PW13/4/2022 tanggal 17 Januari 2022 perihal Asesmen Penerapan Good Corporate Governance (GCG) pada PT Petrokimia Gresik Tahun 2021 Surat Kepala Perwakilan BPKP Provinsi Jawa Timur kepada Direktur Utama PT Petrokimia Gresik nomor S-972/PW13/4/2022 tanggal 11 Maret 2022 perihal Perpanjangan Surat Tugas Asesmen Penerapan Good Corporate Governance (GCG) pada PT Petrokimia Gresik

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

Penilai Assessor	BPKP Provinsi Jawa Timur East Java Province BPKP Representative
Tahun Buku Penerapan Fiscal Year of Application	1 Januari-31 Desember 2021 January 1 - December 31, 2021
Waktu Pengukuran Measurement Time	19 Januari – 31 Maret 2021 January 19, 2021 - March, 2021
Laporan Hasil Pengukuran Measurement Result Report	94,06
Kategori Category	Sangat Baik Excellent

Berikut rincian hasil GCG assessment tahun 2021:

The following are the details of the GCG assessment results for 2021:

No	Aspek Pengujian Evaluation Aspect	Bobot Weight	Skor Score	Capaian (%) Achievements (%)	Penjelasan Explanation
1.	Komitmen Terhadap Penerapan Tata Kelola Perusahaan Yang Baik Secara Berkelanjutan Commitment to Sustainable Implementation of Good Corporate Governance	7,00	7,00	100,00	Sangat Baik Excellent
2.	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	9,00	7,74	86,00	Sangat Baik Excellent
3.	Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	35,00	32,98	94,23	Sangat Baik Excellent
4.	Direksi Directors	35,00	33,70	96,29	Sangat Baik Excellent
5.	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,00	8,27	91,89	Sangat Baik Excellent
6.	Aspek Lainnya Other Aspects	5,00	4,37	87,40	Sangat Baik Excellent
Skor Keseluruhan Overall Score		100,00	94,06		Sangat Baik Excellent
Klasifikasi Kualitas Penerapan GCG Quality Qualification of GCG Implementation		Sangat Baik Excellent			

Dari hasil asesmen penerapan GCG Tahun 2021, terdapat 32 rekomendasi/ area of improvement (AoI) yang perlu ditindaklanjuti oleh Pemegang Saham, Dewan Komisaris dan Direksi agar implementasi GCG di PG sesuai dengan best practices.

From the results of the 2021 GCG implementation assessment, there are 32 recommendations/areas of improvement (AoI) that need to be followed up by Shareholders, the Board of Commissioners and the Board of Directors so that the implementation of GCG in PG is in accordance with best practices.

No	ASPEK GOVERNANCE Aspect of Governance	Jumlah Total OAI
I.	Komitmen terhadap Penerapan TKP yang baik secara berkelanjutan Commitment to Good Crime Implementation in a sustainable manner	0
II.	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS/Capital Owners	17
III.	Dewan Komisaris/Dewan Pengawas Board of Commissioners/Supervisory Board	11
IV.	Direksi Directors	3
V.	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	1
VI.	Aspek Lainnya Other Aspects	0
TOTAL TOTAL		32



SOSIALISASI, INSTITUSIONALISASI DAN INTERNALISASI GCG

SOCIALIZATION, INSTITUTIONALIZATION AND INTERNALIZATION OF GCG

Sosialisasi GCG di PT Petrokimia Gresik dilakukan dengan tujuan untuk membangun kesadaran Insan PG bahwa penerapan GCG di PG adalah sebuah keharusan yang memberikan banyak manfaat bagi perusahaan, dan bukan sekedar tindakan untuk mematuhi regulasi atau perundang-undangan yang berlaku. Sosialisasi GCG dilakukan diantaranya melalui Program Induksi Karyawan Baru, Program Pengenalan Direksi, website perusahaan dan workshop setiap tahun.

Komitmen PG untuk menerapkan prinsip-prinsip GCG di setiap aktivitas perusahaan diwujudkan dalam bentuk program institusionalisasi. Program institusionalisasi merupakan upaya dimana setiap aktivitas di Perusahaan dibakukan ke dalam peraturan, kebijakan, sistem dan prosedur yang mencerminkan prinsip-prinsip GCG.

Selain itu agar penerapan GCG menjadi budaya di Perusahaan, PG memiliki program internalisasi. Hal ini dilakukan diantaranya melalui program executive briefing bagi top management Perusahaan dengan harapan pimpinan dapat memberikan contoh. Program lain yang dilakukan Perusahaan adalah menunjuk compliance officer yang bertugas sebagai role model dan melakukan sosialisasi kepada karyawan di masing-masing Unit Kerja. Dengan demikian, diharapkan Insan PG memiliki tanggungjawab untuk menerapkan prinsip-prinsip GCG dalam setiap aktivitas kerjanya.

GCG socialization at PT Petrokimia Gresik is carried out with the aim of building awareness of PG personnel that the implementation of GCG in PG is a must that provides many benefits for the company, and is not just an action to comply with applicable regulations or laws. GCG socialization is carried out including through the New Employee Induction Program, Board of Directors Introduction Program, company website and workshops every year.

PG's commitment to implementing GCG principles in every company activity is manifested in the form of an institutionalization program. The institutionalization program is an effort where every activity in the Company is standardized into regulations, policies, systems and procedures that reflect the principles of GCG.

In addition, so that the implementation of GCG becomes a culture in the Company, PG has an internalization program. This is done, among others, through an executive briefing program for the Company's top management with the hope that the leadership can set an example. Another program carried out by the Company is to appoint compliance officers who serve as role models and conduct socialization to employees in each Work Unit. Thus, it is hoped that PG Personnel will have the responsibility to apply GCG principles in every work activity.

STRUKTUR GCG | GCG STRUCTURE

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 perusahaan 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 perusahaan. Untuk memastikan terlaksananya pengelolaan perusahaan sesuai dengan prinsip-prinsip GCG dan peraturan perundang-

In accordance with the Company's Articles of Association and the 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 benefit of the company. To ensure the implementation of company management in

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

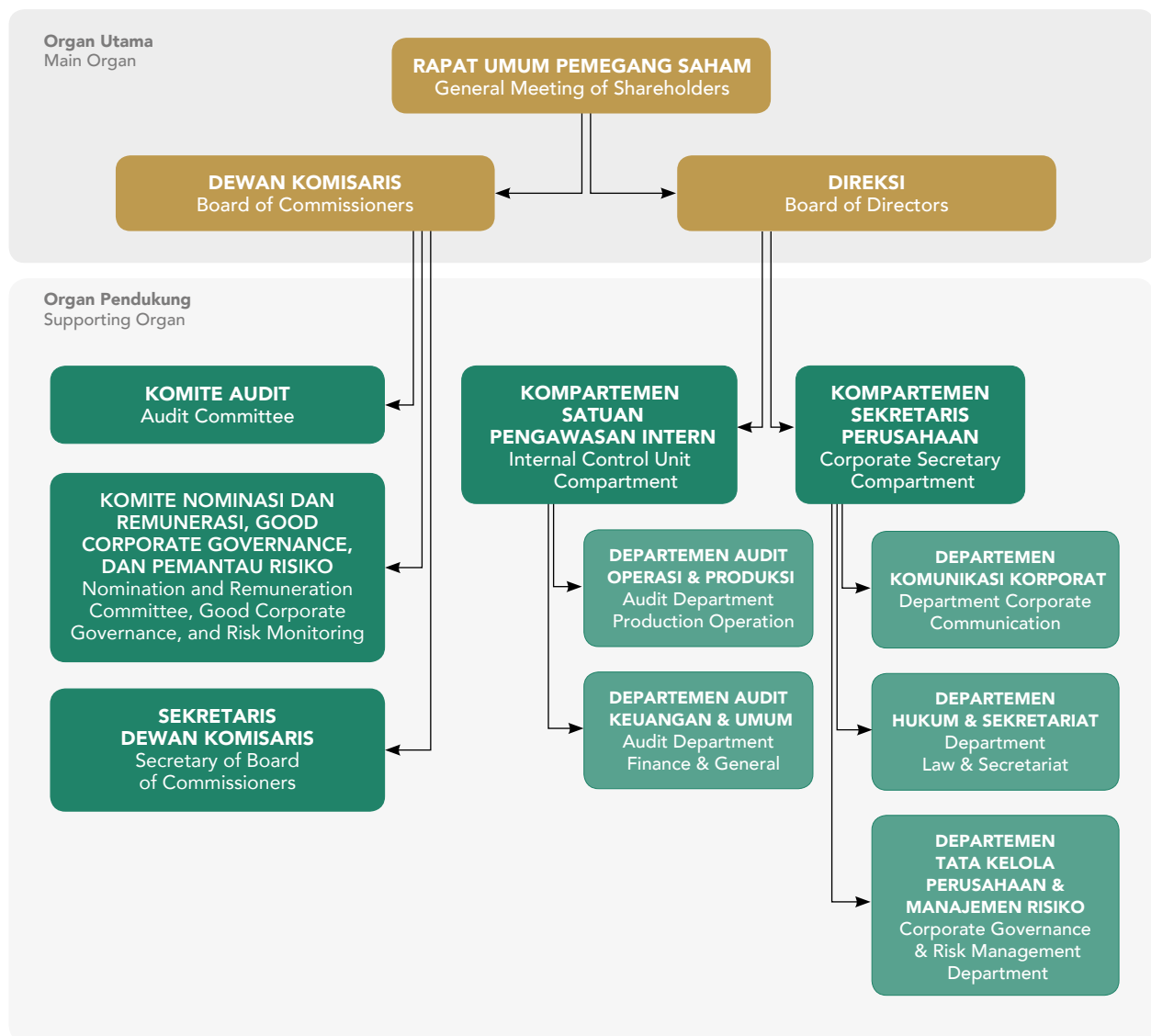
undangan yang berlaku, ketiga organ perusahaan tersebut dibantu dengan organ pendukung yaitu:

- Komite Audit;
- Komite Nominasi dan Remunerasi, Good Corporate Governance, dan Pemantau Risiko;
- Sekretaris Dewan Komisaris
- Satuan Pengawasan Intern; dan
- Sekretaris Perusahaan.

accordance with GCG principles and applicable laws and regulations, the three organs of the company are assisted by supporting organs, namely:

- Audit Committee;
- Nomination and Remuneration, Good Corporate Governance, and Risk Monitoring Committee;
- Secretary to the Board of Commissioners
- Internal Audit Compartment ; and
- Company secretary.

STRUKTUR GOOD CORPORATE GOVERNANCE
Structure of Good Corporate Governance



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

KEBIJAKAN GCG | GCG POLICY

Agar struktur GCG dapat menjalankan peran masing-masing untuk mengawasi dan mengelola perusahaan dengan baik, maka diperlukan suatu governance mechanism secara tertulis. Governance mechanism tersebut diwujudkan dalam bentuk perangkat kebijakan atau soft structure. Kebijakan tersebut mengarahkan perusahaan dan mengatur Organ Utama, Organ Pendukung hingga setiap tingkatan organisasi di PG agar tetap bertindak sesuai dengan peraturan yang berlaku, prinsip-prinsip GCG dan etika bisnis yang berlaku, sehingga diharapkan kepentingan setiap stakeholders dapat terlindungi.

Kebijakan yang dimiliki perusahaan di antaranya Pedoman GCG (GCG Code), Board Policy Manual (BPM), Piagam Komite, Internal Audit Charter, serta kebijakan-kebijakan lainnya untuk mendukung penerapan tata kelola perusahaan secara berkesinambungan dan konsisten. Kebijakan tersebut selalu dimutakhirkan secara berkala sesuai best practices, kondisi dan perkembangan lingkungan bisnis PG serta perubahan berbagai peraturan yang berlaku. Kebijakan-kebijakan tersebut juga dipublikasikan dalam website PG.

In order for the GCG structure to carry out their respective roles to supervise and manage the company properly, a written governance mechanism is needed. The governance mechanism is realized in the form of a policy tool or a soft structure. The policy directs the company and regulates the Main Organs, Supporting Organs to every organizational level in PG to continue to act in accordance with applicable regulations, GCG principles and applicable business ethics, so that it is hoped that the interests of each stakeholder can be protected.

The policies owned by the company include the GCG Guidelines (GCG Code), Board Policy Manual (BPM), Committee Charter, Internal Audit Charter, and other policies to support the implementation of corporate governance in a sustainable and consistent manner. The policy is always updated regularly according to best practices, conditions and developments in the PG business environment as well as changes to various applicable regulations. These policies are also published on the PG website.

Kebijakan Tata Kelola Perusahaan | Corporate Governance Policy

No	Kebijakan Policy	Terakhir Dimutakhirkan Last Updated
1.	Anggaran Dasar Perusahaan Budget Basic of Company's	27 Oktober 2020 October 27, 2020
2.	Pedoman Tata Kelola Perusahaan yang Baik (GCG Code) Guidelines for Good Corporate Governance	27 Desember 2021 December 27, 2021
3.	Board Policy Manual	28 April 2021 April 28, 2021
4.	Corporate Policy Manual (CPM)	15 Desember 2018 December 15, 2018
5.	Pedoman Etika Bisnis dan Etika Kerja (code of conduct) Guidelines for Business Ethics and Work Ethics	28 Desember 2020 December 28, 2020
6.	Pedoman Penanganan Benturan Kepentingan Guidelines for Handling Conflicts of Interest	15 Desember 2018 December 15, 2018
7.	Pedoman Pengendalian Gratifikasi Gratification Control Guidelines	18 Mei 2020 May 18, 2020
8.	Pedoman Whistle Blowing System Whistleblowing System Guidelines	18 Mei 2020 May 18, 2020
9.	Pedoman Tata Kelola Hubungan induk dan Anak Perusahaan (Subsidiary Governance) Guidelines for the Governance of Parent and Subsidiary Relations	29 Agustus 2017 August 29, 2017
10.	Kebijakan Sistem Manajemen Terintegrasi Integrated Management System Policy	8 November 2020 November 8, 2020
11.	Pedoman Penerapan Manajemen Risiko Risk Management Guidelines	9 Mei 2018 May 9, 2018
12.	Pedoman Pelaporan Harta Kekayaan Penyelenggaraan Negara (LHKPN) Bagi Pejabat Perusahaan/Wajib Laport (WL) Guidelines for Reporting State Organized Assets (LHKPN) for Officials Company/Required Reporting (WL)	30 Agustus 2021 August 30, 2021
13.	Piagam Audit Internal Internal Audit Charter	16 Juli 2021 July 16, 2021
14.	Piagam Komite Audit Audit Committee Charter	Agustus 2018 August, 2018
15.	Piagam Komite Nominasi dan Remunerasi, Good Corporate Governance, dan Pemantau Risiko Nomination and Remuneration Committee Charter, Good Corporate Governance, and Risk Monitoring	29 Oktober 2021 October 29, 2021

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

INFORMASI PEMEGANG SAHAM UTAMA DAN PENGENDALI

MAIN SHAREHOLDERS AND CONTROLLING INFORMATION

Pemegang Saham adalah individu atau badan hukum yang secara sah memiliki saham Perusahaan. Sesuai Anggaran Dasar Perusahaan, pemegang saham perseroan terdiri dari :

1. PT Pupuk Indonesia (Persero) memiliki saham sejumlah 99,9975%.
2. Yayasan Petrokimia Gresik memiliki saham sejumlah 0,0025%

Sehingga PT Pupuk Indonesia (Persero) merupakan Pemegang Saham Utama sekaligus menjadi Pemegang Saham Pengendali di Perseroan.

Shareholders are individuals or legal entities that legally own the Company's shares. In accordance with the Company's Articles of Association, the company's shareholders consist of:

1. PT Pupuk Indonesia (Persero) owns 99.9975% shares.
2. Petrokimia Gresik Foundation owns 0.0025% shares

Therefore, PT Pupuk Indonesia (Persero) is the Major Shareholder as well as the Controlling Shareholder in the Company.

STRUKTUR PEMEGANG SAHAM

Structure of Shareholders



RAPAT UMUM PEMEGANG SAHAM (RUPS)

GENERAL MEETING OF SHAREHOLDERS

Rapat Umum Pemegang Saham (RUPS) adalah organ perusahaan yang mempunyai wewenang yang tidak diberikan kepada Dewan Komisaris atau Direksi dalam batas yang ditentukan dalam Undang-Undang Perseroan Terbatas dan /atau Anggaran Dasar. RUPS merupakan wadah para Pemegang Saham untuk dapat menggunakan hak yang dimiliki untuk mengemukakan pendapat dan hak memperoleh keterangan yang berkaitan dengan perusahaan sepanjang berhubungan dengan mata acara rapat dan tidak bertentangan dengan kepentingan perusahaan serta memperhatikan ketentuan Anggaran Dasar dan peraturan perundang-undangan yang diambil dalam RUPS harus didasarkan pada kepentingan usaha perusahaan dalam jangka Panjang.

The General Meeting of Shareholders (GMS) is a company organ that has authority that is not given to the Board of Commissioners or the Board of Directors within the limits specified in the Limited Liability Company Law and/or the Articles of Association. The GMS is a forum for Shareholders to be able to use their rights to express opinions and the right to obtain information related to the company as long as it relates to the agenda of the meeting and does not conflict with the interests of the company and pays attention to the provisions of the Articles of Association and the laws and regulations adopted in the GMS must be based on the long-term business interests of the company.



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

RAPAT UMUM PEMEGANG SAHAM (RUPS)

GENERAL MEETING OF SHAREHOLDERS

Pemegang Saham mayoritas dan minoritas memiliki hak yang sama sepanjang dalam Anggaran Dasar di tetapkan 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 Perusahaan, secara tepat waktu, terukur, dan teratur;
4. Hak untuk menerima pembagian dari keuntungan Perusahaan 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 Perusahaan yang telah dilimpahkan kepada Direksi dan Dewan Komisaris
3. Tidak memanfaatkan Perusahaan untuk kepentingan pribadi, keluarga atau kelompok usahanya dengan semangat dan cara yang bertentangan dengan peraturan perundang-undangan dan kewajaran di bidang Industri Pupuk.
4. Melakukan evaluasi kinerja Direksi dan Dewan komisaris melalui mekanisme RUPS.

WEWENANG PEMEGANG SAHAM

AUTHORITY OF SHAREHOLDERS

Sesuai Pedoman GCG Perusahaan 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 perusahaan untuk :
 - a. Laba yang ditahan dan cadangan
 - b. Dividen kepada Pemegang Saham
 - c. Tantiem/Insentif Kinerja Direksi, Dewan Komisaris, dan Jasa Operasi bagi Karyawan.

The majority and minority shareholders have the same rights as long as the Articles of Association provide otherwise. The rights of the Shareholders in question are:

1. The right to request a GMS to be held;
2. The right to attend and vote in the GMS;
3. The right to obtain material information about the Company, in a timely, measurable and regular manner;
4. The right to receive a share of the Company's profits allocated to shareholders in the form of dividends, and the remaining assets resulting from liquidation, in proportion to the number of shares/capital owned;
5. Every Shareholder has the right to obtain a copy of the minutes of the GMS;
6. Other rights based on the articles of association and laws and regulations.

Shareholders' obligations are;

1. Comply with the provisions of the legislation and/or the Articles of Association
2. Not carrying out management and supervision activities of the Company that have been delegated to the Board of Directors and Board of Commissioners
3. Not to use the Company for personal, family or business group interests in a spirit and manner that is contrary to the laws and regulations and fairness in the Fertilizer Industry.
4. Evaluating the performance of the Board of Directors and the Board of Commissioners through the GMS mechanism.

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's Work Plan and Budget (RKAP);
2. Determine the calculation of the company's profit allocation for:
 - a. Retained earnings and reserves
 - b. Dividends to Shareholders
 - c. Tantiem/Performance Incentives for Directors, Board of Commissioners, and Operational Services for Employees.

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

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.
 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.
3. Appoint and dismiss the Board of Directors and the Board of Commissioners.
 4. Set performance targets for each Board of Directors and Board of Commissioners.
 5. Conduct a collegial and individual performance appraisal of each Board of Directors and Board of Commissioners.
 6. Assign an external auditor to conduct a financial audit of the financial statements laporan
 7. Determine the remuneration for the Board of Commissioners and the Board of Directors.
 8. Establish a Policy regarding the possibility of a conflict of interest related to the Board of Commissioners.
 9. Determine the maximum number of positions on the Board of Commissioners that a Member of the Board of Commissioners may hold.
 10. Determine the maximum number of positions on the Board of Commissioners that the Board of Directors may hold concurrently in Subsidiaries
 11. Delegating to the Board of Commissioners regarding the division of duties and authorities of the members of the Board of Directors.

AKUNTABILITAS PEMEGANG SAHAM

SHAREHOLDERS ACCOUNTABILITY

1. Pemegang Saham tidak mencampuri kegiatan operasional Perusahaan yang menjadi tanggungjawab Direksi sesuai ketentuan Anggaran Dasar dan peraturan perundangan yang berlaku.
 2. Tata Kelola Perusahaan yang baik dilaksanakan oleh Pemegang Saham sesuai dengan wewenang dan tanggungjawab.
 3. Pemegang Saham memiliki tanggungjawab untuk memantau pelaksanaan GCG dalam proses pengelolaan Perusahaan.
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 the Shareholders in accordance with the authority and responsibility.
 3. Shareholders have the responsibility to monitor the implementation of GCG in the Company's management process.

KETERBUKAAN INFORMASI DAN PENYAMPAIAN INFORMASI KEPADA PEMEGANG SAHAM

DISCLOSURE OF INFORMATION AND SUBMITTING INFORMATION TO SHAREHOLDERS

PG telah menyediakan informasi yang sama kepada Pemegang Saham mayoritas maupun minoritas secara tepat waktu, benar dan teratur. Adapun kebijakan perusahaan yang mendukung ketersediaan informasi kepada Pemegang Saham, yaitu :

PG has provided the same information to the majority and minority Shareholders in a timely, correct and orderly manner. The company policies that support the availability of information to Shareholders are:



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

KEBIJAKAN PERUSAHAAN ATAS KETERSEDIAAN INFORMASI Company Policy on Information Availability



Pedoman Etika Bisnis dan Etika Kerja (PEBK), yaitu mengatur standar minimal perilaku dalam berhubungan dengan para stakeholder.
Guidelines for Business Ethics and Work Ethics (PEBK), which regulates minimum standards of behavior in dealing with stakeholders



Pedoman GCG yaitu mengatur tugas, kewajiban, wewenang dan hak organ perusahaan (RUPS, Dewan Komisaris dan Direksi), Proses Governance dan kepentingan stakeholders
GCG guidelines regulate the duties, obligations, authorities and rights of company organs (GMS, Board of Commissioners and Directors), Governance Process and stakeholder interests



Corporate Policy Manual (CPM), yaitu mengatur penyajian informasi secara akurat dan tepat waktu kepada Pemegang Saham, dan Stakeholder lainnya.
Corporate Policy Manual (CPM), which regulates the presentation of information in an accurate and timely manner to Shareholders and other Stakeholders.

PG Menyediakan informasi bagi publik dan khususnya kepada Pemegang Saham. Akses informasi dapat dilakukan melalui media

1. Rapat Umum Pemegang Saham (RUPS)
Pemegang Saham dapat berkomunikasi dan memperoleh informasi langsung dari manajemen mengenai perusahaan sebagai dasar untuk pengambilan keputusan melalui RUPS
2. Laporan Manajemen
Melalui laporan manajemen bulanan, triwulanan, dan tahunan, Pemegang Saham memperoleh informasi mengenai kinerja dan kondisi keuangan perusahaan
3. Media Elektronik
Website : www.petrokimia-gresik.com
Email : pg@petrokimia-gresik.com
4. Media Sosial
Instagram : [petrokimiagresik_official](https://www.instagram.com/petrokimiagresik_official)
Twitter : [petrogresik](https://twitter.com/petrogresik)
Facebook : PT Petrokimia Gresik Official
Youtube : Petrokimia Gresik

PG Provide information to the public and especially to Shareholders. Access to information can be done through the media

1. General Meeting of Shareholders (GMS)
Shareholders can communicate and obtain information directly from management regarding the company as a basis for decision making through the GMS
2. Management Report
Through monthly, quarterly and annual management reports, Shareholders obtain information about the company's performance and financial condition
3. Electronic Media
Website : www.petrokimia-gresik.com
Email : pg@petrokimia-gresik.com
4. Social Media
Instagram : [petrokimiagresik_official](https://www.instagram.com/petrokimiagresik_official)
Twitter : [petrogresik](https://twitter.com/petrogresik)
Facebook : PT Petrokimia Gresik Official
Youtube : Petrokimia Gresik

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

PELAKSANAAN RUPS TAHUN 2021
GMS IMPLEMENTATION IN THE 2021

Rapat Umum Pemegang Saham (RUPS)

Sepanjang Tahun 2021, PG menyelenggarakan 4 kali RUPS dan terdapat keputusan Pemegang Saham di luar RUPS, yaitu :

1. RUPS Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) dan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) Tahun 2021 pada tanggal 30 Januari 2021
2. RUPS Luar Biasa Perubahan Susunan Direksi pada 16 Februari 2021
3. RUPS Luar Biasa Perubahan Susunan Dewan Komisaris pada 12 Juni 2021
4. RUPS Persetujuan Laporan Tahunan, Pengesahan Laporan Keuangan dan Laporan Program Kemitraan dan Bina Lingkungan (PKBL) Tahun 2020 pada 30 Juni 2021
5. Keputusan Pemegang Saham diluar RUPS (RUPS Sirkuler) mengenai Perubahan Susunan Dewan Komisaris tanggal 27 Januari 2021

General Meeting of Shareholders (GMS)

Throughout 2021, PG held 4 GMS and there were decisions of Shareholders outside the GMS, namely:

1. GMS Ratification of Corporate Work Plan and Budget (RKAP) and Work Plan and Budget for Social and Environmental Responsibility Program (RKA TJSL) 2021 on January 30, 2021
2. Extraordinary GMS Changes in the Composition of the Board of Directors on February 16, 2021
3. Extraordinary GMS Changes in the Composition of the Board of Commissioners on June 12, 2021
4. GMS Approval of Annual Report, Ratification of Financial Statements and Report of Partnership and Community Development Program (PKBL) 2020 on 30 June 2021
5. Decision of Shareholders outside the GMS (Circular GMS) regarding Changes in the Composition of the Board of Commissioners on January 27, 2021

RUPS PENGESAHAN RKAP DAN RKA TJSL TAHUN 2021
GMS RATIFICATION OF RKAP AND RKA TJSL 2021

Hari,tanggal : Sabtu, 30 Januari 2021
Waktu : 08.00-08.40 WIB
Tempat : Ruang Rapat Guntung Lt. 8 Kantor Pusat
PT Pupuk Indonesia (Persero) - Jakarta

Day, date : Saturday, January 30, 2021
Time : 08.00 - 08.40 WIB
Location : Guntung Meeting Room, Lt. 8 Headquarters
PT Pupuk Indonesia (Persero) - Jakarta

KEHADIRAN | ATTENDANCE

Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors
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**Bertindak untuk dan atas nama
PT Pupuk Indonesia Persero :**

Act for and on behalf of PT Pupuk Indonesia Persero

- **Achmad Bakir Pasaman**,
Direktur Utama dan berdasarkan surat kuasa khusus nomor 01.1/G00.KS/2021 tanggal 29 Januari 2021 selaku Kuasa dari Wakil Direktur Utama, **Nugroho Christijanto**
President Director and based on a special power of attorney number 01.1/G00.KS/2021 dated January 29, 2021 as the Proxy of the Deputy President Director, Nugroho Christijanto
- **Gusrizal**, Direktur Pemasaran
- **Eko Taufik Wibowo**, Direktur Keuangan dan Investasi dan berdasarkan surat kuasa khusus nomor 01/F00.KS/2021 tanggal 29 Januari 2021 selaku Kuasa dari Direktur Produksi, **Bob Indiarito**

- **T. Nugroho Purwanto**
Komisaris Utama
President Commissioner
- **Achmad Sigit Dwiwahjono**
Komisaris
Commissioner
- **Yoke Candra**
Komisaris
Commissioner
- **Mahmud Nurwindu**
Komisaris Independen
Independent Commissioner
- **Dwi Satriyo Annurogo**
Direktur Utama
President Director
- dan Pelaksana Tugas
Direktur Keuangan dan
Umum I and executive
Director of Finance
and General Affairs
- **Digna Jatningsih**
Direktur Operasi
dan Produksi
Director of Operations
and Production

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

KEHADIRAN | ATTENDANCE

Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors
<ul style="list-style-type: none"> - Winardi, Direktur Sumber Daya Manusia dan Tata Kelola - Panji Winanteya Ruky, Direktur Transformasi Bisnis 	<ul style="list-style-type: none"> - Indira Chunda Thita Syahrul Komisaris Independen Independent Commissioner 	
<p>Bertindak untuk dan atas nama Yayasan Petrokimia Gresik : Act for and on behalf of yayasan Petrokimia Gresik</p> <ul style="list-style-type: none"> - Ninuk Kurniasih, Bendahara Pengurus Yayasan dan berdasarkan surat kuasa nomor 01/01/TU.00.01/YPG.00/SKU/2021 tanggal 29 Januari 2021 selaku Kuasa dari Ketua Pengurus Yayasan, Dwi Tjahjo Juniarto. 		

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Tahunan Notaris Lumassia, S.H. nomor 05 tanggal 30 Januari 2021. Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen hingga akhir tahun 2021 adalah sebagai berikut :

The results of the GMS decisions have been stated in the Deed of Minutes of the Annual General Meeting of Shareholders Notary Lumassia, S.H. number 05 dated January 30, 2021. The results of the GMS decisions that have been followed up by the management until the end of 2021 are as follows:

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

1. Mata Acara Agenda	Pengesahan RKAP Tahun 2021 dan RKA TJSL Tahun 2021 Ratification of 2021 RKAP and 2021 TJSL RKA
Keputusan Decision	Mengesahkan dan menyetujui RKAP Tahun 2021 dan RKA TJSL yang telah disampaikan oleh Direksi Anak Perusahaan. Approve and approve the 2021 RKAP and TJSL RKA which have been submitted by the Directors of the Subsidiaries.
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

2. Mata Acara Agenda	Penetapan Indikator Aspek Operasional untuk pengukuran Tingkat Kesehatan Perusahaan Tahun 2021 Determination of Operational Aspect Indicators for measuring the Company's Health Level in 2021
Keputusan Decision	Menetapkan indikator aspek operasional pada tingkat kesehatan sebagai berikut : - Pencapaian Produksi (bobot 5,00) - Efisiensi Pemakaian Bahan Baku (5,00) Produktivitas Tenaga Kerja (5,00) Establish indicators of operational aspects at the health level as follows: - Production Achievement (weight 5.00) - Efficiency of Raw Material Usage (5.00) Labor Productivity (5.00)
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

3. Mata Acara Agenda	Persetujuan dan pengesahan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Direksi dan Dewan Komisaris dengan Pemegang Saham Tahun 2021 Approval and ratification of Management Contracts (<i>Key Performance Indicators</i>) between the Board of Directors and the Board of Commissioners with Shareholders in 2021
Keputusan Decision	Menyetujui dan mengesahkan Kontrak Manajemen (<i>Key Performance Indicators</i>) Direksi dan Dewan Komisaris dengan Pemegang Saham Tahun 2021. Approve and ratify the Management Contract (<i>Key Performance Indicators</i>) of the Board of Directors and the Board of Commissioners with the Shareholders for 2021.
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

4. Mata Acara Agenda	Persetujuan dan pengesahan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Dewan Komisaris dengan Pemegang Saham Tahun 2021 Approval and ratification of Management Contracts (<i>Key Performance Indicators</i>) between the Board of Commissioners and Shareholders in 2021
Keputusan Decision	Menetapkan Key Performance Indicators (KPI) Dewan Komisaris dalam melakukan pengawasan terhadap Direksi atas pelaksanaan RKAP Tahun 2021. Establish Key Performance Indicators (KPI) for the Board of Commissioners in supervising the Board of Directors on the implementation of the 2021 RKAP.
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

RUPS LUAR BIASA PERUBAHAN SUSUNAN DIREKSI PADA 16 FEBRUARI 2021

GMS EXTRAORDINARY CHANGES
BOARD OF DIRECTORS ON FEBRUARY 16, 2021

Hari, tanggal : Selasa, 16 Februari 2021
Waktu : 16.43-16.48 WIB
Tempat : Kantor Pupuk Indonesia – Jakarta

Day, date : Tuesday, February 16, 2021
Time : 16.43-16.48 WIB
Location : Pupuk Indonesia Office – Jakarta

KEHADIRAN | ATTENDANCE

Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors
<p>Bertindak untuk dan atas nama PT Pupuk Indonesia Persero : Act for and on behalf of PT Pupuk Indonesia Persero</p> <ul style="list-style-type: none"> - Achmad Bakir Pasaman, Direktur Utama President Director - Nugroho Christijanto, Wakil Direktur Utama Vice President Director - Gusrizal, Direktur Pemasaran Director of Marketing - Eko Taufik Wibowo, Direktur Keuangan dan Investasi dan selaku Pelaksana Tugas Direktur Sumber Daya Manusia dan Tata Kelola sesuai surat nomor 02420/A/SM/A22/IT/2021 tanggal 11 Februari 2021 Director of Finance and Investment and as Acting Director of Human Resources and Governance according to letter number 02420/A/SM/A22/IT/2021 dated 11 February 2021 - Panji Winanteya Ruky, Direktur Transformasi Bisnis dan selaku Kuasa dari Direktur Produksi sesuai Surat Khusus nomor 02/F00.KS/2021 tanggal 16 Februari 2021 Director of Business Transformation and as the Proxy of the Director of Production according to the Special Letter number 02/F00.KS/2021 dated February 16, 2021 	<ul style="list-style-type: none"> - T. Nugroho Purwanto Komisaris Utama President Commissioner - Achmad Sigit Dwiwahjono Komisaris Commissioner - Yoke Candra Komisaris Commissioner - Bin Nahadi Komisaris Commissioner - Mahmud Nurwindu Komisaris Independen Independent Commissioner - Indira Chunda Thita Syahrul Komisaris Independen Independent Commissioner 	<ul style="list-style-type: none"> - Dwi Satriyo Annurogo Direktur Utama President Director dan Pelaksana Tugas Direktur Keuangan dan Umum and executive Director of Finance and General Affairs - Digna Jatningsih Direktur Operasi dan Produksi Director of Operations and Production
<p>Bertindak untuk dan atas nama Yayasan Petrokimia Gresik : Act for and on behalf of yayasan Petrokimia Gresik</p> <ul style="list-style-type: none"> - Ahmad Syafii, Sekretaris Pengurus Yayasan dan berdasarkan surat kuasa nomor 003/02/TU.00.01/YPG.00/SKU/2021 tanggal 16 Februari 2021 selaku Kuasa dari Ketua Pengurus Yayasan, Dwi Tjahjo Juniarto. Secretary to the Foundation Management and based on power of attorney number 003/02/TU.00.01/YPG.00/SKU/2021 dated February 16, 2021 as the proxy of the Chairman of the Foundation Management, Dwi Tjahjo Juniarto. 		<p style="text-align: center;">Undangan Participants Meeting</p> <ul style="list-style-type: none"> - Budi Wahyu Soesilo

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Luar Biasa Notaris Lumassia, S.H. nomor 03 tanggal 16 Februari 2021. Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen hingga akhir tahun 2021 adalah sebagai berikut :

The results of the GMS decisions have been stated in the Deed of Minutes of the Extraordinary General Meeting of Shareholders Notary Lumassia, S.H. number 03 dated February 16, 2021. The results of the GMS decisions that have been followed up by the management until the end of 2021 are as follows:

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

1. Mata Acara Agenda	Pemberhentian dan Pengangkatan Anggota Direksi Perseroan Dismissal and Appointment of Members of the Company's Board of Directors
Keputusan Decision	<ul style="list-style-type: none"> a. Mengukuhkan pemberhentian dengan hormat Dwi Ary Purnomo sebagai Direktur Keuangan dan Umum terhitung sejak tanggal 26 Januari 2021 Confirming the honorable dismissal of Dwi Ary Purnomo as Director of Finance and General Affairs effective January 26, 2021 b. Mengangkat Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum Appointed Budi Wahyu Soesilo as Director of Finance and General Affairs c. Menegaskan kembali susunan anggota Direksi PG Reaffirming the composition of the members of the Board of Directors of PG:: <ul style="list-style-type: none"> 1. Dwi Satriyo Annurogo sebagai Direktur Utama as President Director 2. Digna Jatningsih sebagai Direktur Operasi dan Produksi as Director of Operations and Production 3. Budi Wahyu Soesilo sebagai Direktur Keuangan dan Umum as Director of Finance and General Affairs
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision



RUPS LUAR BIASA PERUBAHAN SUSUNAN DEWAN KOMISARIS PADA 12 JUNI 2021

EXTRAORDINARY GMS CHANGES IN BOARD OF COMMISSIONERS' COMPOSITION ON JUNE 12, 2021

Hari, tanggal : Sabtu, 12 Juni 2021

Day, date : Saturday, June 12, 2021

Waktu : 10.22-10.26 WIB

Time : 10.22-10.26 WIB

Tempat : Kantor Pupuk Indonesia – Jakarta

Location : Pupuk Indonesia Office – Jakarta

KEHADIRAN | ATTENDANCE

Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors
<p>Bertindak untuk dan atas nama PT Pupuk Indonesia Persero : Act for and on behalf of PT Pupuk Indonesia Persero</p> <ul style="list-style-type: none"> - Achmad Bakir Pasaman, Direktur Utama President Director - Nugroho Christijanto, Wakil Direktur Utama Vice President Director - Eko Taufik Wibowo, Direktur Keuangan dan Investasi dan selaku Kuasa dari Direktur Transformasi Bisnis berdasarkan Surat Kuasa nomor 15/G00.KS/2021 tanggal 10 Juni 2021 Director of Finance and Investment and as Proxy of the Director of Business Transformation based on Power of Attorney number 15/G00.KS/2021 dated 10 June 2021 - Winardi, Direktur Sumber Daya Manusia dan Tata Kelola dan selaku Kuasa dari Direktur Pemasaran berdasarkan Surat Kuasa nomor 024/A/KU/COO/KS/2021 tanggal 10 Juni 2021 Director of Human Resources and Governance and as the Proxy of the Director of Marketing based on Power of Attorney number 024/A/KU/COO/KS/2021 dated 10 June 2021 - Bob Indiarso, Direktur Produksi Director of production 	<ul style="list-style-type: none"> - T. Nugroho Purwanto Komisaris Utama President Commissioner - Bin Nahadi Komisaris Commissioner (melalui video konferensi / via video conference) 	<ul style="list-style-type: none"> - Dwi Satriyo Annurogo Direktur Utama President Director dan Pelaksana Tugas Direktur Keuangan dan Umum and executive Director of Finance and General Affairs - Digna Jatningsih Direktur Operasi dan Produksi Director of Operations and Production - Budi Wahyu Soesilo Direktur Keuangan dan Umum Director of Finance and General (melalui video konferensi / via video conference)
<p>Bertindak untuk dan atas nama Yayasan Petrokimia Gresik : Act for and on behalf of yayasan Petrokimia Gresik</p> <ul style="list-style-type: none"> - Ahmad Syafii, Sekretaris Pengurus Yayasan dan berdasarkan surat kuasa nomor 005/06/TU.00.01/00.YPG/SKU/2021 tanggal 11 Juni 2021 selaku Kuasa dari Ketua Pengurus Yayasan, Dwi Tjahjo Juniarto. Secretary of the Foundation Management and based on power of attorney number 005/06/TU.00.01/00.YPG/SKU/2021 dated June 11, 2021 as the Proxy of the Chairman of the Foundation Management, Dwi Tjahjo Juniarto 	<div style="background-color: #008080; color: white; padding: 5px; text-align: center;"> Undangan Participants Meeting </div> <ul style="list-style-type: none"> - Noer Fajrieansyah - Cecep Herawan - Ammarsjah 	

Hasil keputusan RUPS telah dituangkan melalui Akta Berita Acara Rapat Umum Pemegang Saham Luar Biasa Notaris Lumassia, S.H. nomor 15 tanggal 12 Juni 2021. Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen hingga akhir tahun 2021 adalah sebagai berikut :

The results of the GMS decisions have been stated in the Deed of Minutes of the Extraordinary General Meeting of Shareholders Notary Lumassia, S.H. number 15 dated June 12, 2021. The results of the GMS resolutions that have been followed up by the management until the end of 2021 are as follows:

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

1. Mata Acara Agenda	Pemberhentian dan Pengangkatan Anggota Dewan Komisaris Perseroan Dismissal and Appointment of Members of the Company's Board of Commissioners
Keputusan Decision	<ul style="list-style-type: none"> a. Memberhentikan dengan hormat Achmad Sigit Dwiwahjono sebagai Komisaris Honorably dismissed Achmad Sigit Dwiwahjono as Commissioner b. Mengangkat sebagai anggota Dewan Komisaris Appoint as a member of the Board of Commissioners: c. Menegaskan kembali susunan anggota Dewan Komisaris Perseroan Reaffirming the composition of the members of the Company's Board of Commissioners: <ul style="list-style-type: none"> 1. Tarcisius Nugroho Purwanto, Komisaris Utama President Commissioner 2. Noer Fajrieansyah, Komisaris Commissioner 3. Cecep Herawan, Komisaris Commissioner 4. Bin Nahadi, Komisaris Commissioner 5. Ammarsjah, Komisaris Independen Independent Commissioner 6. Indira Chunda Thita Syahrul, Komisaris Independen Independent Commissioner
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision



RUPS PERSETUJUAN LAPORAN TAHUNAN, PENGESAHAN LAPORAN KEUANGAN DAN LAPORAN PKBL TAHUN 2020

GMS APPROVAL OF ANNUAL REPORT, RATIFICATION OF
FINANCIAL STATEMENTS AND 2020 PKBL REPORT

Hari,tanggal : Rabu, 30 Juni 2021

Waktu : 11.54 WIB

Tempat : Virtual Meeting

Day, date : Wednesday, June 30, 2021

Time : 11.54 WIB

Location : Virtual Meeting

KEHADIRAN | ATTENDANCE

Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors
<p>Bertindak untuk dan atas nama PT Pupuk Indonesia Persero : Act for and on behalf of PT Pupuk Indonesia Persero</p> <ul style="list-style-type: none"> - Achmad Bakir Pasaman, Direktur Utama President Director - Nugroho Christijanto, Wakil Direktur Utama Vice President Director - Bob Indiarso, Direktur Produksi dan selaku Kuasa Direktur Pemasaran berdasarkan surat kuasa nomor 16/C00.KS/2021 tanggal 29 Juni 2021 Director of Production and as the Proxy of the Director of Marketing based on power of attorney number 16/C00.KS/2021 dated June 29, 2021 - Eko Taufik Wibowo, Direktur Keuangan dan Investasi Director of Finance and Investment - Panji Winanteya Ruky, Direktur Transformasi Bisnis Director of Business Transformation - Winardi, Direktur Sumber Daya Manusia dan Tata Kelola Director of Human Resources and Governance 	<ul style="list-style-type: none"> - T. Nugroho Purwanto Komisaris Utama President Commissioner - Cecep Herawan Komisaris Commissioner - Bin Nahadi Komisaris Commissioner - Noer Fajrieansyah, Komisaris Komisaris Commissioner - Ammarsjah Komisaris Independen Independent Commissioner - Indira Chunda Thita Syahrul Komisaris Independen Independent Commissioner 	<ul style="list-style-type: none"> - Dwi Satriyo Annurogo Direktur Utama President Director - Digna Jatiningih Direktur Operasi dan Produksi Director of Operations and Production - Budi Wahyu Soesilo Direktur Keuangan dan Umum Director of Finance and General Affairs

Bertindak untuk dan atas nama Yayasan Petrokimia Gresik :

Act for and on behalf of yayasan Petrokimia Gresik

- **Dwi Tjahjo Juniarto**, Ketua Pengurus Yayasan
dan **Ahmad Syafii**, Sekretaris Pengurus Yayasan,
dan selaku Kuasa Sekretaris Pengurus Yayasan.
Dwi Tjahjo Juniarto, Chairman of the Foundation's
Management and Ahmad Syafii, Secretary of the
Foundation's Management, and as the Proxy for
the Secretary of the Foundation's Management.

Hasil keputusan RUPS telah ditindaklanjuti oleh manajemen
hingga akhir tahun 2021 adalah sebagai berikut :

The results of the GMS decisions that have been followed
up by the management until the end of 2021 are as follows:

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

1. Mata Acara
Agenda

Persetujuan Laporan Tahunan dan pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2020, Pengesahan Penyajian Kembali (Restatement) Laporan Keuangan Tahun Buku 2018 dan Tahun Buku 2019, serta Pengesahan Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2020 | Approval of the Annual Report and ratification of the Company's Consolidated Financial Statements for Fiscal Year 2020, Ratification of the restatement of Financial Statements for Fiscal Year 2018 and Fiscal Year 2019, as well as Ratification of the Supervisory Report of the Board of Commissioners for Fiscal Year 2020

Keputusan
Decision

- a. Menyetujui Laporan Tahunan PG mengenai keadaan dan jalannya PG selama Tahun Buku 2020 sesuai surat Nomor: 3394/B/RC.03.03/18/DR/2021 tanggal 22 Juni 2021 dan Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2020 sesuai surat Dewan Komisaris Perseroan Nomor: 0039/BK/KL.00.01/99/DK/2021 tanggal 29 Juni 2021. | Approved PG's Annual Report regarding the condition and operation of PG during Fiscal Year 2020 in accordance with letter Number: 3394/B/RC.03.03/18/DR/2021 dated June 22, 2021 and Report on Supervisory Duties of the Board of Commissioners for Fiscal Year 2020 in accordance with the letter of the Company's Board of Commissioners Number : 0039/BK/KL.00.01/99/DK/2021 dated June 29, 2021.
- b. Mengesahkan Laporan Keuangan Konsolidasian PG Tahun Buku 2020 termasuk mengesahkan penyajian kembali laporan keuangan konsolidasian Tahun Buku 2019 dan 2018 yang telah diaudit oleh KAP Tanudiredja, Wibisana, RIntis & Rekan (PwC). Ratify PG's Consolidated Financial Statements for Fiscal Year 2020 including ratifying the restatement of consolidated financial statements for Fiscal Years 2019 and 2018 which have been audited by KAP Tanudiredja, Wibisana, RIntis & Partners (PwC).
- c. Memberikan pelunasan dan pembebasan sepenuhnya dari tanggung jawab (volledig acquit et de charge) kepada Direksi dan Dewan Komisaris PG atas tindakan pengurusan dan pengawasan yang telah dijalankan selama Tahun Buku 2020, sepanjang : Tindakan tersebut termuat dalam Laporan Tahunan atau Laporan Keuangan yang telah diaudit oleh 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; dan Laporan Tahunan dan Laporan Keuangan yang disajikan tersebut telah memuat hal-hal dan kejadian-kejadian yang sesungguhnya sehingga tidak mengakibatkan kerugian bagi PG dikemudian hari. | Provide full discharge and release from responsibilities (volledig acquit et de charge) to the Board of Directors and Board of Commissioners of PG for the management and supervisory actions that have been carried out during the 2020 Financial Year, as long as: These actions are contained in the Annual Report or Financial Statements that have been audited by KAP ; The action is not a criminal act and does not violate the code of ethics and/ or the provisions of the applicable laws and regulations; KAP records are followed up and completed thoroughly; and the Annual Report and Financial Statements that are presented contain actual matters and events so as not to cause losses to PG in the future.
- d. Menyetujui usulan ratifikasi terhadap realisasi biaya di atas pagu anggaran dalam RKAP Tahun 2020 yang telah disetujui dalam RUPS RKAP Tahun 2020 berdasarkan surat PG Nomor: 7148/B/KU.00.01/19/DR/2020 tanggal 4 Desember 2020. Kedepan, biaya-biaya yang sifatnya controllable tidak boleh melebihi pagu anggarannya sebelum memperoleh persetujuan dari Pemegang Saham. | Menyetujui usulan ratifikasi terhadap realisasi biaya di atas pagu anggaran dalam RKAP Tahun 2020 yang telah disetujui dalam RUPS RKAP Tahun 2020 berdasarkan surat PG Nomor: 7148/B/KU.00.01/19/DR/2020 tanggal 4 Desember 2020. Kedepan, biaya-biaya yang sifatnya controllable tidak boleh melebihi pagu anggarannya sebelum memperoleh persetujuan dari Pemegang Saham.

Tindak Lanjut
Follow-up

Sesuai dengan keputusan.
According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

2. Mata Acara Agenda	Persetujuan dan Pengesahan Laporan Program Kemitraan dan Bina Lingkungan Perseroan Tahun Buku 2020 Approval and Ratification of the Company's Partnership and Community Development Program Report for Fiscal Year 2020
Keputusan Decision	Menyetujui dan mengesahkan Laporan Tahunan PKBL Tahun Buku 2020 termasuk Laporan Keuangan Program Kemitraan dan Bina Lingkungan yang telah diaudit oleh KAP Tanudiredja, Wibisana, RIntis & Rekan (PwC) sesuai laporannya nomor 01057/2.1025/AU.2/04/0243-1/1/VI/2021 tanggal 9 Juni 2021 dengan pendapat "wajar dalam semua hal yang material", serta memberikan pelunasan dan pembebasan tanggung jawab (volledig acquit et de charge) kepada Direksi dan Dewan komisaris PG atas tindakan pengurusan dan pengawasan PKBL Tahun Buku 2020, sepanjang tindakan tersebut bukan merupakan tindak pidana dan tercermin di dalam laporan tersebut. Approved and ratified the PKBL Annual Report for Fiscal Year 2020 including the Financial Statements of the Partnership and Community Development Program which had been audited by KAP Tanudiredja, Wibisana, RIntis & Partners (PwC) according to its report number 01057/2.1025/AU.2/04/0243-1/1/ VI/2021 dated June 9, 2021 with the opinion "fair in all material respects", as well as providing discharge and release of responsibility (volledig acquit et de charge) to the Board of Directors and Board of Commissioners of PG for the management and supervision of PKBL for the Financial Year 2020, as long as the action is taken. it is not a criminal offense and is reflected in the report.
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

3. Mata Acara Agenda	Penetapan penggunaan Laba Bersih Konsolidasian Perseroan Tahun Buku 2020 Determination of the use of the Company's Consolidated Net Profit for Fiscal Year 2020
Keputusan Decision	Menyetujui dan menetapkan penggunaan laba tahun berjalan konsolidasi yang dapat diatribusikan kepada pemilik entitas induk PG untuk tahun buku yang berakhir pada tanggal 31 Desember 2020. Approved and determined the use of consolidated profit for the year attributable to owners of PG's parent entity for the financial year ended December 31, 2020.
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

4. Mata Acara Agenda	Penetapan Gaji/ Honorarium berikut fasilitas dan tunjangan lainnya untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2021, serta Tantiem/Insentif Kinerja untuk Direksi dan Dewan komisaris Perseroan Tahun Buku 2020, serta Penetapan Jasa Operasi Karyawan Perseroan atas Kinerja Tahun Buku 2020 Determination of Salary/Honorarium along with other facilities and allowances for the Board of Directors and Board of Commissioners of the Company for Financial Year 2021, as well as Tantiem/Performance Incentives for Board of Directors and Board of Commissioners of the Company for Financial Year 2020, as well as Determination of Operational Services for Company Employees on Performance for Financial Year 2020
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TATA KELOLA PERUSAHAAN
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HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

Keputusan Decision	<p>a. Tantiem untuk Direksi dan Dewan Komisaris Tahun Buku 2020 serta gaji Direksi dan Honorarium Dewan Komisaris untuk Tahun Buku 2021 akan ditetapkan kemudian secara terpisah dan tersendiri oleh Pupuk Indonesia selaku Pemegang saham mayoritas. The bonus for the Board of Directors and the Board of Commissioners for the Financial Year 2020 as well as the salaries of the Directors and the Honorarium for the Board of Commissioners for the Financial Year 2021 will be determined later separately and separately by Pupuk Indonesia as the majority shareholder.</p> <p>b. Menyetujui dan menetapkan Jasa Operasi karyawan Approve and determine employee Operational Services.</p>
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision

HASIL KEPUTUSAN RUPS | GMS DECISION RESULTS

5. Mata Acara Agenda	Penunjukan Kantor Akuntan Publik (KAP) untuk mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Usaha Mikro dan Kecil (UMK) Tahun Buku 2021 Appointment of a Public Accounting Firm (KAP) to audit the Company's Consolidated Financial Statements and the Financial Statements of Micro and Small Enterprises (UMK) for the 2021 Financial Year
Keputusan Decision	<p>a. Menunjuk kembali Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan sebagai Kantor Akuntan Publik yang akan mengaudit Laporan Keuangan Konsolidasian PG dan Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (UMK) untuk Tahun Buku 2021. Re-appoint the Public Accounting Firm (KAP) of Tanudiredja, Wibisana, Rintis & Partners as the Public Accounting Firm that will audit the Consolidated Financial Statements of PG and the Financial Statements of the Implementation of the Micro and Small Business Funding Program (UMK) for the 2021 Financial Year.</p> <p>b. Memberikan wewenang dan kuasa kepada Dewan Komisaris PG menunjuk Kantor Akuntan Publik untuk melakukan audit atas Laporan Keuangan Konsolidasian PG periode lainnya pada Tahun Buku 2021 untuk tujuan dan kepentingan PG. Granting authority and power to the Board of Commissioners PG appoints a Public Accounting Firm to audit PG's Consolidated Financial Statements for other periods in the 2021 Fiscal Year for the purposes and interests of PG. Granting authority and power to the Board of Commissioners PG appoints a Public Accounting Firm to audit PG's Consolidated Financial Statements for other periods in the 2021 Fiscal Year for the purposes and interests of PG.</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 Kecil (UMK) untuk Tahun Buku 2021, termasuk menetapkan imbalan jasa audit dan persyaratan lainnya bagi Kantor Akuntan Publik pengganti tersebut. Granted power of attorney to the Board of Commissioners of the Company to determine the fee for audit services or other requirements for the said Public Accounting Firm, as well as appoint a replacement Public Accounting Firm in the event that the Public Accounting Firm Tanudiredja, Wibisana, Rintis & Partners, for whatever reason, is unable to complete the audit of the Consolidated Financial Statements The Company and the Financial Report on the Implementation of the Micro and Small Business Funding Program (UMK) for the 2021 Fiscal Year, including determining the audit fee and other requirements for the replacement Public Accounting Firm.</p>
Tindak Lanjut Follow-up	Sesuai dengan keputusan. According to the decision



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

KEPUTUSAN PEMEGANG SAHAM DI LUAR RUPS

SHAREHOLDERS' DECISIONS OUTSIDE THE GMS

Selain RUPS Fisik, Pemegang saham juga menetapkan keputusan melalui RUPS Sirkuler. Selama tahun 2021 RUPS Sirkuler menetapkan Keputusan Pemegang Saham yang telah dituangkan melalui Akta Pernyataan Keputusan Pemegang Saham Notaris Lumassia, S.H. nomor 02 tanggal 27 Januari 2021, dengan keputusan sebagai berikut :

In addition to the Physical GMS, the shareholders also make decisions through the Circular GMS. During 2021 the Circular GMS will determine the Shareholders' Decisions which have been stated in the Deed of Statement of Shareholders' Decisions Notary Lumassia, S.H. number 02 dated January 27, 2021, with the following decisions:

No.	KEPUTUSAN RUPS GMS DECISION	Tindak Lanjut Follow-up
1.	Mengukuhkan pemberhentian dengan hormat Heriyono Harsoyo sebagai anggota Dewan Komisaris Confirming the honorable discharge of Heriyono Harsoyo as a member of the Board of Commissioners	Sesuai dengan keputusan. According to the decision
2.	Mengangkat Bin Nahadi sebagai anggota Dewan Komisaris Appoint Bin Nahadi as a member of the Board of Commissioners	Sesuai dengan keputusan. According to the decision
3.	Menegaskan kembali susunan anggota Dewan Komisaris Perseroan Reaffirming the composition of the members of the Company's Board of Commissioners: a. Tarcisius Nugroho Purwanto , Komisaris Utama President Commissioner b. Achmad Sigit Dwiwahjono , Komisaris Commissioner c. Yoke Candra , Komisaris Commissioner d. Bin Nahadi , Komisaris Commissioner e. Mahmud Nurwindu , Komisaris Independen Independent Commissioner f. Indira Chunda Thita Syahrul , Komisaris Independen Independent Commissioner	Sesuai dengan keputusan. According to the decision

KETENTUAN KUORUM RUPS

QUORUM PROVISIONS OF GMS

Kuorum kehadiran dan keputusan RUPS terhadap hal yang harus diputuskan dalam RUPS dilakukan dengan mengikuti ketentuan berdasarkan ketentuan yang berlaku di Anggaran Dasar Perusahaan.

The quorum of attendance and resolutions of the GMS on matters that must be decided at the GMS are carried out in accordance with the provisions in force in the Company's Articles of Association.

Jumlah kehadiran dalam RUPS selama tahun 2021 telah terpenuhi dan Rapat adalah sah dan dapat mengambil keputusan-keputusan yang sah dan mengikat para Pemegang Saham untuk setiap mata acara.

The number of attendance at the GMS during 2021 has been fulfilled and the Meeting is valid and can make valid decisions and bind the Shareholders for each agenda item.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

PENGAMBILAN KEPUTUSAN DALAM RUPS DECISION MAKING IN GMS

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 Perusahaan.

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.

Decision making in the GMS is carried out by deliberation for consensus. In the event that a decision based on deliberation to reach a consensus is not reached, it is carried out by voting as stipulated 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 all shareholders have given their approval of the proposal submitted in writing and signed the agreement. The decision has the same power as the decisions taken legally in the GMS.

DEWAN KOMISARIS BOARD OF COMMISSIONERS

Dewan Komisaris merupakan organ perusahaan yang bertugas dan bertanggung jawab secara kolektif untuk melakukan pengawasan dan memberikan nasihat kepada Direksi serta memastikan bahwa perusahaan melaksanakan GCG. Namun demikian, Dewan Komisaris tidak boleh turut serta dalam mengambil keputusan operasional perusahaan. Kedudukan masing-masing anggota dewan Komisaris termasuk Komisaris Utama adalah setara. Tugas Komisaris Utama sebagai primus inter pares adalah mengkoordinasikan kegiatan Komisaris.

Agar pelaksanaan tugas Dewan Komisaris dapat berjalan efektif, perlu dipenuhi prinsip-prinsip bahwa komposisi Dewan Komisaris memungkinkan pengambilan keputusan yang efektif, tepat dan cepat, serta dapat bertindak secara independen. Setiap anggota Dewan Komisaris perseroan harus profesional, yaitu berintegritas dan memiliki kemampuan sehingga dapat menjalankan fungsinya dengan baik termasuk memastikan bahwa Direksi telah memperhatikan kepentingan semua pemangku kepentingan. Fungsi pengawasan dan pemberian nasihat Dewan Komisaris mencakup tindakan pencegahan, perbaikan, sampai kepada pemberhentian sementara.

The Board of Commissioners is a corporate organ that is collectively assigned and responsible for supervising and providing advice to the Board of Directors and ensuring that the company implements GCG. However, the Board of Commissioners may not participate in making the company's operational decisions. The position of each member of the Board of Commissioners including the President Commissioner is equal. The duty of the President Commissioner as primus inter pares is to coordinate the activities of the Commissioners.

In order for the implementation of the duties of the Board of Commissioners to be effective, it is necessary to fulfill the principles that the composition of the Board of Commissioners allows for effective, precise and fast decision making, and can act independently. Each member of the Company's Board of Commissioners must be professional, namely with integrity and have the ability to carry out their functions properly, including ensuring that the Board of Directors has taken into account the interests of all stakeholders. The supervisory and advisory function of the Board of Commissioners includes preventive action, corrective action, up to temporary dismissal.



PERSYARATAN DAN PENGANGKATAN DEWAN KOMISARIS

REQUIREMENTS AND APPOINTMENT OF THE BOARD OF COMMISSIONERS

PT Petrokimia Gresik memiliki persyaratan calon anggota Dewan Komisaris sebagaimana tercantum dalam Anggaran Dasar perusahaan dan peraturan perundang-undangan yang berlaku, persyaratan calon anggota Dewan Komisaris PT Petrokimia Gresik diatur sebagai berikut:

- **Syarat Formal**

- Orang perseorangan
- Cakap melakukan perbuatan hukum
- Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan
- Tidak pernah menjadi anggota direksi atau anggota dewan komisaris yang dinyatakan bersalah menyebabkan suatu perseroan/perum dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan
- 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

- **Syarat Materil**

- Integritas dan moral dalam arti yang bersangkutan tidak pernah terlibat:
 - Perbuatan rekayasa dan praktik-praktik menyimpang dalam pengurusan BUMN/Anak Perusahaan/Perusahaan/Lembaga tempat yang bersangkutan bekerja sebelum pencalonan
 - Perbuatan cidera janji yang dapat dikategorikan tidak memenuhi komitmen yang telah disepakati dengan BUMN/Anak Perusahaan/Lembaga tempat yang bersangkutan bekerja sebelum pencalonan (berperilaku tidak baik)
 - Perbuatan yang dikategorikan dapat memberikan keuntungan secara melawan hukum kepada yang bersangkutan dan/atau pihak lain sebelum pencalonan (berperilaku tidak baik)
 - Perbuatan yang dapat dikategorikan sebagai pelanggaran terhadap ketentuan yang berkaitan dengan prinsip-prinsip pengurusan perusahaan yang sehat (perilaku tidak baik).
- Dedikasi
- Memahami masalah-masalah manajemen perusahaan yang berkaitan dengan salah satu fungsi manajemen

PT Petrokimia Gresik has requirements for candidates for members of the Board of Commissioners as stated in the company's Articles of Association and applicable laws and regulations, the requirements for candidates for members of the Board of Commissioners of PT Petrokimia Gresik are regulated as follows:

- **Formal Terms**

- Individuals
- Able to do legal actions
- Never been declared bankrupt within 5 (five) years prior to nomination
- Never been a member of the board of directors or a member of the board of commissioners who was found guilty of causing a company/perum to be declared bankrupt within 5 (five) years prior to the nomination
- Never been convicted of a criminal act that was detrimental to the State's finances and/or related to the financial sector within 5 (five) years prior to the nomination

- **Material Terms**

- Integrity and morals in the sense in question are never involved:
 - Engineering acts and deviant practices in the management of the BUMN/Subsidiary/Company/Institution where the person concerned works before the nomination
 - Acts of default that can be categorized as not fulfilling the commitments agreed with the BUMN/Subsidiary/Institution where the person concerned worked before the nomination (behaved badly)
 - Actions that are categorized as being able to provide unlawful benefits to the person concerned and/or other parties prior to candidacy (behaving badly)
 - An act that can be categorized as a violation of the provisions relating to the principles of healthy company management (bad behavior).
- Dedication
- Understand company management issues related to one of the management functions

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- d. Memiliki pengetahuan yang memadai di bidang usaha perusahaan di mana yang bersangkutan dicalonkan
 - e. Dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya
 - f. Memiliki kemauan yang kuat (antusias) untuk memajukan dan mengembangkan perusahaan di mana yang bersangkutan dicalonkan.
- d. Have adequate knowledge in the field of business of the company in which the person concerned is nominated
 - e. Can provide sufficient time to carry out their duties
 - f. Have a strong will (enthusiasm) to advance and develop the company in which the person concerned is nominated.
- **Syarat Lain**
 - a. Bukan pengurus parati politik, dan/atau anggota legeslatif dan/atau tidak sedang mencalonkan diri sebagai anggota legeslatif
 - b. Bukan kepala/wakil kepala daerah dan/atau tidak sedang mencalonkan diri sebagai anggota legeslatif
 - c. Tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan perusahaan yang bersangkutan kecuali menandatangani surat pernyataan bersedia mengundurkan diri dari jabatan tersebut jika terpilih sebagai anggota Dewan Komisaris
 - d. Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris kecuali menandatangani surat pernyataan bersedia mengundurkan diri dari jabatan tersebut jika terpilih sebagai anggota Dewan Komisaris
 - e. Tidak menjabat sebagai anggota Dewan Komisaris pada perusahaan yang bersangkutan selama 2 (dua) periode berturut-turut
 - f. Sehat jasmani dan rohani, tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris yang dibuktikan dengan surat keterangan sehat dari rumah sakit pemerintah.
 - **Other Terms**
 - a. Not a member of a political party, and/or a member of the legislature and/or not currently running as a member of the legislature
 - b. Not the head/deputy head of the region and/or not currently running as a member of the legislature
 - c. Not currently occupying a position that has the potential to cause a conflict of interest with the company concerned, except for signing a statement willing to resign from the position if elected as a member of the Board of Commissioners
 - d. Not currently occupying a position which, based on the laws and regulations, is prohibited from concurrently serving as a member of the Board of Commissioners unless signing a statement letter willing to resign from the position if elected as a member of the Board of Commissioners.
 - e. Not serving as a member of the Board of Commissioners in the company concerned for 2 (two) consecutive periods
 - f. Physically and mentally healthy, not suffering from an illness that can hinder the performance of duties as a member of the Board of Commissioners as evidenced by a health certificate from a government hospital.

Proses pengangkatan seorang calon anggota Dewan Komisaris mengikuti proses uji kelayakan dan kepatutan Dewan Komisaris berdasarkan Anggaran Dasar Perseroan dan Peraturan Perundang-undangan yang berlaku.

The process of appointing a candidate for a member of the Board of Commissioners follows the fit and proper test process for the Board of Commissioners based on the Company's Articles of Association and the prevailing laws and regulations.

MASA JABATAN | TERM OF OFFICE

Masa jabatan Dewan Komisaris adalah selama 5 (lima) tahun dan dapat diangkat kembali untuk 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 :

The term of office of the Board of Commissioners is for 5 (five) years and can be reappointed for one term of office. The position of the Board of Commissioners can be dismissed at any time based on the decision of the GMS with reasons and is carried out based on the facts of the members of the Board of Commissioners, including:



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1. Tidak dapat melaksanakan tugasnya dengan baik
2. Tidak melaksanakan ketentuan peraturan perundang-undangan dan/atau ketentuan anggaran dasar perusahaan
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 perusahaan dan peraturan perundang-undangan yang lainnya.

KEBIJAKAN TERKAIT PENGUNDURAN DIRI DAN PEMBERHENTIAN DEWAN KOMISARIS

POLICY REGARDING REGISTRATION AND TERMINATION OF THE BOARD OF COMMISSIONERS

Pengunduran diri Anggota Dewan Komisaris berdasarkan ketentuan pada Anggaran Dasar Perusahaan 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 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

1. Unable to perform their duties properly
2. Unable to comply with legislations and/or the Company's Articles of Association
3. Involved in act that harm the Company and/or the State;
4. Committed violation against the ethics and/or compliance that shall be respected as member of the Board of Commissioners;
5. Found guilty based on court decision that has permanent legal force;
6. Resigned;

Meanwhile, the position of a member of the Board of Commissioners ends if:

1. Decease
2. End of term of office
3. Dismissal based on General Meeting of Shareholders; and/or
4. No longer meeting the requirements as members of the Board of Commissioners based on the Company's Articles of Association and other legislations.

The resignation of members of the Board of Commissioners based on the provisions of 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 in writing of the intention to the Company with a copy to the Shareholders, other members of the Board of Commissioners and the Board of Directors no later than 30 (thirty) days prior to the date of his resignation. If the resignation letter mentions an effective date of less than 30 (thirty) days from the date the letter is received, it is considered not to mention the effective date of the resignation.
2. If until the date requested by the member of the Board of Commissioners concerned or within 30 (thirty) days from the date of the resignation letter, there is no decision from the GMS, the member of the Board of Commissioners will automatically resign on the date requested above. or with the lapse of 30 (thirty) days

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diatas 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 Perusahaan atau negara, maka tindak lanjut yang dilakukan Perusahaan mengacu pada ketentuan Perusahaan.

from the date the resignation letter is received without requiring the approval of the GMS

Members of the Board of Commissioners may be dismissed based on the decision of the GMS by stating the reasons. The dismissal of a member of the Board of Commissioners is carried out if based on the fact that the member of the Board of Commissioners concerned does things as stipulated in the Articles of Association of the Company. Including if the Board of Commissioners is proven to be involved in a situation that is detrimental to the Company or the state, the follow-up actions taken by the Company shall refer to the provisions of the Company.

KOMPOSISI DEWAN KOMISARIS

COMPOSITION OF THE BOARD OF COMMISSIONERS

Jumlah anggota Dewan Komisaris PT Petrokimia Gresik adalah 6 (enam) orang. Selama tahun 2021, terdapat pergantian anggota Dewan Komisaris sebagaimana penjelasan sebagai berikut:

The number of members of the Board of Commissioners of PT Petrokimia Gresik is 6 (six) people. During 2021, there was a change in the members of the Board of Commissioners as explained as follows:

KOMPOSISI DEWAN KOMISARIS PERIODE 1-17 JANUARI 2021:

COMPOSITION OF THE BOARD OF COMMISSIONERS FOR THE PERIOD OF JANUARY 1-17, 2021

Nama Name	Jabatan Position	Domisili Position	Dasar Pengangkatan Basis of Appointment	Periode Term of Office
T. Nugroho Purwanto	Komisaris Utama President Commissioner	Gresik	Akta Notaris Lumassia, S.H No. 14, tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 14, dated August 25, 2020	Ke-1 / 1st
Yoke C. Katon	Komisaris Commissioner	Surabaya	Akta Notaris Lumassia, S.H No. 14 tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 14, dated August 25, 2020	Ke-1 / 1st
Heriyono Harsoyo	Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 4, tanggal 20 April 2016 Deed of Notary Lumassia, S.H. No. 4, dated April 20, 2016	Ke-1 / 1st
Achmad Sigit Dwiwahjono	Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 3, tanggal 15 Oktober 2019 Deed of Notary Lumassia, S.H. No. 3, dated October 15, 2019	Ke-1 / 1st
Mahmud Nurwindu	Komisaris Independen Independent Commissioner	Semarang	Akta Notaris Lumassia, S.H., No. 4, tanggal 20 April 2016 Deed of Notary Lumassia, S.H. No. 4, dated April 20, 2016	Ke-1 / 1st
Indira Chunda Thita Syahrul	Komisaris Independen Independent Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 14, tanggal 25 Agustus 2020 Deed of Notary Lumassia, S.H. No. 14, dated August 25, 2020	Ke-1 / 1st



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Heriyono Harsoyo meninggal dunia pada 17 Januari 2021, selanjutnya RUPS Luar Biasa mengangkat Bin Nahadi pada tanggal 27 Januari 2021 sebagai Komisaris PT Petrokimia Gresik. Masa jabatan Achmad Sigit Dwiwahjono, Mahmud Nurwindu dan Yoke C. Katon berakhir pada tanggal 19 April 2022 dan RUPS Luar Biasa melakukan pengukuhan pemberhentian melalui RUPS Luar Biasa pada tanggal 12 Juni 2021 dan melakukan pengisian kembali jabatan Komisaris PT Petrokimia Gresik. Dengan demikian komposisi Dewan Komisaris menjadi:

Heriyono Harsoyo passed away on January 17, 2021, then the Extraordinary GMS appointed Bin Nahadi on January 27, 2021 as Commissioner of PT Petrokimia Gresik. The terms of office of Achmad Sigit Dwiwahjono, Mahmud Nurwindu and Yoke C. Katon ended on April 19, 2022 and the Extraordinary GMS confirmed their dismissal through the Extraordinary GMS on June 12, 2021 and re-filled the position of Commissioner of PT Petrokimia Gresik. Thus the composition of the Board of Commissioners becomes:

**KOMPOSISI DEWAN KOMISARIS PERIODE 27 JANUARI 2021– 31 DESEMBER 2021
(SETELAH RUPS LUAR BIASA TANGGAL 12 JUNI 2021) :**

COMPOSITION OF THE BOARD OF COMMISSIONERS FOR THE PERIOD 27 JANUARY 2021 – 31 DECEMBER 2021
(AFTER THE EXTRAORDINARY GMS ON 12 JUNE 2021):

	Nama Name Jabatan Position	Domisili Position	Dasar Pengangkatan Basis of Appointment	Periode Term of Office
	T. Nugroho Purwanto Komisaris Utama President Commissioner	Gresik	Akta Notaris Lumassia, S.H No. 14, tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 14, dated August 25, 2020	Ke-1 / 1st
	Indira Chunda Thita Syahrul Komisaris Independen Independent Commissioner	Surabaya	Akta Notaris Lumassia, S.H No. 14 tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 14, dated August 25, 2020	Ke-1 / 1st
	Bin Nahadi Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 02, tanggal 27 Januari 2021 Deed of Notary Lumassia, S.H. No. 02, dated January 27, 2021	Ke-1 / 1st
	Ammarsjah Komisaris Independen Independent Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 15, tanggal 12 Juni 2021 Deed of Notary Lumassia, S.H. No. 15, dated June 12, 2021	Ke-1 / 1st
	Cecep Herawan Komisaris Commissioner	Semarang	Akta Notaris Lumassia, S.H., No. 15, tanggal 12 Juni 2021 Deed of Notary Lumassia, S.H. No. 15, dated June 12, 2021	Ke-1 / 1st
	Noer Fajrieansyah Komisaris Commissioner	Jakarta	Akta Notaris Lumassia, S.H., No. 15, tanggal 12 Juni 2021 Deed of Notary Lumassia, S.H. No. 15, dated June 12, 2021	Ke-1 / 1st

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PEDOMAN KERJA DEWAN KOMISARIS BOARD OF COMMISSIONERS WORK GUIDELINES

Dalam menjalankan tugasnya Dewan Komisaris telah memiliki Pedoman Kerja berupa Pedoman Kebijakan Dewan Komisaris dan Direksi atau *Board Policy Manual* (BPM), dilengkapi dengan *Corporate Policy Manual* (CPM). Kebijakan telah dimutakhirkan dan disahkan oleh seluruh Dewan Komisaris dan seluruh Direksi pada 28 April 2021 (BPM) dan 15 Desember 2018 (CPM). Dokumen tersebut ditinjau secara berkala dan dimutakhirkan apabila dianggap perlu dengan memperhatikan ketentuan perundangan. Selengkapnya dapat diunduh pada website perusahaan.

In carrying out its duties, the Board of Commissioners has a Work Guideline in the form of a Policy Manual for the Board of Commissioners and the Board of Directors or the Board Policy Manual (BPM), complemented by the Corporate Policy Manual (CPM). The policy has been updated and approved by the entire Board of Commissioners and the entire Board of Directors on 28 April 2021 (BPM) and 15 December 2018 (CPM). The document is reviewed periodically and updated if deemed necessary by taking into account the provisions of the law. More details can be downloaded on the company website.

TUGAS DAN TANGGUNG JAWAB DEWAN KOMISARIS DUTIES AND RESPONSIBILITIES OF THE BOARD OF COMMISSIONERS

Dewan Komisaris bertugas memberikan pengawasan dan memberikan nasihat kepada Direksi sebagai pengurus Perusahaan yang pelaksanaan tugas, tanggung jawab dan kewenangannya dilaporkan 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:

The Board of Commissioners is in charge of providing supervision and providing advice to the Board of Directors as the management of the Company whose duties, responsibilities and authorities are reported to the General Meeting of Shareholders. Each member of the Board of Commissioners cannot act alone, but based on the decision of the Board of Commissioners. To carry out the duties and responsibilities, the scope of work of the Board of Commissioners based on the Company's Articles of Association, among others:

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 serta ketentuan Anggaran Dasar dan Keputusan Rapat Umum Pemegang Saham, serta peraturan 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 Perusahaan, Rencana Kerja dan Anggaran Perusahaan, 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
1. Supervise the policies and running of the management in general both regarding the company and the company's 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 Company's Budget as well as the provisions of the Articles of Association and Decisions of the General Meeting of Shareholders, as well as the applicable laws and regulations, for the benefit of the company and in accordance with the aims and objectives of the company.
 2. Provide advice to the Board of Directors in carrying out the management of the company;
 3. Researching and reviewing the Company's Long Term Plan, Work Plan and Company Budget, periodic reports and annual reports prepared by the Board of Directors and signed by the Board of Commissioners.
 4. Provide reports on supervisory duties that have been carried out during the new and previous financial years to the GMS.
 5. Carry out other obligations in the context of supervisory and advisory duties, as long as they do not conflict with



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bertentangan dengan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan RUPS.

the laws and regulations, articles of association, and/or GMS decisions.

TUGAS DAN TANGGUNG JAWAB MASING-MASING DEWAN KOMISARIS

DUTIES AND RESPONSIBILITIES OF EACH BOARD OF COMMISSIONERS

Pembagian tugas dan tanggung jawab masing-masing Dewan Komisaris ditetapkan dalam Surat Keputusan Dewan Komisaris Nomor 11/SK/06/99/DK/2021 tanggal 12 Juni 2021 tentang Pembagian Tugas PT Petrokimia Gresik, telah dilakukan revisi atas pembagian tugas Dewan Komisaris menjadi sebagai berikut:

The division of duties and responsibilities of each Board of Commissioners is stipulated in the Decree of the Board of Commissioners Number 11/SK/06/99/DK/2021 dated June 12, 2021 concerning the Division of Duties of PT Petrokimia Gresik, revisions have been made to the division of duties of the Board of Commissioners into the following :

	Nama Name Jabatan Position	Pembagian Tugas Division of tasks
	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 the Board of Commissioners regarding the duties and authorities of the Board of Commissioners
	Indira Chunda Thita Syahrul 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 authorities of the Board of Commissioners including but not limited to Marketing and General Affairs.
	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 authorities of the Board of Commissioners including but not limited to Finance, Accounting and Corporate Governance
	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 Perusahaan. Handling activities related to the duties and authorities of the Board of Commissioners, including but not limited to the areas of Production and Internal Control of the Company.
	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 authorities of the Board of Commissioners including but not limited to 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 authorities of the Board of Commissioners including but not limited to the fields of Organization, Human Resources and Information Technology.

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WEWENANG DEWAN KOMISARIS

AUTHORITY OF THE BOARD OF COMMISSIONERS

Sesuai Anggaran Dasar Perusahaan, 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 Perusahaan.
8. Membentuk Komite-komite lain selain Komite Audit, jika dianggap perlu dengan memperhatikan kemampuan perusahaan;
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 Perusahaan.
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.

In accordance with the Company's Articles of Association, the authorities of the Board of Commissioners are:

1. View books, letters, and other documents, check cash for verification purposes and other securities and examine the Company's assets;
2. Entering yards, buildings, and offices used by the Company;
3. Requesting an explanation from the Board of Directors and/or other officials regarding all issues related to the management of the Company;
4. Knowing all policies and actions that have been and will be carried out by the Board of Directors;
5. Requesting the Board of Directors and/or other officials under the Board of Directors with the knowledge of the Board of Directors to attend the meeting of the Board of Commissioners;
6. Appoint and dismiss the secretary of the Board of Commissioners, if deemed necessary;
7. Temporarily dismiss members of the Board of Directors in accordance with the provisions of the Company's Articles of Association.
8. Establish other committees other than the Audit Committee, if deemed necessary by taking into account the company's capabilities;
9. Using experts for certain matters and for a certain period of time at the expense of the Company, if deemed necessary;
10. Take actions to manage the Company under certain conditions in accordance with the provisions of the Company's Articles of Association.
11. Attending Board of Directors meetings and providing views on the matters discussed;
12. Carry out other authorities as long as they do not conflict with the laws and regulations, articles of association, and/or the decision of the General Meeting of Shareholders.

KEWAJIBAN DEWAN KOMISARIS

AUTHORITIES OF THE BOARD OF COMMISSIONERS

1. Memberikan nasihat kepada Direksi dalam melaksanakan pengurusan Perseroan;
2. Meneliti dan menelaah serta menandatangani Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan yang disiapkan Direksi, sesuai dengan ketentuan Anggaran Dasar Perusahaan;
1. Provide advice to the Board of Directors in carrying out the management of the Company;
2. Researching and reviewing and signing the Company's Long-Term Plan and Company's Work Plan and Budget prepared by the Board of Directors, in accordance with the provisions of the Company's Articles of Association;



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3. Memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Rencana Jangka Panjang Perseroan dan Rencana Kerja dan Anggaran Perseroan mengenai alasan Dewan Komisaris menandatangani Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan;
 4. Mengikuti perkembangan kegiatan Perseroan, memberikan pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai setiap masalah yang dianggap penting bagi kepengurusan Perseroan;
 5. Melaporkan dengan segera kepada Rapat Umum Pemegang Saham apabila terjadi gejala menurunnya kinerja Perseroan;
 6. Meneliti dan menelaah laporan berkala dan laporan tahunan yang disiapkan Direksi serta menandatangani laporan tahunan;
 7. Memberikan penjelasan, pendapat dan saran kepada Rapat Umum Pemegang Saham mengenai Laporan Tahunan apabila diminta;
 8. Menyusun program kerja tahunan yang dibuat secara terpisah untuk dimintakan persetujuan Rapat Umum Pemegang Saham bersamaan dengan Rencana Kerja dan Anggaran Perusahaan;
 9. Membentuk Komite Audit;
 10. Mengusulkan Akuntan Publik kepada Rapat Umum Pemegang Saham;
 11. Membuat risalah rapat Dewan Komisaris dan menyimpan salinannya;
 12. Melaporkan kepada Perseroan mengenai kepemilikan sahamnya dan/atau keluarganya pada Perseroan tersebut dan Perseroan lain;
 13. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada Rapat Umum Pemegang Saham;
 14. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, anggaran dasar, dan/atau keputusan Rapat Umum Pemegang Saham.
3. Provide opinions and suggestions to the General Meeting of Shareholders regarding the Company's Long-Term Plan and Company's Work Plan and Budget regarding the reasons for the Board of Commissioners signing the Company's Long-Term Plan and Company's Work Plan and Budget;
 4. Following the development of the Company's activities, providing opinions and suggestions to the General Meeting of Shareholders regarding any issues deemed important to the management of the Company;
 5. Report immediately to the General Meeting of Shareholders if there are symptoms of declining performance of the Company;
 6. Researching and reviewing periodic reports and annual reports prepared by the Board of Directors and signing the annual report;
 7. Provide explanations, opinions and suggestions to the General Meeting of Shareholders regarding the Annual Report if requested;
 8. Prepare an annual work program which is made separately for the approval of the General Meeting of Shareholders together with the Company's Work Plan and Budget;
 9. Establish an Audit Committee;
 10. Propose a Public Accountant to the General Meeting of Shareholders;
 11. Prepare the minutes of the Board of Commissioners' meeting and keep a copy thereof;
 12. Reporting to the Company regarding the ownership of their shares and/or their families in the said Company and other companies;
 13. Provide a report on the supervisory duties that have been carried out during the last financial year to the General Meeting of Shareholders;
 14. Carry out other obligations in the context of supervisory and advisory duties, as long as they do not conflict with the laws and regulations, the articles of association, and/or the decisions of the General Meeting of Shareholders.

PENDELEGASIAN WEWENANG DEWAN KOMISARIS

DELEGATION OF AUTHORITY OF THE BOARD OF COMMISSIONERS

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.

The delegation of authority by a member of the Board of Commissioners to other members of the Board of Commissioners through a power of attorney does not eliminate the nature of his responsibility, while the Board of Commissioners may assign matters relating to his authority to the Supporting Organs of the Board of Commissioners.

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GOOD CORPORATE GOVERNANCE

INDEPENDENSI DEWAN KOMISARIS

INDEPENDENCE OF THE BOARD OF COMMISSIONERS

Dalam menjalankan tugas dan tanggung jawabnya, Dewan Komisaris bertindak secara independen dan terbebas dari berbagai kepentingan. Oleh karena itu, PG mengatur tentang Independensi Dewan Komisaris setiap tahun sekali melalui kewajiban untuk membuat pernyataan tentang Daftar Khusus dan Tidak Memiliki Benturan Kepentingan dengan 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.

In carrying out its duties and responsibilities, the Board of Commissioners acts independently and is free from various interests. Therefore, PG regulates the Independence of the Board of Commissioners every year through the obligation to make a statement regarding the Special List and Has No Conflict of Interest with the fulfillment of 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 and other companies that have a relationship with 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
T. Nugroho Purwanto	Komisaris Utama President Commissioner	Nihil Zero	Nihil Zero
Achmad Sigit Dwiwahjono*	Komisaris Commissioner	Nihil Zero	Nihil Zero
Yoke C. Katon**	Komisaris Commissioner	Nihil Zero	Nihil Zero
Mahmud Nurwindu**	Komisaris Independen Independent Commissioner	Nihil Zero	Nihil Zero
Indira Chunda Thita S	Komisaris Independen Independent Commissioner	Nihil Zero	Nihil Zero
Bin Nahadi	Komisaris Commissioner	Nihil Zero	Nihil Zero
Cecep Herawan	Komisaris Commissioner	Nihil Zero	Nihil Zero
Ammarsjah	Komisaris Independen Independent Commissioner	Nihil Zero	Nihil Zero
Noer Fajrieansyah	Komisaris Commissioner	Nihil Zero	Nihil Zero

** masa jabatan berakhir pada 19 April 2021 | the term of office has ended since April 19, 2021

* masa jabatan berakhir pada 12 Juni 2021 | the term of office has ended since June 12, 2021



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2. Hubungan Keluarga dan Hubungan Keuangan

Seluruh anggota Dewan Komisaris tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris lainnya, anggota Direksi dan Pemegang Saham Pengendali.

2. Kinship Relations and Financial Relations

All members of the Board of Commissioners do not have family and financial relationships with other members of the Board of Commissioners, members of the Board of Directors and Controlling Shareholders.

Nama Name	Hubungan Keluarga Kinship			Hubungan Keuangan Financial		
	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholders
T. Nugroho Purwanto	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Yoke C. Katon*	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Achmad Sigit Dwiwahjono**	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Mahmud Nurwindu*	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Indira Chunda Thita Syahrul	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****	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

* masa jabatan berakhir pada 19 April 2021 | the term of office has ended since April 19, 2021

** masa jabatan berakhir pada 12 Juni 2021 | the term of office has ended since June 12, 2021

*** mulai menjabat sejak 27 Januari 2021 | started serving since January 27, 2021

**** mulai menjabat sejak 12 Juni 2021 | started serving since June 12, 2021

3. Rangkap Jabatan Dewan Komisaris (2021-saat ini)

3. Concurrent Position of the Board of Commissioners (2021-current)

Nama Name	Jabatan di Petrokimia Gresik Position at Petrokimia Gresik	Jabatan di Perusahaan Induk Position at Parent Company	Jabatan di Anak Perusahaan Position at Subsidiaries	Jabatan di Perusahaan/Instansi Lain Position at Other Companies/Institutions	Keterangan Description
T. Nugroho Purwanto	Komisaris Utama President Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	PT Petro Oxo Nusantara
Yoke C. Katon*	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	- PT Harkat Insan Mulia - Badan Pengembangan Wilayah Surabaya Madura Develoment Agency for Surabaya Madura Region

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

Nama Name	Jabatan di Petrokimia Gresik Position at Petrokimia Gresik	Jabatan di Perusahaan Induk Position at Parent Company	Jabatan di Anak Perusahaan Position at Subsidiaries	Jabatan di Perusahaan/Instansi Lain Position at Other Companies/Institutions	Keterangan Description
Achmad Sigit Dwiwahjono**	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Staf Ahli Menteri Perindustrian Expert Staff of the Minister of Industry
Mahmud Nurwindu*	Komisaris Independen Independent Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Wiraswasta Entrepreneur
Indira Chunda Thita Syahrul	Komisaris Independen Independent Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Wiraswasta Entrepreneur
Bin Nahadi***	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Kementerian BUMN Director General of Ministry of SOEs
Cecep Herawan****	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Kementerian Luar Negeri Ministry of Foreign Affairs
Ammarsjah****	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Wiraswasta Entrepreneur
Noer Fajrieansyah****	Komisaris Commissioner	Tidak Ada No	Tidak Ada No	Ada Yes	Kamar Dagang dan Industri Indonesia (KADIN) Indonesian Chamber of Commerce & Industry

* masa jabatan berakhir pada 19 April 2021 | the term of office has ended since April 19, 2021

** masa jabatan berakhir pada 12 Juni 2021 | the term of office has ended since June 12, 2021

*** mulai menjabat sejak 27 Januari 2021 | started serving since January 27, 2021

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KEBIJAKAN KEBERAGAMAN DEWAN KOMISARIS

DIVERSITY POLICY OF THE BOARD OF COMMISSIONERS

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.

Pengangkatan anggota Dewan Komisaris telah mempertimbangkan kompetensi, kandidat dan telah mengacu pada peraturan perundang-undangan yang berlaku.

PT Petrokimia Gresik has a diverse composition of the Board of Commissioners, both in terms of education, 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 taking into account various points of view.

The appointment of members of the Board of Commissioners has taken into account the competencies, candidates and has referred to the applicable laws and regulations.



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Keberagaman komposisi Dewan Komisaris sebagaimana tercermin dalam bagan di bawah ini:

The diversity of the composition of the Board of Commissioners is reflected in the chart below:

Nama Name	Jabatan Position	Usia Age	Janis Kelamin Gender	Pendidikan Education			Pengalaman Employment History		Keahlian Expertise
				S1	S2	S3	<10	>10	
T. Nugroho Purwanto	Komisaris Utama President Commissioner	69 tahun years old	Laki-laki Male	√				√	Bidang Agroindustri Agroindustry
Yoke C. Katon	Komisaris Commissioner	46 tahun years old	Laki-laki Male		√			√	Bidang Keuangan Finance
Achmad Sigit Dwiwahjono	Komisaris Commissioner	61 tahun years old	Laki-laki Male		√			√	Bidang Investasi Investment Division
Mahmud Nurwindu	Komisaris Independen Independent Commissioner	60 tahun years old	Laki-laki Male	√				√	Bidang Produksi Production
Indira Chunda Thita Syahrul	Komisaris Independen Independent Commissioner	43 tahun years old	Perempuan Girl		√			√	Bidang Pemasaran Marketing
Bin Nahadi	Komisaris Commissioner	46 tahun years old	Laki-laki Male			√		√	Bidang Keuangan & Akuntansi Finance & Accounting
Ammarsjah	Komisaris Independen Independent Commissioner	57 tahun years old	Laki-laki Male		√			√	Bidang Teknik & Kebijakan Publik Engineering & Public Policy
Cecep Herawan	Komisaris Commissioner	56 tahun years old	Laki-laki Male		√			√	Bidang Hukum dan Diplomasi publik Field of Law and Public Diplomacy
Noer Fajrieansyah	Komisaris Commissioner	39 tahun years old	Laki-laki Male		√			√	Bidang Kebijakan Publik Public policy

KOMISARIS INDEPENDEN
INDEPENDENT COMMISSIONERS

Berdasarkan Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara, bahwa Komisaris Independen adalah anggota Dewan Komisaris yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi dan/atau pemegang saham pengendali yang dapat mempengaruhi kemampuannya untuk bertindak independen.

Based on the Regulation of the Minister of State-Owned Enterprises Number: PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, that the Independent Commissioner is a member of the Board of Commissioners who has no financial, management relationship, share ownership, and/or family relationship with other members of the Board of Commissioners, members of the Board of Directors and/or controlling shareholder which may affect their ability to act independently.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

Jumlah dan komposisi Anggota Dewan Komisaris Perseroan telah memenuhi ketentuan Perundang-undangan, dengan jumlah anggota Dewan Komisaris Perseroan pada saat ini adalah 6 (enam) orang, maka sesuai ketentuan yang berlaku, ditetapkan 2 orang dari komposisi tersebut menjadi Komisaris Independen. Hal ini untuk menjaga independensi fungsi pengawasan Dewan Komisaris dan menjamin terlaksananya mekanisme *check and balance*.

Rapat Umum Pemegang Saham menetapkan Indira Chunda Thita Syahrul dan Ammarsjah sebagai Komisaris Independen. Jumlah Komisaris Independen ini telah memenuhi ketentuan Undang-Undang Perseroan Terbatas, bahwa setiap perusahaan harus memiliki Komisaris Independen sekurang-kurangnya 20% dari jumlah seluruh anggota Dewan Komisaris.

KRITERIA PENENTUAN DAN PERNYATAAN INDEPENDENSI KOMISARIS INDEPENDEN

CRITERIA FOR DETERMINATION AND STATEMENT OF INDEPENDENCE OF THE INDEPENDENT COMMISSIONER

Kriteria Komisaris Independen menurut ketentuan Peraturan Menteri BUMN PER-01/MBU/2011 adalah anggota Dewan Komisaris yang 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 Perusahaan, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

Komisaris Independen, Indira Chunda Thita Syahrul dan Ammarsjah telah memenuhi persyaratan tersebut dan telah menandatangani Pernyataan Independensi yang diperbarui setiap tahun.

RAPAT DEWAN KOMISARIS

BOARD OF COMMISSIONERS MEETING

Rapat Dewan Komisaris telah diagendakan sebelum tahun berjalan, sebagaimana tercantum dalam program kerja Dewan Komisaris tahun 2021. 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 ½ (setengah) dari jumlah anggota Dewan Komisaris.

The number and composition of the members of the Company's Board of Commissioners has complied with the provisions of the legislation, with the current number of members of the Company's Board of Commissioners is 6 (six) people, then in accordance with applicable regulations, 2 people from the composition are determined to be Independent Commissioners. This is to maintain the independence of the supervisory function of the Board of Commissioners and ensure the implementation of a check and balance mechanism.

The General Meeting of Shareholders appointed Indira Chunda Thita Syahrul and Ammarsjah as Independent Commissioners. This number of Independent Commissioners has complied with the provisions of the Limited Liability Company Law, that every company must have an Independent Commissioner of at least 20% of the total members of the Board of Commissioners.

The criteria for Independent Commissioners according to the Regulation of the Minister of SOEs PER-01/MBU/2011 are members of the Board of Commissioners who have no financial, management, share ownership and/or family relationship with other members of the Board of Commissioners, members of the Board of Directors and/or controlling shareholder or relationship with the Company, which could affect its ability to act independently.

The Independent Commissioners, Indira Chunda Thita Syahrul and Ammarsjah have complied with these requirements and have signed the Declaration of Independence which is updated annually.

The meeting of the Board of Commissioners has been scheduled before the current year, as stated in the work program of the Board of Commissioners in 2021. In accordance with the Company's Articles of Association, the meeting of the Board of Commissioners is held at least 1 (one) time a month. Meetings of the Board of Commissioners are valid and have the right to make binding decisions if attended or represented by more than (half) of the total members of the Board of Commissioners.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

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 2021 dijelaskan bahwa Rapat Internal Dewan Komisaris dilaksanakan 1 (satu) kali dalam sebulan yang dihadiri oleh seluruh anggota Dewan Komisaris. Untuk Rapat Dewan Komisaris yang mengundang Direksi dilaksanakan setiap 1 (satu) bulan sekali yang dihadiri oleh seluruh Dewan Komisaris dan Direksi.

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.

Meeting materials are submitted 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 materials. In the event that a meeting is held outside the schedule that has been prepared, the meeting materials are submitted to the participants no later than before the meeting is held.

According to the work program of the Board of Commissioners in 2021, it is explained that the Internal Meeting of the Board of Commissioners is held 1 (one) time a month which is attended by all members of the Board of Commissioners. The Board of Commissioners meeting which invites the Board of Directors is held every 1 (one) month which is attended by the entire Board of Commissioners and Board of Directors.

The Board of Commissioners meeting is chaired by the President Commissioner, in the event that the President Commissioner is unable to attend or is unable to attend, 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 shall act as chairman of the Meeting. In the event that the longest serving member of the Board of Commissioners is more than one person, the one who chaired the meeting is the oldest in age Board of Commissioners.

Frekuensi, Agenda, dan Tingkat Kehadiran Rapat Dewan Komisaris

Frequency, Agenda, and Attendance of Board of Commissioners Meetings

No	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	MN *	ASD **	YCK *	ICT	BIN ***	AMS ****	CH ****	NFS ****
1.	8 Januari 2021 January 8, 2021	1. Tindak lanjut rapat terdahulu Follow-Up on Previous Meeting 2. Reviu Kinerja Perusahaan bulan November 2020. Company Performance Review for November 2020. 3. Update Kinerja Perusahaan bulan Desember 2020. Company Performance Update for December 2020. 4. Lain-lain Others	√	√	-	√	√				
2.	9 Februari 2021 February 9, 2021	1. Reviu Kinerja Perusahaan bulan Desember 2020. Company Performance Review for December 2020. 2. Perkembangan pelaksanaan audit atas laporan keuangan tahun buku 2020 oleh KAP. The progress of the audit of financial statements fiscal year 2020 by KAP. 3. Update Kinerja Perusahaan bulan Januari 2021. Company Performance Update for January 2021. 4. Pembahasan Isu Strategis Pelaksanaan RKAP 2021. Discussion of Strategic Issues for Implementing RKAP 2021.	√	√	√	√	√	√			

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

No	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	MN *	ASD **	YCK *	ICT	BIN ***	AMS ****	CH ****	NFS ****
3.	4 Maret 2021 March 4, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Reviu Kinerja Perusahaan bulan Januari 2021. Company Performance Review for January 2021. 3. Perkembangan pelaksanaan audit atas laporan keuangan Tahun Buku 2020 oleh KAP. The progress of the audit of the financial statements for the financial year 2020 by KAP. 4. Lain-lain Others	√	√	√	√	√	√			
4.	31 Maret 2021 March 31, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja bulan Februari 2021. Performance discussion for February 2021. 3. Update pelaksanaan audit laporan keuangan Tahun Buku 2020. Update on the implementation of the financial report audit for Fiscal Year 2020. 4. Lain-lain Others a. Pembahasan investasi proyek Soda Ash Discussion on investment for the Soda Ash project b. Pembahasan permasalahan Asuransi Jiwasraya Discussion of the problems of Jiwasraya Insurance	√	√	√	√	√	√			
5.	30 April 2021 April 30, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Maret 2021 dan s.d. Maret 2021. Discussion of performance in March 2021 and up to March 2021. 3. Update pelaksanaan audit laporan keuangan Tahun Buku 2020. Update on the implementation of the financial report audit for Fiscal Year 2020. 4. Lain-lain Others	√		√		√	√			
6.	28 Mei 2021 May 28, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja April 2021 dan s.d. April 2021. Discussion of performance in April 2021 and up to April 2021. 3. Pembahasan draft RJPP 2020-2024. Discussion of the 2020-2024 RJPP draft. 4. Update pelaksanaan audit laporan keuangan Tahun Buku 2020. Update on the implementation of the financial report audit for Fiscal Year 2020. 5. Lain-lain Others	√		√		√	√			
7.	25 Juni 2021 June 25, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Mei 2021 dan s.d. Mei 2021. Discussion of performance in May 2021 and up to May 2021. 3. Pembahasan laporan keuangan audited tahun buku 2020. Discussion of audited financial statements for fiscal year 2020. 4. Lain-lain Others	√				√	√	√	√	√
8.	30 Juli 2021 July 30, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Juni 2021 dan s.d. Juni 2021. Discussion of performance in June 2021 and up to June 2021. 3. Pembahasan Laporan Hasil Pemeriksaan BPK RI pada PT Petrokimia Gresik. Discussion on the Report of the Republic of Indonesian Audit Board of the Republic of Indonesia at PT Petrokimia Gresik. 4. Lain-lain Others	√				√	√	√	√	√



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Tanggal Date	Agenda Rapat Meeting Agenda	TNP	MN *	ASD **	YCK *	ICT	BIN ***	AMS ****	CH ****	NFS ****
9.	31 Agustus 2021 August 31, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Juli 2021 dan s.d. Juli 2021. Discussion of performance in July 2021 and up to July 2021. 3. Lain-lain Others	√				√	√	√	√	√
10.	23 September 2021 September 23, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Agustus 2021 dan s.d. Agustus 2021. Discussion of performance in August 2021 and up to August 2021. 3. Lain-lain Others	√				√	√	√	√	√
11.	5 Oktober 2021 October 5, 2021	1. Pembahasan Permasalahan Pabrik Amurea 1B. Discussion of Amurea 1B Factory Problems. 2. Pembahasan Rancangan RKAP Tahun 2022. Discussion of the 2022 RKAP Draft.	√				√	√	√	√	√
12.	29 Oktober 2021 October 29, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja September 2021 dan s.d. September 2021. Discussion of performance in September 2021 and up to September 2021. 3. Pembahasan Update Penanganan Pabrik Amoniak I B. Discussion of Update on Handling of I B Ammonia Plant. 4. Lain-lain Others	√				√	√	√	√	√
13.	25 November 2021 November 25, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja Oktober 2021 dan s.d. Oktober 2021. Discussion of performance in October 2021 and up to October 2021. 3. Lain-lain Others	√				√	√	√	√	√
14.	23 Desember 2021 December 23, 2021	1. Tindak lanjut rapat terdahulu. Follow up on previous meeting. 2. Pembahasan kinerja November 2021 dan s.d. November 2021. Discussion of performance in November 2021 and up to November 2021. 3. Area of Improvement GCG. 4. Update progres audit Laporan Keuangan Tahun Buku 2021. Update on the progress of auditing the Financial Statements for Financial Year 2021.. 5. Lain-lain Others	√				√	√	√	√	√

* masa jabatan berakhir pada 19 April 2021 | the term of office has ended since April 19, 2021

** masa jabatan berakhir pada 12 Juni 2021 | the term of office has ended since June 12, 2021

*** mulai menjabat sejak 27 Januari 2021 | started serving since January 27, 2021

**** mulai menjabat sejak 12 Juni 2021 | started serving since June 12, 2021

Keterangan | Information:

T. Nugroho Purwanto (TNP)
Mahmud Nurwindu (MN)
Achmad Sigit Dwiwahjono (ASD)
Yoke C. Katon (YCK)
Indira ChundaThita S. (ICT)

Bin Nahadi (BIN)
Ammarsjah (AMS)
Cecep Herawan (CH)
Noer Fajrieansyah (NFS)



Masa jabatan berakhir | the term of office has ended



Belum Menjabat | Not yet serving

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

LAPORAN PELAKSANAAN TUGAS DEWAN KOMISARIS
REPORT OF THE BOARD OF COMMISSIONERS' DUTIES

**Pengawasan dan Pemberian Nasihat
atas Pengurusan Perusahaan**

Pengawasan dan pemberian nasihat atas kinerja berkala Perusahaan diawali dengan penelaahan atas informasi mengenai kinerja bulanan perusahaan, baik melalui laporan bulanan perusahaan, laporan lainnya yang relevan, maupun melalui 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 2021**

Fokus pengawasan dan kegiatan Dewan Komisaris sebagaimana tercantum dalam RKA Dewan Komisaris Tahun 2021 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 Perusahaan
3. Pengawasan aspek strategis Perusahaan
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

Selama tahun 2021, 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

**Supervision and Providing Advice
on Company Management**

Monitoring and providing advice on the Company's periodic performance begins with a review of information on the company's monthly performance, either through the company's monthly reports, other relevant reports, or through visits and direct field analysis. The review is carried out by the Board of Commissioners with the support of the Audit Committee and the Nomination and Remuneration Committee, GCG and Risk Monitoring. The results of the review, opinions and suggestions of the Board of Commissioners are submitted to the Board of Directors through meetings that include the Board of Directors or by letter.

Supervision and providing advice to the Board of Commissioners to ensure the performance targets that have been set so as to be able to provide satisfactory returns for shareholders and other stakeholders. The supervision carried out by the Board of Commissioners includes:

**Focus of Supervision and Realization
of Duties and Responsibilities of the
Board of Commissioners in 2021**

The focus of supervision and activities of the Board of Commissioners as stated in the 2021 RKA of the Board of Commissioners are as follows:

1. Supervision and providing advice, especially in the areas of marketing, production, finance, human resources, management of subsidiaries and investment
2. Company performance evaluation and analysis
3. Supervision of the Company's strategic aspects
4. Supervision and providing advice to the Board of Commissioners on the RJPP and RKAP
5. Study special issues
6. Supervision of follow-up to the direction of Shareholders and audit findings
7. Field and project review
8. Improving the quality of supervision of the Board of Commissioners through training

During 2021, the Board of Commissioners carries out supervisory duties and other activities as planned in the RKA of the Board of Commissioners, including:

1. Supervision and providing advice, especially in the areas of marketing, production, finance, human resources, management of subsidiaries and investment

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

- | | |
|--|---|
| <ol style="list-style-type: none"> 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 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 | <ol style="list-style-type: none"> 2. Performance evaluation and analysis 3. Conduct regular meetings through internal meetings of the Board of Commissioners, meetings with the supporting organs of the Board of Commissioners and meetings with the Board of Directors 4. Reporting the results of the supervision of the Board of Commissioners to the Shareholders through periodic written reports 5. Supervise the follow-up to the direction of the Shareholders and the audit findings 6. Supervise and advise on RJPP and RKAP 7. Prepare the RKA of the Board of Commissioners 8. Field visits for direct observation of operating conditions and investments in the field 9. Provide recommendations 10. Approval of corporate actions taken by the Board of Directors 11. Participate in training to increase the competence of the Board of Commissioners 12. Evaluate the performance of the Board of Directors and the Committee of the Board of Commissioners |
|--|---|

PERSETUJUAN DAN REKOMENDASI DEWAN KOMISARIS

BOARD OF COMMISSIONERS' APPROVAL AND RECOMMENDATIONS

Selama tahun 2021 aksi korporasi yang dilakukan oleh Direksi yang memerlukan persetujuan tertulis dan rekomendasi dari Dewan Komisaris sesuai Anggaran Dasar adalah :

During 2021 the corporate actions taken by the Board of Directors that require written approval and recommendation from the Board of Commissioners in accordance with the Articles of Association are:

No	Tanggal Surat Date of Letter	Nomor Surat Reference number	Perihal Subject
1.	8 Januari 2021 January 8, 2021	0001/BK/NK.02.05/99/DK/2021	Tanggapan dan Saran Dewan Komisaris atas Usulan Pergantian Direksi PT Petro Jordan Abadi Responses and Suggestions of the Board of Commissioners on the Proposed Change of Directors of PT Petro Jordan Abadi
2.	8 Januari 2021 January 8, 2021	0002/BK/HK.02.01/99/DK/2021	Persetujuan Penghapusan Aktiva Tetap Bergerak Approval for the Elimination of Movable Fixed Assets
3.	8 Januari 2021 January 8, 2021	0003/BK/WA.00.02/99/DK/2021	Tanggapan dan Saran Dewan Komisaris atas Program Kerja Pengawasan (PKPT) Tahun 2021 The Board of Commissioners' Responses and Suggestions on the 2021 Supervision Work Program (PKPT)
4.	8 Januari 2021 January 8, 2021	0004/BK/HK.00.01/99/DK/2021	Tanggapan dan Saran Dewan Komisaris atas Pengajuan Overrun Investasi aset Gedung Ghraha Phonska (kantor Perwakilan Jakarta) Responses and Suggestions of the Board of Commissioners on the Submission of Investment Overrun in the Ghraha Phonska Building (Jakarta Representative Office)
5.	27 Januari 2021 January 27, 2021	0006/BK/HK.05.01/99/DK/2021	Penunjukkan Pelaksana Tugas Direktur Keuangan dan Umum Appointment of Acting Director of Finance and General Affairs
6.	28 Januari 2021 January 28, 2021	0008/BK/RC.01.02/99/DK/2021	Tanggapan dan Saran Dewan Komisaris atas RKAP dan RKA PKBL PT Petrokimia Gresik Tahun 2021 Tanggapan dan Saran Dewan Komisaris atas RKAP dan RKA PKBL PT Petrokimia Gresik Tahun 2021
7.	8 Maret 2021 March 8, 2021	0012/BK/NK.02.04/99/DK/2021	Tanggapan dan Saran Dekom atas Usulan Pergantian Komisaris PT Petrosida Gresik Comments and Suggestions from the Board of Commissioners on the Proposed Change of Commissioner of PT Petrosida Gresik

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No	Tanggal Surat Date of Letter	Nomor Surat Reference number	Perihal Subject
8.	22 April 2021 April 22, 2021	0021/BK/HK.02.01/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Pelepasan Aktiva Tetap Bergerak The Board of Commissioners' Response to the Proposal for the Disposal of Movable Fixed Assets
9.	29 April 2021 April 29, 2021	0023/BK/RC.01.02/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Revisi Investasi Tahun 2021 The Board of Commissioners' Response to the 2021 Investment Revision Proposal
10.	7 Mei 2021 May 7, 2021	0024/BK/LI.01.01/99/DK/2021	Rekomendasi Dewan Komisaris atas Proyek Soda Ash PT Petrokimia Gresik Recommendation of the Board of Commissioners on the Soda Ash Project of PT Petrokimia Gresik
11.	19 Mei 2021 May 19, 2021	0028/BK/WA.01.02/99/DK/2021	Tindak Lanjut Rekomendasi Hasil Pemeriksaan BPK Follow-up to the Recommendation of BPK Examination Results
12.	20 Mei 2021 May 20, 2021	0029/BK/RC.03.01/99/DK/2021	Penyampaian Tanggapan Dewan Komisaris atas Kinerja sampai dengan Triwulan I Tahun 2021 dan Laporan Pengawasan Dewan Komisaris PT Petrokimia Gresik sampai dengan Triwulan I Tahun 2021 Submission of Responses from the Board of Commissioners on the Performance up to Quarter I of 2021 and the Supervisory Report of the Board of Commissioners of PT Petrokimia Gresik up to Quarter I of 2021
13.	3 Juni 2021 June 3, 2021	0031/BK/NK.04.01/99/DK/2021	Pendapat Dewan Komisaris atas Usul Pemberian Uang Muka Jasa Operasi Tahun Buku 2020 Opinion of the Board of Commissioners on the Proposal for Providing Advances for Operational Services for the Financial Year 2020
14.	4 Juni 2021 June 4, 2021	0032/BK/KU.00.01/99/DK/2021	Tanggapan Overrun Biaya Tunjangan Pajak PPh 21 Tahun 2020 Response to Overrun for PPh 21 Year 2020 Tax Allowance Fee
15.	11 Juni 2021 June 11, 2021	0034/BK/RC.00.02/1/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Rencana Jangka Panjang Tahun 2020-2024 The Board of Commissioners' Response to the Proposed Long-Term Plan for 2020-2024
16.	25 Juni 2021 June 25, 2021	0036/BK/N K .04.04/99/D K/2021	Masukan atas Usulan Remunerasi dan Tantiem Feedback on the Proposed Remuneration and Tantiem
17.	28 Juni 2021 June 28, 2021	0037/B K /LI.01.01/99/D K /2021	Penundaan Proyek Pembangunan Pabrik ALF ₃ -II Postponement of the ALF ₃ -II Factory Construction Project
18.	29 Juni 2021 June 29, 2021	0039/BK/KL.00.01/99/DK/2021	Tanggapan dan Pengawasan Dewan Komisaris atas Kinerja Sampai Dengan Triwulan IV Tahun 2020 (Audited 2020) Response and Supervision of the Board of Commissioners on Performance Up to Quarter IV of 2020 (Audited 2020)
19.	29 Juni 2021 June 29, 2021	0040/BK/KU.01.03/99/DK/2021	Usulan Penetapan Kantor Akuntan Publik (KAP) untuk Pelaksanaan Audit atas Laporan Keuangan Tahun Buku 2021 PT Petrokimia Gresik Proposed Appointment of a Public Accounting Firm (KAP) for the Audit Implementation of the Financial Statements for the 2021 Fiscal Year of PT Petrokimia Gresik
20.	29 Juni 2021 June 29, 2021	0041/BK/NK.04.01/99/DK/2021	Usulan Remunerasi dan Tantiem Direksi dan Dewan Komisaris PT Petrokimia Gresik Proposed Remuneration and Bonuses for the Directors and Board of Commissioners of PT Petrokimia Gresik
21.	29 Juni 2021 June 29, 2021	0042/BK/WA.01.01/99/DK/2021	Tanggapan Dewan Komisaris atas Kinerja PT Petrokimia Gresik Tahun Buku 2020 The Board of Commissioners' Response to the Performance of PT Petrokimia Gresik for Fiscal Year 2020
22.	8 Juli 2021 July 8, 2021	0044/BK/NK.02.05/99/DK/2021	Persetujuan Usulan Penggantian SVP Satuan Pengawas Intern Approval of the Proposed Replacement of the Internal Audit Unit SVP
23.	23 Agustus 2021 August 23, 2021	0053/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Pergantian Komisaris PT Petro Jordan Abadi The Board of Commissioners' Response to the Proposed Change of Commissioner of PT Petro Jordan Abadi
24.	23 Agustus 2021 August 23, 2021	0054/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Perubahan Komposisi Dewan Komisaris PT Petrokimia Kayaku Response of the Board of Commissioners to the Proposed Change in the Composition of the Board of Commissioners of PT Petrokimia Kayaku

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No	Tanggal Surat Date of Letter	Nomor Surat Reference number	Perihal Subject
25.	26 Agustus 2021 August 26, 2021	0056/BK/RC.03.01/99/DK/2021	Penyampaian Tanggapan Dewan Komisaris atas Kinerja Semester I Tahun 2021 dan Laporan Tugas Pengawasan Dewan Komisaris PT Petrokimia Gresik Semester I Tahun 2021 Submission of Responses from the Board of Commissioners on the Performance of Semester I of 2021 and Report on the Supervisory Duties of the Board of Commissioners of PT Petrokimia Gresik for Semester I of 2021
26.	2 September 2021 September 2, 2021	0057/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Revisi Usulan Perubahan Komposisi Dewan Komisaris PT Petrokimia Kayaku Response of the Board of Commissioners to the Revision of the Proposed Change in the Composition of the Board of Commissioners of PT Petrokimia Kayaku
27.	6 September 2021 September 6, 2021	0058/BK/KU.00.02/99/DK/2021	Pemohonan Kelengkapan Dokumen Penghapusbukuan Piutang Application for Complete Write-Off Documents for Accounts Receivable
28.	6 September 2021 September 6, 2021	0059/BK/LG.00.02/99/DK/2021	Pengadaan Kantor Akuntan Publik Audit Tahun Buku 2021 Procurement of Audited Public Accounting Firm for Financial Year 2021
29.	10 September 2021 September 10, 2021	0060/BK/HK.02.01/99/DK/2021	Tanggapan Dewan Komisaris atas Pelepasan dan Penghapusan Aktiva Tetap Bergerak Response of the Board of Commissioners on the Disposal and Write-off of Movable Fixed Assets
30.	10 September 2021 September 10, 2021	0061/BK/HK.02.01/99/DK/2021	Persetujuan Penghapusan Aktiva Tetap Bergerak Approval for the Elimination of Movable Fixed Assets
31.	20 September 2021 September 20, 2021	0062/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Pergantian Direksi PT Petrokimia Kayaku The Board of Commissioners' Response to the Proposed Change of Directors of PT Petrokimia Kayaku
32.	20 September 2021 September 20, 2021	0063/BK/WA.01.01/99/DK/2021	Pemohonan Kelengkapan Dokumen Penggunaan Fasilitas Joint Borrower bagi Anak Perusahaan PT Petrokimia Gresik Application for Complete Documents for the Use of the Joint Borrower Facility for a Subsidiary of PT Petrokimia Gresik
33.	20 September 2021 September 20, 2021	0064/BK/TU.00.02/99/DK/2021	Kesimpulan dan Tindak Lanjut Hasil Rapat Dewan Komisaris atas Kinerja Periode Sampai Dengan Juli 2021 Conclusion and Follow-up on the Results of the Board of Commissioners' Meeting on the Performance of the Period Up to July 2021
34.	30 September 2021 September 30, 2021	0065/BK/RC.01.02/99/DK/2021	Penyampaian Draft Rencana Kerja dan Anggaran Dewan Komisaris PT Petrokimia Gresik Tahun 2022 Submission of the Draft Work Plan and Budget for the Board of Commissioners of PT Petrokimia Gresik for 2022
35.	5 Oktober 2021 October 5, 2021	0066/BK/HK.04.01/99/DK/2021	Tanggapan Dewan Komisaris atas Penyesuaian Anggaran Dasar PT Petrokimia Gresik The Board of Commissioners' Response to the Adjustment of the Articles of Association of PT Petrokimia Gresik
36.	8 Oktober 2021 October 8, 2021	0067/BK/RC.01.02/99/DK/2021	Tanggapan Dewan Komisaris atas Rancangan Awal RKAP 2022 Response of the Board of Commissioners to the Initial Draft RKAP 2022
37.	19 Oktober 2021 October 19, 2021	0070/BK/KU.00.03/99/DK/2021	Penghapusbukuan Piutang CV Sumber Tani Write-off of Receivables CV Sumber Tani
38.	19 Oktober 2021 October 19, 2021	0071/BK/KU.00.01/99/DK/2021	Pengajuan Biaya Melampaui RKAP 2021 Submission of Exceeding RKAP 2021
39.	29 Oktober 2021 October 29, 2021	0074/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Pergantian Direksi Anak Perusahaan PT Petrokimia Gresik Response of the Board of Commissioners on the Proposal to Change the Board of Directors of a Subsidiary PT Petrokimia Gresik
40.	8 November 2021 November 8, 2021	0075/BK/WA.01.02/99/DK/2021	Penyampaian Piagam Komite Nominasi dan Remunerasi, Good Corporate Governance, dan Pemantau Risiko PT Petrokimia Gresik Tahun 2021 Submission of the Nomination and Remuneration Committee Charter, Good Corporate Governance, and PT Petrokimia Gresik Risk Monitoring in 2021
41.	8 November 2021 November 8, 2021	0076/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Usulan Pergantian Direksi PT Petrokimia Kayaku The Board of Commissioners' Response to the Proposed Change of Directors of PT Petrokimia Kayaku

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GOOD CORPORATE GOVERNANCE

No	Tanggal Surat Date of Letter	Nomor Surat Reference number	Perihal Subject
42.	22 November 2021 November 22, 2021	0078/BK/RC.03.01/99/DK/2021	Penyampaian Tanggapan Dewan Komisaris atas Kinerja dan Laporan Tugas Pengawasan Dewan Komisaris PT Petrokimia Gresik Periode Triwulan III Tahun 2021 Submission of the Board of Commissioners' Response to the Performance and Report of the Supervisory Duties of the Board of Commissioners PT Petrokimia Gresik for the third quarter of 2021
43.	25 November 2021 November 25, 2021	0080/BK/LI.01.01/99/DK/2021	Proyek Gudang Urea Ekspor PT Petrokimia Gresik PT Petrokimia Gresik Export Urea Warehouse Project
44.	25 November 2021 November 25, 2021	0081/BK/WA.01.02/99/DK/2021	Revisi Piagam Audit Internal PT Petrokimia Gresik Revision of PT Petrokimia Gresik's Internal Audit Charter
45.	25 November 2021 November 25, 2021	0082/BK/OT.00.02/99/DK/2021	Persetujuan Usulan Struktur Organisasi Kompartemen Pergudangan & Pelabuhan PT Petrokimia Gresik Approval of the Proposed Organizational Structure of PT Petrokimia Gresik's Warehousing & Port Compartment
46.	25 November 2021 November 25, 2021	0083/BK/RC.03.02/99/DK/2021	Laporan Evaluasi Pabrik Amoniak IB PT Petrokimia Gresik PT Petrokimia Gresik IB Ammonia Plant Evaluation Report
47.	2 Desember 2021 December 2, 2021	0084/BK/NK.02.05/99/DK/2021	Tanggapan Dewan Komisaris atas Revisi Usulan Pergantian Direksi PT Petro Jordan Abadi Response of the Board of Commissioners on the Revised Proposed Change of Directors of PT Petro Jordan Abadi
48.	2 Desember 2021 December 2, 2021	0085/BK/OT.02.01/99/DK/2021	Perubahan Pedoman GCG PT Petrokimia Gresik Changes to PT Petrokimia Gresik's GCG Guidelines
49.	8 Desember 2021 December 8, 2021	0087/BK/WA.00.02/99/DK/2021	Obyek Pemeriksaan dalam Program Kerja Pengawasan Tahunan (PKPT) Tahun 2022 Objects of Examination in the 2022 Annual Supervision Work Program
50.	23 Desember 2021 December 23, 2021	0090/BK/OT.00.02/99/DK/2021	Tanggapan Dewan Komisaris atas Perubahan Struktur Organisasi PT Petrokimia Gresik The Board of Commissioners' Response to Changes in the Organizational Structure of PT Petrokimia Gresik
51.	29 Desember 2021 December 29, 2021	0091/BK/RC.02.02/1/99/DK/2021	Key Performance Indicators (KPI) Direksi Individual dan SEVP Operasi PT Petrokimia Gresik Tahun 2021 Key Performance Indicators (KPI) Individual Directors and Operational SEVP of PT Petrokimia Gresik in 2021

PENGAWASAN DEWAN KOMISARIS MELALUI KUNJUNGAN LAPANGAN

SUPERVISION OF THE BOARD OF COMMISSIONERS THROUGH FIELD VISITS

Pengawasan Dewan Komisaris dengan melakukan kunjungan lapangan untuk analisis dan berdasarkan data observasi langsung atas kondisi operasi dan investasi di lapangan. Analisis dilakukan sebagai pendalaman atas analisis dalam rapat Dewan Komisaris, kunjungan lapangan ke beberapa daerah mengenai pengawasan stok, penanganan DC dan distribusi pupuk bersubsidi adalah sebagai berikut:

Supervision of the Board of Commissioners by conducting field visits for analysis and based on direct observation data on operating conditions and investments in the field. The analysis was carried out as a deepening of the analysis in the Board of Commissioners meeting, field visits to several regions regarding stock control, DC handling and distribution of subsidized fertilizers are as follows:

No	Tanggal Date	Tempat Region	Peserta Participant
1.	Kamis, 15 Juni 2021 Thursday, June 15, 2021	Kantor perwakilan Jakarta Jakarta representative office	- T Nugroho Purwanto - Cecep Herawan - Noer Fajrieansyah
2.	Minggu, 13 Agustus 2021 Sunday, August 13, 2021	Pabrik Oksigen, Gresik Jawa Timur Oxygen Factory, Gresik, East Java	- T Nugroho Purwanto - Ammarsjah - Noer Fajrieansyah
3.	Rabu, 8 September 2021 Wednesday, September 8, 2021	Program Makmur di Mojokerto, Jawa Timur Makmur Program in Mojokerto, East Java	- Indira Chunda Thita S.
4.	Rabu, 22 September 2021 Wednesday, September 22, 2021	Kunjungan ke pabrik di Gresik, Jawa Timur A visit to the factory in Gresik, East Java	- T. Nugroho Purwanto - Cecep Herawan - Ammarsjah - Bin Nahadi - Indira Chunda Thita - Noer Fajrieansyah
5.	Jumat, 24 September 2021 Friday, September 24, 2021	Gudang pupuk dan mitra kerja di Madiun dan Nganjuk, Jawa Timur Fertilizer warehouses and partners in Madiun and Nganjuk, East Java	- Ammarsjah
6.	Rabu, 24 November 2021 Wednesday, November 24, 2021	Pabrik dan Control Room Gresik, Jawa Timur Gresik Factory and Control Room, East Java	- T Nugroho Purwanto - Indira Chunda Thita - Bin Nahadi

PROGRAM PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS

BOARD OF COMMISSIONERS' DUTIES IMPLEMENTATION REPORT

Guna meningkatkan kompetensi dan pengetahuan Dewan Komisaris dan sejalan dengan program pengembangan Dewan Komisaris sebagaimana tercantum dalam Board Policy Manual dan Corporate Policy Manual, yakni 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 2021 realisasi program pelatihan yang dilakukan Dewan Komisaris yaitu :

In order to improve the competence and knowledge of the Board of Commissioners and in line with the development program of the Board of Commissioners as stated in the Board Policy Manual and Corporate Policy Manual, namely that members of the Board of Commissioners must constantly increase and update their knowledge through training activities, workshops, seminars and conferences, or in the form of visits, work and benchmarks, then in 2021 the realization of the training programs carried out by the Board of Commissioners are:

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GOOD CORPORATE GOVERNANCE

PROGRAM PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS
Board Of Commissioners' Duties Implementation Report

No.	Nama Peserta dan Jabatan Name of Participant and Position	Tema Pengembangan Kompetensi Competency Development Theme	Tempat dan Waktu Penyelenggara Place and time Organizer	Penyelenggara Organizer
1.	T. NUGROHO PURWANTO Komisaris Utama President Commissioner	Workshop BUMN Track – Tanri Abeng Leadership Series 2021 BUMN Track Workshop – Tanri Abeng Leadership Series 2021	Jakarta 3 Juni 2021 June 3, 2021	BUMN Track
		Penerapan Bisnis Judgement Rule dalam Pengambilan Keputusan di Perusahaan Application of Business Judgment Rule in Decision Making in Companies	Online 15 September 2021 September 15, 2021	PT Pupuk Indonesia (Persero)
		Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	Online 30 September 2021 September 30, 2021	PT Pupuk Indonesia (Persero)
		Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	Gresik 13 Desember 2021 December 13, 2021	PT Petrokimia Gresik
2.	ACHMAD SIGIT DWIWAHJONO* Komisaris Commissioner	Workshop BUMN Track – Tanri Abeng Leadership Series 2021 BUMN Track Workshop – Tanri Abeng Leadership Series 2021	Jakarta 3 Juni 2021 June 3, 2021	BUMN Track
3.	INDIRA CHUNDA THITA S. Komisaris Independen Independent Commissioner	Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	Online 30 September 2021 September 30, 2021	PT Pupuk Indonesia (Persero)
		Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	Gresik 13 Desember 2021 December 13, 2021	PT Petrokimia Gresik

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No.	Nama Peserta dan Jabatan Name of Participant and Position	Tema Pengembangan Kompetensi Competency Development Theme	Tempat dan Waktu Penyelenggara Place and time Organizer	Penyelenggara Organizer
4.	BIN NAHADI Komisaris Commissioner	Workshop BUMN Track – Tanri Abeng Leadership Series 2021 BUMN Track Workshop – Tanri Abeng Leadership Series 2021	Jakarta 3 Juni 2021 June 3, 2021	BUMN Track
		Penerapan Bisnis Judgement Rule dalam Pengambilan Keputusan di Perusahaan Application of Business Judgment Rule in Decision Making in Companies	Online 15 September 2021 September 15, 2021	PT Pupuk Indonesia (Persero)
		Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	Online 30 September 2021 September 30, 2021	PT Pupuk Indonesia (Persero)
		Strategic Discussion Forum & Sharing Best Practices. Business Judgement Rule, Corporate Action or Corruption	Online 26 - 28 Oktober 2021 October 26-28, 2021	Pertamina Training Center
		Executive Insight : Leadership Series	Online 2 - 4 November 2021 November 2 - 4, 2021	Pertamina Training Center
5.	AMMARSJAH Komisaris Commissioner	Penerapan Bisnis Judgement Rule dalam Pengambilan Keputusan di Perusahaan Application of Business Judgment Rule in Decision Making in Companies	Online 15 September 2021 September 15, 2021	PT Pupuk Indonesia (Persero)
		Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	Online 30 September 2021 September 30, 2021	PT Pupuk Indonesia (Persero)
		Strategic Discussion Forum & Sharing Best Practices. Business Judgement Rule, Corporate Action or Corruption	Online 26 - 28 Oktober 2021 October 26-28, 2021	Pertamina Training Center
		Executive Insight : Leadership Series	Online 2 - 4 November 2021 November 2 - 4, 2021	Pertamina Training Center

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GOOD CORPORATE GOVERNANCE

No.	Nama Peserta dan Jabatan Name of Participant and Position	Tema Pengembangan Kompetensi Competency Development Theme	Tempat dan Waktu Penyelenggara Place and time Organizer	Penyelenggara Organizer
	AMMARSJAH Komisaris Commissioner	Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	Gresik 13 Desember 2021 December 13, 2021	PT Petrokimia Gresik
6.	CECEP HERAWAN Komisaris Commissioner	Strategic Discussion Forum & Sharing Best Practices. Business Judgement Rule, Corporate Action or Corruption	Online 26 - 28 Oktober 2021 October 26-28, 2021	Pertamina Training Center
		Executive Insight : Leadership Series	Online 2 - 4 November 2021 November 2 - 4, 2021	Pertamina Training Center
		Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	Gresik 13 Desember 2021 December 13, 2021	PT Petrokimia Gresik
7.	NOER FAJRIEANSYAH Komisaris Commissioner	Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	Gresik 13 Desember 2021 December 13, 2021	PT Petrokimia Gresik

* masa jabatan berakhir pada 12 Juni 2021 | the term of office has ended since June 12, 2021

PROGRAM PENGENALAN DEWAN KOMISARIS

INDUCTION PROGRAM OF THE BOARD OF COMMISSIONERS

PT Petrokimia Gresik melaksanakan program pengenalan bagi anggota Dewan Komisaris yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis, rencana perusahaan ke depan, pedoman kerja, dan hal lainnya yang menjadi tanggung jawab Dewan Komisaris. Program pengenalan diatur dalam kebijakan *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 Perusahaan, penjelasan mengenai tugas dan tanggung jawab Direksi dan Dewan Komisaris. Selain pemaparan

PT Petrokimia Gresik carries out an introduction 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 introduction program is regulated in the Corporate Policy Manual.

The introduction material is given by the SVP of the Corporate Secretary to the new members of the Board of Commissioners. The material for the introduction program includes the implementation of GCG principles, an overview of the Company, an explanation of the duties and responsibilities of the Board of Directors and the Board



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

atas perusahaan, 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 Perusahaan. Guna lebih memahami secara langsung proses bisnis perusahaan, program pengenalan juga dapat dilakukan kunjungan langsung ke unit/unit bisnis Perusahaan.

Pada tahun 2021 terdapat program pengenalan kepada Dewan Komisaris Baru yaitu Bin Nahadi pada tanggal 8 Februari 2021. Adapun Ammarsjah, Cecep Herawan dan Noer Fajrieansyah pada tanggal 22 Juni 2021.

of Commissioners. In addition to company presentations, supporting documents are also presented in the introduction program including RKAP, RJPP, Standards of Ethics, Board Policy Manual, Corporate Policy Manual, Committee Charter, as well as strategic issues of the Company. In order to better understand the company's business processes directly, the introduction program can also be carried out by direct visits to the Company's business units/units.

In 2021 there will be an introduction program to the New Board of Commissioners, namely Bin Nahadi on February 8, 2021. As for Ammarsjah, Cecep Herawan and Noer Fajrieansyah on June 22, 2021.

MANUAL KERJA DAN KEBIJAKAN DEWAN KOMISARIS

WORK MANUAL AND POLICY OF THE BOARD OF COMMISSIONERS

Dewan Komisaris memiliki kebijakan yang diatur dalam *Board Manual terdiri dari Board Policy Manual (BPM)* dan *Corporate Policy Manual (CPM)* yang telah dimutakhirkan dan disahkan tanggal 28 April 2021 dan 14 Desember 2018. *Board Manual* mengatur panduan kerja Dewan Komisaris mengenai tugas, tanggung jawab, kewenangan dan kewajiban serta mengatur hubungan tata kerja antara Dewan Komisaris, Direksi dan Pemegang Saham, mengacu peraturan perundang-undangan, Anggaran Dasar dan praktik-praktik terbaik (*best practices*) Tata Kelola Perusahaan yang Baik.

Dalam rangka melaksanakan prinsip akuntabilitas, *Board Manual* dimaksudkan sebagai manual kerja dan kebijakan yang mengatur hubungan kerja antara Dewan Komisaris dan Direksi agar tercipta pengelolaan Perusahaan secara profesional, transparan dan efisien serta tercipta suatu pola hubungan kerja yang lebih baik, serta memperjelas tugas dan tanggung jawab Dewan Komisaris dan Direksi sesuai fungsi dan perannya. Oleh karena itu, *Board Manual* disusun untuk digunakan sebagai:

1. Panduan bagi Dewan Komisaris dan Direksi menjalankan *Proses Governance*.
2. Panduan bagi Dewan Komisaris dan Direksi dalam menjalankan tugas, wewenang dan tanggung jawabnya.
3. Pedoman pengukuran kinerja Dewan Komisaris dan Direksi.
4. Panduan untuk menentukan kriteria Dewan Komisaris dan Direksi.

The Board of Commissioners has policies set out in the Board Manual consisting of the Board Policy Manual (BPM) and Corporate Policy Manual (CPM) which were updated and ratified on April 28, 2021 and December 14, 2018. The Board Manual regulates the work guidelines of the Board of Commissioners regarding duties, responsibilities, authorities and obligations as well as regulating the working relationship between the Board of Commissioners, the Board of Directors and the Shareholders, referring to the laws and regulations, the Articles of Association and the best practices of Good Corporate Governance.

In order to implement the accountability principle, the Board Manual is intended as a work manual and policies that regulate the working relationship between the Board of Commissioners and the Board of Directors in order to create a professional, transparent and efficient management of the Company and create a better working relationship pattern, as well as clarify the duties and responsibilities of the Board. Commissioners and Directors according to their functions and roles. Therefore, the Board Manual is structured to be used as:

1. Guidance for the Board of Commissioners and the Board of Directors in implementing the Governance Process.
2. Guidance for the Board of Commissioners and the Board of Directors in carrying out their duties, authorities and responsibilities.
3. Guidelines for measuring the performance of the Board of Commissioners and the Board of Directors.
4. Guidelines for determining the criteria for the Board of Commissioners and the Board of Directors.

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5. Panduan tata kerja hubungan Direksi, Dewan Komisaris dengan Pemegang Saham.
6. Panduan Direksi dan Komisaris dalam memberikan informasi yang material dan relevan kepada Pemegang Saham.
5. Guidance on the relationship between the Board of Directors, the Board of Commissioners and the Shareholders.
6. Guidelines for the Board of Directors and Commissioners in providing material and relevant information to Shareholders.

PENILAIAN KINERJA DEWAN KOMISARIS

BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

Sesuai Pedoman Tata Kelola Perusahaan yang Baik PT Petrokimia Gresik, penilaian kinerja Dewan Komisaris diatur sebagai berikut:

- a. Dewan Komisaris memenuhi Key Performance indicators (KPI) Dewan Komisaris yang telah disetujui Pemegang Saham
- b. Dewan Komisaris melaporkan hasil pencapaian KPI Dewan Komisaris kepada Pemegang saham

In accordance with the Guidelines for Good Corporate Governance of PT Petrokimia Gresik, the performance appraisal of the Board of Commissioners is regulated as follows:

- a. The Board of Commissioners meets the Key Performance indicators (KPI) of the Board of Commissioners that have been approved by the Shareholders
- b. The Board of Commissioners reports the results of the Board of Commissioners' KPI achievements to shareholders

KRITERIA EVALUASI KINERJA DEWAN KOMISARIS

BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

Kriteria evaluasi kinerja Dewan Komisaris dan individu anggota Dewan Komisaris ditetapkan dalam RUPS Pengesahan RKAP 2021 dan dievaluasi realisasinya dalam RUPS Persetujuan Laporan Tahunan Perusahaan. Indikator untuk evaluasi kinerja Dewan Komisaris adalah sebagai berikut:

- A. Aspek Proses Bisnis Internal (30%)
 1. Rapat Dewan Komisaris
 2. Rata-rata Jangka Waktu Pemberian Tanggapan dan Rekomendasi atas Rancangan RKAP
 3. Rata-rata Jangka Waktu Pemberian Keputusan atas Permintaan Persetujuan dari Direksi
- B. Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%)
 1. Rapat Dewan Komisaris - Direksi
 2. Kunjungan dan Analisis Anggota Dewan Komisaris ke Lapangan
 3. Kehadiran dalam Acara Rapat Umum Pemegang Saham (RUPS)
 4. Penyampaian Tanggapan atas Kinerja Triwulanan kepada Rapat Umum Pemegang Saham (RUPS)
 5. Penyampaian Laporan Tugas Pengawasan kepada Rapat Umum Pemegang Saham (RUPS)
- C. Aspek Pembelajaran dan Pertumbuhan (10%)

Pelatihan/Pembelajaran yang diikuti oleh anggota Dewan Komisaris

The criteria for evaluating the performance of the Board of Commissioners and individual members of the Board of Commissioners are determined in the GMS Ratification of the 2021 RKAP and their realization is evaluated in the GMS for Approval of the Company's Annual Report. The indicators for evaluating the performance of the Board of Commissioners are as follows:

- A. Internal Business Process Aspects (30%)
 1. Board of Commissioners Meeting
 2. Average Timeframe for Providing Responses and Recommendations to the Draft RKAP
 3. Average Timeframe for Giving Decision on Request for Approval from the Board of Directors
- B. Aspects of Implementation of Supervision and Advice Tasks (50%)
 1. Board of Commissioners - Board of Directors Meeting
 2. Visits and Analysis of Members of the Board of Commissioners to the Field
 3. Attendance at the General Meeting of Shareholders (GMS)
 4. Submission of Responses on Quarterly Performance to the General Meeting of Shareholders (GMS)
 5. Submission of Supervisory Duty Report to the General Meeting of Shareholders (GMS)
- C. Learning and Growth Aspects (10%)

Training/Learning attended by members of the Board of Commissioners

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D. Aspek Kontribusi Akhir Terhadap Kinerja Perusahaan (10%). Kontribusi Pengawasan dan Penasihatian Dewan Komisaris terhadap KPI Direksi

D. Aspects of Final Contribution to Company Performance (10%). Contribution of Supervision and Advisory of the Board of Commissioners to the KPI of the Board of Directors

PIHAK YANG MELAKUKAN PENILAIAN KINERJA DEWAN KOMISARIS

PARTIES THAT CONDUCT THE PERFORMANCE ASSESSMENT OF THE BOARD OF COMMISSIONERS

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 yang telah disahkan dalam RUPS.

Performance appraisal 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 appraisal of the Board of Commissioners is based on the KPI of the Board of Commissioners which has been approved in the GMS.

HASIL PENILAIAN KINERJA DEWAN KOMISARIS TAHUN 2021

RESULTS OF THE 2018 BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

No.	Indikator Kinerja Utama Key Performance Indicator	Deskripsi Indikator Indicator Description	Satuan Unit	Bobot Value (%)	Target Target 2021	Realisasi s.d. Triwulan IV Realization up to Quarter IV	Skor Score
1.	Rapat Dewan Komisaris Board of Commissioners' Meeting	Internal Dewan Komisaris dan dapat mengundang Organ Pendukung Dewan Komisaris Internal of the Board of Commissioners and may invite Supporting Organs of the Board of Commissioners	Kali Times	10%	12	14	0,10
2.	Rata-rata Jangka Waktu Pemberian Tanggapan dan Rekomendasi atas Rancangan RKAP. Average Duration for Providing Responses and Recommendations on the Draft of the RKAP	Harus disampaikan 30 hari setelah dokumen RKAP telah disampaikan secara lengkap. Shall be submitted within 30 days after the complete submission of RKAP documents	Hari Days	10%	30	14	0,10
3.	Rata-rata Jangka Waktu Pemberian Keputusan atas Permintaan Persetujuan dari Direksi. Average Duration for Providing Decision on the Request for Approval from the Board of Directors	Harus disampaikan 30 hari setelah dokumen permintaan telah disampaikan secara lengkap Shall be submitted within 30 days after the complete submission of request documents	Hari Days	10%	30	14	0,10
4.	Rapat Dewan Komisaris - Direksi Board of Commissioners - Board of Directors Meeting	Jumlah Rapat yang menyertakan Direksi Total Meeting that involves the Board of Directors	Kali Times	10%	12	14	0,12
5.	Kunjungan dan Analisis Anggota Dewan Komisaris ke Lapangan. Field Visit and Analysis of Board of Commissioners' Members	Jumlah Kunjungan masing-masing Anggota Dewan Komisaris ke lokasi usaha atau lokasi proyek/ investasi Number of visits by each member of the Board of Commissioners to business locations or project/investment locations	Frekuensi Frequency	10%	2	2	0,10
6.	Kehadiran dalam Acara RUPS GMS Attendance	Cukup Jelas Self-Explanatory	Frekuensi Frequency	10%	1	3	0,30

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No.	Indikator Kinerja Utama Key Performance Indicator	Deskripsi Indikator Indicator Description	Satuan Unit	Bobot Value (%)	Target Target 2021	Realisasi s.d. Triwulan IV Realization up to Quarter IV	Skor Score
7.	Penyampaian Tanggapan atas Kinerja Triwulanan RUPS Submission of Responses to Quarterly Performance to the GMS	Triwulan ke-IV masuk dalam Tanggapan Tahunan. Quarter IV is included in the Annual Response	Laporan Report	10%	4	4	0,10
8.	Penyampaian Laporan Tugas Pengawasan kepada RUPS Submission of Supervisory Duty Report to the GMS	Cukup Jelas Self-Explanatory	Laporan Report	10%	4	4	0,10
9.	Pelatihan/Pembelajaran Anggota Dewan Komisaris Board of Commissioners' Members Training/ Education	Jumlah seminar / pelatihan yang diikuti masing-masing anggota Dewan Komisaris Total seminar/training attended by each member of the Board of Commissioners	Frekuensi Frequency	10%	1	1	0,10
10.	Kontribusi Pengawasan dan Penasehatan Dekom terhadap KPI Direksi Supervisory and Advisory Contribution by the Board of Commissioners to the Board of Directors based on the Board of Directors' KPI	Skor KPI Direksi KPI Score of the Board of Directors	Skor Score	10%	100	105,14	0,11
TOTAL BOBOT TOTAL VALUE				100%			124%

KEBIJAKAN DAN PENENTUAN REMUNERASI DEWAN KOMISARIS

POLICY AND DETERMINATION OF BOARD OF COMMISSIONERS REMUNERATION

Remunerasi anggota Dewan Komisaris diberikan berdasarkan ketentuan yang telah ditetapkan oleh Pemegang Saham.

Remuneration for members of the Board of Commissioners is given based on the provisions set by the Shareholders.

Dewan Komisaris berhak atas gaji bulanan dan tunjangan lain. Di samping itu Dewan Komisaris juga mendapatkan bagian tantiem atas kinerja dan pencapaian perusahaan yang besarnya ditentukan oleh pemegang saham dalam RUPS.

The Board of Commissioners is entitled to a monthly salary and other benefits. In addition, the Board of Commissioners also gets a share of bonuses for the performance and achievements of the company, the amount of which is determined by the shareholders at the GMS.

Perusahaan 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 Perusahaan 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 review Komite Nominasi & Remunerasi, GCG dan Pemantau Risiko, mengusulkan honorarium, tunjangan, fasilitas dan tantiem kepada RUPS untuk selanjutnya ditetapkan oleh RUPS.

The Company provides remuneration to the Board of Commissioners by taking into account 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 so that they are maintained. The remuneration of the Board of Commissioners is determined by the GMS of PT Petrokimia Gresik as the agenda for the ratification of the Audited Annual Report. Based on a review prepared by the Board of Directors, the Board of Commissioners based on a review of the Nomination & Remuneration Committee, GCG and Risk Monitoring, proposes the honorarium, allowances, facilities and bonuses to the GMS to be further determined by the GMS.

STRUKTUR REMUNERASI DEWAN KOMISARIS

BOARD OF COMMISSIONERS REMUNERATION STRUCTURE

Jenis penghasilan anggota Dewan Komisaris terdiri dari:

- Honorarium
- Tunjangan yang terdiri dari:
 - Tunjangan Hari Raya Keagamaan
 - Tunjangan Transportasi
 - Asuransi Purna Jabatan
- Fasilitas yang terdiri dari:
 - Fasilitas Kesehatan
 - Fasilitas Bantuan Hukum
- Biaya Operasional Lain-lain, yang terdiri dari:
 - Pakaian Seragam
 - Keanggotaan Perkumpulan Profesi
- Tantiem/Insentif Kinerja, dimana di dalam Tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*) sesuai arahan Pemegang Saham.

The types of income of the Board of Commissioners members consist of:

- Honorarium
- Allowances which consist of:
 - Religious holiday allowance
 - Transportation Allowance
 - Post-Employment Insurance.
- Facilities which consists of:
 - Health Facilities
 - Legal Assistance Facilities.
- Other Operating Expenses, which consist of:
 - Uniform
 - Professional Society Membership
- Tantiem/Performance Incentives, which in the Tantiem can be given additionally in the form of Long Term Incentives (LTI) according to the direction of the Shareholders.

BESARAN REMUNERASI DEWAN KOMISARIS TAHUN 2021

BOARD OF COMMISSIONERS REMUNERATION AMOUNT IN 2021

No.	Komponen Remunerasi Remuneration Component	Jumlah Remunerasi Remuneration Amount	
		Komisaris Utama President Commissioner	Anggota Komisaris Commissioner
1.	Gaji Bulanan Monthly Salary	Rp. 94.500.000	Rp. 85.050.000
2.	Gaji Tahunan Annual Salary	Rp. 1.134.000.000	Rp. 1.020.600.000
3.	Tunjangan Hari Raya Holiday Allowance	Rp. 94.500.000	Rp. 85.050.000
4.	Tunjangan Komunikasi Communication Allowance	-	-
5.	Tunjangan Pakaian Clothing Allowance	at cost	at cost
6.	Tunjangan Transportasi Transportation Allowance	Rp. 18.900.000	Rp. 17.010.000
7.	Asuransi Purna Jabatan Post-Employment Insurance	Rp. 270.000.000	Rp. 243.000.000
8.	Fasilitas Kesehatan Health Facility	at cost	at cost
9.	Fasilitas Perkumpulan Profesi Professional Association Facility	at cost	at cost
10.	Fasilitas Bantuan Hukum dan Perlindungan Hukum Legal Assistance and Legal Protection Facility	at cost	at cost
	Tantiem/Insentif Kinerja Tantiem/Performance Incentive	Akan diputuskan dalam RUPS Kinerja Tahun Buku 2021 Will be decided at the 2021 Fiscal Year Performance GMS	

BONUS KINERJA DAN NON-KINERJA DEWAN KOMISARIS

BOARD OF COMMISSIONERS' PERFORMANCE AND NON-PERFORMANCE BONUS

Bonus Kinerja yang diterima Dewan Komisaris mengacu kepada jumlah tantiem yang diterima.

Performance bonus received by the Board of Commissioners refers to the amount of tantiem received.

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

DIREKSI

BOARD OF DIRECTORS

Merupakan organ perusahaan yang bertanggungjawab penuh secara kolegal atas pengurusan perusahaan untuk kepentingan dan tujuan perusahaan serta mewakili perusahaan 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 Perusahaan dengan tetap memperhatikan keseimbangan kepentingan seluruh pihak yang berkepentingan dengan aktivitas perusahaan. Direksi wajib tunduk kepada ketentuan, peraturan perundang-undangan yang berlaku, anggaran dasar, tata kelola perusahaan dan keputusan RUPS

Is a corporate organ that is fully collegially responsible 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 the task of making decisions in accordance with the division of duties and authorities, but the implementation of duties by each member of the Board of Directors is a shared responsibility. The position of each including the President Director is equal and the duty of the President Director is to coordinate all activities of the Board of Directors. The Board of Directors is obliged and has good intentions and is fully responsible for carrying out the duties of managing the Company while taking into account the balance of interests of all parties with an interest in the activities of the company. The Board of Directors must comply with the provisions, applicable laws and regulations, articles of association, corporate governance and the resolutions of the GMS

PERSYARATAN DAN PENGANGKATAN DIREKSI

REQUIREMENTS AND APPOINTMENT OF BOARD OF DIRECTORS

PG memiliki kriteria persyaratan calon anggota Direksi sebagaimana dalam Anggaran Dasar dimana Direksi adalah orang yang memenuhi persyaratan sebagai berikut :

- Syarat Formal
 - a. Orang perseorangan
 - b. Cakap melakukan perbuatan hukum
 - c. Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan
 - d. Tidak pernah menjadi anggota direksi atau anggota dewan komisaris yang dinyatakan bersalah menyebabkan suatu perseroan/perum dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan
 - e. 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
- Syarat Materil
 - a. Integritas dan moral dalam arti yang bersangkutan tidak pernah terlibat:

PG has the criteria for candidates for 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:

- Formal Requirements
 - a. Individuals
 - b. proficient in legal actions
 - c. Never been declared bankrupt within 5 (five) years prior to nomination
 - d. Never been a member of the board of directors or a member of the board of commissioners who was found guilty of causing a company/perum to be declared bankrupt within 5 (five) years prior to the nomination
 - e. Never been convicted of a criminal act that was detrimental to the State's finances and/or related to the financial sector within 5 (five) years prior to the nomination
- Material Requirements
 - a. Integrity and morals in the sense in question are never involved:



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

1. Perbuatan rekayasa dan praktik-praktik menyimpang dalam pengurusan BUMN/Anak Perusahaan/Perusahaan/Lembaga tempat yang bersangkutan bekerja sebelum pencalonan
 2. Perbuatan cidera janji yang dapat dikategorikan tidak memenuhi komitmen yang telah disepakati dengan BUMN/Anak Perusahaan/Lembaga tempat yang bersangkutan bekerja sebelum pencalonan (berperilaku tidak baik)
 3. Perbuatan yang dikategorikan dapat memberikan keuntungan secara melawan hukum kepada yang bersangkutan dan/atau pihak lain sebelum pencalonan (berperilaku tidak baik)
 4. Perbuatan yang dapat dikategorikan sebagai pelanggaran terhadap ketentuan yang berkaitan dengan prinsip-prinsip pengurusan perusahaan yang sehat (perilaku tidak baik).
- b. Dedikasi
 - c. Memahami masalah-masalah manajemen perusahaan yang berkaitan dengan salah satu fungsi manajemen
 - d. Memiliki pengetahuan yang memadai di bidang usaha perusahaan di mana yang bersangkutan dicalonkan
 - e. Dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya
 - f. Memiliki kemauan yang kuat (antusias) untuk memajukan dan mengembangkan perusahaan di mana yang bersangkutan dicalonkan.
- Syarat Lain
 - a. Bukan pengurus partai politik, dan/atau anggota legeslatif dan/atau tidak sedang mencalonkan diri sebagai anggota legeslatif
 - b. Bukan kepala/wakil kepala daerah dan/atau tidak sedang mencalonkan diri sebagai anggota legislatif
 - c. Tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan perusahaan yang bersangkutan kecuali menandatangani surat pernyataan bersedia mengundurkan diri dari jabatan tersebut jika terpilih sebagai anggota Dewan Komisaris
 - d. Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris kecuali menandatangani surat pernyataan bersedia mengundurkan diri dari jabatan tersebut jika terpilih sebagai anggota Dewan Komisaris
 - e. Tidak menjabat sebagai anggota Dewan Komisaris pada perusahaan yang bersangkutan selama 2 (dua) periode berturut-turut
1. Engineering acts and deviant practices in the management of the BUMN/Subsidiary/Company/ Institution where the person concerned works before the nomination
 2. Acts of default that can be categorized as not fulfilling the commitments agreed with the BUMN/Subsidiary/Institution where the person concerned worked before the nomination (behaved badly)
 3. Actions that are categorized as being able to provide unlawful benefits to the person concerned and/or other parties prior to candidacy (behaving badly)
 4. An act that can be categorized as a violation of the provisions relating to the principles of healthy company management (bad behavior).
- b. Dedication
 - c. Understand company management issues related to one of the management functions
 - d. Have adequate knowledge in the field of business of the company in which the person concerned is nominated
 - e. Can provide sufficient time to carry out their duties
 - f. Have a strong will (enthusiasm) to advance and develop the company in which the person concerned is nominated.
- Other Requirements
 - a. Not a member of a political party, and/or a member of the legislature and/or not currently running for a member of the legislature
 - b. Not the head/deputy head of the region and/or not currently running as a member of the legislature
 - c. Not currently occupying a position that has the potential to cause a conflict of interest with the company concerned unless signing a statement letter willing to resign from the position if elected as a member of the Board of Commissioners
 - d. Not currently occupying a position which, based on the laws and regulations, is prohibited from concurrently serving as a member of the Board of Commissioners unless signing a statement that he is willing to resign from the position if elected as a member of the Board of Commissioners.
 - e. Not serving as a member of the Board of Commissioners in the company concerned for 2 (two) consecutive periods

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- f. Sehat jasmani dan rohani, tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris yang dibuktikan dengan surat keterangan sehat dari rumah sakit pemerintah.

Proses pengangkatan seorang calon anggota Dewan Komisaris mengikuti proses uji kelayakan dan kepatutan Dewan Komisaris berdasarkan Anggaran Dasar Perseroan dan Peraturan Perundang-undangan yang berlaku.

MASA JABATAN DIREKSI TERM OF OFFICE BOARD OF DIRECTORS

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 RELATED POLICY RESIGNATION AND TERMINATION OF BOARD OF DIRECTORS

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

- f. Physically and mentally healthy, not suffering from an illness that can hinder the performance of duties as a member of the Board of Commissioners as evidenced by a health certificate from a government hospital.

The process of appointing a candidate for a member of the Board of Commissioners follows the fit and proper test process for the Board of Commissioners based on the Company's Articles of Association and the prevailing laws and regulations.

Members of the Board of Directors are appointed for a period of 5 (five) years from the date of their appointment by the Extraordinary GMS that appointed them. The appointment of the Board of Directors does not reduce the right of the GMS to dismiss at any time before the end of their term of office. After the term of office ends, the Board of Directors may be reappointed by the GMS for 1 (one) term of office.

The resignation of members of the Board of Directors based on the provisions of the Company's Articles of Association is as follows:

1. A member of the Board of Directors has the right to resign from his position by notifying in writing of his intention to the Company with copies of the Shareholders, Board of Commissioners and other members of the Board of Directors of the Company no later than 30 (thirty) days prior to the date of his resignation. If the resignation letter mentions an effective date of less than 30 (thirty) days from the date the letter is received, it is considered not to mention the effective date of the resignation.
2. If up to the date requested by the relevant member of the Board of Directors or within 30 (thirty) days from the date of the resignation letter, there is no resolution of the GMS, then the member of the Board of Directors resigns on the requested date or after 30 (three) days have passed. twenty) days from the date of receipt of the resignation letter without requiring the approval of the GMS

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Anggota Dewan Komisaris dapat diberhentikan berdasarkan keputusan RUPS dan diberhentikan sementara waktu oleh Dewan Komisaris dengan menyebutkan alasannya. Pemberhentian anggota Direksi dilakukan apabila berdasarkan kenyataan anggota Dewan Komisaris yang bersangkutan melakukan hal-hal sebagaimana diatur dalam Anggaran dasar Perusahaan. Termasuk apabila Direksi terbukti terlibat dalam tindakan yang merugikan Perusahaan atau negara, maka tindakan lanjut yang dilakukan Perusahaan mengacu pada ketentuan Perusahaan.

Members of the Board of Commissioners may be dismissed based on the decision of the GMS and temporarily dismissed by the Board of Commissioners by stating the reasons. Dismissal of a member of the Board of Directors is carried out if based on the fact that the member of the Board of Commissioners concerned does things as stipulated in the Articles of Association of the Company. Including if the Board of Directors is proven to be involved in actions that are detrimental to the Company or the state, the follow-up actions taken by the Company refer to the provisions of the Company.

KOMPOSISI DIREKSI

COMPOSITION OF THE BOARD OF DIRECTORS

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.

The composition and number of members of the Board of Directors is determined by the GMS by taking into account the vision, mission and strategic plan of PG to enable effective, precise and fast decision making and can act independently.

Pada tahun 2021, komposisi Direksi PT Petrokimia Gresik mengalami perubahan. Komposisi Direksi PT Petrokimia Gresik periode 1 Januari – 16 Februari 2021 adalah sebagai berikut:

In 2021, the composition of the Board of Directors of PT Petrokimia Gresik will change. The composition of the Board of Directors of PT Petrokimia Gresik for the period 1 January – 16 February 2021 is as follows:

KOMPOSISI DIREKSI PERIODE 1 JANUARI 2021 – 16 FEBRUARI 2021 :

COMPOSITION OF THE BOARD OF DIRECTOR FOR THE PERIOD OF JANUARY 1, 2021 – FEBRUARY 16, 2021

No	Nama Name	Jabatan Position	Domisili Position	Dasar Pengangkatan Basis of Appointment	Periode Term of Office
1.	Dwi Satriyo Annurogo	Direktur Utama President Director	Gresik	Akta Notaris Lumassia, S.H No. 15 tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 15th August 25th 2020	Ke-1 / 1st
2.	Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	Gresik	Akta Notaris Lumassia, S.H. No. 06, tanggal 22 Oktober 2019 Deed of Notary Lumassia, S.H. No. 06, dated October 22, 2019	Ke-1 / 1st
3.	Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General Affairs	Gresik	Akta Notaris Lumassia, S.H., No. 1, tanggal 13 Desember 2017 Deed of Notary Lumassia, S.H. No. 1, dated December 13, 2017	Ke-1 / 1st

* masa jabatan berakhir pada 26 Januari 2021 | the term of office has ended since January 26, 2021

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GOOD CORPORATE GOVERNANCE

KOMPOSISI DIREKSI PERIODE 16 FEBRUARI – 31 DESEMBER 2021

COMPOSITION OF THE BOARD OF DIRECTOR FOR THE PERIOD OF FEBRUARY 16, 2021 – DECEMBER 31, 2021

No	Nama Name	Jabatan Position	Domisili Position	Dasar Pengangkatan Basis of Appointment	Periode Term of Office
1.	Dwi Satriyo Annurogo	Direktur Utama President Director	Gresik	Akta Notaris Lumassia, S.H No. 15 tanggal 25 Agustus 2020 Lumassia, S.H. Notary Deed No. 15th August 25th 2020	Ke-1 / 1st
2.	Digna Jatiningih	Direktur Operasi dan Produksi Director of Operations and Production	Gresik	Akta Notaris Lumassia, S.H. No. 06, tanggal 22 Oktober 2019 Deed of Notary Lumassia, S.H. No. 06, dated October 22, 2019	Ke-1 / 1st
3.	Budi Wahyu Soesilo*	Direktur Keuangan dan Umum Director of Finance and General Affairs	Gresik	Akta Notaris Lumassia, S.H No. 03 tanggal 16 Februari 2021 Lumassia, S.H. Notary Deed No. 03 February 16, 2021	Ke-1 / 1st

* mulai menjabat sejak 16 Februari 2021 | started serving since February 16, 2021

TUGAS DAN KEWAJIBAN DIREKSI

DUTIES AND RESPONSIBILITIES OF BOARD OF DIRECTORS

Direksi bertugas dan bertanggung jawab secara kolegiat dalam mengelola Perusahaan. Tugas dan tanggung jawab sebagaimana tertuang dalam Anggaran Dasar Perusahaan diantaranya 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*.

The Board of Directors has a collegiate duty and responsibility in managing the Company. The 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 benefit of the Company and in accordance with the purposes and objectives of the Company and representing the Company, both inside and outside the Court on all matters and all events with restrictions. as stipulated in the laws and regulations, the Articles of Association and/or the Decision of the General Meeting of Shareholders. The duties of the Board of Directors are regulated in the Board Policy Manual.

KEWENANGAN DIREKSI

AUTHORITY OF THE BOARD OF DIRECTORS

Sesuai Anggaran Dasar perusahaan, 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

In accordance with the company's Articles of Association, the authority of the Board of Directors is:

1. To determine the management policy of the Company, provided that the Majority Shareholders are authorized to determine policies for certain fields
2. Carry out the management of the Company, provided that the implementation of the fields in the Company, among others, are as follows: Marketing and sales; Research and development; Supply chain management and cost management; Procurement of goods and or



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management; Pengadaan barang dan atau jasa; *Finance* dan audit serta manajemen risiko dan kepatuhan; Manajemen talenta dan pengembangan sumber daya manusia yang terintegrasi; Hukum; Bidang lainnya 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 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.

services; Finance and audit as well as risk management and compliance; Integrated talent management and human resource development; Law; Other areas are regulated and determined by the Majority Shareholder.

3. Regulate the delegation of 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 to represent the Company inside and outside the court;
4. Regulate the transfer of power of the Board of Directors to one or several employees of the Company, either individually or jointly or to other people, to represent the Company inside and outside the court;
5. Regulate the provisions regarding the Company's employment including the determination of salary, pension or old-age security and other income for the Company's employees based on the prevailing laws and regulations with the provisions of determining the salary, pension or old-age security and other income for workers that exceed the obligations that stipulated by laws and regulations, must obtain prior written approval from the majority Shareholders;
6. To appoint and dismiss the Company's employees based on the Company's employment regulations and the prevailing laws and regulations;
7. Appoint and dismiss the Corporate Secretary and establish an Internal Supervisory Unit;
8. Perform all other actions and actions regarding the management and owner 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 restrictions as stipulated in the regulations laws and regulations, the Articles of Association and or the Decision of the General Meeting of Shareholders.

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KEWAJIBAN DIREKSI

OBLIGATIONS OF THE BOARD OF DIRECTORS

1. Mengusahakan dan menjamin terlaksananya usaha dan kegiatan Perseroan sesuai dengan maksud dan tujuan serta kegiatan usahanya;
 2. Melaksanakan kebijakan yang ditetapkan oleh Pemegang Saham Mayoritas
 3. Menyiapkan pada waktunya Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan, 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 Perusahaan dan Rencana Kerja dan Anggaran Perusahaan;
 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 perusahaan;
 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 Perusahaan;
 13. Menyimpan di tempat kedudukan Perseroan: Daftar Pemegang Saham, Daftar Khusus, Risalah Rapat Umum Pemegang Saham, Risalah Rapat Dewan Komisaris, dan
1. Strive and ensure the implementation of the Company's business and activities in accordance with the aims and objectives as well as its business activities;
 2. Implement the policies set by the Majority Shareholder
 3. Prepare on time the Company's Long-Term Plan, Work Plan and Budget, and any amendments thereto and submit it to the Board of Commissioners and Shareholders for approval at the General Meeting of Shareholders;
 4. Provide an explanation to the General Meeting of Shareholders regarding the Company's Long-Term Plan and the Company's Work Plan and Budget;
 5. Make a list of Shareholders, Special Register, Minutes of General Meeting of Shareholders, and Minutes of 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 referred to in the law on corporate documents;
 7. Prepare Financial Statements based on Financial Accounting standards and submit to Public Accountants for auditing;
 8. Submitting the Annual Report including Financial Statements to the General Meeting of Shareholders for approval and ratification;
 9. Provide an explanation to the General Meeting of Shareholders regarding the Annual Report;
 10. Submitting the Balance Sheet and Profit and Loss Report which has been ratified by the General Meeting of Shareholders to the Minister in charge of Law and Human Rights in accordance with the provisions of the legislation;
 11. Submit a report on changes in the composition of Shareholders, Directors and Board of Commissioners to the Minister in charge of Law and Human Rights;
 12. Maintain the register of Shareholders, Special Register, Minutes of General Meeting of Shareholders, Minutes of Meeting of the Board of Commissioners and Minutes of Meeting of the Board of Directors, Annual Report, and financial documents of the Company as stipulated in the Company's Articles of Association;
 13. Keep at the domicile of the Company: Register of Shareholders, Special Register, Minutes of General Meeting of Shareholders, Minutes of Meeting of the



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Risalah Rapat Direksi, Laporan Tahunan dan dokumen keuangan perseroan serta dokumen perseroan lainnya sebagaimana diatur dalam Anggaran Dasar Perusahaan;

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;
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 Perseoran
19. Menjalankan kewajiban-kewajiban lainnya sesuai dengan ketentuan yang diatur dalam Anggaran Dasar Perusahaan dan yang ditetapkan oleh Rapat Umum Pemegang Saham berdasarkan peraturan perundang-undangan.

Board of Commissioners, and Minutes of Meeting of the Board of Directors, Annual Report and company financial documents as well as other company documents as stipulated 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. Prepare the organizational structure of the Company complete with details of its duties;
17. Provide an explanation of all matters asked or requested by members of the Board of Commissioners and the Shareholders;
18. Develop and determine the blue print of the Company's Organization
19. Carry out other obligations in accordance with the provisions stipulated in the Articles of Association of the Company and determined by the General Meeting of Shareholders based on the laws and regulations.

RUANG LINGKUP TUGAS DAN TANGGUNG JAWAB MASING - MASING ANGGOTA DIREKSI SCOPE OF DUTIES AND RESPONSIBILITIES OF EACH MEMBER OF THE BOARD OF DIRECTORS

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 (RUPS). Selanjutnya Direksi menetapkan pembagian tugas dan tanggung jawab setiap anggota Direksi sebagaimana tercantum dalam Buku RKAP Tahun 2021, yaitu :

The division of duties and responsibilities of each member of the Board of Directors is determined based on the name of the position 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 (GMS). Furthermore, the Board of Directors determines the division of duties and responsibilities of each member of the Board of Directors as stated in the 2021 RKAP Book, namely:

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GOOD CORPORATE GOVERNANCE

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
<p>DWI SATRIYO ANNUROGO Direktur Utama President Director</p> 	<ol style="list-style-type: none"> 1. Memastikan penyusunan RJPP, Rencana Kerja dan Anggaran Tahunan Perusahaan (RKAP), dan rencana kerja lainnya beserta perubahannya serta menyampaikannya 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 RJPP, Company 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 to the General Meeting of Shareholders (GMS) for approval according to the schedule/time specified has been determined. 2. Memastikan pengkoordinasian penyelenggaraan dan pemeliharaan pembukuan dan administrasi Perusahaan sesuai dengan kelaziman yang berlaku bagi suatu Perusahaan. Ensuring the coordination of the organization and maintenance of the company's books and administration in accordance with the norms that apply to a company. 3. Memastikan pengkoordinasian penyusunan sistem akuntansi Perusahaan 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 the 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 functions of management, recording, storage and supervision. 4. Memastikan pengelolaan bidang Audit Intern dan Sekretaris Perusahaan untuk mendukung kepatuhan pada ketentuan yang berlaku, dan untuk membangun citra perusahaan yang positif bagi Stakeholder. Ensure the management of the Internal Audit and Corporate Secretary fields to support compliance with applicable regulations, and to build a positive corporate image for Stakeholders. 5. Memastikan penyusunan Laporan Tahunan sebagai wujud pertanggungjawaban pengelolaan Perusahaan, serta penyusunan dokumen keuangan perusahaan sesuai dengan Undang-undang tentang Dokumen Perusahaan. Ensure the preparation of the Annual Report as a form of accountability for the management of the Company, 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 the Public Accountant are submitted to the GMS for approval and approval. 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 the provision of explanations to the GMS regarding the RJP, RKAP and Annual Report as well as explanations of 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. Submitting the Balance Sheet and Profit and Loss Report which has been approved by the GMS to the Minister in charge of Law and Human Rights in accordance with the provisions of the legislation. 10. Menyampaikan Laporan Perusahaan Susunan Pemegang Saham, Direksi dan Dewan Komisaris kepada Menteri yang membidangi Hukum dan Hak Asasi Manusia. Submitting Company Reports Composition of Shareholders, Directors and Board of Commissioners to the Minister in charge of Law and Human Rights.



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Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
	<ol style="list-style-type: none"> 11. Memastikan penyusunan struktur organisasi Perusahaan di seluruh Direktorat Perusahaan beserta perincian tugasnya. Ensuring the preparation of the Company's organizational structure throughout the Company's Directorates along with the 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, <i>Good Corporate Governance</i> (GCG), dan Sistem Manajemen Pengamanan (SMP) dan Sistem Manajemen lainnya yang berlaku di Perusahaan. Ensure the implementation of Quality Management System (QMS), Environmental Management System (EMS), Occupational Health and Safety Management System (SMK3), Risk Management System, Good Corporate Governance (GCG), and Security Management System (SMP) and Management System other applicable in the Company. 13. Memastikan bertanggung jawab penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku. Ensure that he is fully personally responsible for his mistakes or omissions in carrying out his 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 Perusahaan tidak cukup untuk menutup kerugian tersebut. Ensure that each member of the Board of Directors is jointly and severally responsible for losses due to bankruptcy that occur due to the fault or negligence of the Board of Directors and that the Company's assets are not sufficient to cover the losses. 15. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi/lembaga pemerintah, swasta dan masyarakat sekitar Perusahaan. Ensuring 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 Perusahaan yang dilakukan secara periodik atau sesuai kebutuhan Perusahaan, untuk memastikan segala tindakan atau langkah operasional Perusahaan berikutnya memberikan manfaat yang lebih baik bagi Perusahaan dan/atau <i>Stakeholders</i> Perusahaan. Evaluating the Company's business operations periodically or according to the Company's needs, to ensure that all subsequent actions or operational steps of the Company 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 and the applicable laws and regulations.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
<p>DIGNA JATININGSIH Direktur Operasi dan Produksi Director of Operations and Production</p> 	<ol style="list-style-type: none"> 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 and their amendments in the fields of production operations, planning and control of maintenance, technology, development, business partners and factory services and submit them to the Board of Commissioners for approval and then submit them to the GMS for approval in accordance with with a predetermined schedule / time. Memastikan pemberian pertanggungjawaban dan penjelasan tentang pengelolaan Perusahaan 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 explanation regarding the management of the Company including the RJP, RKAP, Annual Report and explanation of all matters relating to production operations, planning and control of maintenance, technology, development, business partners and factory services to the GMS and to the Board Commissioners and Shareholders in accordance with applicable regulations. 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 fields of production operations, planning and control of maintenance, technology, development, business partners and factory services to the Board of Commissioners and/or Shareholders and parties involved interested in accordance with applicable regulations. Memastikan penyusunan struktur organisasi di lingkup Direktorat Operasi dan Produksi beserta perincian tugasnya. Ensure the preparation of the organizational structure within the Directorate of Operations and Production along with the details of its duties. Memastikan penerapan kebijakan SMM, SML, SMK3, Sistem Manajemen Risiko, GCG, SMP dan Sistem Manajemen lainnya yang berlaku di Perusahaan. Ensure the implementation of policies on QMS, EMS, SMK3, Risk Management System, GCG, SMP and other Management Systems that apply in the Company. Memastikan bertanggungjawab penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku. Ensure that he is personally fully responsible for his mistakes or omissions in carrying out his duties in accordance with applicable regulations. Mempertanggungjawabkan secara renteng atas kerugian akibat kepailitan yang terjadi karena kesalahan atau kelalaian Direksi dan kekayaan Perusahaan tidak cukup untuk menutup kerugian tersebut. Be jointly and severally responsible for losses due to bankruptcy that occur due to the fault or negligence of the Board of Directors and the Company's assets are not sufficient to cover such losses. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi/lembaga pemerintah, swasta dan masyarakat sekitar perusahaan. Ensure the development and improvement of good relations with government agencies/institutions, the private sector and the community around the company. 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 the applicable laws and regulations.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
<p>BUDI WAHJU SOESILO Direktur Keuangan dan Umum Director of Finance and General</p> 	<ol style="list-style-type: none"> 1. Memastikan RJP, RKAP, dan rencana kerja lainnya beserta perubahannya di 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 menyampaikan kepada RUPS untuk mendapatkan pengesahan sesuai dengan jadwal/waktu yang telah ditentukan. Ensure RJP, RKAP, and other work plans and their amendments in financial administration, business planning and control, human resource management, engineering, general, and operational activities of Internal Audit, Corporate Secretary and Business Transformation and submit them to the Board of Commissioners for approval, and then submit it to the GMS for approval according to a predetermined schedule/time. 2. Memastikan pemberian pertanggungjawaban dan penjelasan tentang pengelolaan Perusahaan, termasuk mengenai RJP, RKAP, Laporan Tahunan dan penjelasan tentang segala hal yang berkaitan dibidang 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 explanation of the management of the Company, including the RJP, RKAP, Annual Report and explanations of all matters relating to financial administration, planning and business control, human resource management, engineering, general, and operational activities in the field of Internal Audit, Corporate Secretary and Business Transformation to the GMS and to the Board of Commissioners and Shareholders in accordance with applicable regulations. 3. Memastikan penyusunan dan penyampaian laporan secara berkala maupun insidental atas pelaksanaan Rencana Kerja Perusahaan serta laporan lainnya terkait bidang administrasi keuangan, perencanaan & 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 and other reports related to financial administration, business planning & control, human resource management, engineering, general and operational activities in the field of internal audit, corporate secretary and business transformation to the Board of Commissioners and/or Shareholders and interested parties in accordance with applicable regulations; 4. Memastikan penyusunan Struktur Organisasi dilingkup Direktorat Keuangan dan Umum beserta rincian tugasnya. Ensure the preparation of the Organizational Structure within the Directorate of Finance and General Affairs along with the details of their duties. 5. Memastikan penerapan kebijakan SMM, SML, SMK3, Sistem Manajemen Risiko, GCG, SMP dan Sistem Manajemen lainnya yang berlaku di Perusahaan. Ensure the implementation of the policies of QMS, EMS, SMK3, Risk Management System, GCG, SMP and other Management Systems that apply in the Company. 6. Memastikan bertanggung jawab penuh secara pribadi atas kesalahan atau kelalaian yang dilakukannya dalam menjalankan tugasnya sesuai dengan ketentuan yang berlaku. Ensure that he is fully personally responsible for his mistakes or omissions in carrying out his duties in accordance with applicable regulations. 7. Mempertanggungjawabkan secara renteng atas kerugian akibat kepailitan yang terjadi karena kesalahan atau kelalaian Direksi dan kekayaan Perusahaan tidak cukup untuk menutup kerugian tersebut. Be jointly and severally responsible for losses due to bankruptcy that occur due to the fault or negligence of the Board of Directors and the Company's assets are not sufficient to cover such losses. 8. Memastikan pembinaan dan peningkatan hubungan baik dengan instansi pemerintah, swasta dan masyarakat sekitar perusahaan. Ensure the development and improvement of good relations with government agencies, the private sector and the community around the company. 9. Memastikan terlaksananya pengelolaan pendanaan Perusahaan untuk memenuhi kebutuhan dana guna mendukung kelancaran operasional Perusahaan maupun untuk mendukung investasi pengembangan Perusahaan. Ensuring the implementation of the Company's funding management to meet the funding needs to support the smooth operation of the Company and to support investment in the development of the Company

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

Nama dan Jabatan Name and Position	Tugas dan Tanggung Jawab Duties and Responsibilities
<p>BUDI WAHJU SOESILO Direktur Keuangan dan Umum Director of Finance and General</p>	<ol style="list-style-type: none"> 10. Memastikan pelaksanaan dan pemeliharaan pembukuan dan administrasi perusahaan sesuai dengan kelaziman yang berlaku bagi suatu perusahaan. Ensuring the implementation and maintenance of the company's bookkeeping and administration in accordance with the norms that apply to a company. 11. Memastikan penyusunan sistem akuntansi perusahaan sesuai dengan PSAK dan peraturan-peraturan pemerintah yang terkait serta berdasarkan prinsip-prinsip pengendalian intern, terutama fungsi pengurusan, pencatatan, penyimpanan dan pengawasan. Ensure the preparation of the company's accounting system 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. 12. Memastikan pengkoordinasian kegiatan operasional Audit Intern, Sekretaris Perusahaan dan Transformasi Bisnis untuk mendukung kepatuhan pada ketentuan yang berlaku dan untuk membangun citra perusahaan yang positif bagi <i>stakeholder</i>. Ensure the coordination of operational activities of Internal Audit, Corporate Secretary and Business Transformation to support compliance with applicable regulations and to build a positive corporate image for stakeholders. 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 the applicable laws and regulations

PERBUATAN DIREKSI YANG MEMERLUKAN PERSETUJUAN DEWAN KOMISARIS

ACTS OF THE BOARD OF DIRECTORS THAT REQUIRE THE APPROVAL OF THE BOARD OF COMMISSIONERS

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Penggantian Dewan Komisaris dan Direksi Anak Perusahaan/ Perusahaan Patungan 2. Anggaran Perusahaan 3. Pendayagunaan Aset Perusahaan 4. Penghapus bukaan/ 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 Perusahaan 9. Pembagian Jasop dan Tantiem | <ol style="list-style-type: none"> 1. Replacement of the Board of Commissioners and Directors of Subsidiaries/Joint Companies 2. Company Budget 3. Utilization of Company Assets 4. Movable Unlock/removal 5. Use of Medium-Long Term Bonds/Loans 6. Investment credit 7. Investment and Development Project 8. Changes in Organizational Structure and Corporate Values 9. Distribution of Jasop and Tantiem |
|--|--|



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

PERBUATAN DIREKSI YANG MEMERLUKAN PERSETUJUAN PEMEGANG SAHAM

ACTS OF THE BOARD OF DIRECTORS THAT REQUIRE THE APPROVAL OF THE SHAREHOLDERS

Tahun 2021, terdapat perbuatan-perbuatan Direksi yang harus mendapatkan persetujuan tertulis dari Pemegang Saham, diantaranya :

1. Penggantian Dewan Komisaris dan Direksi Anak Perusahaan/ Perusahaan Patungan
2. Perubahan Struktur Organisasi dan Tata Nilai Perusahaan
3. Anggaran Perusahaan
4. Proyek Investasi dan Pengembangan
5. Persetujuan Impor dan Ekspor Pupuk
6. Promosi dan mutasi Pejabat *Grade 1*
7. Pembagian Jasop dan Tantiem
8. Obligasi
9. Pendayagunaan Aset Perusahaan
10. Izin Tugas Belajar Luar Negeri
11. Kenaikan Gaji Karyawan

In 2021, there are actions by the Board of Directors that must obtain written approval from the Shareholders, including:

1. Replacement of the Board of Commissioners and Directors of Subsidiaries/Joint Companies
2. Changes in Organizational Structure and Corporate Values
3. Company Budget
4. Investment and Development Projects
5. Fertilizer Import and Export Approval
6. Promotion and mutation of *Grade 1* Officials
7. Distribution of *Jasop* and *Tantiem*
8. Bonds
9. Utilization of Company Assets
10. Study Abroad Assignment Permit
11. Employee Salary Increase

INDEPENDENSI DIREKSI

INDEPENDENCY OF THE BOARD OF DIRECTORS

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:

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 annually regarding the Special List and Has No Conflict of Interest with the fulfillment of the following factors:

1. KEPEMILIKAN SAHAM DIREKSI | BOARD OF DIRECTORS SHARE OWNERSHIP

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 Zero	Nihil Zero
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	Nihil Zero	Nihil Zero
Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General	Nihil Zero	Nihil Zero
Budi Wahyu Soesilo**	Direktur Keuangan dan Umum Director of Finance and General	Nihil Zero	Nihil Zero

* masa jabatan berakhir pada 26 Januari 2021 | the term of office has ended since January 26, 2021

** mulai menjabat sejak 16 Februari 2021 | started serving since February 16, 2021

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

2. HUBUNGAN KELUARGA DAN HUBUNGAN KEUANGAN | FAMILY RELATIONS AND FINANCIAL RELATIONS

Seluruh anggota Direksi tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris, anggota Direksi lainnya dan Pemegang Saham Pengendali.

All members of the Board of Directors do not have family relations and financial relationships with members of the Board of Commissioners, other members of the Board of Directors and Controlling Shareholders.

Nama dan Jabatan Name and Title	Hubungan Keluarga Kinship			Hubungan Keluarga Kinship		
	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang Saham Shareholders
Dwi Satriyo Annurogo Direktur Utama President Director	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Digna Jatningsih Direktur Operasi dan Produksi Director of Operations and Production	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Dwi Ary Purnomo* Direktur Keuangan dan Umum Director of Finance and General	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No
Budi Wahyu Soesilo** Direktur Keuangan dan Umum Director of Finance and General	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No	Tidak / No

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3. RANGKAP JABATAN DIREKSI | BOARD OF DIRECTORS CONCURRENT POSITIONS

Nama Name	Jabatan di Petrokimia Gresik Position at Petrokimia Gresik	Jabatan di Perusahaan Induk Position at Parent Company	Jabatan di Anak Perusahaan Position at Subsidiaries	Jabatan di Perusahaan/Instansi Lain Position at Other Companies/ Institutions
Dwi Satriyo Annurogo	Direktur Utama President Director	Tidak Ada No	Tidak Ada No	Tidak Ada No
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	Tidak Ada No	Tidak Ada No	Tidak Ada No
Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General	Tidak Ada No	Ada Yes Komisaris Commissioner PT Petrokimia Kayaku	Tidak Ada No
Budi Wahyu Soesilo**	Direktur Keuangan dan Umum Director of Finance and General	Tidak Ada No	Tidak Ada No	Tidak Ada No

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TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

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 an independence statement 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, either personal or family and/or other companies.

No	Kriteria Criteria	Direksi Directors			
		DSA	DJ	DAP*	BWS**
1. Kepemilikan Saham Shareholding :					
	Kepemilikan saham pribadi di PT Petrokimia Gresik Private shareholding in PT Petrokimia Gresik	X	X	X	X
	Kepemilikan saham oleh keluarga di PT Petrokimia Gresik Share ownership by family in PT Petrokimia Gresik	X	X	X	X
	Kepemilikan saham pribadi di perusahaan lain Private shareholding 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 positions as :					
	Direksi pada BUMN Directors in SOEs	X	X	X	X
	Dewan Komisaris BUMN Board of Commissioners SOEs	X	X	X	X
	Pengurus Politik Political officials	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					
		√	√	√	√

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** mulai menjabat sejak 16 Februari 2021 | started serving since February 16, 2021

Keterangan | Information:
Dwi Satriyo Annurogo (DSA)
Dwi Ary Purnomo (DAP)

Digna Jatningsih (DJ)
Budi Wahyu Soesilo (BWS)

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

KEBERAGAMAN DIREKSI

DIVERSITY OF THE BOARD OF DIRECTORS

PT Petrokimia Gresik memiliki komposisi Direksi 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.

Pengangkatan anggota Direksi telah mempertimbangkan kompetensi, kandidat dan telah mengacu pada peraturan perundang-undangan yang berlaku.

PT Petrokimia Gresik has a diverse composition of the Board of Directors, both from 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 taking into account various points of view.

The appointment of members of the Board of Directors has considered the competence, candidates and has referred to the applicable laws and regulations.

Adapun keberagaman komposisi Direksi Perusahaan adalah sebagai berikut

The composition diversity of the Company's Directors is as follows:

Nama Name	Jabatan Position	Usia Age	Janis Kelamin Gender	Pendidikan Education		Pengalaman Employment History		Keahlian Expertise
				S1	S2	<10	>10	
Dwi Satriyo Annurogo	Direktur Utama President Director	54 tahun years old	Laki-laki Male		√		√	Bidang Agroindustri Agroindustry
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	54 tahun years old	Perempuan Girl		√		√	Bidang Operasi, Produksi dan Pemasaran Operations, Production and Marketing
Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General	46 tahun years old	Laki-laki Male		√		√	Bidang Keuangan dan SDM Finance and General
Budi Wahyu Soesilo**	Direktur Keuangan dan Umum Director of Finance and General	48 tahun years old	Laki-laki Male		√		√	Bidang Keuangan dan SDM Finance and General

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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 ½ (setengah) dari jumlah anggota Direksi.

Based on the Company's Articles of Association, the Board of Directors is required to hold a Board of Directors Meeting periodically 1 (one) time in every month or at any time if deemed necessary by one or more members of the Board of Directors or at the written request of one or more members of the Board of Commissioners. Meetings of the Board of Directors are valid and have the right to make legal and binding decisions if attended and/or represented by more than (half) of the total members of the Board of Directors.



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

Bahan rapat disampaikan kepada peserta rapat paling lambat 3 (tiga) hari sebelum rapat diselenggarakan. Dalam hal terdapat rapat yang diselenggarakan diluar 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 submitted 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 submitted to the meeting participants no later than before the meeting is held.

The meeting of the Board of Directors is chaired by the President Director, in the event that the President Director is absent or unable to attend, one of the Directors appointed in writing by the President Director shall chair the meeting of the Board of Directors. 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 shall chair the Board of Directors Meeting. In the event that more than 1 (one) member of the Board of Directors has served as a member of the Board of Directors, the Director who chaired the Board of Directors meeting is the Director who is the oldest in age.

FREKUENSI DAN TINGKAT KEHADIRAN DIREKSI

FREQUENCY AND ATTENDANCE RATE OF BOARD OF DIRECTORS

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Total Attendance	% Kehadiran Attendance
Dwi Satriyo Annurogo	Direktur Utama President Director	15	14	93
Digna Jatningsih	Direktur Operasi dan Produksi Director of Operations and Production	15	15	100
Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General	1	1	100
Budi Wahyu Soesilo**	Direktur Keuangan dan Umum Director of Finance and General	13	13	100

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TATA KELOLA PERUSAHAAN
 GOOD CORPORATE GOVERNANCE

AGENDA RAPAT DIREKSI & KEHADIRAN DIREKSI

BOARD OF DIRECTORS MEETING AGENDA & BOARD OF DIRECTORS ATTENDANCE

Tanggal Date	Agenda Rapat Meeting Agenda	DSA	DJ	DAP*	BWS**
13 Januari 2021 January 13, 2021	1. Tindak lanjut rapat Direksi sebelumnya Follow up on previous Board of Directors meeting 2. Realisasi kinerja bulan Desember 2020 dan s.d. Desember 2020 Realization of performance in December 2020 and up to December 2020	√	√	√	
18 Februari 2021 February 18, 2021	1. Tindak lanjut rapat Direksi sebelumnya Follow up on previous Board of Directors meeting 2. Realisasi Kinerja bulan Januari 2021 Performance Realization for January 2021	√	√		√
10 Maret 2021 March 10, 2021	1. Evaluasi Tindak Lanjut Rapat Direksi sebelumnya (18 Februari 2021) Follow-up Evaluation of the previous Board of Directors Meeting (18 February 2021) 2. Evaluasi Tindak Lanjut Rapat Monitoring Kinerja oleh PT Pupuk Indonesia (25 Februari 2021) Follow-up Evaluation of Performance Monitoring Meetings by PT Pupuk Indonesia (25 February 2021) 3. Realisasi Kinerja Bulan Februari dan s.d Februari Tahun 2021 Realization of Performance in February and until February 2021	√	√		√
15 April 2021 April 15, 2021	1. Evaluasi Tindak Lanjut Rapat Direksi sebelumnya (10 Maret 2021) Follow up Evaluation of the previous Board of Directors Meeting (10 March 2021) 2. Evaluasi Tindak Lanjut Rapat Monitoring Kinerja oleh PT Pupuk Indonesia (30 Maret 2021) Follow-up Evaluation of Performance Monitoring Meeting by PT Pupuk Indonesia (30 March 2021) 3. Kinerja bulan Maret dan s.d Maret Tahun 2021 Performance for March and March 2021 4. Proyek Gudang Urea Ekspor Tahun 2021 2021 5. Export Urea Warehouse Project Lain-lain Others	√	√		√
17 Mei 2021 May 17, 2021	1. Tindak Lanjut Rapat Direksi 15 April 2021 Follow-up to the Board of Directors Meeting April 15, 2021 2. Tindak Lanjut atas Arahan Rapat Monitoring Kinerja 26 April 2021 Follow up on the Direction of the Performance Monitoring Meeting April 26, 2021 3. Kinerja Bulan April 2021 April 2021 Performance 4. Lain-lain Others	√	√		√
15 Juni 2021 June 15, 2021	1. Tindak Lanjut Rapat Monitoring Kinerja (25 Mei 2021) Follow-up to Performance Monitoring Meeting (25 May 2021) 2. Realisasi Kinerja Bulan Mei dan s.d Mei Tahun 2021 Realization of Performance in May and until May 2021 3. Lain-lain Others	√	√		√
13 Juli 2021 July 13, 2021	1. Realisasi Kinerja Bulan Juni dan s.d Juni Tahun 2021 Realization of Performance in June and until June 2021 2. Tindak Lanjut Rapat Monitoring Kinerja 25 Mei 2021 Follow-up to the Performance Monitoring Meeting May 25, 2021	√	√		√
2 Agustus 2021 August 2, 2021	1. Pembelian Offtake Asam Sulfat (SA) dan Harga Sewa Lahan kepada PT Smelting Purchase of Sulfuric Acid (SA) Offtake and Land Rental Price to PT Smelting 2. Adendum Kontrak dengan PT Petro Jordan Abadi (PJA) Contract Addendum with PT Petro Jordan Abadi (PJA) 3. Progress Proyek Gudang Curah Progress of Bulk Warehouse Project 4. Tindak Lanjut Asuransi Jiwasraya Follow-up for Jiwasraya Insurance 5. Sewa Gedung Graha Phonska For Rent Graha Phonska 6. Anggaran Covid Tahun 2022 2022 Covid Budget	√	√		√
7 September 2021 September 7, 2021	1. Evaluasi Gudang Urea Ekspor Export Urea Warehouse Evaluation 2. Open Storage (Reklamasi Tahap V Bidang 1) Open Storage (Reclamation Stage V Field 1) 3. Penentuan Harga Gypsum Gypsum Price Determination 4. Proyek NPK Phonska V Project of NPK Phonska V	√	√		√
13 Oktober 2021 October 13, 2021	1. Evaluasi Tindak Lanjut Rapat Monitoring Kinerja oleh PT Pupuk Indonesia (28 September 2021) Follow-up Evaluation of Performance Monitoring Meeting by PT Pupuk Indonesia (28 September 2021) 2. Realisasi Kinerja Bulan September 2021 September 2021 Performance Realization		√		√

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Tanggal Date	Agenda Rapat Meeting Agenda	DSA	DJ	DAP*	BWS**
23 November 2021 November 23, 2021	<ol style="list-style-type: none"> Refreshing Materi Rapat Monitoring Kinerja oleh PT Pupuk Indonesia; Refreshing of Performance Monitoring Meeting Materials by PT Pupuk Indonesia; Pembahasan Tindak Lanjut Kesepakatan Rakor Bali - Palembang; Discussion on the Follow-up to the Bali - Palembang Coordination Meeting Agreement; Refreshing Materi Rapat Dekom Direksi; Refreshing the Board of Directors Meeting Materials; Lain-lain Others 	√	√		√
15 Desember 2021 December 15, 2021	<ol style="list-style-type: none"> Evaluasi Tindak Lanjut Rapat Monitoring Kinerja oleh PT Pupuk Indonesia Follow-up Evaluation of Performance Monitoring Meetings by PT Pupuk Indonesia Kinerja Bulan November 2021 November 2021 Performance Tindak Lanjut Temuan Audit Laporan Keuangan Tahun 2021 Follow-up on Financial Statement Audit Findings for 2021 Lain-lain Others 	√	√		√

* masa jabatan berakhir pada 26 Januari 2021 | the term of office has ended since January 26, 2021

** mulai menjabat sejak 16 Februari 2021 | started serving since February 16, 2021

Keterangan | Information:

Dwi Satriyo Annurogo (**DSA**)
Digna Jatningsih (**DJ**)

Dwi Ary Purnomo (**DAP**)
Budi Wahyu Soesilo (**BWS**)



Belum Menjabat | Not yet serving



Tidak Menjabat | No longer serving



Berhalangan Hadir | Unable to attend

PROGRAM PENGEMBANGAN KOMPETENSI DIREKSI

BOARD OF DIRECTORS' COMPETENCE DEVELOPMENT PROGRAM

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 Kompetensi bagi Direksi dilakukan secara berkelanjutan dimaksudkan untuk meningkatkan kompetensi dan kapabilitas Direksi dalam rangka pelaksanaan fungsi tugas dan tanggungjawabnya. Pengembangan Kompetensi bagi Direksi dapat berupa Sharing Knowledge, Workshop dan Conference yang dapat dilaksanakan oleh internal Perusahaan, maupun instansi di dalam negeri dan luar negeri.

The Competency Development Program for the Board of Directors is intended so that the Board of Directors can always update information on the latest developments of the Company's core business and other knowledge related to the implementation of the duties of the Board of Directors. The Competency Development Program for the Board of Directors is carried out on an ongoing basis to improve the competence and capability of the Board of Directors in the context of carrying out their duties and responsibilities. Competency development for the Board of Directors can be in the form of Knowledge Sharing, Workshops and Conferences that can be carried out by internal companies, as well as domestic and foreign agencies.

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GOOD CORPORATE GOVERNANCE

Sepanjang tahun 2021, program pengembangan kompetensi yang diikuti Direksi adalah sebagai berikut:
Throughout 2021, the competency development programs participated by the Board of Directors are as follows:

No.	Nama Peserta Name of Participant	Jabatan Peserta Position of Participant	Tema Pengembangan Kompetensi Competency Development Theme	Penyelenggara Organizer	Waktu Penyelenggaraan Time of Implementation
1.	DWI SATRIYO ANNUROGO	Direktur Utama President Director	-	-	-
2.	DIGNA JATININGSIH	Direktur Operasi dan Produksi Operation and Production Director	Peran Dewan Komisaris dan Direksi dalam <i>Subsidiary Governance</i> The Role of the Board of Commissioners and Directors in Subsidiary Governance	Sinergi Daya Prima	12 Januari 2021 January 12, 2021 Online
			RUMI-U Women In Leadership	Daya Dimensi Indonesia	2 Juni 2021 June 2, 2021 Online
			Workshop Methanol Capacity Building	Methanol Institute	13 Juli 2021 July 13, 2021 Online
			IFA Annual Conference	IFA	27-29 September 2021 September 27-29, 2021 Lisbon Portugal
3.	DWI ARY PURNOMO*	Direktur Keuangan dan Umum Director of Finance and General Affairs	Peran Dewan Komisaris dan Direksi dalam <i>Subsidiary Governance</i> The Role of the Board of Commissioners and Directors in Subsidiary Governance	Sinergi Daya Prima	12 Januari 2021 January 12, 2021 Online
4.	BUDI WAHJU SOESILO**	Direktur Keuangan dan Umum Director of Finance and General Affairs	-	-	-

* masa jabatan berakhir pada 26 Januari 2021 | the term of office has ended since January 26, 2021

** mulai menjabat sejak 16 Februari 2021 | started serving since February 16, 2021



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

PROGRAM PENGENALAN DIREKSI

INDUCTION PROGRAM OF THE BOARD OF DIRECTORS

PG melakukan program pengenalan bagi anggota Direksi yang baru dengan tujuan memberikan gambaran atas aktivitas bisnis rencana perusahaan 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* dimana dalam pedoman tersebut diatur materi pengenalan diberikan oleh Sekretaris Perusahaan kepada anggota Direksi yang baru. Materi program pengenalan diantaranya meliputi pelaksanaan prinsip-prinsip GCG, gambaran umum Perusahaan, penjelasan mengenai tugas dan tanggungjawab Direksi dan Dewan Komisaris. Selain pemaparan atas perusahaan, dalam program pengenalan juga disampaikan dokumen penunjang diantaranya RKAP, RJPP, Standar Etika, *Board Policy Manual*, *Corporate Policy Manual*, serta isu-isu strategis Perusahaan. Guna lebih memahami secara langsung proses bisnis perusahaan, program pengenalan juga dapat dilakukan kunjungan langsung ke unit/unit bisnis Perusahaan.

Pada tahun 2021 terdapat program pengenalan kepada Direksi baru Budi Wahyu Soesilo pada tanggal 22 Februari 2021.

MANUAL KERJA DAN KEBIJAKAN DIREKSI

WORK AND POLICY MANUAL OF THE BOARD OF DIRECTORS

Guna mengatur hubungan kerja antara Direksi dan Dewan Komisaris agar tercipta pengelolaan Perusahaan 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 Desember 2018 (*Corporate Policy Manual*) dan 28 April 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,

PG conducts an introduction program for new members of the Board of Directors with the aim of providing an overview of the business activities of the company's future plans as well as being a work guideline and other matters that are the responsibility of the Board of Directors.

The introduction program is regulated in the Board Policy Manual and the Corporate Policy Manual, in which the guidelines provide for the introduction of materials given by the Corporate Secretary to new members of the Board of Directors. The material for the introduction program includes the implementation of GCG principles, an overview of the Company, an explanation of the duties and responsibilities of the Board of Directors and the Board of Commissioners. In addition to company presentations, in the introduction program, supporting documents were also submitted including RKAP, RJPP, Standards of Ethics, Board Policy Manual, Corporate Policy Manual, as well as strategic issues of the Company. In order to better understand the company's business processes directly, the introduction program can also be carried out by direct visits to the Company's business units/units.

In 2021 there will be an introduction program for the new Board of Directors Budi Wahyu Soesilo on February 22, 2021.

In order to regulate the working relationship between the Board of Directors and the Board of Commissioners in order to create a professional, transparent and efficient management of the Company, as well as to create a better working relationship pattern between the two organs of the company, then in accordance with the mutual agreement between the Board of Directors and the Board of Commissioners, PT Petrokimia Gresik has prepared a Board Manual, which consists of a Board Policy Manual and a Corporate Policy Manual. The results of updating the Board Manual are to be adjusted and updated in accordance with the developments and provisions that apply in December 2018 (Corporate Policy Manual) and 28 April 2021 (Board Policy Manual).

The Board Manual is a guide to the management of the duties and authorities of the Board of Directors and the Board of Commissioners which explains the stages of each

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sistematis, mudah dipahami dan dapat dijalankan. Board Manual tersebut mencantumkan antara lain tugas, kewajiban, wewenang, hak, etika jabatan, evaluasi, kinerja, serta pengaturan rapat dan tata cara hubungan korespondensi antara Direksi dan Dewan Komisaris, disamping itu Board Manual juga mengatur pola hubungan antar organ perusahaan dan mengatur mekanisme kerja organ perusahaan yaitu Direksi, Dewan Komisaris dengan 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 Perusahaan sebagaimana telah diatur dalam peraturan perundang-undangan maupun Anggaran Dasar Perusahaan.
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 perusahaan 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 dengan Pemegang Saham
6. Panduan Direksi dalam memberikan informasi yang material dan relevan kepada Dewan Komisaris dan Pemegang Saham.

activity in a structured, systematic, easy to understand and implementable manner. The Board Manual includes, among other things, duties, obligations, authorities, rights, position ethics, evaluation, performance, as well as meeting arrangements and procedures for correspondence between the Board of Directors and the Board of Commissioners, in addition the Board Manual also regulates the pattern of relationships between company organs and regulates work procedures. the company's organs, namely the Board of Directors, the Board of Commissioners and the 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 stipulated in the laws and 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, which is based on a standard working relationship mechanism or correspondence that can be accounted for.

The Board Manual is the company's effort to implement the Principles of Accountability, namely to clarify the duties and responsibilities of the Board of Commissioners and Directors in BUMN 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 to be used 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, authorities and responsibilities.
3. Guidelines for measuring the performance of the Board of Directors
4. Guidelines for determining the criteria for the Board of Directors.
5. Guidance on the relationship between the Board of Directors, the Board of Commissioners and the Shareholders
6. Guidance by the Board of Directors in providing material and relevant information to the Board of Commissioners and Shareholders.



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GOOD CORPORATE GOVERNANCE

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB ANGGOTA DIREKSI SELAMA TAHUN 2021

IMPLEMENTATION OF DUTIES AND RESPONSIBILITIES OF THE MEMBERS OF THE BOARD OF DIRECTORS DURING 2021

Selama tahun 2021 Direksi telah melaksanakan tugas yang bersifat strategis antara lain :

1. Menyusun RJPP 2020—2024
2. Menyusun RKAP Tahun 2022
3. Menyusun Annual Report 2020
4. Menyelenggarakan RUPS Kinerja Tahun Buku 2020
5. Menyelenggarakan RUPS RKAP Tahun 2021
6. Melaksanakan arahan RUPS Kinerja Tahun Buku 2020 dan RUPS RKAP Tahun 2021
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. Membuat kebijakan pencegahan dan pengendalian penyebaran Covid-19
15. Melakukan pengawasan atas kinerja Anak Perusahaan
16. Menetapkan perubahan tata nilai perusahaan menjadi AKHLAK

During 2021 the Board of Directors has carried out strategic tasks, including:

1. Prepare RJPP 2020-2024
2. Prepare RKAP for 2022
3. Prepare the 2020 Annual Report
4. Organizing GMS Performance for Fiscal Year 2020
5. Holding the 2021 RKAP GMS
6. Carry out the direction of the 2020 Fiscal Year Performance GMS and 2021 RKAP GMS
7. Implement strategic development projects
8. Implementing a business transformation program
9. Identify risks and develop strategies for risk control efforts
10. Reviewing the organizational structure
11. Organizing the Gresik Petrochemical Innovation Convention (KIPG) activities
12. Implementing an Integrated Management System
13. Carry out Good Corporate Governance (GCG) assessment
14. Making policies to prevent and control the spread of Covid-19
15. Supervise the performance of Subsidiaries
16. Determine the change in the company's values to AKHLAK

KEPUTUSAN-KEPUTUSAN DIREKSI

DECISIONS OF THE BOARD OF DIRECTORS

Anggota Direksi telah mengeluarkan berbagai keputusan baik di bidang keuangan, pengembangan, operasional, human capital dan CSR, surat keputusan (SK) Direksi yang dihasilkan selama tahun 2021, 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 paska kerja karyawan
7. Penetapan panitia persiapan proyek pembangunan phonska v
8. Pemberian penghargaan kesetiaan dan pin purnabakti bagi karyawan
9. Pelaksanaan program kemitraan dan program bina lingkungan

Members of the Board of Directors have issued various decisions in the fields of finance, development, operations, human capital and CSR, the Board of Directors decrees (SK) produced during 2021, including:

1. Grouping work units into job families
2. Employee rotation regulations
3. Determination of employee promotion/transfer
4. Establishment/change of organizational structure
5. Determination of soft competency dictionary
6. Employee post-employment program
7. Appointment of the preparatory committee for the phonska v construction project
8. Giving loyalty awards and retirement pins for employees
9. Implementation of partnership programs and community development programs

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GOOD CORPORATE GOVERNANCE

PENILAIAN KINERJA DIREKSI

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT

Penilaian atas Pencapaian *Key Performance Indicator* (KPI) telah dilaksanakan dengan mengacu pada ketentuan yang berlaku. Dalam pelaksanaannya penilaian dilakukan sesuai dengan Kontrak Manajemen Revisi antara Kuasa Pemegang Saham Perusahaan (PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik) dengan Komisaris dan Direksi Perusahaan Tahun 2021 tanggal 30 Januari 2021 untuk mengukur hasil pencapaian KPI.

Penilaian atas tingkat pencapaian *Key Performance Indicators* (KPI) telah disusun berdasarkan Surat Sekretaris Kementerian BUMN Nomor: S-08/S.MBU/2013 tanggal 16 Januari 2013 tentang Penyampaian Pedoman Penentuan *Key Performance Indicators* (KPI) dan Kriteria Penilaian Kinerja Unggul pada Badan Usaha Milik Negara serta Kontrak Manajemen PT Petrokimia Gresik tahun 2021. Kontrak manajemen dan KPI disusun sebagai dasar pengukuran kinerja Perusahaan yang memuat target-target kinerja yang harus dicapai serta kriteria penilaian kinerja. Dalam pelaksanaannya, penilaian yang dilakukan berdasarkan Kontrak Manajemen tersebut terbagi menjadi 4 perspektif dengan 17 indikator sebagai berikut:

1. Financial Perspective, meliputi:
 - Gap ROIC to WACC
 - Working Capital to Current Asset
 - Interest Bearing Debt to EBITDA
 - Cashflow from Operation
 - Kontribusi Laba Bersih Anak dan Afiliasi Perusahaan
2. Customer Perspective, meliputi:
 - Pemenuhan Service Level Agreement (SLA) Penjualan Korporasi
 - Penjualan Pupuk Retail Program Customer Centric Model
 - Penjualan Pupuk Ritel Program Agrosolution
 - Pembiayaan UMK (Penyaluran dan Kolektabilitas)
3. Perspektif Efektivitas Bisnis Internal, meliputi:
 - Pemenuhan Stok Lini I
 - Implementasi Single Branding Urea dan NPK Komersil
 - Penurunan Piutang Usaha umur 6-12 bulan
 - Beban Usaha
 - COGM Produk
 - Pelaksanaan Turn Around
4. Perspektif Inovasi dan Pengembangan, meliputi:
 - Talenta Unggul Perusahaan
 - Pemberdayaan Distributor Lokal Kategori UMKM Program PADI

Assessment of Key Performance Indicator (KPI) achievement has been carried out with reference to the applicable provisions. In its implementation, the assessment is carried out in accordance with the Revised Management Contract between the Company's Shareholders Proxy (PT Pupuk Indonesia (Persero) and Petrokimia Gresik Foundation) with the Commissioners and Directors of the Company in 2021 on January 30, 2021 to measure the achievement of KPIs.

The assessment of the level of achievement of Key Performance Indicators (KPI) has been prepared based on the Letter of the Secretary of the Ministry of SOEs Number: S-08/S.MBU/2013 dated January 16, 2013 concerning Submission of Guidelines for Determining Key Performance Indicators (KPI) and Criteria for Assessment of Superior Performance in Business Entities State-owned and PT Petrokimia Gresik Management Contract 2021. Management contract and KPI are prepared as the basis for measuring the Company's performance which contains performance targets to be achieved and performance appraisal criteria. In practice, the assessment based on the Management Contract is divided into 4 perspectives with 17 indicators as follows:

1. Financial Perspective, including:
 - ROIC to WACC gap
 - Working Capital to Current Asset
 - Interest Bearing Debt to EBITDA
 - Cashflow from Operation
 - Contribution to the Net Profit of Subsidiaries and Company Affiliates
2. Customer Perspective, including:
 - Fulfillment of Corporate Sales Service Level Agreement (SLA)
 - Retail Fertilizer Sales Program Customer Centric Model
 - Retail Fertilizer Sales for Agrosolution Program
 - MSE Financing (Distribution and Collectability)
3. Internal Business Effectiveness Perspective, including:
 - Stock Fulfillment Line I
 - Implementation of Commercial Urea and NPK Single Branding
 - Decrease in Accounts Receivable aged 6-12 months
 - Operating expenses
 - Product COGM
 - Implementation of Turn Around
4. Innovation and Development Perspective, including:
 - Company's Superior Talent
 - Empowerment of Local Distributors for the MSME Category PADI Program



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

KRITERIA EVALUASI KINERJA DIREKSI

BOARD OF DIRECTORS PERFORMANCE EVALUATION CRITERIA

Berdasarkan Surat Kementerian BUMN No. SK S-676/BUMN/MBU/2004 tanggal 24 Desember 2004 tentang Kontrak Manajemen, 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 *Key Performance Indicators* (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 *Key Performance Indicator* (KPI) PT Petrokimia Gresik Tahun 2021 didasarkan pada:

1. Undang-Undang Negara Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas.
2. Surat Sekretaris Kementerian BUMN Nomor: 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. U 1466/A00.UM/2016 berdasarkan SK Menteri BUMN No. KEP 101/MBU/2002 tentang Penyusunan Rencana Kerja dan Anggaran.
4. Surat Direktur Keuangan PT Pupuk Indonesia (Persero) No: 1440/A/OT/B33/ET/2020 tentang Penyampaian *Key Performance Indicators* ("KPI") Tahun 2020 tanggal 15 April 2020.
5. Surat Direktur Keuangan PT Pupuk Indonesia (Persero) No. U-3039/A/OT/B33/2020 tentang Revisi Indikator KPI Anak Perusahaan Produsen Pupuk Tahun 2020, tanggal 10 Agustus 2020.
6. Kontrak Manajemen Revisi antara Kuasa Pemegang Saham PT Pupuk Indonesia (Persero) dengan Direksi dan Komisaris PT Petrokimia Gresik Tahun 2021, tanggal 30 Januari 2021.
7. Surat Direktur Utama PT Pupuk Indonesia (Persero) No. 17062/A/OT/1/B33/ET/2021 Tanggal 20 Desember 2021 tentang Penyesuaian Target dan Kamus KPI Direksi Kolegial Anak Perusahaan Tahun 2021

Based on the Letter of the Ministry of SOEs No. SK S-676/BUMN/MBU/2004 dated December 24, 2004 regarding Management Contracts, every BUMN company is required to make *Key Performance Indicators* (KPI) for Management and become a Management Contract between Shareholders and BUMN Directors.

The Management Contract is the management's ability to achieve the targets that have been agreed by both parties, namely the Shareholders with the Board of Directors and the Board of Commissioners. The mutually agreed targets are stated in the Management Contract based on *Key Performance Indicators* (KPI) covering the financial and market perspective, customer focus perspective, product and process effectiveness perspective, workforce focus perspective and leadership, governance, and community responsibility perspective.

The calculation of the achievement of the *Key Performance Indicators* (KPI) of PT Petrokimia Gresik in 2021 is based on:

1. Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies.
2. Letter of the Secretary of the Ministry of SOEs Number: S-08/S.MBU/2013 dated January 16, 2013 concerning Submission of Guidelines for Determining KPIs and Criteria for Assessment of Superior Performance ("KPKU") in SOEs.
3. Letter of the President Director of PT Pupuk Indonesia (Persero) No. U 1466/A00.UM/2016 based on the Decree of the Minister of SOEs No. KEP 101/MBU/2002 concerning Preparation of Work Plans and Budgets.
4. PT Pupuk Indonesia (Persero) Finance Director Letter No: 1440/A/OT/B33/ET/2020 concerning Submission of *Key Performance Indicators* ("KPI") 2020 dated April 15, 2020.
5. Letter of Director of Finance of PT Pupuk Indonesia (Persero) No. U-3039/A/OT/B33/2020 concerning Revision of KPI Indicators for Subsidiaries of Fertilizer Producers for 2020, dated August 10, 2020.
6. Revised Management Contract between the Proxy of Shareholders of PT Pupuk Indonesia (Persero) and the Directors and Commissioners of PT Petrokimia Gresik 2021, dated January 30, 2021.
7. Letter of the President Director of PT Pupuk Indonesia (Persero) No. 17062/A/OT/1/B33/ET/2021 Dated December 20, 2021 concerning Adjustment of Targets and KPI Dictionary of Subsidiary Collegial Directors in 2021

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

PIHAK YANG MELAKUKAN ASSESSMENT

BOARD OF DIRECTORS PERFORMANCE EVALUATION CRITERIA

Sesuai dengan Surat Kementerian BUMN No.SK S-676/BUMN/MBU/2004 tanggal 24 Desember 2004 tentang Kontrak Manajemen, maka setiap BUMN diwajibkan membuat *Key Performance Indicator* (KPI) Manajemen yang dijadikan Kontrak Manajemen antara Pemegang Saham dengan Direksi BUMN tersebut. Dasar pelaksanaan adalah Perjanjian tentang Jasa Akuntan Publik PT Pupuk Indonesia (Persero) Grup Tahun Buku 2021 antara PT Pupuk Indonesia (Persero) dengan Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan No. 085/A/PA/A12/SP/2021 tanggal 11 November 2021, 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 aspek finansial, operasional termasuk pelanggan dan aspek dinamis.

In accordance with the Letter of the Ministry of SOEs No. SK S-676/BUMN/MBU/2004 dated December 24, 2004 concerning Management Contracts, each SOE is required to make a Management Key Performance Indicator (KPI) which is used as a Management Contract between the Shareholders and the Board of Directors of the SOE. The basis for implementation is the Agreement on Public Accountant Services of PT Pupuk Indonesia (Persero) Group for the 2021 Financial Year between PT Pupuk Indonesia (Persero) and the Public Accounting Firm of Tanudiredja, Wibisana, Rintis & Partners No. 085/A/PA/A12/SP/2021 dated 11 November 2021, which one of the forms and scope of work is to evaluate the Achievement Level of Key Performance Indicators (KPI).

The Management Contract is the management's ability to achieve the targets that have been agreed by both parties, namely the Shareholders with the Board of Directors and the Board of Commissioners. The mutually agreed targets are stated in the Management Contract based on Key Performance Indicators (KPI) covering financial, operational including customer and dynamic aspects.

HASIL PENILAIAN KINERJA DIREKSI TAHUN 2021

RESULTS OF BOARD OF DIRECTORS PERFORMANCE ASSESSMENT IN 2021

Berdasarkan laporan-laporan tersebut diatas, maka diperoleh hasil skor Key Performance Indicator (KPI) PT Petrokimia Gresik tahun 2021 sebesar 105,16% kriteria "Sukses" dengan rincian sebagai berikut:

Based on the reports above, the results of the Key Performance Indicator (KPI) score of PT Petrokimia Gresik in 2021 are 105.16% for the "Success" criteria with the following details:

No	Prespektif Perspective	Jumlah Indikator Number of Indicators	Bobot (%) Weight (%)	Nilai KPI Tahun 2020 (%) KPI Score in 2020 (%)
1.	Keuangan Finance	5	25,00	27,36
2.	Fokus Pelanggan Customer Focus	4	25,00	27,00
3.	Proses Bisnis Internal Internal Business Process	6	40,00	40,45
4.	Pembelajaran & Pertumbuhan Learning & Growth	2	10,00	10,35
Total Total		17	100,00	105,16
Kriteria Criteria			Sukses Success	



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

KEBIJAKAN DAN PENENTUAN REMUNERASI DIREKSI

BOARD OF DIRECTORS REMUNERATION POLICY AND DETERMINATION

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 Indikator (KPI) dan tingkat kesehatan perusahaan.

The policy and determination of the remuneration of the Board of Directors is given based on the provisions determined by the Shareholders. The Board of Directors receives remuneration in the form of 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 in the GMS. Meanwhile, the amount of the bonus is determined by the shareholders in the GMS taking into account the achievement of Key Performance Indicators (KPI) and the company's health level.

Jenis penghasilan anggota Direksi, terdiri dari :

- a. Gaji
- b. Tunjangan yang terdiri dari :
 - Tunjangan Hari Raya Keagamaan;
 - Tunjangan Perumahan
 - Asuransi purna jabatan
- c. Fasilitas yang terdiri dari :
 - Kendaraan Dinas
 - Fasilitas kesehatan;
 - Fasilitas bantuan hukum;

Tantiem/Insentif Kinerja, dimana di dalam Tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (Long Term Incentive/LTI) sesuai arahan Pemegang Saham.

Types of income for members of the Board of Directors, consisting of:

- a. Wages
- b. Benefits consisting of:
 - Religious holiday allowance;
 - Housing Allowance
 - Post-employment insurance
- c. Facilities consisting of:
 - Official Vehicles
 - Medical facility;
 - Legal aid facilities;

Tantiem/Performance Incentives, which in the Tantiem can be given additionally in the form of Long Term Incentives (LTI) according to the direction of the Shareholders.

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

BESARAN REMUNERASI DIREKSI TAHUN 2021

BOARD OF DIRECTORS REMUNERATION AMOUNT IN 2021

No.	Komponen Remunerasi Remuneration Component	Jumlah Remunerasi Remuneration Amount	
		Direktur Utama President Director	Anggota Direksi Director
1.	Gaji Bulanan Monthly Salary	Rp. 210.000.000	Rp. 178.500.000
2.	Gaji Tahunan Annual Salary	Rp. 2.520.000.000	Rp. 2.142.000.000
3.	Tunjangan Hari Raya Holiday Allowance	Rp. 210.000.000	Rp. 178.500.000
4.	Tunjangan Komunikasi Communication Allowance	at cost	at cost
5.	Tunjangan Pakaian Clothing Allowance	at cost	at cost
6.	Kendaraan Dinas Special Allowance for Board of Directors	Diberikan 1 (satu) unit mobil Provided with 1(one) unit of car	Diberikan 1 (satu) unit mobil Provided with 1(one) unit of car
7.	Tunjangan Perumahan Housing Allowance	Diberikan fasilitas perumahan dinas Provided with official house facility	Diberikan fasilitas perumahan dinas Provided with official house facility
8.	Asuransi Purna Jabatan Post-Employment Insurance		
9.	Fasilitas Kesehatan Health Facility	at cost	at cost
10.	Fasilitas Perkumpulan Profesi Professional Association Facility	at cost	at cost
11.	Fasilitas Bantuan Hukum Legal Assistance Facility	at cost	at cost
12.	Fasilitas Membership Legal Assistance Facility	at cost	at cost
13.	Fasilitas Biaya Representasi Legal Assistance Facility	dalam bentuk corporate credit card in the form of corporate credit card	dalam bentuk corporate credit card in the form of corporate credit card
14.	Tantiem/Insentif Kinerja Tantiem/Performance Incentive	Akan diputuskan dalam RUPS Kinerja Tahun Buku 2021 Will be decided at the 2021 Fiscal Year Performance GMS	

BONUS KINERJA DAN NON-KINERJA DIREKSI

BOARD OF DIRECTORS REMUNERATION AMOUNT IN 2021

Bonus Kinerja yang diterima Direksi mengacu kepada jumlah tantiem yang diterima

The Performance Bonus received by the Board of Directors refers to the number of bonuses received

PENILAIAN ATAS KINERJA KOMITE DI BAWAH DIREKSI

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

Petrokimia Gresik tidak memiliki Komite yang berada di bawah Direksi.

Petrokimia Gresik does not have a Committee under the Board of Directors.



HUBUNGAN DEWAN KOMISARIS DAN DIREKSI

RELATIONSHIP BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Dalam mewujudkan fungsi *check and balance* di Perusahaan, Dewan Komisaris dan Direksi memiliki hubungan dalam pelaksanaan tugas dan tanggung jawabnya sebagaimana diamanahkan dalam Anggaran Dasar Perseroan, Manual Kerja dan Kebijakan Dewan Komisaris dan Direksi (*Board 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.
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 Manual serta Anggaran Dasar Perseroan dan peraturan perundang-undangan.

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, the Work Manual and Policy of the Board of Commissioners and the Board of Directors (*Board Manual*) and the applicable laws and regulations. The relationship between the Board of Commissioners and the Board of Directors may include but is not limited to the following matters:

1. The Board of Commissioners approved in writing the Board of Directors' proposal regarding the RJPP, RKAP, appointment and dismissal of the SVP of the Internal Audit Unit (SPI) and the SVP of the Corporate Secretary as well as other matters as stated in the Articles of Association and the applicable laws and regulations.
2. The Board of Directors is required to submit periodic reports to the Board of Commissioners as a supervisory function of the Board of Commissioners on the Company's management policies and together with the Board of Directors submit the Annual Report to the GMS.
3. The Board of Commissioners is required to hold a meeting with the Board of Directors in order to follow the development of the Company's activities, provide opinions, suggestions and advice to the Board of Directors in managing the Company.
4. Together with the Board of Directors review 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 a candidate for External Auditor in accordance with the provisions for the procurement of goods and services, and the appointment of an independent assessor in the process of assessing the implementation of GCG in the Company.
6. The Board of Commissioners has the right to obtain access to Company information in a timely, measurable and complete manner.
7. With prior notification, the Board of Commissioners may attend the Board of Directors meeting and provide views on the matters discussed.
8. Other matters as stated in the Board Manual as well as the Company's Articles of Association and laws and regulations.

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

RAPAT DEWAN KOMISARIS YANG MENGUNDANG DIREKSI

MEETINGS OF THE BOARD OF COMMISSIONERS INVITE THE BOARD OF DIRECTORS

Sesuai Anggaran Dasar Perseroan, Rapat gabungan diselenggarakan oleh Dewan Komisaris dengan mengundang Direksi secara berkala 1 (satu) kali dalam sebulan, dengan agenda pembahasan diantaranya membahas progres kinerja Perusahaan, isu-isu strategis Perseroan atau aksi korporasi yang perlu diketahui/disetujui oleh Dewan Komisaris.

In accordance with the Company's Articles of Association, a joint meeting is held by the Board of Commissioners by inviting the Board of Directors periodically 1 (one) time a month, with a discussion agenda including discussing the progress of the Company's performance, strategic issues of the Company or corporate actions that need to be known/ approved by the Board of Commissioners.

Kehadiran Dewan Komisaris dalam Rapat Dewan Komisaris yang mengundang Direksi tahun 2021 dijelaskan sebagai berikut :

The presence of the Board of Commissioners at the Board of Commissioners Meeting inviting the Board of Directors in 2021 is explained as follows:

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT GABUNGAN

FREQUENCY OF JOINT MEETINGS AND ATTENDANCE RATE

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Total Attendance	% Kehadiran Attendance
DEWAN KOMISARIS BOARD OF COMMISSIONERS				
T. Nugroho Purwanto	Komisaris Utama President Commissioner	14	14	100
Achmad Sigit Dwiwahjono***	Komisaris Commissioner	6	5	83
Mahmud Nurwindu***	Komisaris Independen Independent Commissione	4	4	100
Heriyono Harsoyo	Komisaris Commissioner	1	0	0
Yoke C. Katon**	Komisaris Commissioner	4	4	100
Indira Chunda Thita Syahrul	Komisaris Independen Independent Commissioner	14	12	85
Bin Nahadi*	Komisaris Commissioner	13	13	100
Noer Fajrieansyah****	Komisaris Commissioner	8	7	87
Ammarsjah****	Komisaris Commissioner	8	8	100
Cecep Herawan****	Komisaris Commissioner	8	8	100
DIREKSI BOARD OF DIRECTORS				
Dwi Satriyo Annurogo	Direktur Utama President Director	14	14	100
Digna Jatiningih	Direktur Operasi dan Produksi Director of Operations and Production	14	14	100
Dwi Ary Purnomo*	Direktur Keuangan dan Umum Director of Finance and General	1	1	100
Budi Wahyu Soesilo**	Direktur Utama President Director	12	11	91

- * Efektif diangkat tanggal 18 Januari 2021 | Effectively appointed on January 18, 2021
- ** Habis masa jabatan sejak 19 April 2021 | Ended the term of office on April 19, 2021
- *** Habis masa jabatan sejak 12 Juni 2021 | Ended the term of office on June 12, 2021
- **** Efektif diangkat tanggal 12 Juni 2021 | Effectively appointed on June 12, 2021
- Habis masa jabatan sejak 26 Januari 2021 | Ended the term of office on January 26, 2021
- Efektif diangkat tanggal 16 Februari 2021 | Effectively appointed on February 16, 2021



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

AGENDA DAN KEHADIRAN SAAT RAPAT GABUNGAN
JOINT MEETING AGENDA AND ATTENDANCE

Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners								Direksi Board of Directors					
		TNP	ASD 3	MN 2	HH	YCK 2	ICT	BN 1	NF 4	AM 4	CH 4	DSA	DJ	DAP 5	BWS 6
8 Januari 2021 January 8, 2021	<ol style="list-style-type: none"> 1. Reviu kinerja Sampai Dengan November 2020 dan Prognosa 2020 Performance Review Until November 2020 and Prognosis 2020 2. Usulan Proyek Pabrik Soda Ash Proposed Soda Ash Factory Project 3. Usulan Kredit Investasi Proyek AIF3-II AIF3-II Project Investment Credit Proposal 4. Usulan Perubahan Struktur Organisasi Proposed Changes in Organizational Structure 5. Kenaikan HET untuk Nilai Tebus Distributor Increase in HET for Distributor Redemption 6. Konfirmasi terkait gagal bayar di Jiwasraya Confirmation regarding default at Jiwasraya 7. Isu strategis terkait dengan Permentan Nomor 28 Tahun 2020 Strategic issues related to Ministry of Agriculture Number 28 of 2020 8. Hasil Temuan Kunjungan Komite ke Makassar Findings of the Committee's Visit to Makassar 														
9 Februari 2021 February 9, 2021	<ol style="list-style-type: none"> 1. Pembahasan Kinerja Desember 2020 December 2020 Performance Discussion 2. Update Realisasi Kinerja bulan Januari 2021 January 2021 Performance Realization Update 3. Progress Pelaksanaan Audit Atas Laporan Keuangan Tahun 2020 oleh KAP Progress of Audit Implementation of 2020 Financial Statements by KAP 4. Pembahasan Strategis Pelaksanaan RKAP 2021 Discussion on Strategic Implementation of RKAP 2021 														
4 Maret 2021 March 4, 2021	<ol style="list-style-type: none"> 1. Evaluasi Tindak Lanjut Arahan Rapat Dekom-Direksi Sebelumnya Evaluation of Follow-up to Previous Meetings of the Board of Directors 2. Reviu Kinerja bulan Januari 2021 January 2021 Performance Review 3. Perkembangan pelaksanaan audit atas laporan keuangan tahun buku 2020 oleh KAP The progress of the audit of the financial statements for the financial year 2020 by KAP 4. Lain-lain Others 														
31 Maret 2021 March 31, 2021	<ol style="list-style-type: none"> 1. Evaluasi Tindak Lanjut Arahan Rapat Dekom Direksi Sebelumnya Follow-up Evaluation of the Directions of the Previous Board of Directors Meetings 2. Pembahasan kinerja bulan Februari 2021 dan s.d. Februari 2021 Discussion of performance in February 2021 and until February 2021 3. Reviu Kinerja sampai dengan 23 Maret 2021 Performance Review until March 23, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 														
30 April 2021 April 30, 2021	<ol style="list-style-type: none"> 1. Evaluasi Tindak Lanjut Arahan Rapat Dekom-Direksi Sebelumnya Evaluation of Follow-up to Previous Meetings of the Board of Directors 2. Pembahasan kinerja Perusahaan Maret 2021 dan s.d. Maret 2021 Discussion of the Company's performance in March 2021 and until March 2021 3. Update pelaksanaan audit laporan keuangan tahun buku 2020 Update on the audit of financial statements for the financial year 2020 4. Lain-lain Others 														

TATA KELOLA PERUSAHAAN
 GOOD CORPORATE GOVERNANCE

Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners								Direksi Board of Directors				
		TNP	ASD 3	MN 2	HH	YCK 2	ICT	BN 1	NF 4	AM 4	CH 4	DSA	DJ	DAP 5
28 Mei 2021 May 28, 2021	1. Evaluasi Tindak Lanjut Arahan Rapat Dekom Direksi Sebelumnya Follow-up Evaluation of the Directions of the Previous Board of Directors Meetings 2. Pembahasan kinerja April 2021 dan sampai dengan April 2021 Performance discussion April 2021 and up to April 2021 3. Pembahasan draf RJPP 2020-2024 Discussion of the 2020-2024 RJPP draft 4. Update pelaksanaan audit laporan keuangan tahun buku 2020 Update on the audit of financial statements for the financial year 2020 5. Lain-lain Others	✓	✓					✓	✓	✓	✓	✓	✓	✓
25 Juni 2021 June 25, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja bulan Mei sampai dengan Mei 2021 Discussion of performance from May to May 2021 3. Pembahasan laporan keuangan audited tahun buku 2020 Discussion of audited financial statements for the financial year 2020	✓					✓	✓	✓	✓	✓	✓	✓	✓
30 Juli 2021 July 30, 2021	1. Evaluasi Tindak Lanjut Arahan Rapat Dekom Direksi Sebelumnya Follow-up Evaluation of the Directions of the Previous Board of Directors Meetings 2. Pembahasan kinerja Juni 2021 dan s.d Juni 2021 Discussion of performance in June 2021 and until June 2021 3. Pembahasan Laporan Hasil Pemeriksaan BPK RI pada PT Petrokimia Gresik Discussion on the Report of the Indonesian BPK's Audit Results at PT Petrokimia Gresik 4. Lain-lain Others	✓					✓	✓	✓	✓	✓	✓	✓	✓
31 Agustus 2021 August 31, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Juli 2021 dan s.d Juli 2021 Discussion of performance in July 2021 and until July 2021 3. Lain-lain Others	✓					✓	✓	✓	✓	✓	✓	✓	✓
23 September 2021 September 23, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Agustus 2021 dan s.d Agustus 2021 Discussion of performance in August 2021 and until August 2021 3. Lain-lain Others	✓					✓	✓	✓	✓	✓	✓	✓	✓
5 Oktober 2021 October 5, 2021	1. Pembahasan Permasalahan Pabrik Amurea I B Discussion of the Amurea I B . Factory Problems 2. Pembahasan Rancangan RKAP Tahun 2022 Discussion of the 2022 RKAP Draft	✓					✓	✓	✓	✓	✓	✓	✓	✓
29 Oktober 2021 October 29, 2021	1. Tindak lanjut rapat sebelumnya Follow up on the previous meeting 2. Pembahasan kinerja September 2021 dan s.d. September 2021 Discussion on the performance of September 2021 and until. September 2021 3. Pembahasan Update Penanganan Pabrik Amoniak I B Discussion on Update on Handling Ammonia Plant I B 4. Lain-lain Others	✓					✓	✓	✓	✓	✓	✓	✓	✓

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Tanggal Date	Agenda Rapat Meeting Agenda	Dewan Komisaris Board of Commissioners									Direksi Board of Directors			
		TNP	ASD 3	MN 2	HH	YCK 2	ICT	BN 1	NF 4	AM 4	CH 4	DSA	DJ	DAP 5
25 November 2021 November 25, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Kinerja Oktober dan sampai dengan Oktober 2021 Performance October and until October 2021 3. Lain-lain Others	√					√	√	√	√	√	√		√
23 Desember 2021 December 23, 2021	1. Pembahasan Kinerja November dan sampai dengan November 2021 Discussion on November Performance and up to November 2021 2. Area of Improvement GCG 3. Update progress audit Laporan Keuangan Tahun Buku 2021 Update on the progress of auditing the Financial Statements for Financial Year 2021 4. Lain-lain Others					√	√	√	√	√	√		√	

* mulai menjabat sejak 25 Agustus 2020 | started serving since August 25, 2020

** masa jabatan berakhir pada 25 Agustus 2020 | the term of office has ended since August 25, 2020

Keterangan | Information:

T. Nugroho Purwanto (**TNP**)
Achmad Sigit Dwiwahjono (**ASD**)
Mahmud Nurwindu (**MH**)
HeriyonoHarsoyo (**HH**)
Yoke C. Katon (**YCK**)
Indira ChundaThita S. (**ICT**)
Bin Nahadi (**BN**)
Noer Fajrieansyah (**NF**)
Ammarsjah (**AM**)
Cecep Herawan (**CH**)

Dwi Satriyo Annurogo (**DSA**)
Digna Jatningsih (**DJ**)
Dwi Ary Purnomo (**DAP**)
Budi Wahyu Soesilo (**BWS**)

● Belum Menjabat | Not yet serving
● Tidak Menjabat | No longer serving
● Berhalangan Hadir | Unable to attend

RENCANA RAPAT DEWAN KOMISARIS DAN RAPAT DIREKSI 2022

BOARD OF COMMISSIONERS MEETING PLAN AND BOARD OF DIRECTORS MEETING 2022

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 2022, 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 diantaranya 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 2022 direncanakan akan dilaksanakan minimal sekali setiap 1 (satu) bulan. Agenda rapat diantaranya 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

As stated in the Company's Articles of Association, provisions regarding the implementation of the Board of Commissioners' Meetings and the Board of Directors' Meetings have been stipulated. To further improve coordination and more effective decision making, for 2022, according to the work program of the Internal Board of Commissioners and the Board of Commissioners Meeting inviting the Board of Directors, it will be held every 4th week of the current month with a meeting agenda including discussing the Company's Monthly Performance Report, Evaluation of the results of previous meetings as well as follow-up to the direction and/or decisions of the Board of Commissioners and/or follow-up 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 2022 is planned to be held at least once every 1 (one) month. The meeting agenda includes discussing the Monthly Reports of each Directorate, Determination of Corporate Strategic Policies, Operational Performance, Corporate Strategy and other matters deemed necessary according to the duties and functions of the Board of Directors.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

DIVERSITY OF COMPOSITION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Komposisi Dewan Komisaris dan Direksi yang beragam akan mendorong pengambilan keputusan yang lebih objektif dan komprehensif dikarenakan keputusan diambil dengan memperhatikan berbagai sudut pandang.

PG meyakini bahwa keberagaman keahlian, pengalaman, dan latar belakang Pendidikan sangat diperlukan untuk efektivitas tugas pengawasan Dewan Komisaris dan pengurusan Perusahaan oleh Direksi dengan tidak mengenal perbedaan gender. Dewan Komisaris dan Direksi PG yang ditunjuk berdasarkan Keputusan Rapat Umum Pemegang Saham, memiliki komposisi yang cukup beragam, baik berdasarkan usia, latar belakang Pendidikan, keahlian serta pengalaman yang dibutuhkan dalam pelaksanaan tugas dan tanggung jawabnya.

Perseroan belum memiliki aturan tertulis yang mengatur keberagaman komposisi Dewan Komisaris dan Direksi. Namun Perusahaan berupaya menjaga keberagaman keahlian dan pengalaman anggota Dewan Komisaris dan Direksi yang mencakup diantaranya 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.

Disamping itu PG juga berkomitmen untuk meningkatkan kompetensi Dewan Komisaris dan Direksi, baik melalui *training*, *workshop* serta kegiatan lainnya yang relevan untuk peningkatan kompetensi Dewan Komisaris dan Direksi. Keberagaman Dewan Komisaris dan Direksi perusahaan dijabarkan tersendiri dalam bagian Keberagaman Komposisi Dewan Komisaris dan Direksi.

The diverse composition of the Board of Commissioners and the Board of Directors will encourage more objective and comprehensive decision making because decisions are taken by taking into account various points of view.

PG believes that the diversity of expertise, experience, and educational background is indispensable for the effectiveness of the supervisory duties of the Board of Commissioners and the management of the Company by the Board of Directors, regardless of gender differences. The Board of Commissioners and Board of Directors of PG who are appointed based on the Decision of the General Meeting of Shareholders, have a fairly diverse composition, both based on age, educational background, expertise and experience required in carrying out their duties and responsibilities.

The Company does not yet have written rules governing the diversity of the composition of the Board of Commissioners and the Board of Directors. However, the Company strives to maintain the diversity of expertise and experience of the members of the Board of Commissioners and the Board of Directors which includes the fields 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 that has been followed.

In addition, PG is also committed to improving the competence of the Board of Commissioners and the Board of Directors, either through training, workshops and other relevant activities to improve the competence of the Board of Commissioners and Directors. The diversity of the company's Board of Commissioners and Board of Directors is described separately in the Diversity of Composition of the Board of Commissioners and Board of Directors section.

ORGAN PENDUKUNG KINERJA DEWAN KOMISARIS

SUPPORTING ORGANS OF BOARD OF COMMISSIONERS

Dalam rangka memastikan pelaksanaan fungsi pengawasan berjalan dengan baik, Dewan Komisaris PT Petrokimia Gresik dibantu oleh Komite Audit dan Komite Nominasi & Remunerasi, GCG dan Pemantau Risiko. Kedua Komite tersebut bertugas mengawasi langsung pengelolaan perusahaan dilakukan dengan benar termasuk pada aspek tata kelola maupun manajemen risiko

In order to ensure the implementation of the supervisory function goes well, the Board of Commissioners of PT Petrokimia Gresik is assisted by the Audit Committee and the Nomination & Remuneration, GCG and Risk Monitoring Committee. The two committees are tasked with direct supervision of the company's management being carried out properly, including the 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 their duties so that the management of the Company can take place efficiently and effectively through a competent and independent supervisory system and implementation.

STRUKTUR KOMITE AUDIT

STRUCTURE OF AUDIT COMMITTEE

Komite Audit diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada Pemegang Saham. Persyaratan dan masa kerja anggota Komite Audit telah memenuhi ketentuan 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.

The Audit Committee is appointed and dismissed by the Board of Commissioners and reported to the Shareholders. The requirements and tenure of members of the Audit Committee have complied with the provisions of laws and regulations and are regulated in the Audit Committee Charter, including having high integrity, educational background in accounting and finance, sufficient knowledge to read and understand financial statements and other requirements.

SUSUNAN ANGGOTA KOMITE AUDIT

COMPOSITION OF MEMBERS OF AUDIT COMMITTEE

Susunan anggota Komite Audit Perusahaan 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 2021, terdapat pergantian Ketua dan anggota Komite Audit serta pengangkatan Wakil Ketua Komite Audit dengan rinciannya sebagai berikut:

The composition of the Company's Audit Committee consists of a Chairman and a Deputy Chairman who is a Member of the Board of Commissioners and two members who have knowledge and abilities in auditing, law and finance. In 2021, there will be a change in the Chairman and members of the Audit Committee as well as the appointment of the Deputy Chairman of the Audit Committee with the following details:

No	Nama Neme	Jabatan Position	Masa Tugas Duty Period
1.	Mahmud Nurwindu	Ketua Chairman	31 Oktober / October 2019 s.d/up to 19 April / April 2021
2.	Bin Nahadi	Ketua Chairman	26 April / April 2021 - sekarang / until now
3.	Ammarsjah	Wakil Ketua Vice Chairman	13 Juli / July 2021 - sekarang / until now
4.	Sosiawan Soebagjo	Anggota Member	14 Juli / July 2016 s.d/up to 12 Juli / July 2021
5.	Bambang Setiobroto	Anggota Member	2 Oktober / October 2020 - sekarang / until now
6.	Sutan Rambun Pamenan	Anggota Member	13 Juli / July 2021 - sekarang / until now

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

PROFIL ANGGOTA KOMITE AUDIT

PROFILE OF MEMBER OF AUDIT COMMITTEE

MAHMUD NURWINDU

Ketua Komite Audit | Chairman of the Audit Committee
(Periode s/d 19 April 2021 | Period until April 19, 2021)



Tempat Tanggal Lahir Place and Date of Birth	Surakarta, 3 November 1961 / November 3, 1961
Kewarganegaraan Citizenship	Indonesia
Usia Age	71 tahun / years old
Domisili Domicile	Semarang
Pendidikan Education	Sarjana Teknik Kimia Universitas Diponegoro (1988) Bachelor of Chemical Engineering from Diponegoro University (1988)
Pengalaman Kerja Work Experience	Komisaris PT Petrokimia Gresik (sd April 2021) Commissioner of PT Petrokimia Gresik (until April 2021)

BIN NAHADI

Ketua Komite Audit | Chairman of the Audit Committee
(Periode 26 April 2021-saat ini | April 26 2021-current period)



Tempat Tanggal Lahir Place and Date of Birth	Boyolali, 12 Februari 1976 / February 12, 1976
Kewarganegaraan Citizenship	Indonesia
Usia Age	45 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	Ph.D Asia Pacific Studies di Ritsumeikan Asia Pacific University Ph.D Asia Pacific Studies at Ritsumeikan Asia Pacific University
Pengalaman Kerja Work Experience	Komisaris PT Petrokimia Gresik Commissioner of PT Petrokimia Gresik

AMMARSJAH

Wakil Ketua Komite Audit | Vice Chairman of the Audit Committee
(Periode s/d Juli 2021 | Period until July, 2021)



Tempat Tanggal Lahir Place and Date of Birth	Medan, 18 Maret 1965 / March 18, 1965
Kewarganegaraan Citizenship	Indonesia
Usia Age	56 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	Sarjana Teknik Elektro Institut Teknologi Bandung (1989) Bachelor of Electrical Engineering from ITB (1989)
Pengalaman Kerja Work Experience	Komisaris PT Petrokimia Gresik Commissioner of PT Petrokimia Gresik

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

SOSIAWAN SOEBAGIO

Sekretaris merangkap Anggota Komite Audit | Secretary and Member of the Audit Committee
(Periode s/d 12 Juli 2021 | Period until July 12, 2021)



Tempat Tanggal Lahir Place and Date of Birth	Surabaya, 7 Mei 1964 / May 7, 1964
Kewarganegaraan Citizenship	Indonesia
Usia Age	56 tahun / years old
Domisili Domicile	Surabaya
Pendidikan Education	Sarjana Akuntansi dari Universitas Airlangga (1988) Bachelor of Accounting from Airlangga University (1988)
Pengalaman Kerja Work Experience	Komite Audit PT Petrokimia Gresik (sd 12 Juli 2021) PT Petrokimia Gresik Audit Committee (until 12 July 2021)

BAMBANG SETIOBROTO

Anggota Komite Audit | Member of the Audit Committee
(Periode Agustus 2020 - saat ini | August 2020 - current period)



Tempat Tanggal Lahir Place and Date of Birth	Surabaya, 4 Agustus 1956 / August 12, 1956
Kewarganegaraan Citizenship	Indonesia
Usia Age	66 tahun / years old
Domisili Domicile	Gresik
Pendidikan Education	Magister Hukum Bisnis Universitas Airlangga Surabaya (tahun 2002) Master of Business Law Universitas Airlangga Surabaya (2002)
Pengalaman Kerja Work Experience	Anggota Komite Audit PT Petrokimia Gresik Member of the Audit Committee of PT Petrokimia Gresik

SUTAN RAMBUN PAMENAN

Sekretaris merangkap Anggota Komite Audit | Secretary and Member of the Audit Committee
(Periode 13 Juli 2021 - saat ini | July 13, 2021 - current period)



Tempat Tanggal Lahir Place and Date of Birth	Jakarta, 19 Juni 1961 / June 19, 1961
Kewarganegaraan Citizenship	Indonesia
Usia Age	59 tahun / years old
Domisili Domicile	Sidoarjo
Pendidikan Education	Sarjana S1 Universitas Udayana, Denpasar Bachelor's Degree from Udayana University, Denpasar
Pengalaman Kerja Work Experience	Sekretaris merangkap Anggota Komite Audit PT Petrokimia Gresik (13 Juli 2021-saat ini) Secretary and Member of the Audit Committee of PT Petrokimia Gresik (13 July 2021 - current)

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

INDEPENDENSI KOMITE AUDIT

INDEPENDENCY OF AUDIT COMMITTEE

Dalam mengangkat Komite Audit, Dewan Komisaris tidak hanya mempertimbangkan persyaratan materiil 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 Perusahaan serta syarat lainnya mengenai tidak menjabat sebagai pengurus politik.

In appointing the Audit Committee, the Board of Commissioners does not only consider material requirements, but also the independence of the members of the Audit Committee in terms of relations with the Board of Commissioners and the Board of Directors, does not have a relationship with the management of both business, shares in the Company and other requirements regarding not serving as a political administrator.

Independensi Komite Audit tersebut dimaksudkan bahwa Komite Audit bersifat independen sehingga dapat bertindak independen dalam melaksanakan audit, dengan ketentuan sebagaimana dalam tabel sebagai berikut:

The independence of the Audit Committee is meant that the Audit Committee is independent so that it can act independently in carrying out the audit, with the provisions as shown in the following table:

ASPEK INDEPENDENSI Independency Aspect	MAHMUD NURWINDU*	BIN NAHADI	AMMARSJAH	SOSIAWAN SOEBAGIO*	BAMBANG SETIOBROTO	SUTAN RAMBUN PAMENAN
Tidak memiliki hubungan dengan Komisaris dan Direksi. Has no relationship with the Board of Commissioners and Board of Directors.	✓	✓	✓	✓	✓	✓
Tidak memiliki hubungan kepengurusan di PT Petrokimia Gresik, anak perusahaan maupun perusahaan patungan Has no managerial relationship at PT Petrokimia Gresik, including its subsidiaries and joint ventures.	✓	✓	✓	✓	✓	✓
Tidak memiliki hubungan kepemilikan saham di PT Petrokimia Gresik. Has no share ownership at PT Petrokimia Gresik.	✓	✓	✓	✓	✓	✓
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi dan/atau sesama anggota Komite Audit. Has no family relationship with the Board of Commissioners, Board of Directors, and/or other members of Audit Committee.	✓	✓	✓	✓	✓	✓
Tidak menjabat sebagai pengurus partai politik, pejabat pemerintah daerah. Does not serve as a management team of a political party, and local government officials.	✓	✓	✓	✓	✓	✓



PEDOMAN KERJA KOMITE AUDIT

AUDIT COMMITTEE CHARTER

Dalam melaksanakan tugas, tanggung jawab dan kewajibannya, Komite Audit telah dilengkapi dengan Pedoman Kerja yang ditetapkan dalam Piagam Komite Audit (*Committee Audit Charter*) yang dimutakhirkan secara berkala. Revisi terakhir dilakukan pada Agustus 2018.

Adapun isi dari *Committee Audit Charter* adalah sebagai berikut:

1. Latar Belakang dan Visi Misi Komite Audit
2. Struktur Komite Audit
3. Persyaratan Keanggotaan Komite Audit
4. Tugas dan Tanggung Jawab Komite Audit
5. Wewenang Komite Audit
6. Rapat Komite Audit
7. Masa Tugas Komite Audit
8. Mekanisme pelaporan
9. Jenis Pelaporan
10. Sifat dan Distribusi Laporan
11. Tugas Kesekretariatan
12. PEMBERLAKUAN DAN PEMUTAKHIRAN PEDOMAN
13. Penilaian Kinerja Komite Audit

In carrying out its duties, responsibilities and obligations, the Audit Committee has been equipped with Work Guidelines set out in the Audit Committee Charter which are updated regularly. The last revision was made in August 2018.

The contents of the Audit Committee Charter are as follows:

1. Background and Vision and Mission of the Audit Committee
2. Audit Committee Structure
3. Requirements for Membership of the Audit Committee
4. Duties and Responsibilities of the Audit Committee
5. Authority of the Audit Committee
6. Audit Committee Meeting
7. Audit Committee Term
8. Reporting mechanism
9. Type of Report
10. Nature and Distribution of Reports
11. Secretarial Duties
12. Enforcement and Update of Guidelines
13. Audit Committee Performance Assessment

TUGAS DAN TANGGUNG JAWAB KOMITE AUDIT

DUTIES AND RESPONSIBILITIES OF THE AUDIT COMMITTEE

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, antara lain meliputi:

1. Melakukan penelaahan atas informasi keuangan yang akan dikeluarkan perusahaan seperti laporan keuangan, proyeksi, dan informasi keuangan lainnya
2. Melakukan telaah atas ketaatan perusahaan terhadap peraturan perundang-undangan di bidang pasar modal dan peraturan perundang-undangan lainnya yang berhubungan dengan kegiatan perusahaan.
3. Melakukan telaah atas pelaksanaan pemeriksaan oleh Auditor Internal.
4. Melakukan telaah dan melaporkan kepada Dewan Komisaris atas pengaduan yang berkaitan dengan perusahaan.
5. Menjaga kerahasiaan dokumen, data dan informasi perusahaan.
6. Membuat pedoman kerja Komite Audit (*Audit Committee Charter*).

The Audit Committee is tasked with providing opinions to the Board of Commissioners on 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, including:

1. Reviewing financial information to be issued by the company such as financial statements, projections, and other financial information
2. Reviewing the company's compliance with the laws and regulations in the capital market and other laws and regulations related to the company's activities.
3. Reviewing the implementation of the audit by the Internal Auditor.
4. Review and report to the Board of Commissioners on complaints related to the company.
5. Maintain the confidentiality of company documents, data and information.
6. Prepare the work guidelines of the Audit Committee (*Audit Committee Charter*).

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

MASA TUGAS KOMITE AUDIT

DUTY OF THE AUDIT COMMITTEE

Masa jabatan anggota Komite Audit yang bukan merupakan anggota Dewan Komisaris paling lama (3) tiga tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

The term of office for 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 a period of 2 (two) years, without prejudice to the right of the Board of Commissioners to dismiss them at any time.

RAPAT KOMITE AUDIT

MEETINGS OF AUDIT COMMITTEE

Rapat Komite Audit terdiri dari rapat rutin yang diselenggarakan setiap satu bulan sekali dan rapat non-rutin yang dilaksanakan setiap saat sesuai dengan kebutuhan.

Audit Committee meetings consist of regular meetings which are held once a month and non-routine meetings which are held any time as needed.

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT KOMITE AUDIT

FREQUENCY AND ATTENDANCE RATE OF AUDIT COMMITTEE MEETING

Jenis Rapat Meeting Type		Kehadiran Presence					
		MNU *	BNI **	AMH ***	SSO ****	BSO	SRP *****
Total Rapat Komite Audit Total Audit Committee Meetings	Jumlah Rapat Number of Meetings	6	9	6	9	15	6
	Jumlah Hadir Number of Attendees	6	9	6	9	15	6

* Habis masa jabatan sejak 19 April 2021 | Ended the term of office on April 19, 2021
 ** Efektif Diangkat Komite tanggal 26 April 2021 | Effectively Appointed Committee date April 26, 2021
 *** Efektif Diangkat Komite tanggal 13 Juli 2021 | Effectively Appointed Committee date July 13, 2021
 **** Habis masa jabatan sejak 13 Juli 2021 | Ended the term of office on July 13, 2021
 ***** Efektif Diangkat Komite tanggal 13 Juli 2021 | Effectively Appointed Committee date July 13, 2021

Mahmud Nurwindu (MNU)
 Bin Nahadi (BNI)
 Ammarsjah (AMH)
 Sosiawan Soebagio (SSO)
 Bambang Setiobroto (BSO)
 Sutan Rambun Pamenan (SRP)

AGENDA RAPAT KOMITE AUDIT

AGENDA OF THE AUDIT COMMITTEE MEETING

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
1.	0006/BK/RC.01.02/99/UND/2021	27/01/2021	Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021	Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021
2.	0007/BK/TU.00.02/99/UND/2021	25/01/2021 dan and 26/01/2021	Undangan Rapat Komite Committee Meeting Invitation	1. Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021 2. Pembahasan kinerja bulan Desember 2020 Discussion on December 2020 performance



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
3.	0003/BK/WA.00.02/99/DK/2021	03/03/2021	Undangan Rapat Kinerja bulan Januari 2021 January 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan Kinerja bulan Januari 2021 Discussion on January 2021 Performance 2. Update kinerja bulan Februari 2021 Performance update for February 2021 3. Perkembangan pelaksanaan audit atas laporan keuangan tahun buku 2020 The progress of the audit of the financial statements for the financial year 2020 4. Lain-lain Others
4.	0015/BK/TU.00.02/99/UND/2021	25/03/2021	Undangan Rapat Kinerja bulan Februari 2021 February 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Februari 2021 dan sampai dengan Februari 2021 Discussion of performance in February 2021 and up to February 2021 3. Reviu kinerja sampai dengan 23 Maret 2021 Performance review until March 23, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
5.	0017/BK/TU.00.02/99/UND/2021	26/03/2021	Undangan Rapat Pembahasan Proyek Soda Ash dan Program Paska Kerja Asuransi Jiwasraya Invitation to the Soda Ash Project Discussion Meeting and the Jiwasraya Insurance Post-Employment Program	<ol style="list-style-type: none"> 1. Pembahasan proyek Soda Ash Soda Ash . project discussion 2. Pembahasan program Paska Kerja Asuransi Jiwasraya Discussion of the Jiwasraya Insurance Post-Employment program
6.	0020/BK/TU.00.02/99/UND/2021	09/04/2021	Undangan Rapat Pembahasan Usulan Shareholder's Loan kepada PT Petro Jordan Abadi Invitation to the Discussion Meeting on the Shareholder's Loan Proposal to PT Petro Jordan Abadi	Pembahasan Usulan Shareholder's Loan kepada PT Petro Jordan Abadi Discussion of the Shareholder's Loan Proposal to PT Petro Jordan Abadi
7.	0022/BK/TU.00.02/99/UND/2021	29/04/2021	Undangan Rapat Kinerja bulan Maret 2021 March 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Maret 2021 dan sampai dengan Maret 2021 Discussion of performance in March 2021 and up to March 2021 3. Reviu kinerja sampai dengan 26 April 2021 Performance review until April 26, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
8.	0026/BK/TU.00.02/99/UND/2021	27/05/2021	Undangan Rapat Kinerja bulan April 2021 April 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja April 2021 dan sampai dengan April 2021 Discussion of performance in April 2021 and up to April 2021 3. Pembahasan draft RJPP 2020-2024 Discussion of the 2020-2024 RJPP draft 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
9.	0030/BK/TU.00.02/99/UND/2021	24/06/2021	Undangan Rapat Kinerja bulan Mei 2021 May 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Mei 2021 dan sampai dengan Mei 2021 Discussion of performance in May 2021 and up to May 2021 2. Reviu kinerja sampai dengan 21 Juni 2021 Performance review until June 21, 2021 3. Pembahasan Laporan Keuangan Audited Tahun Buku 2020 Discussion of Audited Financial Statements for Fiscal Year 2020 4. Lain-lain Others
10.	0038/BK/TU.00.02/99/UND/2021	29/07/2021	Undangan Rapat Kinerja bulan Juni 2021 June 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Juni 2021 dan sampai dengan Juni 2021 Discussion of performance in June 2021 and up to June 2021 2. Pembahasan Laporan Hasil Pemeriksaan BPK RI pada PT Petrokimia Gresik Discussion on the Report of the Republic of Indonesian Audit Board of the Republic of Indonesia at PT Petrokimia Gresik 3. Lain-lain Others
11.	0043/BK/TU.00.02/99/UND/2021	30/08/2021	Undangan Rapat Kinerja bulan Juli 2021 July 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Juli 2021 dan sampai dengan Juli 2021 Discussion of performance in July 2021 and up to July 2021 2. Lain-lain Others
12.	0050/BK/TU.00.02/99/UND/2021	22/09/2021	Undangan Rapat Kinerja bulan Agustus 2021 Agustus 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Agustus 2021 dan sampai dengan Agustus 2021 Discussion of performance in August 2021 and up to August 2021 2. Lain-lain Others
13.	0059/BK/TU.00.02/99/UND/2021	22/10/2021	Undangan Rapat Kinerja bulan September 2021 September 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja September 2021 dan sampai dengan September 2021 Discussion of performance in September 2021 and up to September 2021 2. Lain-lain Others
14.	0066/BK/TU.00.02/99/UND/2021	24/11/2021	Undangan Rapat Kinerja bulan Oktober 2021 October 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Oktober 2021 dan sampai dengan Oktober 2021 Discussion of performance in October 2021 and up to October 2021 2. Lain-lain Others
15.	0072/BK/TU.00.02/99/UND/2021	22/12/2021	Undangan Rapat Kinerja bulan November 2021 November 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja November 2021 dan sampai dengan November 2021 Discussion of performance in November 2021 and up to November 2021 2. Area of Improvement GCG 3. Update progres audit Laporan Keuangan Tahun Buku 2021 Update on the audit progress of the 2021 Financial Statements Fiscal Year 4. Lain-lain Others



LAPORAN BERKALA PERIODIC REPORT

No	Tanggal Rapat Meeting Date	Perihal Subject
1.	27 Januari 2021 January 27, 2021	Laporan Kegiatan Komite Audit Bulan Desember 2020 December 2020 Audit Committee Activity Report
2.	3 Maret 2021 March 3, 2021	Laporan Kegiatan Komite Audit Bulan Januari 2021 January 2021 Audit Committee Activity Report
3.	26 Maret 2021 March 26, 2021	Laporan Kegiatan Komite Audit Bulan Pebruari 2021 February 2021 Audit Committee Activity Report
4.	1 April 2021 April 1, 2021	Laporan Laporan Kegiatan Komite Audit Triwulan I Tahun 2021 Report on the Audit Committee Quarter I 2021 Activity Report
5.	29 April 2021 April 29, 2021	Laporan Kegiatan Komite Audit Bulan Maret 2021 March 2021 Audit Committee Activity Report
6.	27 Mei 2021 May 27, 2021	Laporan Kegiatan Komite Audit Bulan April 2021 April 2021 Audit Committee Activity Report
7.	24 Juni 2021 June 24, 2021	Laporan Kegiatan Komite Audit Bulan Mei 2021 May 2021 Audit Committee Activity Report
8.	1 Juli 2021 July 1, 2021	Laporan Laporan Kegiatan Komite Audit Triwulan II Tahun 2021 Report on the Audit Committee Quarter II 2021 Activity Report
9.	1 Juli 2021 July 1, 2021	Laporan Kegiatan Komite Audit Semester I Tahun 2021 Report on the Activities of the Audit Committee for the First Semester of 2021
10.	30 Juli 2021 July 30, 2021	Laporan Kegiatan Komite Audit Bulan Juli 2021 July 2021 Audit Committee Activity Report
11.	1 September 2021 September 1, 2021	Laporan Kegiatan Komite Audit Bulan Agustus 2021 August 2021 Audit Committee Activity Report
12.	1 Oktober 2021 October 1, 2021	Laporan Kegiatan Komite Audit Bulan September 2021 September 2021 Audit Committee Activity Report
13.	1 Oktober 2021 October 1, 2021	Laporan Laporan Kegiatan Komite Audit Triwulan III Tahun 2021 Report on the Audit Committee Quarter III 2021 Activity Report
14.	1 Nopember 2021 November 1, 2021	Laporan Kegiatan Komite Audit Bulan Oktober 2021 October 2021 Audit Committee Activity Report
15.	1 Desember 2021 December 1, 2021	Laporan Kegiatan Komite Audit Bulan Nopember 2021 November 2021 Audit Committee Activity Report
16.	20 Desember 2021 December 20, 2021	Laporan Pelaksanaan Rapat Pembahasan Rancangan Awal PKPT Tahun 2022 Report on the Implementation of the 2022 PKPT Initial Draft Discussion Meeting

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

PROGRAM PENGEMBANGAN KOMPETENSI KOMITE AUDIT
COMPETENCY DEVELOPMENT PROGRAM FOR AUDIT COMMITTEE

Komite Audit PT Petrokimia Gresik senantiasa mengikuti berbagai kegiatan pengembangan kompetensi untuk meningkatkan kemampuan dalam melaksanakan tugas dan fungsinya. Pada 2021, program pengembangan kompetensi yang diikuti oleh Komite Audit PT Petrokimia Gresik adalah sebagai berikut:

The Audit Committee of PT Petrokimia Gresik always participates in various competency development activities to improve the ability to carry out its duties and functions. In 2021, the competency development programs participated by the Audit Committee of PT Petrokimia Gresik are as follows:

No.	Nama Peserta Name of Participant	Tema Pengembangan Kompetensi Competency Development Theme	Tanggal / Tempat Penyelenggaraan Date / Place Implementation
1.	KETUA KOMITE AUDIT Chairman of the Audit Committee	Workshop BUMN Track – Tanri Abeng Leadership Series 2021 BUMN Track Workshop – Tanri Abeng Leadership Series 2021	3 Juni 2021 June 3, 2021 Jakarta
2.	KETUA DAN WAKIL KETUA KOMITE AUDIT Chairman and Vice Chairman of Audit Committee	Penerapan Bisnis Judgement Rule dalam Pengambilan Keputusan di Perusahaan Application of Business Judgment Rule in Decision Making in Companies	15 September 2021 September 15, 2021 Online
3.	KETUA DAN WAKIL KETUA KOMITE AUDIT Chairman and Vice Chairman of Audit Committee	Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	30 September 2021 September 30, 2021 Online
4.	KETUA DAN WAKIL KETUA KOMITE AUDIT Chairman and Vice Chairman of Audit Committee	Strategic Discussion Forum & Sharing Best Practise. Business Judgement Rule, Corporate Action or Corruption	26 - 28 Oktober 2021 October 26 - 28, 2021 Online
5.	ANGGOTA KOMITE AUDIT Audit Committee Member	Transformasi internal audit untuk meningkatkan nilai perusahaan Internal audit transformation to increase company value	28 - 29 Oktober 2021 October 28 - 29, 2021 Malang
6.	KETUA DAN WAKIL KETUA KOMITE AUDIT Chairman and Vice Chairman of Audit Committee	Executive Insight : Leadership Series	2 - 4 November 2021 November 2 - 4, 2021 Online
7.	WAKIL KETUA KOMITE AUDIT ANGGOTA KOMITE AUDIT Vice Chairman of the Audit Committee Member of the Audit Committee	Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	13 Desember 2021 December 13, 2021 Gresik



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

REMUNERASI KOMITE AUDIT

AUDIT COMMITTEE REMUNERATION

Penentuan jumlah remunerasi Komite Audit ditetapkan dengan mengacu pada Peraturan Menteri BUMN Nomor PER-06/MBU/04/2021 tentang Perubahan atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara yang mengatur bahwa penghasilan anggota Komite Audit, yakni berupa honorarium maksimal sebesar 20% (dua puluh persen) dari gaji Direktur Utama Perusahaan dengan ketentuan pajak ditanggung Perusahaan 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.

Determination of the amount of remuneration for the Audit Committee is determined by referring to the Regulation of the Minister of SOEs Number PER-06/MBU/04/2021 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of Owned Enterprises. The state stipulates that the income of the members of the Audit Committee is in the form of a maximum honorarium of 20% (twenty percent) of the salary of the Company's President Director with the provisions that the tax is borne by the Company and is not allowed to receive other income other than the honorarium. Members of the Board of Commissioners who become Chairman/members of the Audit Committee are not given additional income from this position.

BESARAN REMUNERASI KOMITE AUDIT

AMOUNT OF REMUNERATION AUDIT COMMITTEE

Nama Name	Jabatan Position	Periode Period	Gaji Bulanan Monthly Salary	Gaji Tahunan Annual Salary	THR Holiday Allowance
Bin Nahadi	Ketua Chairman	2021	-	-	-
Ammarsjah	Wakil Ketua Vice Chairman	2021	-	-	-
Sutan Rambun Pamenan	Sekretaris merangkap Anggota Secretary and Member	2021	Rp. 26.250.000	Rp. 315.000.000	Rp. 26.250.000
Bambang Setiobroto	Anggota Member	2021	Rp. 26.250.000	Rp. 180.000.000	Rp. 26.250.000

* Untuk Bin Nahadi dan Ammarsjah tidak mendapat honor bulanan karena merangkap sebagai dewan komisaris
Bin Nahadi and Ammarsjah did not receive a monthly salary because they also served as commissioners

REKOMENDASI KOMITE AUDIT

AUDIT COMMITTEE RECOMMENDATIONS

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 Komisari

As part of its duties and responsibilities, the Audit Committee provides reports and recommendations to the Board of Commissioners on routine tasks and special assignments given by the Board of Commissioners.

No	Nomor Surat Reference number	Tanggal Date	Perihal Subject
1.	01/KODIT/III/2021	1 Maret 2021	Berita Acara Pemeriksaan Fisik Tgl 1 Maret 2021 Minutes of Physical Examination Date March 1, 2021
2.	02/KODIT/X/2021	19 April 2021	Berita Acara Pemeriksaan Fisik Tgl 19 April 2021 Minutes of Physical Examination Date April 1, 2021

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Date	Perihal Subject
3.	03/KODIT/X/2021	24 Agustus 2021 August 24, 2021	Berita Acara Pemeriksaan Fisik Tgl 24 Agustus 2021 Minutes of Physical Examination Date August 24, 2021
4.	04/KODIT/VIII/2021	30 Agustus 2021 August 30, 2021	Tanggapan tertulis penghapusan aset tetap Written response to write-off of fixed assets
5.	05/KODIT/VIII/2021	30 Agustus 2021 August 30, 2021	Pengadaan KAP Audit Tahun Buku 2021 Procurement of KAP Audit for Fiscal Year 2021
6.	07/KODIT/VIII/2021	30 Agustus 2021 August 30, 2021	Telaahan atas perbedaan umur ekonomis dengan umur teknis aset tetap A study of the difference between the economic life and the technical life of fixed assets
7.	08/KODIT/IX/2021	20 September 2021 September 20, 2021	Telaahan 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)
8.	09/KODIT/IX/2021	1 Oktober 2021 October 1, 2021	Review atas Rancangan Awal RKAP Tahun 2022 Review of the Initial Draft RKAP 2022
9.	10/KODIT/X/2021	4 Oktober 2021 October 4, 2021	Tanggapan Tertulis Penghapusbukuan Piutang Macet Atas Nama CV Sumber Tani Written Response Write-off Bad Accounts on behalf of CV Sumber Tani
10.	11/KODIT/X/2021	4 Oktober 2021 October 4, 2021	Laporan Program Turn Around Pabrik Amoniak IB PT Petrokimia Gresik PT Petrokimia Gresik IB Ammonia Plant Turn Around Program Report
11.	12/KODIT/X/2021	4 Oktober 2021 October 4, 2021	Draft telaah overrun Biaya RKAP 2021 Draft review of 2021 RKAP Cost overrun
12.	13/KODIT/X/2021	19 Oktober 2021 October 19, 2021	Internal audit charter
13.	14/KODIT/X/2021	19 Oktober 2021 October 19, 2021	Struktur Organisasi Organizational
14.	15/KODIT/X/2021	26 Oktober 2021 October 26, 2021	Telaah atas Permohonan Rekomendasi Ulang Proyek Gudang Urea Ekspor Review of Application for Re-Recommendation of Export Urea Warehouse Project
15.	16/KODIT/XI/2021	6 Desember 2021 December 6, 2021	Usulan Obyek Pemeriksaan dalam Program Kerja Pengawasan Tahunan (PKPT) Tahun 2022 Proposed Inspection Objects in the 2022 Annual Supervision Work Program (PKPT)
16.	17/KODIT/XII/2021	6 Desember 2021 December 6, 2021	Persetujuan Kesepakatan Bersama Dekom PI Grup Dalam Rangka Pelaksanaan Audit Laporan Keuangan Tahun Buku 2021 Agreement with the PI Group Board of Commissioners for the Implementation of the 2021 Financial Statement Audit
17.	18/KODIT/XII/2021	26 Desember 2021 December 26, 2021	Reviu Usulan KPI Direksi Individu Tahun 2021 Review of Proposed KPIs for Individual Directors in 2021

KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko berperan membantu Dewan Komisaris dalam melaksanakan fungsi dan tugas pengawasan umum atas Perusahaan dan memberikan nasihat dalam penerapan Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko kepada Direksi.

The Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring Committees play a role in assisting the Board of Commissioners in carrying out general supervisory functions and duties over the Company and providing advice on the implementation of Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring to the Board of Directors.



TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada Pemegang Saham. Persyaratan dan masa kerja anggota Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko telah memenuhi ketentuan peraturan perundang-undangan dan diatur dalam Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko *Committee Charter*, meliputi memiliki integritas yang tinggi; kemampuan, pengalaman, latar belakang pendidikan, dan keahlian dalam bidang GCG, hukum, keuangan, dan manajemen risiko; serta persyaratan lainnya.

The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committees are appointed and dismissed by the Board of Commissioners and reported to the Shareholders. Requirements and tenure of members of the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committees have complied with the provisions of laws and regulations and are regulated in the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee Charter, including having high integrity; ability, experience, educational background, and expertise in the fields of GCG, law, finance, and risk management; as well as other requirements.

MASA JABATAN KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

TERM OF OFFICE THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Masa jabatan anggota Komite Nominasi & Remunerasi, Good Corporate Governance dan Pemantau Risiko yang bukan merupakan anggota Dewan Komisaris adalah paling lama (3) tiga tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

The term of office for members of the Nomination & 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 2 (two) years, without prejudice to the right of the Board of Commissioners to dismiss them. anytime.

SUSUNAN ANGGOTA KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

MEMBERS OF THE NOMINATION & REMUNERATION, GOOD CORPORATE GOVERNANCE AND RISK MONITORING COMMITTEE

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko terdiri dari seorang Ketua dan seorang Wakil Ketua yang juga merupakan anggota Dewan Komisaris, dan dua orang anggota. Saat ini, susunan anggota Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko PT Petrokimia Gresik berdasarkan Keputusan Dewan Komisaris sebagai berikut:

The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee consists of a Chair and a Deputy Chair who is also a member of the Board of Commissioners, and two members. Currently, the composition of the members of the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee of PT Petrokimia Gresik is based on the Decision of the Board of Commissioners as follows:

No	Nama Neme	Jabatan Position	Masa Tugas Duty Period
1.	Indira Chunda Thita S	Ketua Chairman	9 Februari / February 2021 - sekarang / until now
2.	Noer Fajrieansyah	Wakil Ketua Vice Chairman	13 Juli / July 2021 - sekarang / until now
3.	Bima Paribuana	Anggota Member	31 Januari/January 2017 s.d/up to 29 Januari/January 2022
4.	Setyo Margono	Anggota Member	14 Juli/July 2018 s.d/up to 13 Juli/July 2021
5.	Tedy Nawardin	Anggota Member	10 Agustus/Augus 2021 s.d/up to 28 Februari/February 2021

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

**PROFIL ANGGOTA KOMITE NOMINASI & REMUNERASI,
GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO**

PROFILE OF MEMBERS OF THE NOMINATION & REMUNERATION COMMITTEE,
GOOD CORPORATE GOVERNANCE AND RISK MONITORING

INDIRA CHUNDA THITA SYAHRUL

Ketua Komite Nominasi & Remunerasi, GCG dan PMRI

Chairman of the Nomination & Remuneration Committee, GCG and PMRI



Tempat Tanggal Lahir Place and Date of Birth	Jakarta, 17 April 1979 / April 17, 1979
Kewarganegaraan Citizenship	Indonesia
Usia Age	42 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	Pasca Sarjana (S-2) dari Universitas Hasanuddin Makasar pada tahun 2007 Postgraduate (S-2) from Hasanuddin University Makassar in 2007
Pengalaman Kerja Work Experience	Komisaris PT Petrokimia Gresik Commissioner of PT Petrokimia Gresik

NOER FAJRIANSYAH

Wakil Ketua Komite Nominasi & Remunerasi, GCG dan PMRI

Vice Chairman of the Nomination & Remuneration Committee, GCG and PMRI



Tempat Tanggal Lahir Place and Date of Birth	Jakarta, 4 Februari 1983 / February 4, 1983
Kewarganegaraan Citizenship	Indonesia
Usia Age	38 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	S2 Ilmu Administrasi di Universitas Prof. Dr. Moestopo Master of Administrative Sciences at Prof. Dr. Moestopo University
Pengalaman Kerja Work Experience	Komisaris PT Petrokimia Gresik Commissioner of PT Petrokimia Gresik

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

BIMA PARIBUANA

Sekretaris merangkap Anggota Komite Nominasi & Remunerasi, GCG dan PMRI
Secretary concurrently Member of the Nomination & Remuneration Committee, GCG and PMRI



Tempat Tanggal Lahir Place and Date of Birth	Jakarta, 22 Januari 1963 / January 22, 1963
Kewarganegaraan Citizenship	Indonesia
Usia Age	59 tahun / years old
Domisili Domicile	Surabaya
Pendidikan Education	Sarjana Ekonomi dari Universitas Airlangga (1988) Bachelor of Economics from Airlangga University (1988)
Pengalaman Kerja Work Experience	Sekretaris merangkap Anggota Komite Nominasi & Remunerasi, GCG dan PMRI The Secretary appoints Members of the Nomination & Remuneration Committee, GCG and PMRI

SETYO MARGONO

Anggota Komite Nominasi & Remunerasi, GCG dan PMRI (Periode sd 13 Juli 2021)
Member of the Nomination & Remuneration Committee, GCG and PMRI (Period until July 13, 2021)



Tempat Tanggal Lahir Place and Date of Birth	Nganjuk, 11 Maret 1967 / March 11, 1967
Kewarganegaraan Citizenship	Indonesia
Usia Age	54 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	Master di bidang Teknik dan Manajemen Industri di ITB (2005) Master in Industrial Engineering and Management at ITB (2005)
Pengalaman Kerja Work Experience	Anggota Komite Nominasi & Remunerasi, GCG dan PMRI Member of the Nomination & Remuneration Committee, GCG and PMRI

TEDY NAWARDIN

Anggota Komite Nominasi & Remunerasi, GCG dan PMRI Periode (13 Juli 2021- 28 Februari 2022) Member of the Nomination & Remuneration Committee, GCG and PMRI
Period (July 13, 2021- February 28, 2022)



Tempat Tanggal Lahir Place and Date of Birth	Bandung, 25 Februari 1967 / February 25, 1967
Kewarganegaraan Citizenship	Indonesia
Usia Age	52 tahun / years old
Domisili Domicile	Jakarta
Pendidikan Education	S2 Ilmu Komunikasi Universitas Indonesia Master of Communication Science, University of Indonesia
Pengalaman Kerja Work Experience	Anggota Komite Nominasi & Remunerasi, GCG dan PMRI Member of the Nomination & Remuneration Committee, GCG and PMRI

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

INDEPENDENSI ANGGOTA KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

INDEPENDENCE OF MEMBERS OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Anggota Komite Nominasi & Remunerasi, *Good Corporate Governance* 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.

Independensi tersebut baik dalam melaksanakan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris PT Petrokimia Gresik. Komite Nominasi & Remunerasi, *Good Corporate Governance* 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 perusahaan.

Komite Nominasi & Remunerasi, *Good Corporate Governance* Dan Pemantau Risiko 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 GCG, SDM dan PMRI, PT Petrokimia Gresik menerapkan beberapa kriteria khusus terhadap anggota Komite Nominasi & Remunerasi, *Good Corporate Governance* Dan Pemantau Risiko yaitu: bukan karyawan dari perusahaan, tidak memiliki saham pada perusahaan, memiliki perilaku dan pemikiran yang independen dan tidak memiliki benturan kepentingan dengan Perusahaan.

Berdasarkan hasil review atas kriteria independensi, maka semua anggota Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko telah memenuhi kriteria independen sebagai berikut:

Members of the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee who come from independent parties have no financial, management, share ownership and/or family relationship with the Board of Commissioners, Board of Directors and/or Controlling Shareholder or relationship with the Company, which may affect ability to act independently.

This independence is both in carrying out their duties as well as in reporting and reporting directly to the Board of Commissioners of PT Petrokimia Gresik. The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee must submit written reports to the Board of Commissioners on a regular basis regarding the results of their assignments as well as special reports containing findings that are expected to disrupt the company's activities.

The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee is required to maintain the confidentiality of company documents, data, and information, both from internal and external parties and is only used for the purpose of carrying out its duties. To ensure the independence of members of the GCG, HR and PMRI Committees, PT Petrokimia Gresik applies several special criteria to members of the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee, namely: not employees of the company, does not own shares in the company, has independent behavior and thoughts and has no conflict of interest with the Company.

Based on the results of a review of the independence criteria, all members of the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee have met the following independent criteria:



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

ASPEK INDEPENDENSI Independency Aspect	INDIRA CHUNDA THITA S.	NOER FAJRIANSYAH	BIMA PARIBUANAN	SETYO MARGONO	TEDY NAWARDIN
Tidak memiliki hubungan dengan Komisaris dan Direksi. Has no relationship with the Board of Commissioners and Board of Directors.	√	√	√	√	√
Tidak memiliki hubungan kepengurusan di PT Petrokimia Gresik, anak perusahaan, maupun perusahaan patungan. Has no managerial relationship at PT Petrokimia Gresik, including its subsidiaries and joint ventures.	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di PT Petrokimia Gresik. Has no share ownership at PT Petrokimia Gresik.	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi dan/atau sesama anggota Komite Audit. Has no family relationship with the Board of Commissioners, Board of Directors, and/or other members of Audit Committee.	√	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat pemerintah daerah. Does not serve as a management team of a political party, and local government officials.	√	√	√	√	√

**PEDOMAN KERJA KOMITE NOMINASI & REMUNERASI,
GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO**

WORK GUIDELINES OF THE NOMINATION & REMUNERATION COMMITTEE,
GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Dalam menjalankan tugasnya, Komite Nominasi & Remunerasi, Good Corporate Governance dan Pemantau Risiko memiliki Piagam Komite yang dimutakhirkan secara berkala. Pemutakhiran terakhir pada bulan Oktober 2021 yang telah ditetapkan berdasarkan Surat Keputusan Dewan Komisaris Nomor 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, *Good Corporate Governance*, dan Pemantau Risiko PT Petrokimia Gresik.

In carrying out its duties, the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee has a Committee Charter which is updated regularly. The last update was in October 2021 which was determined based on the Decree of the Board of Commissioners Number 14/SK/08/99/DK/2021 dated August 10, 2021 concerning Changes in the Nomenclature of the Committee of the Board of Commissioners of PT Petrokimia Gresik and the Appointment of Membership of the Nomination and Remuneration Committee, *Good Corporate Governance*, and Risk Monitor PT Petrokimia Gresik.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

LINGKUP PERANAN KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

SCOPE OF ROLE OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko di PT Petrokimia Gresik bertugas melakukan fungsi dan tugas pengawasan umum atas Perusahaan dan memberikan nasihat dalam penerapan Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko kepada Direksi.

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko berperan dalam melakukan fungsi pengawasan (*oversight roles*) dalam perspektif Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko terhadap hal-hal berikut ini:

- **Nominasi dan Remunerasi**
Meninjau dan mengawasi pelaksanaan Manajemen Sumber Daya Manusia dalam kaitannya dengan Rancangan Pengelolaan dan Pengembangan Sumber Daya Manusia khususnya tentang manajemen karir, sistem dan prosedur nominasi, promosi mutasi dan demosi, dan memberikan masukan terhadap pengembangan baik di lingkup Direksi maupun Dewan Komisaris
- **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 perusahaan tahunan.
- **Manajemen Risiko**
Meninjau dan mengawasi efektivitas pelaksanaan manajemen risiko, serta meninjau hasil kajian risiko bisnis yang dilakukan oleh Direksi.
- **Investasi**
Meninjau dan mengawasi efektivitas dan efisiensi pelaksanaan investasi, baik rutin maupun pengembangan.
- **Aktivitas Kemitraan**
Meninjau dan mengawasi rencana kerja dan kegiatan mitra kerja di manajemen yaitu Departemen TKP dan MR, Departemen SDM dan Kepala Proyek serta memberikan nasihat atau saran pada saat diperlukan.
- **Corporate Governance**
Meninjau kecukupan pemantauan atas ketaatan terhadap peraturan perundang-undangan yang berlaku, dan etika usaha serta memastikan tidak adanya benturan kepentingan.

Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring Committee in PT Petrokimia Gresik is in charge of carrying out general supervisory functions and duties over the Company and providing advice on the implementation of Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring to the Board of Directors.

The Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring Committees play a role in performing oversight roles in the perspective of Nomination & Remuneration, *Good Corporate Governance* and Risk Monitoring on the following matters:

- **Nomination and Remuneration**
Reviewing and supervising the implementation of Human Resources Management in relation to the Human Resources Management and Development Plan, especially regarding career management, nomination systems and procedures, promotion of transfers and demotions, and providing input on developments both within the Board of Directors and the Board of Commissioners
- **Operational Performance**
Reviewing 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 work plan and company budget.
- **Risk management**
Reviewing and supervising the effectiveness of risk management implementation, as well as reviewing the results of business risk studies conducted by the Board of Directors.
- **Investation**
Reviewing and supervising the effectiveness and efficiency of investment implementation, both routine and development.
- **Partnership Activities**
Reviewing and supervising the work plans and activities of partners in management, namely the TKP and MR Department, HR Department and the Project Head as well as providing advice or suggestions when needed.
- **Corporate Governance**
Reviewing the adequacy of monitoring for compliance with applicable laws and regulations, and business ethics and ensuring that there are no conflicts of interest.



TUGAS DAN TANGGUNG JAWAB KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

DUTIES AND RESPONSIBILITIES OF THE NOMINATION & REMUNERATION, GOOD CORPORATE GOVERNANCE AND RISK MONITORING COMMITTEE

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko 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 dan bertanggungjawab untuk:

- a. 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 & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko.
- b. Melaporkan kegagalan signifikan Direksi dalam melaksanakan rekomendasi Dewan Komisaris yang diminta oleh Dewan Komisaris untuk dipantau oleh Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko.
- c. Menyiapkan laporan yang akan dimasukkan ke dalam laporan tahunan yang antara lain merinci kegiatan yang telah dilaksanakan oleh Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko.
- d. Membuat laporan khusus kepada Dewan Komisaris apabila diminta.
- e. Membantu Dewan Komisaris dalam proses penunjukan Auditor Eksternal yang akan melakukan audit laporan keuangan, khususnya yang berkaitan dengan aspek GCG dan manajemen risiko.
- f. Rapat internal Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko.
- g. Rapat dengan Dewan Komisaris.
- h. Atas persetujuan Dewan Komisaris, dapat meminta pandangan lain dari pihak luar untuk membantu memberikan petunjuk teknis dan lain-lain atas biaya perusahaan.

The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee is tasked with providing opinions to the Board of Commissioners on reports or matters submitted by the Board of Directors to the Board of Commissioners, identifying matters requiring the attention of the Board of Commissioners, and carrying out other related tasks. with the duties of the Board of Commissioners and is responsible for:

- a. Submit a written report to the Board of Commissioners at least once a quarter, which presents activities and significant issues that require the attention of the Board of Commissioners as well as recommendations from the Nomination & Remuneration Committee, Good Corporate Governance and Risk Monitoring.
- b. Reported the significant failure of the Board of Directors in implementing the recommendations of the Board of Commissioners requested by the Board of Commissioners to be monitored by the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee.
- c. Prepare a report that will be included in the annual report detailing the activities carried out by the Nomination & Remuneration Committee, Good Corporate Governance and Risk Monitoring.
- d. Make a special report to the Board of Commissioners if requested.
- e. Assisting the Board of Commissioners in the process of appointing an External Auditor who will audit financial statements, particularly those relating to aspects of GCG and risk management.
- f. Internal meeting of the Nomination & Remuneration Committee, Good Corporate Governance and Risk Monitoring.
- g. Meeting with the Board of Commissioners.
- h. With the approval of the Board of Commissioners, it may ask for other views from outside parties to help provide technical instructions and others at the company's expense.

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

RAPAT KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

MEETINGS OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITOR

Rapat Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko terdiri dari rapat rutin yang diselenggarakan setiap bulan sekali dan rapat non-rutin yang dilaksanakan setiap saat sesuai dengan kebutuhan.

The Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee meetings consist of regular meetings held once a month and non-routine meetings held any time as needed.

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

FREQUENCY AND ATTENDANCE OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Jenis Rapat Meeting Type		Kehadiran Presence				
		ICT *	NFS **	BPA ***	SMO ***	TNN ****
Total Rapat Komite Nominasi & Remunerasi, GCG dan PMRI Total Meetings of the Nomination & Remuneration Committee, GCG and PMRI	Jumlah Rapat Number of Meetings	13	6	15	9	5
	Jumlah Hadir Number of Attendees	13	6	15	9	5

* Efektif Diangkat Komite tanggal 9 Februari 2021 | Effectively Appointed Committee date February 9, 2021
 ** Efektif Diangkat Komite tanggal 13 Juli 2021 | Effectively Appointed Committee date July 13, 2021
 *** Habis masa jabatan sejak 13 Juli 2021 | Ended the term of office on July 13, 2021
 **** Efektif Diangkat Komite tanggal 10 Agustus 2021 | Effectively Appointed Committee date August 10, 2021

Indira Chunda Thita S. (ICT)
 Noer Fajrieansyah (NFS)
 Bima Paribuana (BPA)
 Setyo Margono (SMO)
 Tedy Nawardin (TNN)

AGENDA DAN KEHADIRAN PADA RAPAT KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

AGENDA AND ATTENDANCE AT THE MEETINGS OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
1.	0006/BK/RC.01.02/99/UND/2021	27/01/2021	Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021	Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021
2.	0007/BK/TU.00.02/99/UND/2021	25/01/2021 dan and 26/01/2021	Undangan Rapat Komite Committee Meeting Invitation	1. Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021 2. Pembahasan kinerja bulan Desember 2020 Discussion on December 2020 performance
3.	0003/BK/WA.00.02/99/DK/2021	03/03/2021	Undangan Rapat Kinerja bulan Januari 2021 January 2021 Performance Meeting Invitation	1. Pembahasan Kinerja bulan Januari 2021 Discussion on January 2021 Performance 2. Update kinerja bulan Februari 2021 Performance update for February 2021 3. Perkembangan pelaksanaan audit atas laporan keuangan tahun buku 2020 The progress of the audit of the financial statements for the financial year 2020 4. Lain-lain Others



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
4.	0015/BK/TU.00.02/99/UND/2021	25/03/2021	Undangan Rapat Kinerja bulan Februari 2021 February 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Februari 2021 dan sampai dengan Februari 2021 Discussion of performance in February 2021 and up to February 2021 3. Reviu kinerja sampai dengan 23 Maret 2021 Performance review until March 23, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
5.	0017/BK/TU.00.02/99/UND/2021	26/03/2021	Undangan Rapat Pembahasan Proyek Soda Ash dan Program Paska Kerja Asuransi Jiwasraya Invitation to the Soda Ash Project Discussion Meeting and the Jiwasraya Insurance Post-Employment Program	<ol style="list-style-type: none"> 1. Pembahasan proyek Soda Ash Soda Ash . project discussion 2. Pembahasan program Paska Kerja Asuransi Jiwasraya Discussion of the Jiwasraya Insurance Post-Employment program
6.	0020/BK/TU.00.02/99/UND/2021	09/04/2021	Undangan Rapat Pembahasan Usulan Shareholder's Loan kepada PT Petro Jordan Abadi Invitation to the Discussion Meeting on the Shareholder's Loan Proposal to PT Petro Jordan Abadi	Pembahasan Usulan Shareholder's Loan kepada PT Petro Jordan Abadi Discussion of the Shareholder's Loan Proposal to PT Petro Jordan Abadi
7.	0022/BK/TU.00.02/99/UND/2021	29/04/2021	Undangan Rapat Kinerja bulan Maret 2021 March 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Maret 2021 dan sampai dengan Maret 2021 Discussion of performance in March 2021 and up to March 2021 3. Reviu kinerja sampai dengan 26 April 2021 Performance review until April 26, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
8.	0026/BK/TU.00.02/99/UND/2021	27/05/2021	Undangan Rapat Kinerja bulan April 2021 April 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja April 2021 dan sampai dengan April 2021 Discussion of performance in April 2021 and up to April 2021 3. Pembahasan draft RJPP 2020-2024 Discussion of the 2020-2024 RJPP draft 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
9.	0030/BK/TU.00.02/99/UND/2021	24/06/2021	Undangan Rapat Kinerja bulan Mei 2021 May 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Mei 2021 dan sampai dengan Mei 2021 Discussion of performance in May 2021 and up to May 2021 2. Reviu kinerja sampai dengan 21 Juni 2021 Performance review until June 21, 2021 3. Pembahasan Laporan Keuangan Audited Tahun Buku 2020 Discussion of Audited Financial Statements for Fiscal Year 2020 4. Lain-lain Others

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Rapat Meeting Date	Perihal Subject	Agenda Rapat Meeting Agenda
10.	0038/BK/TU.00.02/99/UND/2021	29/07/2021	Undangan Rapat Kinerja bulan Juni 2021 June 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Juni 2021 dan sampai dengan Juni 2021 Discussion of performance in June 2021 and up to June 2021 2. Pembahasan Laporan Hasil Pemeriksaan BPK RI pada PT Petrokimia Gresik Discussion on the Report of the Indonesian Audit Board of the Republic of Indonesia at PT Petrokimia Gresik 3. Lain-lain Others
11.	0043/BK/TU.00.02/99/UND/2021	30/08/2021	Undangan Rapat Kinerja bulan Juli 2021 July 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Juli 2021 dan sampai dengan Juli 2021 Discussion of performance in July 2021 and up to July 2021 2. Lain-lain Others
12.	0050/BK/TU.00.02/99/UND/2021	22/09/2021	Undangan Rapat Kinerja bulan Agustus 2021 Agustus 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Agustus 2021 dan sampai dengan Agustus 2021 Discussion of performance in August 2021 and up to August 2021 2. Lain-lain Others
13.	0059/BK/TU.00.02/99/UND/2021	22/10/2021	Undangan Rapat Kinerja bulan September 2021 September 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja September 2021 dan sampai dengan September 2021 Discussion of performance in September 2021 and up to September 2021 2. Lain-lain Others
14.	0066/BK/TU.00.02/99/UND/2021	24/11/2021	Undangan Rapat Kinerja bulan Oktober 2021 October 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja Oktober 2021 dan sampai dengan Oktober 2021 Discussion of performance in October 2021 and up to October 2021 2. Lain-lain Others
15.	0072/BK/TU.00.02/99/UND/2021	22/12/2021	Undangan Rapat Kinerja bulan November 2021 November 2021 Performance Meeting Invitation	<ol style="list-style-type: none"> 1. Pembahasan kinerja November 2021 dan sampai dengan November 2021 Discussion of performance in November 2021 and up to November 2021 2. Area of Improvement GCG 3. Update progres audit Laporan Keuangan Tahun Buku 2021 Update on the audit progress of the 2021 Financial Statements Fiscal Year 4. Lain-lain Others

REKOMENDASI KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

RECOMMENDATIONS OF THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Sebagai bagian dari tugas dan tanggung jawabnya, Komite Nominasi & Remunerasi, Good Corporate Governance dan Pemantau Risiko memberikan laporan dan rekomendasi kepada Dewan Komisaris atas tugas rutin dan penugasan khusus yang diberikan oleh Dewan Komisaris.

As part of its duties and responsibilities, the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee provides reports and recommendations to the Board of Commissioners on routine tasks and special assignments given by the Board of Commissioners.



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Date	Perihal Subject
1.	03/GCG.SDM.PMRI/I/2021	23 Januari 2021 January 23, 2021	Telaah atas Laporan Manajemen Bulan Desember 2020 Review of December 2020 Management Report
2.	05/GCG.SDM.PMRI/III/2021	23 Maret 2021 March 23, 2021	Telaah atas Laporan Manajemen Bulan Februari 2021 Review of February 2021 Management Report
3.	01/GCG.SDM.PMRI/IV/2021	8 April 2021 April 8, 2021	Telaah Komite atas rencana Pemberian Share Holder's Kepada PT Petro Jordan Abadi The Committee reviews the plan to give Share Holder's to PT Petro Jordan Abadi
4.	02/GCG.SDM.PMRI/IV/2021	22 April 2021 April 22, 2021	Telaah Komite atas Usulan Revisi Investasi Rutin 2021 Committee Review on Proposed Revision of Routine Investment 2021
5.	03/GCG.SDM.PMRI/IV/2021	27 April 2021 April 27, 2021	Telaah atas Laporan Manajemen Bulan Maret 2021 Review of Management Report March 2021
6.	06/GCG,SDM,PMRI/IV/2021	30 April 2021 April 30, 2021	Hasil Kajian Komite GCG,SDM,PM Terkait Rencana Proyek Investasi Pabrik Soda Ash Study Results of the GCG, HR, PM Committee Related to the Ash Soda Factory Investment Project Plan
7.	03/GCG.SDM.PMRI/V/2021	25 Mei 2021 May 25, 2021	Telaah atas Laporan Manajemen Bulan April 2021 Review of Management Report April 2021
8.	02/GCG.SDM.PMRI/VI/2021	22 Juni 2021 June 22, 2021	Telaah atas Laporan Manajemen Bulan Mei 2021 Review of Management Report May 2021
9.	04/GCG.SDM.PMRI/VI/2021	28 Juni 2021 June 28, 2021	Telaah Komite atas Usulan Remunerasi tahun 2021 dan Tantiem tahun 2020 bagi Direksi dan Dewan Komisaris PT Petrokimia Gresik Committee Review on the 2021 Remuneration Proposal and 2020 Tantiem for the Directors and Board of Commissioners of PT Petrokimia Gresik
10.	02/GCG.SDM.PMRI/VII/2021	26 Juli 2021 July 26, 2021	Telaah atas Laporan Manajemen Bulan Juni 2021 Review of Management Report June 2021
11.	02/NR GCG PR/VIII/2021	30 Agustus 2021 August 30, 2021	Telaah atas Laporan Manajemen Bulan Juli 2021 Review of Management Report July 2021
12.	02/NR GCG PR/IX/2021	20 September 2021 September 20, 2021	Tanggapan atas Permohonan Tanggapan Tertulis Penyesuaian Anggaran Dasar PT Petrokimia Gresik Response to the Request for Written Response to Adjust the Articles of Association of PT Petrokimia Gresik
13.	03/NR GCG PR/IX/2021	20 September 2021 September 20, 2021	Penyampaian Piagam Komite NR GCG & PR Tahun 2021 Submission of the NR GCG & PR Committee Charter in 2021
14.	04 /NR GCG PR/IX/2021	22 September 2021 September 22, 2021	Telaah atas Laporan Manajemen Bulan Agustus 2021 Review of Management Report August 2021
15.	04 /NR GCG PR/IX/2021	26 September 2021 September 26, 2021	Telaah atas Laporan Manajemen Bulan September 2021 Review of Management Report September 2021
16.	01/NR GCG PR/X/2021	1 Oktober 2021 October 1, 2021	Telaah atas Laporan Permasalahan Pabrik Amoniak IB Petrokimia Gresik Reviewing the Report on the Problems of the IB Petrokimia Gresik Ammonia Plant
17.	02 /NR.GCG & PR/X/2021	8 Oktober 2021 October 8, 2021	Hasil Kajian Komite NR, GCG & PR Terkait Permohonan Rekomendasi Ulang Proyek Pembangunan Gudang Urea Ekspor Results of the NR, GCG & PR Committee Study Regarding the Request for Re-Recommendation of the Export Urea Warehouse Development Project
18.	04 /NR.GCG & PR/X/2021	26 Oktober 2021 October 26, 2021	Hasil Kajian Komite NR, GCG & PR Terkait Permohonan Persetujuan Perubahan Struktur Organisasi PT Petrokimia Gresik Study Results of the NR, GCG & PR Committee Regarding the Application for Approval of Changes in the Organizational Structure of PT Petrokimia Gresik
19.	05 /NR,GCG & PR/X/2021	26 Oktober 2021 October 26, 2021	Hasil Kajian Komite NR, GCG & PR Terkait Permohonan Persetujuan Usulan Struktur Organisasi PT Petrokimia Gresik Results of the NR, GCG & PR Committee Study Regarding the Application for Approval of the Proposed Organizational Structure of PT Petrokimia Gresik

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

No	Nomor Surat Reference number	Tanggal Date	Perihal Subject
20.	01 /NR GCG PR/XI/2021	10 Nopember 2021 November 10, 2021	Hasil Kajian Komite NR GCG & PR Terkait Permohonan Pengesahan Pedoman GCG Results of the GCG & PR NR Committee Study Regarding the Application for Ratification of the GCG Guidelines
21.	02 /NR,GCG PR/XI/2021	16 Nopember 2021 November 16, 2021	Hasil Kajian Komite NR, GCG & PR terkait Presentasi Permohonan Rekomendasi Ulang Proyek Pembangunan Gudang Urea Ekspor Results of the NR, GCG & PR Committee Study related to the Presentation of the Request for Re-Recommendation of the Export Urea Warehouse Development Project
22.	04/NR GCG PR/XI/2021	25 Nopember 2021 November 25, 2021	Telaah atas Laporan Manajemen Bulan Oktober 2021 Review of Management Report October 2021
23.	02/NR,GCG PR/XII/2021	7 Desember 2021 December 7, 2021	Hasil Kajian Komite NR, GCG & PR terkait Presentasi Permohonan Persetujuan Perubahan Struktur Organisasi PT Petrokimia Gresik Results of the NR, GCG & PR Committee Study regarding the Presentation of Applications for Approval of Changes in the Organizational Structure of PT Petrokimia Gresik
24.	04/NR GCG PR/XII/2021	22 Desember 2021 December 22, 2021	Telaah atas Laporan Manajemen Bulan Nopember 2021 Review of Management Report November 2021
25.	06/NR GCG PR/XII/2021	27 Desember 2021 December 27, 2021	Permohonan Persetujuan Rencana Kerja Komite NR GCG PR Tahun 2022 Application for Approval of the NR GCG PR Committee Work Plan 2022
26.	07 /NR GCG PR/XII/2021	30 Desember 2021 December 30, 2021	Hasil Kajian Komite NR GCG & PR Terkait Penyusunan KPI Individual Direksi PT Petrokimia Gresik Study Results of the NR GCG & PR Committee Regarding the Preparation of Individual KPIs for the Directors of PT Petrokimia Gresik

PROGRAM PENGEMBANGAN KOMPETENSI KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO

COMPETENCY DEVELOPMENT PROGRAM FOR THE NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING

Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko PT Petrokimia Gresik senantiasa mengikuti berbagai kegiatan pengembangan kompetensi untuk meningkatkan kemampuan dalam melaksanakan tugas dan fungsinya. Selama tahun 2021, program pengembangan kompetensi yang diikuti oleh Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko PT Petrokimia Gresik adalah sebagai berikut:

Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee PT Petrokimia Gresik always participates in various competency development activities to improve the ability to carry out its duties and functions. During 2021, the competency development programs participated by the Nomination & Remuneration Committee, Good Corporate Governance and PT Petrokimia Gresik Risk Monitoring are as follows:

No.	Nama Peserta Name of Participant	Tema Pengembangan Kompetensi Competency Development Theme	Tanggal / Tempat Penyelenggaraan Date / Place Implementation
1.	KETUA KOMITE NOMINASI & REMUNERASI, GCG DAN PMRI Chairman of The Nomination & Remuneration Committee, GCG and PMRI	Internalisasi Budaya Anti Korupsi di Lingkungan Pupuk Indonesia Group "Implementasi WBS Tindak Pidana Korupsi Terintegrasi KPK RI dan PT Pupuk Indonesia (Persero)" Internalization of Anti-Corruption Culture within the Pupuk Indonesia Group "Implementation of WBS for Integrated Corruption Crimes by the RI KPK and PT Pupuk Indonesia (Persero)"	30 September 2021 September 30, 2021 Online

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No.	Nama Peserta Name of Participant	Tema Pengembangan Kompetensi Competency Development Theme	Tanggal / Tempat Penyelenggaraan Date / Place Implementation
2.	KETUA, WAKIL KETUA DAN ANGGOTA KOMITE NOMINASI & REMUNERASI, GCG DAN PMRI Chairman, Vice Chairman And Members of The Nomination & Remuneration Committee, GCG and PMRI	Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) Tahun 2021 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2021	13 Desember 2021 December 13, 2021 Hybrid
3.	KOMITE NOMINASI & REMUNERASI, GCG DAN PMRI Nomination & Remuneration Committee, GCG and PMRI	"Master Class Series XXI, Competitive Strategy In a Changing Business Environment, Surviving The Wave of Pandemic & Disruptions" "Master Class Series XXI, Competitive Strategy In a Changing Business Environment, Surviving The Wave of Pandemic & Disruptions"	2 - 3 Desember 2021 December 2 -3, 2021 Bandung

REMUNERASI KOMITE GCG, SDM dan PMRI
REMUNERATION OF GCG COMMITTEE, HR and PMRI

Penentuan jumlah remunerasi Komite GCG, SDM dan PMRI ditetapkan dengan mengacu pada Peraturan Menteri BUMN Nomor PER-06/MBU/04/2021 tentang Perubahan atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara yang mengatur bahwa penghasilan anggota Komite GCG, SDM dan PMRI, yakni berupa honorarium maksimal sebesar 20% (dua puluh persen) dari gaji Direktur Utama Perusahaan dengan ketentuan pajak ditanggung Perusahaan 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.

The determination of the amount of remuneration for the GCG, HR and PMRI Committees is determined by referring to the Regulation of the Minister of SOE Number PER-06/MBU/04/2021 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-12/MBU/2012 concerning Supporting Organs for the Board of Commissioners/Board Supervisory State-Owned Enterprises which stipulates that the income of members of the GCG, HR and PMRI Committee is in the form of a maximum honorarium of 20% (twenty percent) of the salary of the Company's President Director with the provisions that the tax is borne by the Company and is not allowed to receive other income other than the honorarium. Members of the Board of Commissioners who become Chairman/members of the Audit Committee are not given additional income from this position.

Nama Name	Jabatan Position	Periode Period	Gaji Bulanan Monthly Salary	Gaji Tahunan Annual Salary	THR Holiday Allowance
Indira Chunda Thita S.	Ketua Chairman	2021	-	-	-
Noer Fajrieansyah	Wakil Ketua Vice Chairman	2021	-	-	-
Bima Paribuana	Sekretaris merangkap Anggota Secretary and Member	2021	Rp. 26.250.000	Rp. 315.000.000	Rp. 26.250.000

* Untuk Indira Chunda Thita S. dan Noer Fajrieansyah tidak mendapat honor bulanan karena merangkap sebagai dewan komisaris.
For Indira Chunda, Thita S. and Noer Fajrieansyah, they did not receive a monthly salary because they also served on the board of commissioners.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

AGENDA RAPAT KOORDINASI KOMITE AUDIT, KOMITE NOMINASI & REMUNERASI, GOOD CORPORATE GOVERNANCE DAN PEMANTAU RISIKO DENGAN PEJABAT GRADE I
AGENDA OF COORDINATION MEETINGS OF AUDIT COMMITTEE, NOMINATION & REMUNERATION COMMITTEE, GOOD CORPORATE GOVERNANCE AND RISK MONITORING WITH GRADE I OFFICERS

No	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda
1.	27 Januari 2021 January 27, 2021	Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021
2.	25 dan 26 Januari 2021 January 25 and 26, 2021	1. Pembahasan RKAP PT Petrokimia Gresik Tahun 2021 Discussion on the RKAP of PT Petrokimia Gresik in 2021 2. Pembahasan kinerja bulan Desember 2020 Discussion on December 2020 performance
3.	3 Maret 2021 March 3, 2021	1. Pembahasan Kinerja bulan Januari 2021 Discussion on January 2021 Performance 2. Update kinerja bulan Februari 2021 Performance update for February 2021 3. Perkembangan pelaksanaan audit atas laporan keuangan tahun buku 2020 The progress of the audit of the financial statements for the financial year 2020 4. Lain-lain Others
4.	25 Maret 2021 March 25, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Februari 2021 dan sampai dengan Februari 2021 Discussion of performance in February 2021 and up to February 2021 3. Reviu kinerja sampai dengan 23 Maret 2021 Performance review until March 23, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
5.	24 Maret 2021 March 24, 2021	1. Pembahasan proyek Soda Ash Soda Ash . project discussion 2. Pembahasan program Paska Kerja Asuransi Jiwasraya Discussion of the Jiwasraya Insurance Post-Employment program
6.	9 April 2021 April 9, 2021	Pembahasan Usulan Shareholder's Loan kepada PT Petro Jordan Abadi Discussion of the Shareholder's Loan Proposal to PT Petro Jordan Abadi
7.	29 April 2021 April 29, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja Maret 2021 dan sampai dengan Maret 2021 Discussion of performance in March 2021 and up to March 2021 3. Reviu kinerja sampai dengan 26 April 2021 Performance review until April 26, 2021 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
8.	27 Mei 2021 May 27, 2021	1. Tindak Lanjut Rapat Sebelumnya Follow-up to Previous Meeting 2. Pembahasan kinerja April 2021 dan sampai dengan April 2021 Discussion of performance in April 2021 and up to April 2021 3. Pembahasan draft RJPP 2020-2024 Discussion of the 2020-2024 RJPP draft 4. Perkembangan pelaksanaan audit laporan keuangan tahun buku 2020 The progress of the audit of financial statements for the financial year 2020 5. Lain-lain Others
9.	24 Juni 2021 June 24, 2021	1. Pembahasan kinerja Mei 2021 dan sampai dengan Mei 2021 Discussion of performance in May 2021 and up to May 2021 2. Reviu kinerja sampai dengan 21 Juni 2021 Performance review until June 21, 2021 3. Pembahasan Laporan Keuangan Audited Tahun Buku 2020 Discussion of Audited Financial Statements for Fiscal Year 2020 4. Lain-lain Others
10.	29 Juli 2021 July 29, 2021	1. Pembahasan kinerja Juni 2021 dan sampai dengan Juni 2021 Discussion of performance in June 2021 and up to June 2021 2. Pembahasan Laporan Hasil Pemeriksaan BPK RI pada PT Petrokimia Gresik Discussion on the Report of the Indonesian Audit Board of the Republic of Indonesia at PT Petrokimia Gresik 3. Lain-lain Others
11.	30 Agustus 2021 August 30, 2021	1. Pembahasan kinerja Juli 2021 dan sampai dengan Juli 2021 Discussion of performance in July 2021 and up to July 2021 2. Lain-lain Others
12.	22 September 2021 September 22, 2021	1. Pembahasan kinerja Agustus 2021 dan sampai dengan Agustus 2021 Discussion of performance in August 2021 and up to August 2021 2. Lain-lain Others



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda
13.	22 Oktober 2021 October 22, 2021	<ol style="list-style-type: none"> Pembahasan kinerja September 2021 dan sampai dengan September 2021 Discussion of performance in September 2021 and up to September 2021 Lain-lain Others
14.	24 November 2021 November 24, 2021	<ol style="list-style-type: none"> Pembahasan kinerja Oktober 2021 dan sampai dengan Oktober 2021 Discussion of performance in October 2021 and up to October 2021 Lain-lain Others
15.	22 Desember 2021 December 22, 2021	<ol style="list-style-type: none"> Pembahasan kinerja November 2021 dan sampai dengan November 2021 Discussion of performance in November 2021 and up to November 2021 Area of Improvement GCG Update progres audit Laporan Keuangan Tahun Buku 2021 Update on the audit progress of the 2021 Financial Statements Fiscal Year Lain-lain Others

**PENILAIAN DEWAN KOMISARIS TERHADAP
KINERJA KOMITE DI BAWAH DEWAN KOMISARIS**

ASSESSMENT OF THE BOARD OF COMMISSIONERS ON PERFORMANCE
OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

Dalam menjalankan fungsi pengawasan, Dewan Komisaris PT Petrokimia Gresik dibantu oleh Komite Audit dan Komite Nominasi & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko.

Sepanjang tahun 2021, 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 & Remunerasi, *Good Corporate Governance* dan Pemantau Risiko telah melaksanakan tugas dan tanggung jawabnya dengan baik.

In carrying out its supervisory function, the Board of Commissioners of PT Petrokimia Gresik is assisted by the Audit Committee and the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee.

Throughout 2021, the Board of Commissioners has made observations on the performance of the two committees, including written reports, meetings and reviews/recommendations given. The Board of Commissioners assesses that the Audit Committee and the Nomination & Remuneration, Good Corporate Governance and Risk Monitoring Committee have carried out their duties and responsibilities well.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

SEKRETARIS PERUSAHAAN
CORPORATE SECRETARY

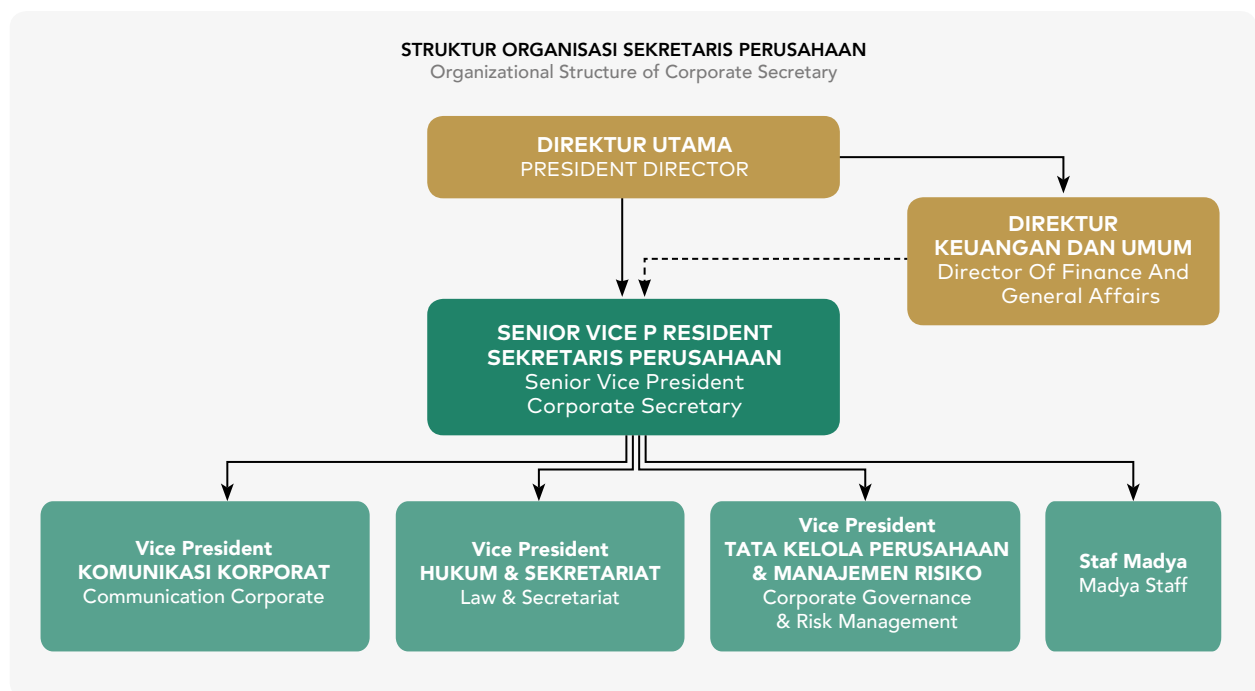
Sekretaris Perusahaan PT Petrokimia Gresik memiliki fungsi dan tanggung jawab antara lain memastikan Perseroan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG; memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris secara berkala dan/atau sewaktu-waktu; sebagai penghubung antara Perseroan dengan Pemegang Saham serta Pemangku Kepentingan lainnya (Liaison Officer); dan menatausahakan serta menyimpan dokumen perusahaan, termasuk Daftar Pemegang Saham, Daftar Khusus dan risalah rapat Direksi, rapat Dewan Komisaris dan RUPS.

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 the functions and responsibilities, among others, to ensure that the Company complies with regulations regarding disclosure requirements in line with the implementation of GCG principles; provide information needed by the Board of Directors and the Board of Commissioners periodically and/or at any time; as a liaison between the Company and the Shareholders and other Stakeholders (Liaison Officer); and administering and keeping company documents, including the Register of Shareholders, Special Register and minutes of the Board of Directors meetings, Board of Commissioners meetings and GMS.

The Corporate Secretary is appointed and dismissed through a Decision of the Board of Directors based on PG's internal mechanism with the approval of the Board of Commissioners. Therefore, the organizational structure of the Corporate Secretary is directly under the President Director

STRUKTUR ORGANISASI SEKRETARIS PERUSAHAAN
ORGANIZATIONAL STRUCTURE OF CORPORATE SECRETARY





PROFIL DAN DASAR HUKUM PENGANGKATAN SEKRETARIS PERUSAHAAN PT PETROKIMIA GRESIK

PROFILE AND LEGAL BASIS FOR THE APPOINTMENT OF
A CORPORATE SECRETARY OF PT PETROKIMIA GRESIK



YUSUF WIBISONO

SVP SEKRETARIS PERUSAHAAN

SENIOR VICE PRESIDENT OF CORPORATE SECRETARY

Maret 2017 – sampai sekarang

March, 2017 - until now

Sejak Maret 2017 sampai dengan saat ini, SVP Sekretaris Perusahaan dijabat oleh Yusuf Wibisono.

Since March 2017 until now, the SVP of Corporate Secretary has been held by Yusuf Wibisono.

Merupakan Warga Negara Indonesia, lahir tanggal, 10 Juni 1970. Meraih gelar Sarjana Teknik Universitas Brawijaya Malang tahun 1994.

An Indonesian citizen, born on June 10, 1970. He holds a Bachelor's degree in Engineering from Brawijaya University, Malang in 1994.

Mengawali karir di PT Petrokimia Gresik dengan berbagai jabatan diantaranya Manager Audit Operasional (2013-2014), Manager Hubungan Masyarakat (2014-2017), Manager *Corporate Social Responsibility* (2017) dan Sekretaris Perusahaan (2017-sekarang). Selain itu juga menjabat sebagai Komisaris RS Gresik Graha Medika (RSPG) (2017-2018), Komisaris Utama PT Kawasan Industri Gresik (2018-2021) dan Komisaris Utama PT Gresik Cipta Sejahtera (2021-sekarang).

Started his career at PT Petrokimia Gresik with various positions including Operational Audit Manager (2013-2014), Public Relations Manager (2014-2017), Corporate Social Responsibility Manager (2017) and Corporate Secretary (2017-present). In addition, he also serves as 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 (2021-present).

Pengangkatan Yusuf Wibisono sebagai Sekretaris Perusahaan ditetapkan dengan Surat Keputusan Direksi PT Petrokimia Gresik nomor 0408/NK.00.02/03/SK/2017.

The appointment of Yusuf Wibisono as Corporate Secretary was determined by the Decree of the Board of Directors of PT Petrokimia Gresik number 0408/NK.00.02/03/SK/2017.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

KEGIATAN SEKRETARIS PERUSAHAAN SELAMA TAHUN 2021 ACTIVITIES OF THE CORPORATE SECRETARY DURING 2021

Dalam menjalankan kegiatan selama tahun 2021, Sekretaris Perusahaan mengacu pada tugas dan tanggung jawab yang tertuang dalam Peraturan Menteri Negara BUMN No. PER — 01 /MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara, Keputusan Menteri BUMN No. SK-16/S.MBU/2012 tanggal 06 Juni 2012 tentang Indikator/ Parameter Penilaian Dan Evaluasi Atas Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) Pada Badan Usaha Milik Negara, dan Pedoman GCG PT Petrokimia Gresik, dengan rincian sebagai berikut:

Memastikan agar PG mematuhi peraturan tentang persyaratan keterbukaan, yaitu memberikan informasi yang materuil dan relevan serta tepat waktu kepada stakeholders.

Selama tahun 2021, Sekretaris Perusahaan telah melaksanakan kegiatan sebagai berikut:

In carrying out activities during 2021, the Corporate Secretary refers to the duties and responsibilities contained in the Regulation of the Minister of State for SOEs No. PER — 01 /MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, Decree of the Minister of SOEs No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/ Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises, and GCG Guidelines for PT Petrokimia Gresik, with details as follows:

Ensure that PG complies with regulations regarding disclosure requirements, namely providing material, relevant and timely information to stakeholders.

During 2021, the Corporate Secretary has carried out the following activities:

No	Kegiatan Activity	Periode Period
1.	Penyampaian Laporan Manajemen Bulanan Submission of Monthly Management Report	Bulan Monthly
2.	Penyampaian Laporan Manajemen Triwulanan Submission of Quarterly Management Report	Triwulanan Quarterly
3.	Penyampaian Laporan Manajemen Tahunan Submission of Annual Management Report	Tahunan Annual
4.	Informasi yang disajikan dalam website perusahaan Information presented on the Company website	Bulan Monthly
5.	Penyiapan Press Release untuk Direksi Preparation of Press Release for Board of Directors	Sewaktu-waktu At any time
6.	Penyampaian informasi lainnya Delivery of other information	Sewaktu-waktu At any time

Sebagai Liaison Officer, yaitu menjalankan tugas sebagai pejabat penghubung antara Direksi dengan Dewan Komisaris, Pemegang Saham dan Stakeholders lainnya.

Selama tahun 2021, Sekretaris Perusahaan telah mengorganisasikan dan mengkoordinasikan beberapa kegiatan, antara lain:

As a Liaison Officer, which carries out duties as a liaison officer between the Board of Directors and the Board of Commissioners, Shareholders and other Stakeholders.

During 2021, the Corporate Secretary has organized and coordinated several activities, including:

No	Kegiatan Activity	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 directions of the Board of Directors
2.	Rapat Direksi dan Dewan Komisaris Joint Meeting of the Board of Directors and Board of Commissioners	Penyiapan materi dan tindak lanjut arahan Dewan Komisaris Preparation of materials and follow-up on directions of the Board of Commissioners

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

No	Kegiatan Activity	Keterangan Description
3.	Rapat Umum Pemegang Saham General Meeting of Shareholders	Penyiapan materi Preparation of Materials: 1. RUPS Tahunan (RUPS Kinerja) Annual GMS (Performance GMS) 2. RUPS Luar Biasa Extraordinary GMS
4.	Press Conference Press Conference	Mewakili perusahaan memberikan keterangan kepada media Representing the company giving information to the media
5.	Rapat Dengar Pendapat Dewan (RDPD), Focus Group Discussion atau Rapat Lainnya Board Hearing Meeting, Focus Group Discussion or Other Meetings	FGD dengan mitra bisnis PT Petrokimia Gresik FGD with business partner PT Petrokimia Gresik
6.	Menerima kunjungan Receiving Visits	Menerima kunjungan tamu Perusahaan Receiving company guest visits
7.	Menyelenggarakan program pengenalan Direksi dan Dewan Komisaris Organizing induction program for the Board of Directors and Board of Commissioners	Pengenalan Anggota Dewan Komisaris Baru dan Direktur Direktur Utama tanggal 26 Agustus 2020 di Gresik Introduction of New Members of the Board of Commissioners and Director of the President Director on 26 August 2020 in Gresik
8.	Melaporkan pelaksanaan tugas Reporting duty implementation	Laporan Bulanan Kinerja Sekretaris Perusahaan Corporate Secretary Performance Monthly Report
9.	Mewakili Direksi dan Manajemen Representing the Board of Directors and Management	1. Nara sumber dalam forum Resource persons in the forum 2. Penerimaan penghargaan Award Reception

Menjalankan fungsi penatausahaan dan pendokumentasian, pemeliharaan dan penyimpanan dokumen-dokumen Perusahaan.

Selama tahun 2021, Sekretaris Perusahaan telah melaksanakan kegiatan pendokumentasian, antara lain:

Carry out the functions of administration and documentation, maintenance and storage of Company documents.

During 2021, the Corporate Secretary has carried out documentation activities, including:

No	Kegiatan Activity	Keterangan Description
1.	Daftar Pemegang Saham Shareholders List	Terdokumentasi Documented
2.	Daftar Khusus Special List	Terdokumentasi dan direviu setiap tahun Documented and reviewed every year
3.	Risalah RUPS GMS Minutes	Terdokumentasi Documented

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

Selain itu, Sekretaris Perusahaan juga menghadiri beberapa rapat rutin dalam rangka pelaksanaan tugas dan mendampingi Direksi selama tahun 2021, sebagai berikut:

In addition, the Corporate Secretary also attended several regular meetings in implementing duties and accompanying the Board of Directors throughout 2021, as follows:

No	Rutin Regular	Kegiatan Activity
		Terkait Tugas Sekretaris Perusahaan Related to Corporate Secretary Duties
1.	Rapat Direksi Meeting of the Board of Directors	1. Penyusunan <i>Annual Report</i> Annual Report preparation
2.	Rapat Direksi dengan Dewan Komisaris Joint Meeting of the Board of Directors and Board of Commissioners	2. Rapat koordinasi dengan Pupuk Indonesia Group Coordination meeting with Pupuk Indonesia Group
3.	Rapat Anggaran Budget Meeting	3. Rapat koordinasi dengan <i>stakeholder</i> perusahaan Coordination meeting with company stakeholders
4.	Rapat Direktorat Directorate Meeting	4. Menghadiri sosialisasi dan seminar Attend socialization and seminars
5.	Sidang SP2K3 dan P2K3 SP2K3 and P2K3 Meeting	5. Mengikuti pelatihan dan workshop pengembangan kompetensi Participate in competency development training and workshops
6.	Pendampingan Direksi Board of Directors Assistance	6. Penyerahan bantuan perusahaan Handing over company assistance
		7. Penerapan Tata Kelola Perusahaan Implementation of Good Corporate Governance
		8. Penerapan Manajemen Risiko Application of Risk Management
		9. Penerapan Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 Implementation of Anti-Bribery Management System (SMAP) ISO 37001:2016
		10. Rapat internal dengan Unit Kerja Internal meeting with Work Unit

PENGEMBANGAN KOMPETENSI SEKRETARIS PERUSAHAAN

CORPORATE SECRETARY COMPETENCY DEVELOPMENT

Program pengembangan kompetensi yang diikuti Sekretaris Perusahaan PT Petrokimia Gresik selama tahun 2021, sebagai berikut:

The competency development programs that the Corporate Secretary of PT Petrokimia Gresik will participate in during 2021 are as follows:

Tema Pengembangan Kompetensi Competency Development Theme	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
Pelatihan dan sertifikasi Profesi Certified Chief Governance Officer (CCGO) Certified Chief Governance Officer (CCGO) Professional Training and Certification	2-3 September 2020 September 2-3, 2020	PT Pupuk Indonesia
AKHLAK Based Leadership : Leader as Meaning Maker (Collaboration and Shift the Orientation) AKHLAK Based Leadership: Leader as Meaning Maker (Collaboration and Shift the Orientation)	13 November 2020 November 13, 2020	ACT Consulting
Executive Briefing dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) 2020 Executive Briefing in Commemoration of World Anti-Corruption Day 2020	8 Desember 2020 December 8, 2020	Visi Integritas

Penilaian Kinerja Sekretaris Perusahaan

Penilaian Kinerja Sekretaris Perusahaan PG berdasarkan Penilaian Kinerja Akhir (PAK). Berikut hasil penilaian kinerja PAK pada tahun 2021.

Performance Assessment of Corporate Secretary

Performance Assessment of the Corporate Secretary of PG is based on the Final Performance Assessment. The performance assessment result in 2021 is as follows:



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Rincian Target Target Details	Pencapaian Achievement	Nilai Score
(Financial) - Gap ROIC to WACC	2,70	4
(Financial) - Working Capital Loan To Current Asset	85	4
(Financial) - Interest Bearing Debt to EBITDA	3,37	4
(Financial) - Cashflow From Operation (CFO)	4.202,62	4
(Financial) - Pengendalian biaya non bahan baku Non-raw material cost control	Pengendalian Biaya Non Bahan Baku Non Raw Material Cost Control ≤100%	4
(Customer) - Indeks Maturiti PMR PMR Maturity Index	3,08	3
(Customer) - Penurunan Tingkat Utama Risiko Perusahaan	100%	4
(Customer) - Nilai Survey persepsi Publik	86,80%	4
(Internal Business Process) - Berita Positif di Media Nasional Positive News in National Media	2.368 berita	4
(Internal Business Process) - Berita Negatif di Media Nasional Negative News in National Media	0%	4
(Internal Business Process) - Lost Time Injury Frequency Rate (LTIFR) / Total Recordable Incident Rate	Sampai dengan Bulan Desember 2021, tidak terjadi kecelakaan, 0 LTIFR Until December 2021, no accidents, 0 LTIFR	4
(Internal Business Process) - %Pemenuhan perizinan NPB Single Branding Urea & NPK Komersil %Fulfillment of NPB Single Branding Urea & Commercial NPK licensing	Terbitnya Sertifikat NPB Phonska Plus Pupuk Indonesia dan NPB Nitrea (Pupuk Urea Pupuk Indonesia) Issuance of Phonska Plus Fertilizer Indonesia NPB Certificate and Nitrea NPB (Indonesian Fertilizer Urea Fertilizer)	4
(Internal Business Process) - Skor Asessmen GCG GCG Assessment Score	94,06	4
(Internal Business Process) - %Pemenuhan Legal Opinion sesuai dengan permintaan user %Fulfillment of Legal Opinion according to user's request	Sampai dengan Bulan Desember 2021, telah melakukan review dan analisa untuk Legal Opinion 100% dari 49 LO yang diminta Manajemen atau Unit Kerja Until December 2021, has conducted a review and analysis for 100% Legal Opinion from 49 LOs requested by Management or Work Units	4
(Internal Business Process) - %Realisasi Agenda Rapat Direksi %Realization of Board of Directors Meeting Agenda	12 kali	4
(Internal Business Process) - Surveillance SMAP ISO 37001:2016	Mencapai skor 3 karena pada tahun 2021, penerapan SMAP telah berhasil mendapat Sertifikasi Keberlanjutan ISO 37001:2016 dari lembaga eksternal Achieved a score of 3 because in 2021, the implementation of SMAP has succeeded in obtaining the ISO 37001:2016 Sustainability Certification from an external institution	4
(Learning & Growth) - Peningkatan AKHLAK Value Internalization Index Increase in AKHLAK Value Internalization Index	Tercapai Reached 29.2%	4
(Learning & Growth) - Keterlibatan karyawan dalam inovasi Employee engagement in innovation	Sampai dengan Bulan Desember 2021, Seluruh personal dari Kompartemen Sekretaris Perusahaan telah ikut serta dalam penyusunan inovasi atau 100% Until December 2021, all personnel from the Corporate Secretary Compartment have participated in the preparation of innovations or 100%	4

Keterangan:

Nilai PAK: > 3,6 – 4,0; Huruf: A: Sangat Baik.

Nilai PAK: > 3,2 – 3,6; Huruf: B: Baik.

Nilai PAK: > 2,8 – 3,2; Huruf: C: Sedang.

Nilai PAK: = 2,8; Huruf: D; Kurang

Information:

Score: > 3.6 – 4.0; Letter: A: Excellent.

Score: > 3.2 – 3.6; Letter: B: Good.

Score: > 2.8 – 3.2; Letter: C: Satisfactory.

Score: ≤ 2.8; Letter: D; Poor.

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

AUDIT INTERNAL
INTERNAL AUDIT

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.

The internal audit and supervisory functions at PT Petrokimia Gresik are carried out by the Internal Audit Compartment (SPI), which is one level below the President Director. SPI PT Petrokimia Gresik has been established since 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.

PIAGAM AUDIT INTERNAL
CHARTER OF INTERNAL AUDIT

Guna mendukung pelaksanaan tugas dan fungsinya, SPI telah dilengkapi dengan Piagam Audit Internal (*Internal Audit Charter*) yang menyediakan kerangka fungsional dan organisasi bagi SPI. Tugas pokok, fungsi, dan wewenang auditor internal telah dinyatakan secara formal dalam Piagam Audit Internal.

In order 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 SPI. The main duties, functions, and powers of the internal auditors have been formally stated in the Internal Audit Charter.

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 Nomor 0207/B/WA.01.02/07/SK/2021 tanggal 16 Juli 2021.

The Internal Audit Charter is reviewed periodically to ensure that the contents and materials are still adequate to support the achievement of SPI objectives. The latest amendment to the Internal Audit Charter has been determined by the President Director and approved by the President Commissioner as contained in the Decree of the Board of Directors of PT Petrokimia Gresik Number 0207/B/WA.01.02/07/SK/2021 dated 16 July 2021.

VISI DAN MISI KOMPARTEMEN AUDIT INTERN
VISION AND MISSION OF INTERNAL AUDIT COMPARTMENT

Visi dan Misi SPI sebagaimana ditetapkan dalam Piagam Audit Internal yaitu:

SPI's Vision and Mission as stipulated in the Internal Audit Charter are:

VISI
VISION

Menjadi auditor internal profesional yang mendukung pencapaian tujuan Perusahaan.
Become a professional internal auditor who supports the achievement of the Company's goals.

MISI
MISSION

- a. Memberikan nilai tambah bagi Perusahaan melalui pelaksanaan audit dan konsultasi;
 - b. Memastikan efektivitas pelaksanaan fungsi manajemen risiko oleh *risk owner* dan *risk manager*;
 - c. Meningkatkan kompetensi personil secara berkesinambungan
- a. Provide added value to the Company through the implementation of audits and consultations;
 - b. Ensuring the effectiveness of the implementation of the risk management function by the risk owner and risk manager;
 - c. Continuously improve personnel competence



TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

TUGAS POKOK, FUNGSI, DAN WEWENANG AUDITOR INTERNAL

DUTIES, FUNCTIONS, AND AUTHORITY OF INTERNAL AUDIT

TUGAS POKOK

- a. Membantu Direksi dan seluruh Unit Kerja Perusahaan dalam meningkatkan mutu pelaksanaan tugas untuk mencapai tujuan Perusahaan.
- 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 Perusahaan.
- b. Melaksanakan audit dan penilaian efisiensi, efektivitas, keekonomisan, ketaatan, dan kepatuhan atas kegiatan Unit Kerja Perusahaan.
- 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 Perusahaan dengan pendekatan yang sistematis.

WEWENANG

Dalam melaksanakan tugas dan fungsinya, SPI berwenang untuk:

- a. Mendapatkan akses yang tidak terbatas terhadap aset Perusahaan 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, Assessor 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.

THE MAIN DUTIES

- a. Assist the Board of Directors and all Company Work Units in improving the quality of the implementation of tasks to achieve the Company's goals.
- b. Provide assistance to external auditors, assessors and/or consultants.

FUNCTIONS

- a. Carry out an evaluation of the effectiveness of the implementation of internal control, risk management, and corporate governance processes, in accordance with the laws and regulations and company policies.
- b. Carry out audits and assessments of efficiency, effectiveness, economy, compliance, and compliance with the activities of the Company's Work Units.
- c. Conduct an assessment of the risk management process (context setting, risk assessment, and risk management).
- d. Provide 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 is authorized to:

- a. Gain unrestricted access to Company 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 a follow-up on a problem is taken.
- c. Communicating directly with the Board of Directors, Board of Commissioners, and the Audit Committee.
- d. Coordinate with Auditors, Assessors and/or External Consultants on assurance and consulting activities by external parties.
- e. Coordinating, synergizing, and communicating with the Internal Control Unit/SPI of PT Pupuk Indonesia (Persero) and its Subsidiaries.

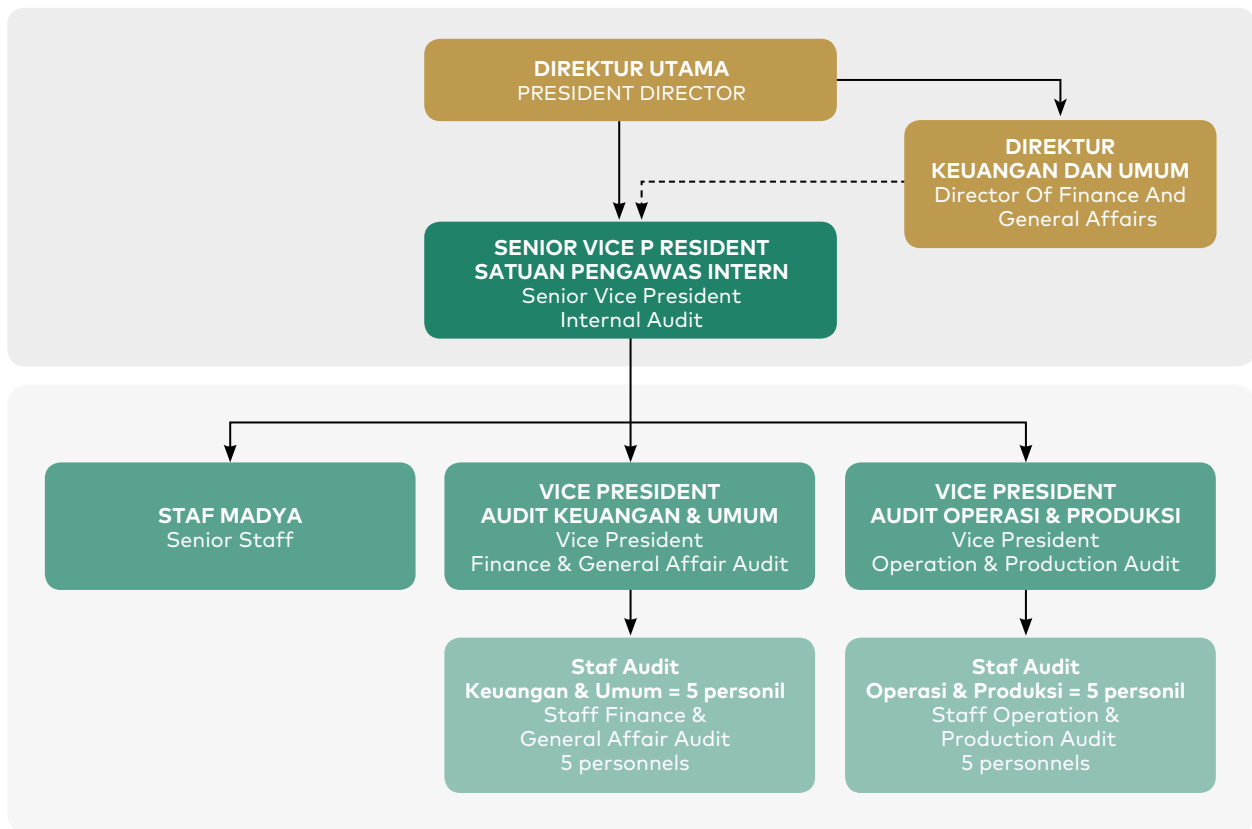
TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

STRUKTUR ORGANISASI DAN JUMLAH ANGGOTA SATUAN PENGAWASAN INTERN
ORGANIZATIONAL STRUCTURE AND NUMBER OF MEMBERS OF THE INTERNAL AUDIT UNIT

Sesuai Piagam Audit Internal, SPI dipimpin oleh seorang *Senior Vice President (SVP)* yang diangkat dan diberhentikan oleh Direktur Utama berdasarkan mekanisme internal Perusahaan dengan persetujuan Dewan Komisaris. SVP Satuan Pengawasan Intern (SVP SPI) secara struktural bertanggung jawab langsung kepada Direktur Utama.

According to the Internal Audit Charter, Komp AI is headed by a Senior Vice President (SVP) who is appointed and dismissed by the President Director based on the Company's internal mechanisms with the approval of Board of Commissioners. The SVP Audit Intern (SVP AI) is responsible directly to the President Director.

STRUKTUR ORGANISASI SPI PER 31 DESEMBER 2021 SPI
Organizational Structure as of 31 December 2021



Dalam menjalankan tugasnya, SVP SPI dibantu oleh 2 (dua) orang Vice President (VP) yang masing-masing membawahkan 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

In carrying out their duties, SVP SPI is assisted by 2 (two) Vice Presidents (VP), each in charge of the Finance & General Audit Department and the Operations & Production Audit Department. The division of the 2 (two) Departments is based on the type of assignment to each Department, namely the Finance & General Audit Department which is tasked with conducting audits/evaluations of all activities, internal control systems and risk control of Work Units in the Main Directorate and the Finance & General Directorate, while the Operations &

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Departemen Audit Operasi & Produksi bertugas untuk melakukan audit/evaluasi atas seluruh kegiatan, sistem pengendalian internal dan pengendalian risiko Unit Kerja pada Direktorat Operasi & Produksi.

Sampai dengan 31 Desember 2021, jumlah personil SPI sebanyak 13 (tiga belas) auditor dengan rincian sebagai berikut :

Production Audit Department is tasked with conducting audits/evaluations of all activities, internal control systems and risk control of the Work Unit at the Operations & Production Directorate.

As of December 31, 2021, the number of SPI personnel is 13 (thirteen) auditors with the following details:

No	Nama Jabatan Title of Position	Jumlah Anggota Number of Members
1.	SVP Satuan Pengawasan Intern Senior Vice President Internal Control Unit	1
2.	Staf Madya Senior Staff	-
3.	VP Audit Keuangan & Umum VP Finance & General Affair Audit	1
4.	VP Audit Operasi & Produksi VP Operation & Production Audit	1
5.	Staf Audit Keuangan & Umum Staff Finance & General Affair Audit	5
6.	Staf Audit Operasi & Produksi Staff Operation & Production Audit	5
TOTAL TOTAL		13

PROFIL SENIOR VICE PRESIDENT SATUAN PENGAWASAN INTERN

PROFILE OF SENIOR VICE PRESIDENT INTERNAL AUDIT



ABDULLAH SAYIDI

SVP SATUAN PENGAWASAN INTERN
SENIOR VICE PRESIDENT OF INTERNAL AUDIT

Sejak tanggal 1 November 2017 sampai dengan s.d 31 Mei 2021, GM Audit Intern dijabat oleh Abdullah Sayidi, S.E., Ak., MM.

Merupakan Warga Negara Indonesia, lahir di Malang, 27 Mei 1965. Meraih gelar Sarjana Ekonomi dari Universitas

Periode 1 Januari – 31 Mei 2021
Period January 1, 2021 - May 31, 2021

Since November 1, 2017 until May 31, 2021, the GM Internal Audit has been held by Abdullah Sayidi, S.E., Ak., MM.

An Indonesian citizen, born in Malang, 27 May 1965. He holds a Bachelor of Economics degree from Airlangga University in 1997 and Master of Management from Ibn

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

Airlangga pada tahun 1997 dan Magister Manajemen dari Universitas Ibn Khaldun pada tahun 2008. Memperoleh Certified Risk Management (CRM) tahun 2013, Chartered Accountant (CA) dari Ikatan Akuntan Indonesia (IAI) tahun 2014, Profesional Internal Auditor (PIA) tahun 2014, sertifikasi Enterprise Risk Management Associate Professional (ERMAP) dari Center Risk Management Studies (CRMS) Indonesia pada tahun 2018, dan sertifikasi Certified Chief Governance Officer (CCGO) pada tahun 2019.

Mengawali karir di PT Petrokimia Gresik sejak tanggal 18 Desember 2013 sebagai GM Audit Intern. Pernah ditugaskan sebagai GM Administrasi Keuangan sejak tanggal 1 Juli 2016.

Pengangkatan Abdullah Sayidi sebagai GM Audit Intern ditetapkan dengan Surat Keputusan Direksi PT Petrokimia Gresik nomor 0408/NK.00.02/03/ SK/2017 tanggal 24 Oktober 2017 tentang Kenaikan/Mutasi Jabatan. Penunjukan GM Audit Intern tersebut telah mendapatkan persetujuan Dewan Komisaris, dengan proses sebagai berikut:

- Surat Direktur Utama kepada Dewan Komisaris nomor 5423/NK.00.02/03/DR/2017 perihal Calon GM Audit Intern dan Sekretaris Perusahaan.
- Surat Dewan Komisaris kepada Direktur Utama nomor 103/RHS/10/DK/2017 perihal Persetujuan Usulan Sekretaris Perusahaan dan GM Audit Intern

Khaldun University in 2008. He obtained Certified Risk Management (CRM) in 2013, Chartered Accountant (CA) from Indonesian Institute of Accountants (IAI) in 2014, Professional Internal Auditor (PIA) in 2014, Enterprise Risk Management Associate Professional (ERMAP) certification from the Center for Risk Management Studies (CRMS) Indonesia in 2018, and Certified Chief Governance Officer (CCGO) certification in year 2019.

Started his career at PT Petrokimia Gresik on December 18, 2013 as GM Internal Audit. Has been assigned as GM Financial Administration since July 1, 2016.

The appointment of Abdullah Sayidi as GM Internal Audit was determined by the Decree of the Board of Directors of PT Petrokimia Gresik number 0408/NK.00.02/03/SK/2017 dated October 24, 2017 concerning Promotion/Motation of Position. The appointment of the GM Internal Audit has been approved by the Board of Commissioners, with the following process:

- President Director's letter to the Board of Commissioners number 5423/NK.00.02/03/DR/2017 regarding Candidates for GM Internal Audit and Corporate Secretary.
- Board of Commissioners' letter to the President Director number 103/RHS/10/DK/2017 regarding Approval of Proposals from the Corporate Secretary and GM Internal Audit



PROFIL SENIOR VICE PRESIDENT SATUAN PENGAWASAN INTERN PROFILE OF SENIOR VICE PRESIDENT INTERNAL AUDIT



I GUSTI PUTU RAKA ARTHAMA

SVP SATUAN PENGAWASAN INTERN SENIOR VICE PRESIDENT OF INTERNAL AUDIT

Sejak tanggal 1 Oktober 2021 sampai dengan saat ini, SVP Satuan Pengawasan Intern dijabat oleh I Gusti Putu Raka Arthama, Ir., M.MT.

Merupakan Warga Negara Indonesia, lahir di Tabanan, 02 Mei 1967. Meraih gelar Sarjana Teknik Elektro dari Institut Teknologi Sepuluh Nopember pada tahun 1991 dan Magister Manajemen Teknologi dari Institut Teknologi Sepuluh Nopember pada tahun 2007. Memperoleh Sertifikasi ERM MAP (*Enterprise Risk Management Associate Professional*) pada tahun 2019 dan Sertifikat *Profesional Internal Auditor* (PIA) tahun 2020.

Mengawali karir di PT Petrokimia Gresik sejak tanggal 01 Januari 1992 sampai dengan 2015 di Departemen Pemeliharaan II, lalu tahun 2015-2016 sebagai Staf Utama Muda Komp Teknologi, dan pada tahun 2016-2021 sebagai VP Audit Operasi & Produksi.

Pengangkatan I Gusti Putu Raka Arthama sebagai SVP Satuan Pengawasan Intern ditetapkan dengan Surat Keputusan Direksi PT Petrokimia Gresik nomor 0260/B/NK.02.05/03/SK/2021 tanggal 29 September 2021 tentang Promosi Jabatan. Penunjukan SVP Satuan Pengawasan Intern tersebut telah mendapatkan persetujuan Dewan Komisaris, dengan proses sebagai berikut:

Periode 1 Oktober – 31 Desember 2021
Period October 1, 2021 - December 31, 2021

Since October 1, 2021 until now, the SVP of the Internal Audit Unit has been held by I Gusti Putu Raka Arthama, Ir., M.MT.

An Indonesian citizen, born in Tabanan, 02 May 1967. He holds 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 in 2007. Obtained ERM MAP (*Enterprise Risk Management Associate Professional*) Certification in 2019 and Professional Internal Auditor (PIA) Certificate in 2020.

Started his career at PT Petrokimia Gresik from January 1, 1992 to 2015 at the Maintenance Department II, then in 2015-2016 as Young Main Staff of Komp Teknologi, and in 2016-2021 as VP Operation & Production Audit.

The appointment of I Gusti Putu Raka Arthama as SVP of the Internal Audit Unit is determined by the Decree of the Directors of PT Petrokimia Gresik number 0260/B/NK.02.05/03/SK/2021 dated September 29, 2021 regarding Promotion of Position. The appointment of the Internal Audit Unit SVP has been approved by the Board of Commissioners, with the following process:

TATA KELOLA PERUSAHAAN

GOOD CORPORATE GOVERNANCE

- Surat Direktur Utama kepada Dewan Komisaris nomor 0067/B/NK.02.05/03/DK/2021 tanggal 29 Juni 2021 perihal Usulan Pergantian SVP Satuan Pengawasan Intern.
- Surat Dewan Komisaris kepada Direktur Utama nomor 0044/BK/NK.02.05/99/DK/2021 tanggal 08 Juli 2021 perihal Persetujuan Usulan Penggantian SVP Satuan Pengawasan Intern.
- The President Director's letter to the Board of Commissioners number 0067/B/NK.02.05/03/DK/2021 dated June 29, 2021 regarding the Proposal to Replace the Internal Audit Unit SVP.
- Letter of the Board of Commissioners to the President Director number 0044/BK/NK.02.05/99/DK/2021 dated July 8, 2021 regarding Approval of the Proposed Replacement of the Internal Audit Unit SVP.

PENGEMBANGAN KOMPETENSI SVP AUDIT INTERN TAHUN 2021

COMPETENCY DEVELOPMENT OF SVP OF INTERNAL AUDIT IN 2021

Selama tahun 2021, SVP SPI PT Petrokimia Gresik mengikuti beberapa program pengembangan kompetensi, antara lain sebagai berikut:

During 2021, SVP SPI PT Petrokimia Gresik participated in several competency development programs, including the following:

Nama Peserta dan Jabatan Name of Participant and Position	Judul Pelatihan Title of Training	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
ABDULLAH SAYIDI SVP Satuan Pengawasan Intern Senior Vice President Internal Audit Periode Period : 1 Januari 2021 s/d 31 Mei 2021 January 1, 2021 to May 31, 2021	Pelatihan Interpretasi KPKU-BUMN 2021 Kategori 1-7 KPKU-BUMN 2021 Interpretation Training Category 1-7	Online 03 Maret 2021 March 03, 2021	Lead Consultant KPKU BUMN
	E-Learning Bimbingan Teknis Pengendalian Gratifikasi E-Learning Gratification Control Technical Guidance	Online 05 Maret 2021 March 05, 2021	Komisi Pemberantasan Korupsi Corruption Eradication Commission
	Pelatihan Penyegaran Sistem Manajemen Anti Penyuapan (SMAP) ISO 37000 : 2016 tahun 2021 Refresher Training on Anti-Bribery Management System (SMAP) ISO 37000 : 2016 year 2021	Online 12-13 April 2021 April 12-13, 2021	RSM Indonesia
SERTIFIKASI Certification		PENYELENGGARA Organizer	
CCGO (<i>Certified Chief Governance Officer</i>)		Center for Risk Management Studies (CRMS) Indonesia	
ERMAP (Enterprise Risk Management Associate Professional)		Enterprise Risk Management Academy (ERMA)	
PIA (<i>Professional Internal Auditor</i>)		Pusat Pengembangan Akuntansi dan Keuangan (PPA&K) dan PT BISA Center for Accounting and Finance Development (PPA&K) and PT BISA	

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Selama tahun 2021, SVP SPI PT Petrokimia Gresik mengikuti beberapa program pengembangan kompetensi, antara lain sebagai berikut:

During 2021, SVP SPI PT Petrokimia Gresik participated in several competency development programs, including the following:

Nama Peserta dan Jabatan Name of Participant and Position	Judul Pelatihan Title of Training	Waktu Penyelenggaraan Time of Implementation	Penyelenggara Organizer
I GUSTI PUTU RAKA ARTHAMA SVP Satuan Pengawasan Intern Senior Vice President Internal Audit	Pelatihan Penerapan SJH & Kompetensi Penyalia Halal Berbasis Kompetensi HAS Implementation Training & Competency-Based Halal Supervisor	Online 14-15 Desember 2021 December 14-15, 2021	Indonesia Halal Training & Education Center
Periode Period : 1 Oktober 2021 s/d 31 Desember 2021 October 1, 2021 to December 31, 2021	SERTIFIKASI Certification	PENYELENGGARA Organizer	
	ERMAP (Enterprise Risk Management Associate Professional) PIA (<i>Professional Internal Auditor</i>)	Enterprise Risk Management Academy (ERMA) Pusat Pengembangan Akuntansi dan Keuangan (PPA&K) dan PT BISA Center for Accounting and Finance Development (PPA&K) and PT BISA	

SASARAN DAN OBJEK AUDIT INTERNAL

INTERNAL AUDIT TARGETS AND OBJECTS

Sasaran audit internal yang dilakukan oleh SPI adalah untuk meyakini bahwa sistem pengendalian internal telah memberikan keyakinan memadai terhadap:

The objective of the internal audit conducted by SPI is to ensure that the internal control system has provided adequate assurance on:

1. Kewajaran dan keakuratan informasi keuangan dan operasional;
2. Keekonomisan, efisiensi, dan efektivitas operasional;
3. Usaha mengurangi risiko bisnis;
4. Pengamanan aset perusahaan;
5. Kepatuhan terhadap peraturan perundang-undangan, kebijakan serta prosedur yang berlaku.

1. Fairness and accuracy of financial and operational performance;
2. Economic, efficiency, and effectiveness of operations;
3. Efforts to minimize business risks;
4. Security of Company's assets;
5. Compliance with the prevailing laws and regulations, as well as policies and procedures.

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.

The object of internal audit carried out by SPI includes all activities, internal control systems and risk control of the Work Unit at PT Petrokimia Gresik, as well as the implementation of PT Petrokimia Gresik's policies and activities of strategic value in Subsidiaries.

TATA KELOLA PERUSAHAAN GOOD CORPORATE GOVERNANCE

URAIAN PELAKSANAAN TUGAS SATUAN PENGAWASAN INTERN 2021

DESCRIPTION OF THE IMPLEMENTATION OF THE INTERNAL AUDIT UNIT 2021

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 2021 dengan pendekatan risiko signifikan yang telah diidentifikasi (*Risk Based Audit*).

Melalui pendekatan ini, objek audit ditetapkan berdasarkan risiko-risiko signifikan yang berpengaruh terhadap pencapaian tujuan perusahaan pada tahun 2021. Risiko-risiko signifikan yang telah diidentifikasi dalam Profil Risiko tahun 2021 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 Perusahaan, 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 2021 SPI ditargetkan untuk menghasilkan 24 (dua puluh empat) laporan yang meliputi laporan hasil audit, laporan hasil evaluasi, dan laporan pendampingan auditor eksternal.

Realisasi Kegiatan Satuan Pengawasan Intern

Pada tahun 2021 SPI menerbitkan 25 (dua puluh lima) laporan yang seluruhnya telah dilaporkan kepada Direktur Utama, terinci atas 7 (tujuh) Laporan Hasil Audit (LHA), 6 (enam) Laporan Hasil Evaluasi (LHE), dan 12 (dua belas) Laporan Pendampingan sesuai objek PKPT maupun non-PKPT.

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).

Annual Monitoring Work Program (PKPT)

In line with the implementation of *Good Corporate Governance* (GCG), the Internal Audit Unit prepares the Annual Supervision Work Program (PKPT) to plan the implementation of the tasks of the Internal Audit Unit in 2021 with a significant risk approach that has been identified (*Risk Based Audit*).

Through this approach, the audit object is determined based on the significant risks that affect the achievement of the company's goals in 2021. The significant risks that have been identified in the 2021 Risk Profile are published by the Corporate Governance and Risk Management Department under the Corporate Secretary.

In addition to referring to the Risk Profile, the determination of the audit object also takes into account the direction of the SPI of PT Pupuk Indonesia (Persero), the Directors of PT Petrokimia Gresik, the Audit Committee of PT Petrokimia Gresik, as well as the results of the evaluation of the Internal Control Unit. The Internal Audit Unit also carries out audits outside of PKPT (Non PKPT) in order to follow up on *Top Management*'s directives on matters that need special attention for the interests of the Company, special assignments from the President Director or based on GCG provisions for the current year. In accordance with the number of reports targeted by Shareholders through PT Pupuk Indonesia (Persero)'s SPI, in 2021 SPI's PKPT is targeted to produce 24 (twenty four) reports which include audit results reports, evaluation reports, and external auditor assistance reports.

Realization of Internal Audit Unit Activities

In 2021 SPI issued 25 (twenty five) reports, all of which have been reported to the President Director, detailing 7 (seven) Audit Results Reports (LHA), 6 (six) Evaluation Results Reports (LHE), and 12 (twelve) Assistance Report according to PKPT and non-PKPT objects.

Follow-up Monitoring of Findings Internal Control Unit

In accordance with the Internal Audit Charter, SPI monitors the follow-up to the recommendations of the external and internal audit results until the follow-up audit can be declared according to the recommendations (completed).

TATA KELOLA PERUSAHAAN
GOOD CORPORATE GOVERNANCE

Sampai dengan 31 Desember 2021, masih terdapat rekomendasi dalam LHA/LHE tahun 2020 dan 2021 yang tindak lanjutnya belum dinyatakan sesuai (tuntas), sebagai berikut:

As of December 31, 2021, there are still recommendations in the 2020 and 2021 LHA/LHE whose follow-up actions have not been declared appropriate (complete), as follows:

Tahun Audit Year of Audit	Rekomendasi Recommendation	Tuntas Closed-Out	Dalam pemantauan Monitoring In-Progress	Belum ditindaklanjuti Have not been followed-up
2020	68	62	6	0
2021	28	3	29	0

Sedangkan tindak lanjut atas rekomendasi hasil audit Satuan Pengawasan Intern tahun-tahun sebelumnya (tahun 2019 dan sebelumnya) seluruhnya telah dinyatakan sesuai (tuntas).

Meanwhile, the follow-up to the recommendations of the Internal Audit Unit audit results in previous years (2019 and before) have all been declared appropriate (completed).

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.

As a form of concern for the Board of Directors for the results of the internal and external audits, the Board of Directors and all SVPs held a coordination meeting to discuss the progress of the work unit follow-up on the recommendations of internal and external audit results that were still not completed.

Selama tahun 2021, rapat koordinasi pemantauan tindak lanjut rekomendasi hasil audit bersama Direksi dan seluruh SVP telah dilakukan sebanyak 2 (dua) kali, yaitu tanggal 1 September dan 14 Desember 2021. Rapat koordinasi tersebut didukung dengan Risalah Rapat guna mendokumentasikan kesepakatan hasil rapat.

During 2021, the coordination meeting for monitoring the follow-up to the recommendations of the audit results with the Board of Directors and all SVPs has been conducted 2 (two) times, namely September 1 and December 14, 2021. The coordination meeting is supported by the Minutes of Meeting to document the agreement on the results of the meeting.

**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).

**Reporting on the Realization of Activities
of the Internal Audit Unit**

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. The monthly SPI Activity Report is reported to the President Director with a copy to the Board of Commissioners through the Audit Committee and the Director of Finance & General Affairs. Meanwhile, the quarterly SPI Performance Report is submitted to Shareholders through the Head of 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.

The report includes, among others, the realization of audit activities, consultation/evaluation, and other supervisory activities, monitoring activities for follow-up on decisions and directions of the GMS, monitoring activities for follow-up on recommendations from internal and external audit results, increasing the competence of SPI personnel, as well as budget realization.

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PROGRAM PENGEMBANGAN PERSONIL SATUAN PENGAWASAN INTERN

DEVELOPMENT PROGRAM FOR INTERNAL AUDIT UNIT PERSONNEL

Pengembangan kompetensi dan wawasan bagi staf SPI dilakukan secara berkesinambungan. Program pengembangan diprioritaskan pada pendidikan audit yang kelulusannya bersertifikat dari provider diklat yang kompeten. Kualifikasi dan sertifikasi personil SPI sampai dengan akhir tahun 2021 adalah sebagai berikut:

The development of competence and insight for SPI staff is carried out on an ongoing basis. The development program is prioritized on audit education whose graduation is certified from a competent education and training provider. Qualifications and certification of SPI personnel until the end of 2021 are as follows:

Sertifikasi Certification	Penyelenggara Organizers	Jumlah Personil Number of Personnel
QIA (<i>Qualified internal Auditor</i>)	Yayasan Pendidikan Internal Audit (YPIA) Foundation for Internal Audit Education	3 orang / person
PIA (<i>Professional Internal Auditor</i>)	Pusat Pengembangan Akuntansi dan Keuangan (PPA&K) dan PT BISA Center for Accounting and Finance Development (PPA&K) and PT BISA	6 orang / person
CGP (<i>Certified Governance Professional</i>)	Lembaga Sertifikasi Profesi Mitra Kalyana Sejahtera (LSP MKS) Kalyana Sejahtera Partner Professional Certification Agency (LSP MKS)	1 orang / person

Sedangkan untuk program *training/seminar/diklat/workshop* non-sertifikasi yang diikuti personil SPI pada tahun 2021 antara lain:

1. Webinar “Economic Outlook 2021 di Era Pandemi: Peluang dan Ancaman Bagi Perusahaan”
2. Pelatihan *Risk Officer*
3. Pelatihan Penilaian Kapabilitas SPI Korporasi BUMN/D (*Internal Audit Capability Model*)
4. *Advanced Excel: Practical Applications For Accounting Professionals*
5. *Living in The Grand Why AKHLAK*
6. *E-Learning Calon Ahli Pembangun Integritas*
7. Transformasi Internal Audit Untuk Meningkatkan Nilai Bagi Perusahaan

As for the non-certification *training/seminars/training/workshop* programs that will be attended by SPI personnel in 2021, they include:

1. Webinar “Economic Outlook 2021 in a Pandemic Era: Opportunities and Threats for Companies”
2. *Risk Officer Training*
3. Training on SPI Capability Assessment for BUMN/D Corporations (*Internal Audit Capability Model*)
4. *Advanced Excel: Practical Applications For Accounting Professionals*
5. *Living in The Grand Why AKHLAK*
6. *E-Learning of Prospective Integrity Builders*
7. Internal Audit Transformation To Increase Value For The Company

Rencana Kerja Satuan Pengawasan Intern 2021

Pada tahun 2021 rencana kerja SPI adalah sebagai berikut:

1. Menyusun Program Kerja Pengawasan Tahunan (PKPT) tahun 2022 dengan mengacu pada Profil Risiko, Arahan Manajemen dan Pemegang Saham;
2. Melaksanakan PKPT tahun 2021, 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;

2021 Internal Audit Work Plan

In 2021 the SPI work plan is as follows:

1. Prepare the 2022 Annual Supervision Work Program (PKPT) with reference to the Risk Profile, Management and Shareholders Directives;
2. Implement PKPT in 2021, including internal audit and consultation/evaluation as well as external auditor assistance;
3. Prepare a Follow-up Monitoring Report on the results of internal and external auditors' examinations:
 - Monthly reports to the President Director and the Audit Committee;
 - Quarterly reports to SPI PI;



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4. Menyelenggarakan pemaparan kinerja SPI dalam rapat Direksi bersama seluruh Pejabat Grade I;
 5. Menyusun Laporan Triwulanan Pemantauan Tindak Lanjut Keputusan dan Arahan RUPS untuk disampaikan ke SPI PI;
 6. Melaksanakan audit internal ISO (SMM, SML, SMK3, SME, SMKP dan Halal).
4. Organizing the presentation of SPI performance in a meeting of the Board of Directors with all Grade I Officers;
 5. Prepare Quarterly Reports on Monitoring Follow-up to GMS Decisions and Directions to be submitted to SPI PI;
 6. Carry out internal audits of ISO (QMS, EMS, SMK3, SME, SMKP and Halal).

AKUNTAN PUBLIK PUBLIC ACCOUNTANT

Sesuai Surat Perintah Mulai Kerja (SPMK) nomor 063/A/PA/A12/SP/2021 tanggal 17 September 2021, 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 2021 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 tersebut, KAP PwC melaksanakan Audit atas Laporan Keuangan, Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (PUMK), dan Laporan Lainnya Tahun Buku 2021 pada PT Petrokimia Gresik yang terdiri dari:

1. Laporan Keuangan Konsolidasian untuk tahun yang berakhir tanggal 31 Desember 2021;
2. Laporan Keuangan Pelaksanaan Program Pendanaan Usaha Mikro dan Kecil (UMK) untuk tahun yang berakhir tanggal 31 Desember 2021;
3. Laporan Audit Kepatuhan terhadap Peraturan Perundang-undangan dan Pengendalian Internal untuk tahun yang berakhir tanggal 31 Desember 2021;
4. Laporan Evaluasi Kinerja untuk tahun yang berakhir tanggal 31 Desember 2021;
5. Laporan Penilaian Tingkat Pencapaian *Key Performance Indicator* (KPI) untuk tahun yang berakhir tanggal 31 Desember 2021;
6. Laporan *Management Letter* atas Pengendalian Internal untuk tahun yang berakhir tanggal 31 Desember 2021.

In accordance with the Work Start Order (SPMK) number 063/A/PA/A12/SP/2021 dated 17 September 2021, the Public Accounting Firm (KAP) appointed to carry out Audit work on Financial Statements, Financial Reports on the Implementation of Micro and Small Business Funding Programs (UMK), and Other Reports of PT Pupuk Indonesia (Persero), Subsidiaries and Grandsons of PT Pupuk Indonesia (Persero) for the 2021 Financial Year are KAP Tanudiredja, Wibisana, Rintis and Partners (KAP PwC). KAP PwC is domiciled and has its office at WTC 3, Jalan Jendral Sudirman Kav 29-31, Jakarta, Indonesia.

Referring to the SPMK, KAP PwC conducted an audit of the Financial Statements, Financial Reports on the Implementation of the Micro and Small Business Funding Program (PUMK), and Other Reports for the 2021 Fiscal Year at PT Petrokimia Gresik consisting of:

1. Consolidated Financial Statements for the year ended 31 December 2021;
2. Financial Report on the Implementation of the Micro and Small Business Funding Program (UMK) for the year ending 31 December 2021;
3. Compliance Audit Report on Legislation and Internal Control for the year ended 31 December 2021;
4. Performance Evaluation Report for the year ended 31 December 2021;
5. Key Performance Indicator (KPI) Achievement Level Assessment Report for the year ended 31 December 2021;
6. Management Letter Report on Internal Control for the year ended 31 December 2021.

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Tahun Year	Nama KAP Name of KAP	Nama Akuntan Name of Accountant	Opini Opinion	Biaya Cost (Exclude PPN)
2021	Tanudiredja, Wibisana, Rintis & Rekan (PwC)	Lukmanul Arsyad	Wajar dalam semua hal yang material Fair in all material respects	Rp. 2.533.000.000
2020	Tanudiredja, Wibisana, Rintis & Rekan (PwC)	Yusron Fauzan	Wajar dalam semua hal yang material Fair in all material respects	Rp. 2.436.400.000
2019	Amir Abadi Jusuf, Aryanto, Mawar & Rekan (RSM)	Endang Pramuwati	Wajar dalam semua hal yang material Fair in all material respects	Rp. 850.864.300
2018	Amir Abadi Jusuf, Aryanto, Mawar & Rekan (RSM)	Endang Pramuwati	Wajar dalam semua hal yang material Fair in all material respects	Rp. 855.140.000
2017	Tanudiredja, Wibisana, Rintis & Rekan (PwC)	Toto Harsono	Wajar dalam semua hal yang material Fair in all material respects	Rp. 925.000.000

JASA LAIN YANG DIBERIKAN

OTHER SERVICES

KAP PwC melaksanakan audit umum secara independen sesuai dengan standar yang dipersyaratkan. Selain melakukan audit umum, pada tahun 2021 KAP PwC tidak memberikan jasa konsultasi maupun jasa lainnya kepada PT Petrokimia Gresik.

PwC KAP performs a general audit independently according to the required standards. In addition to conducting a general audit, in 2021 PwC KAP will not provide consulting services or other services to PT Petrokimia Gresik.

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 Perusahaan. Manajemen risiko yang baik sangat krusial untuk menjaga keberlanjutan dan kesehatan perusahaan, terutama di masa pandemi Covid-19.

PT Petrokimia Gresik as the most complete Fertilizer Producer in Indonesia that produces various kinds of fertilizers and chemicals for agro-industry solutions to face 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 taken by the Company. Good risk management is crucial to maintaining the sustainability and health of the company, especially during the Covid-19 pandemic.

Manajemen risiko diharapkan mampu untuk memberikan keyakinan yang memadai dalam pencapaian sasaran kinerja Perusahaan melalui proses pemahaman mengenai risiko yang melekat, pengukuran, perumusan rencana penanganan serta realisasi rencana penanganan secara efektif, dan pengkomunikasian pengelolaan risiko kepada *stakeholders*.

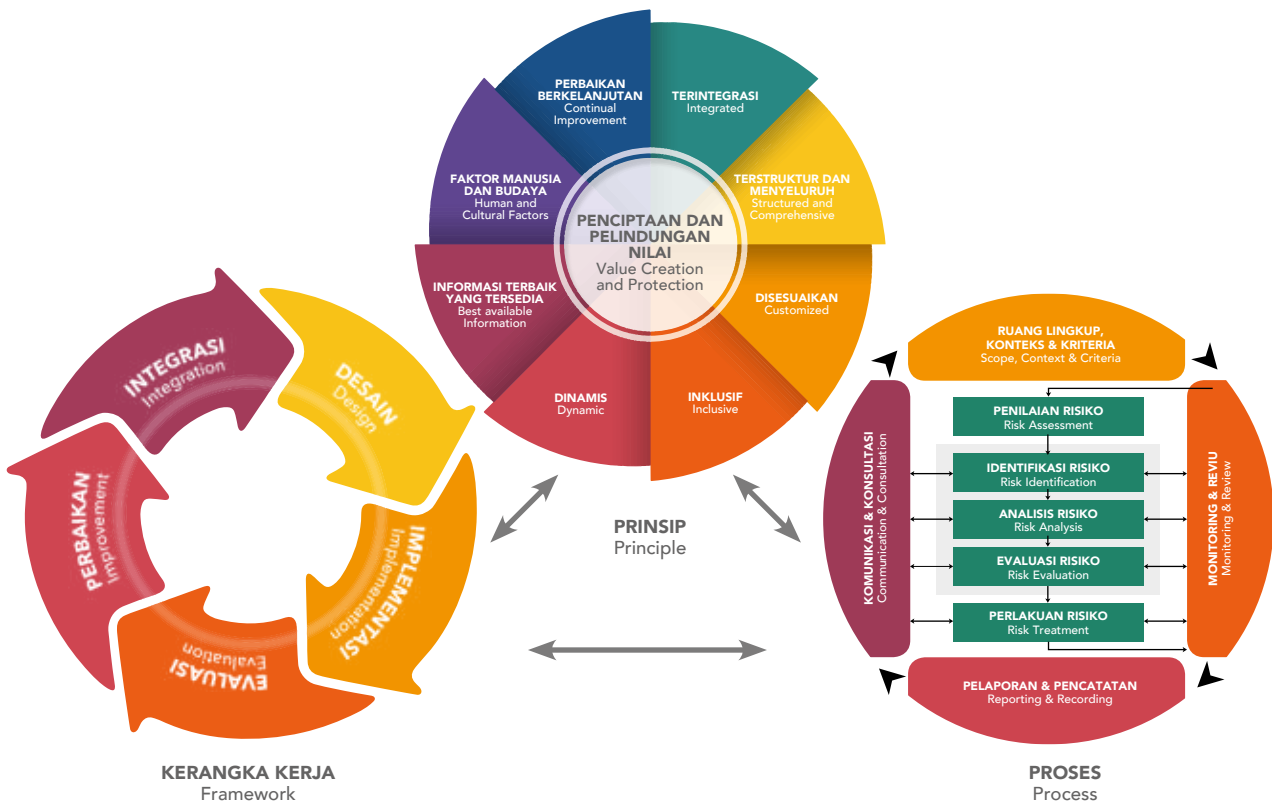
Risk management is expected to be able to provide adequate confidence in achieving the Company's performance targets through a process of understanding the inherent risk, measuring, formulating a treatment plan and realizing the management plan as well as the realization of an effective management plan, and communicating risk management to stakeholders.

Implementasi penerapan manajemen risiko juga didasarkan pada Peraturan Menteri Negara BUMN No: PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

The implementation of risk management is also based on the Regulation of the Minister of State-Owned Enterprises No: PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance.

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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.

PT Petrokimia Gresik implements SNI ISO 31000:2018 in the application of risk management in the PT Petrokimia Gresik environment.

Penerapan ISO 31000:2018 dapat dijabarkan sebagai berikut :

The implementation of ISO 31000:2018 can be described as follows:

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 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 perusahaan serta sasaran perusahaan dan profil risiko yang harus dihadapi perusahaan. Di sisi lain, manajemen risiko juga mempertimbangkan faktor manusia dan budaya dan

1. Principles of Risk Management

The Risk Management Principle in ISO 31000:2018 emphasizes the creation and protection of value which is the responsibility of all PT Petrokimia Gresik personnel in each work unit by implementing risk management in every business activity. Risk management is systematic, structured and timely based on the best available information. In addition, risk management is also unique to its users, which means that it must be aligned with the company's internal and external context as well as the company's goals and 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,

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bersifat transparan dan inklusif serta bersifat dinamis, berulang, dan responsive terhadap perubahan. Terakhir, supaya perusahaan dapat mengembangkan dan menerapkan perbaikan strategi manajemen risiko serta meningkatkan kematangan pelaksanaan manajemen risiko sejalan dengan aspek lain di Perusahaan, 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 Perusahaan. 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 perusahaan.

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 Penerapan Manajemen Risiko (PPMR) PT Petrokimia Gresik (PG-PD-10-0019) 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 Perusahaan dengan menggunakan teknik semi kuantitatif, maupun kualitatif secara komprehensif berdasarkan informasi yang relevan dan terkini, agar pengelolaan 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

iterative, and responsive to change. Finally, in order for companies to develop and 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 that covers all risk management activities at all levels of the Company. The strategic steps taken by Petrokimia Gresik's management as a form of commitment in implementing Risk Management are carried out by establishing the Corporate Governance & Risk Management Department as the manager of the implementation of Risk Management in all Work Units as well as the establishment of the Nomination & Remuneration, GCG and Risk Monitoring Committee in charge of reviewing, monitoring, evaluating, analyze, and provide input on the implementation of risk management in the company.

In addition, the provision of budget and manpower as well as other supporting facilities is also carried out for a work plan that goes well and is coordinated with all Work Units.

PT Petrokimia Gresik has also compiled the PT Petrokimia Gresik Risk Management Implementation Guidelines (PG-PD-10-0019) and the Corporate Action Risk Management Implementation Procedure (PG-PR-14-1052) which are the reference for every Petrokimia Gresik personnel in implementing operational risk management and corporate action process activities are in accordance with the risk management process, so as to provide reasonable assurance for decision makers on this corporate action

In addition, there is also a Risk That Matters Management Procedure (PG-PR-14-0153) which is based on the Company's goals using semi-quantitative and qualitative techniques in a comprehensive manner based on relevant and up-to-date information, so that risk management can be carried out properly and reviewed, periodically reviewed through the risk management process.

PT Petrokimia Gresik as the most comprehensive and largest fertilizer company in Indonesia fully understands



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risiko secara inheren melekat pada seluruh fungsi yang dijalankan Perusahaan dan melekat juga pada inisiatif-inisiatif strategis yang akan ditempuh oleh Perusahaan. Perusahaan juga memahami bahwa risiko-risiko yang dihadapi Perusahaan harus diakses, dikomunikasikan, dipantau, direviu, dan diminimalkan tingkat kemungkinan kejadian dan/atau tingkat dampaknya melalui tindakan penanganan risiko untuk mendukung pencapaian sasaran kinerja Perusahaan. Dalam praktiknya, pelaksanaan manajemen risiko diterapkan suatu model yang dikenal sebagai Tiga Lini Pertahanan (*Three Lines of Defence*) yang memperlihatkan tiga lini yang berperan dalam memastikan efektivitas penanganan risiko perusahaan. Ketiga lini tersebut adalah:

1. Unit Kerja selaku pemilik risiko yang berperan sebagai pelaksana asesmen dan penanganan risiko;
2. Departemen Tata Kelola Perusahaan & Manajemen Risiko (selanjutnya disebut 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;
3. 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 defense* dan unit bisnis dalam pengelolaan risiko melakukan identifikasi risiko yang melekat dalam setiap proses serta dampak risiko dari proses bisnis tersebut.

that risk is inherent in all functions carried out by the Company and is also attached to strategic initiatives that will be taken by the Company. The Company also understands that the risks faced by the Company must be accessed, communicated, monitored, reviewed, and minimized the level of possibility of occurrence and/or level of impact through risk management actions to support the achievement of the Company's performance targets. In practice, the implementation of risk management is implemented by a model known as the Three Lines of Defense which shows three lines that play a role in ensuring the effectiveness of the company's risk management. The three lines are:

1. Work Units as risk owners who act as implementers of risk assessment and management;
2. Corporate Governance & Risk Management Department (hereinafter referred to as Dep TKP & MR) as the 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 the risk assessment and the formulation of a risk management plan by the Work Unit;
3. The Internal Audit Unit compartment as an independent party has a role in ensuring the effectiveness of the implementation of the risk management function by the first and second lines.

On the other hand, performance assessment and improvement are carried out on an ongoing basis in the management of every risk that exists in activities throughout the Company's Work Units.

3. Risk Management Process

The preparation of PT Petrokimia Gresik's risk profile refers to ISO 31000:2018 which includes context setting, identification, analysis, evaluation, treatment and risk monitoring.

In carrying out the stages of determining the context in the preparation of the risk profile, it is aligned with the company's internal and external context as well as the company's goals for the current year. The Risk Owner as the first line of defense and the business unit in risk management identifies the risks inherent in each process as well as the risk impact of these business processes.

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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 Manajemen Risiko Korporat melalui aplikasi Sistem Informasi Manajemen Risiko (SIMAR).

RUANG LINGKUP PENGELOLAAN RISIKO

SCOPE OF RISK MANAGEMENT

Tahun 2021 merupakan periode yang penuh tantangan, ketidakpastian ekonomi dan adanya pandemi Covid-19, keadaan tersebut mendorong PT Petrokimia Gresik untuk melakukan indentifikasi atas seluruh risiko yang mungkin terjadi di seluruh lini perusahaan

Proses manajemen risiko telah dilakukan oleh PT Petrokimia Gresik untuk mengidentifikasi segala jenis risiko yang dihadapi perusahaan di sepanjang tahun 2021. 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 Perusahaan. Dari hasil identifikasi, diperoleh profil risiko PT Petrokimia Gresik yang menjadi risiko utama sepanjang tahun 2021.

Ruang lingkup pengelolaan manajemen risiko PT Petrokimia Gresik dibagi menjadi 4 (empat) kelompok berikut:

1. Risiko Strategis

Risiko bersifat strategis dan berpotensi mengganggu pencapaian target jangka panjang perusahaan. Risiko strategis yang dihadapi oleh PT Petrokimia Gresik antara lain:

- Mewabahnya Covid-19 di Lingkungan Kerja
- Ketidaksiapan Menghadapi Volatilitas Harga Komoditas Internasional
- Tingkat Implementasi Budaya AKHLAK Rendah

Furthermore, a risk analysis is carried out by the Risk Owner. Risk analysis includes detailed developments related to uncertainty, risk sources, impacts, likelihood, 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 a further action against the risk is needed. 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 from the risk treatment that has been carried out whether it has an impact on reducing the scale of impact, the scale of possibility, or both. These activities are then reported monthly to the Corporate Risk Management through the Risk Management Information System (SIMAR) application.

The year 2021 is a period full of challenges, economic uncertainty and the Covid-19 pandemic, these conditions encourage PT Petrokimia Gresik to identify all risks that may occur in all lines of the company.

The risk management process has been carried out by PT Petrokimia Gresik to identify all types of risks faced by the company throughout 2021. The risks faced by PT Petrokimia Gresik must be accessed, communicated, monitored, reviewed, and minimized the level of possibility of occurrence and/or level of 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 main risk throughout 2021.

The scope of risk management of PT Petrokimia Gresik is divided into the following 4 (four) groups:

1. Strategic Risk

Risk is strategic and has the potential to interfere with the achievement of the company's long-term targets. The strategic risks faced by PT Petrokimia Gresik include:

- The outbreak of Covid-19 in the Work Environment
- Unpreparedness for International Commodity Price Volatility
- Low AKHLAK Culture Implementation Level



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Upaya mitigasi risiko yang dilakukan antara lain :

- Mitigasi risiko mewabahnya Covid-19 dilakukan dengan cara mengoptimalkan *testing, tracing, dan treatment* kasus COVID-19 di perusahaan dan memprogramkan pemberian vaksin kepada seluruh karyawan.
- Mitigasi risiko ketidaksiapan menghadapi volatilitas harga komoditas internasional dilakukan dengan cara mengatur durasi kontrak mengacu kepada perkembangan harga pasar dan menerapkan *Price Formula* dalam kontrak menggunakan referensi sumber-sumber dengan reputasi internasional.
- Mitigasi risiko tingkat implementasi budaya AKHLAK rendah dilakukan dengan cara melakukan pembekalan *knowledge, skill dan mindset* untuk para *change agent*, melaksanakan AKHLAK *Digital Internalization*, dan mengukur tingkat kesehatan organisasi - *ACHI Evolution 2021*.

2. Risiko Keuangan

Risiko yang terkait dengan kegiatan bisnis yang mengakibatkan kerugian keuangan PT Petrokimia Gresik. Risiko Keuangan yang dihadapi oleh PT Petrokimia Gresik antara lain :

- Pencadangan Piutang Usaha
- Pembebanan Koreksi Pajak dan Bea cukai
- Terjadinya Rugi Selisih Kurs

Upaya mitigasi risiko yang dilakukan antara lain :

- Mitigasi risiko pencadangan piutang usaha dengan cara melakukan kajian kemungkinan pemindahan dana ke DPLK atau *provider* lain , menjalankan hasil kajian konsultan yaitu pemberian *Shareholders Loan (SHL)* sebesar Rp 80 Miliar untuk perbaikan operasional PJA dan menggunakan sistem bank garansi dan *standby LC* untuk setiap transaksi yang bersifat *billing*.
- Mitigasi risiko pembebanan koreksi pajak dan bea cukai dilakukan dengan cara mengajukan proses banding ke Pengadilan Pajak atas koreksi pajak PPh21 dan audit bea cukai serta berkoordinasi dengan konsultan pajak untuk pemenuhan dokumen yang diperlukan pada proses banding.
- Mitigasi risiko terjadinya rugi selisih kurs dilakukan dengan memanfaatkan lindung nilai (*hedging*) yang semula khusus untuk hutang bank, juga untuk memitigasi penerimaan valas dari penjualan ekspor.

Risk mitigation efforts undertaken include:

- Mitigation of the risk of the Covid-19 outbreak is carried out by optimizing the testing, tracing, and treatment of COVID-19 cases in the company and programing the provision of vaccines to all employees.
- Mitigation of the risk of unpreparedness to face the volatility of international commodity prices is carried out by setting the duration of the contract referring to market price developments and applying the Price Formula in the contract using sources with international reputations as references.
- Mitigation of the risk of implementing a low AKHLAK culture is carried out by providing knowledge, skills and mindset for change agents, implementing AKHLAK Digital Internalization, and measuring the level of organizational health - *ACHI Evolution 2021*.

2. Financial Risk

Risks associated with business activities that result in financial losses for PT Petrokimia Gresik. Financial risks faced by PT Petrokimia Gresik include:

- Allowance for Accounts Receivable
- Imposition of Tax and Customs Corrections
- Occurrence of Foreign Exchange Loss

Risk mitigation efforts undertaken include:

- Mitigation of the risk of reserve for trade receivables by conducting a study of the possibility of transferring funds to the DPLK or other providers, carrying out the results of the consultant's study, namely the provision of a *Shareholders Loan (SHL)* of Rp. 80 billion for PJA operational improvements and using a bank guarantee system and *standby LC* for every transaction billing.
- Mitigation of the risk of imposition of tax and customs corrections is carried out by submitting an appeal process to the Tax Court for the correction of PPh21 tax and customs audits as well as coordinating with tax consultants to fulfill the documents required in the appeal process.
- Mitigation of the risk of foreign exchange losses is carried out by utilizing hedging which was originally specifically for bank loans, as well as to mitigate foreign currency receipts from export sales.

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3. Risiko Operasional:

Risiko yang terkait dengan kegiatan operasional PT Petrokimia Gresik. Risiko strategis yang dihadapi oleh PT Petrokimia Gresik antara lain :

- Ketidaktercapaian Kuantum Penyaluran Pupuk Subsidi
- Ketidaktercapaian Kuantum Penjualan Pupuk Komersil
- Terjadinya *Downtime* Pabrik Amoniak dan Urea
- Kecelakaan Kerja

Upaya mitigasi risiko yang dilakukan antara lain :

- Mitigasi risiko ketidaktercapaian kuantum penyaluran pupuk subsidi dilakukan dengan cara *upgrading* sistem informasi *Digital Transport Management System* (DTMS) dan *Warehouse Management System* (WMS), mengadakan koordinasi dengan distributor dan kios di wilayah uji coba kartu tani untuk mendorong penerapan kartu tani, serta sertifikasi tenaga pemasar dan penjualan dengan melibatkan lembaga sertifikasi profesi.
- Mitigasi risiko ketidaktercapaian kuantum penjualan pupuk komersil dilakukan dengan cara melakukan evaluasi harga produk yang kompetitif di pasar, menempatkan tenaga agronomi sales perkebunan di sejumlah provinsi di luar Jawa dan membuat MoU *supply* pupuk jangka panjang dengan *end user*.
- Mitigasi risiko terjadinya *downtime* Pabrik Amoniak dan Urea dilakukan dengan cara mengganti *tube* katalis/*Reharping* pada 101B (Primary Reformer) di tahun 2021, melakukan pengaturan operasional *Syphon* dengan target *turbidity raw water* <10.000 NTU pada musim hujan dan menjaga pasokan listrik dengan mengoptimalkan jaringan listrik interkoneksi PG dengan PLN.
- Mitigasi risiko kecelakaan kerja dilakukan dengan cara melaksanakan inspeksi K3 melalui patrol rutin, pemeriksaan oleh Safety Representatif dan *Safety Management Walk Through* (SMWT) dan penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3).

4. Risiko Proyek:

Risiko yang terkait dengan pelaksanaan proyek-proyek pengembangan atau investasi. Risiko strategis yang dihadapi oleh PT Petrokimia Gresik antara lain Keterlambatan Proyek Soda Ash dan AlF₃ II. Upaya mitigasi yang dilakukan antara lain mempercepat penyusunan FEED (*Front End Engineering Design*) bersama konsultan teknologi sebagai bagian dokumen

3. Operational Risk:

Risks related to the operational activities of PT Petrokimia Gresik. The strategic risks faced by PT Petrokimia Gresik include:

- Unattainable Quantum of Subsidy Fertilizer Distribution
- Unattainable Quantum of Commercial Fertilizer Sales
- Ammonia and Urea Factory Downtime Occurs
- Work accident

Risk mitigation efforts undertaken include:

- Mitigation of the risk of not achieving the quantum of subsidized fertilizer distribution is carried out by upgrading the Digital Transport Management System (DTMS) and Warehouse Management System (WMS) information system, coordinating with distributors and kiosks in the farmer card trial area to encourage the application of the farmer card, as well as worker certification. marketers and sales by involving professional certification bodies.
- Mitigation of the risk of not achieving the quantum of commercial fertilizer sales is carried out by evaluating competitive product prices in the market, placing plantation sales agronomists in a number of provinces outside Java and making long-term fertilizer supply MoUs with end users.
- Mitigation of the risk of downtime in Ammonia and Urea Plants is carried out by replacing the catalyst tube/*Reharping* on 101B (Primary Reformer) in 2021, setting up Siphon operations with a raw water turbidity target of <10,000 NTU during the rainy season and maintaining electricity supply by optimizing the electricity network. PG interconnection with PLN.
- Mitigation of occupational accident risk is carried out by carrying out K3 inspections through routine patrols, inspections by Safety Representatives and Safety Management Walk Through (SMWT) and implementation of Occupational Health and Safety Management System (SMK3).

4. Project Risk:

Risks associated with implementing development or investment projects. The strategic risks faced by PT Petrokimia Gresik include delays in the Soda Ash and AlF₃ II projects. Mitigation efforts undertaken include accelerating the preparation of FEED (Front End Engineering Design) with technology consultants as part of the technical documents in the tender process

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teknis dalam proses tender Proyek Soda Ash serta mempercepat proses evaluasi suplai bahan baku dan/atau evaluasi penjualan Asam Fosfat kepada PT PIM dan ekspor.

for the Soda Ash Project as well as accelerating the process of evaluating the supply of raw materials and/or evaluating the sale of Phosphoric Acid to PT PIM and exports.

EVALUASI ATAS EFEKTIVITAS MANAJEMEN RISIKO EVALUATION OF THE EFFECTIVENESS OF RISK MANAGEMENT

Untuk menjamin keefektifan penerapan manajemen risiko di PT Petrokima Gresik, PG selalu secara rutin melakukan evaluasi baik secara internal maupun eksternal dengan detail berikut :

To ensure the effectiveness of risk management implementation at PT Petrokima Gresik, PG always routinely evaluates both internally and externally with the following details:

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 Petrokima Gresik pada tahun 2021 ada pada tahap *Mature Defined* dengan skor 3,05 dari skala 1-4. Apabila dibandingkan dengan tahun 2020, skor maturitas pengelolaan manajemen risiko mengalami sedikit penurunan dari tahun sebelumnya sebesar 3,08.

1. Internal evaluation is carried out by conducting a management review which is conducted every semester led by the Board of Directors.
2. External evaluation is carried out by means of assessment by external assessors with the stages of interview assessment and document evaluation. Based on the results of the assessment, the maturity of PT Petrokima Gresik's management in 2021 is at the *Mature Defined* stage with a score of 3.05 from a scale of 1-4. When compared to 2020, the risk management maturity score decreased slightly from the previous year of 3.08.

Pencapaian hasil maturitas pengelolaan manajemen risiko pada tahap *Mature Defined* menunjukkan bahwa seluruh insan PT Petrokima Gresik telah menggunakan teknik manajemen risiko dalam semua proses bisnis perusahaan serta didukung dengan strategi dan kebijakan pengendalian risiko yang telah terintegrasi.

The achievement of risk management maturity at the *Mature Defined* stage shows that all personnel of PT Petrokima Gresik have used risk management techniques in all of the company's business processes and are supported by integrated risk control strategies and policies.

LAPORAN PEMANTAUAN MANAJEMEN RISIKO RISK MANAGEMENT MONITORING REPORT

Sebagai media komunikasi sesuai dengan Pedoman Penerapan Manajemen Risiko (PPMR), maka Laporan MR selain untuk internal, Direksi (BOD), juga dilaporkan ke Komite Nominasi & Remunerasi, GCG & Pemantau Risiko dan PT Pupuk Indonesia (Persero). Laporan berkala ke PT Pupuk Indonesia (Persero) dalam kurun waktu bulanan dan semesteran. Berikut laporan Manajemen Risiko:

As a communication medium in accordance with the Guidelines for the Implementation of Risk Management (PPMR), the MR Report is not only for internal, the Board of Directors (BOD), it is also reported to the Nomination & Remuneration Committee, GCG & Risk Monitoring and PT Pupuk Indonesia (Persero). Periodic reports to PT Pupuk Indonesia (Persero) in monthly and semi-annual periods. The following is the Risk Management report:

- a. Laporan Penanganan *Risk That Matters* (RTM) ke PT Pupuk Indonesia (Persero) Bulanan
Laporan Penanganan *Risk That Matters* (RTM) memaparkan hal-hal sebagai berikut :
 - Perkembangan tingkat risiko
 - Upaya mitigasi risiko yang telah dilakukan
 - Rencana mitigasi yang akan dilakukan selanjutnya

- a. Monthly *Risk That Matters* (RTM) Handling Report to PT Pupuk Indonesia (Persero)
The *Risk That Matters* (RTM) Handling Report describes the following:
 - Development of risk level
 - Risk mitigation efforts that have been carried out
 - Mitigation plan to be carried out next

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Berikut realisasi laporan bulanan:

The following is the realization of the monthly report:

Keterangan Description	Jan	Feb	Mar	Apr	May	June	July	August	Sep	Oct	Nov	Dec
Laporan Penanganan <i>Risk That Matter</i> (RTM) bulanan Handling Report Monthly Risk That Matter (RTM)	√	√	√	√	√	√	√	√	√	√	√	√

b. Laporan Efektivitas Penerapan Manajemen Risiko ke PT Pupuk Indonesia (Persero) Semesteran

Laporan Efektivitas Penerapan Manajemen Risiko memaparkan hal-hal sebagai berikut:

- Pengelolaan RTM dan Non-RTM
- Kajian Risiko
- Kegiatan peningkatan pemahaman manajemen risiko
- Evaluasi efektivitas penerapan manajemen risiko

b. Report on the Effectiveness of Risk Management Implementation to PT Pupuk Indonesia (Persero) Semester

The Risk Management Implementation Effectiveness Report describes the following:

- RTM and Non-RTM Management
- Risk Assessment
- Activities to increase understanding of risk management
- Evaluation of the effectiveness of risk management implementation

Berikut realisasi laporan semesteran:

The following is the realization of the semester report:

Keterangan Description	Jan	Dec
Laporan Efektivitas Penerapan MR semesteran bulanan Semesterical MR Implementation Effectiveness Report	√	√

c. Laporan Penanganan *Risk That Matters* (RTM) Manajemen risiko ke Komite Nominasi & Remunerasi, GCG & Pemantau Risiko

Berikut realisasi Laporan penanganan *Risk That Matters* (RTM) bulanan ke Komite Nominasi & Remunerasi, GCG & Pemantau Risiko :

c. Risk Management Report on Risk That Matters (RTM) Risk management to the Nomination & Remuneration, GCG & Risk Monitoring Committee

The following is the realization of the monthly Risk That Matters (RTM) management report to the Nomination & Remuneration, GCG & Risk Monitoring Committee:

Keterangan Description	Jan	Feb	Mar	Apr	May	June	July	August	Sep	Oct	Nov	Dec
Laporan Penanganan <i>Risk That Matter</i> (RTM) bulanan Handling Report Monthly Risk That Matter (RTM)	√	√	√	√	√	√	√	√	√	√	√	√

SISTEM PENGENDALIAN INTERNAL

INTERNAL CONTROL SYSTEM:

Sistem pengendalian internal merupakan suatu sistem yang dilakukan Perusahaan, terdiri dari struktur organisasi, metode dan ukuran-ukuran untuk menjaga dan mengarahkan jalannya Perusahaan agar bergerak sesuai dengan tujuan dan program Perusahaan, dan mendorong efisiensi serta dipatuhinya kebijakan manajemen.

The internal control system is a system carried out by the Company, consisting of organizational structure, methods and measures to maintain and direct the course of the Company so that it moves in accordance with the objectives and programs of the Company, and encourages efficiency and compliance with management policies.

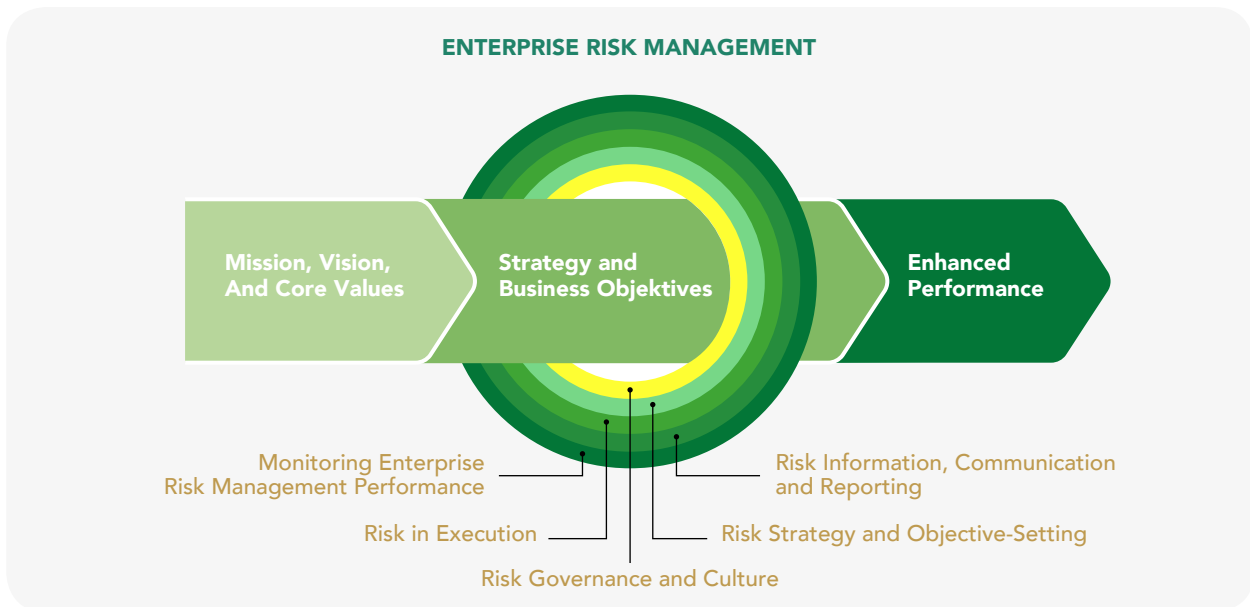
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Dalam rangka penerapan GCG sesuai prinsip-prinsip *transparency* (keterbukaan), *accountability* (akuntabilitas), *responsibility* (pertanggungjawaban), *independency* (kemandirian), dan *fairness* (kewajaran), Direksi PT Petrokimia Gresik menetapkan 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 *internal control Committee of Sponsoring Organizations of the Treadway Commission (COSO)*.

In the context of implementing 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 Indonesia. 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 Perusahaan 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.

The implementation of the internal control system includes the following components:

1. Control Environment

In order to create and maintain awareness of all elements of the Company on the importance of internal control, then:

- a. The Board of Directors establishes an organizational structure that supports the creation of effective internal control through the separation of functions and the provision of adequate authority and responsibility.
- b. The Board of Directors establishes a code of ethics and employee discipline in the Guidelines for Good Corporate Governance, Guidelines for Business Ethics and Work Ethics, and Collective Labor Agreements.
- c. The Board of Directors supports the implementation of continuous competency development for all employees.

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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 Perusahaan.

3. Aktivitas Pengendalian

Dalam pelaksanaan kegiatan Perusahaan senantiasa dilakukan proses pengendalian pada setiap tingkat dan unit dalam struktur organisasi Perusahaan, antara lain melalui kebijakan dan prosedur yang mengatur mengenai kewenangan, otorisasi, verifikasi, rekonsiliasi, penilaian atas prestasi kerja, pemisahan fungsi, keamanan terhadap aset Perusahaan serta reviu atas kebijakan/ prosedur dimaksud secara berkala guna menjamin kesesuaiannya dengan perkembangan Perusahaan dan ketentuan eksternal lainnya.

4. Sistem Informasi dan Komunikasi

Perusahaan 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 Perusahaan untuk menjamin bahwa Perusahaan 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 monitoring 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 perusahaan secara keseluruhan. Sistem pengendalian internal perusahaan diimplementasikan antara lain dalam

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 from within and outside the Company.

3. Control Activities

In the implementation of the Company's activities, control processes are always carried out at every level and unit in the Company's organizational structure, among others through policies and procedures that regulate authority, authorization, verification, reconciliation, assessment of work performance, separation of functions, security of Company assets and reviews of the said policies/procedures on a regular basis to ensure compliance with the Company's developments and other external provisions.

4. Information and Communication Systems

The Company organizes the process of presenting reports on operational, financial activities, as well as compliance and compliance with the provisions of laws and regulations in a timely, accurate, clear and objective manner. The review process is always carried out in the preparation of 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 within 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 as well as 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 the implementation of 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 others, in business

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pedoman perilaku bisnis, pedoman operasional, prosedur, petunjuk pelaksanaan, instruksi kerja, dan dokumen acuan lainnya.

conduct guidelines, operational guidelines, procedures, implementation instructions, work instructions, and other reference documents.

EVALUASI TERHADAP EFEKTIVITAS SISTEM PENGENDALIAN INTERNAL

EVALUATION OF THE EFFECTIVENESS OF THE INTERNAL CONTROL SYSTEM

Untuk mengetahui tingkat efektivitas Sistem Pengendalian Internal Perusahaan (SPIP), SPI telah melaksanakan Evaluasi atas Penerapan SPIP pada tahun 2020.

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.

Evaluasi dilakukan dengan ruang lingkup meliputi 5 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 distandarisasi dan secara periodik dievaluasi. Rincian hasil evaluasi disajikan sebagai berikut:

The evaluation is carried out with a scope covering 5 components of internal control according to COSO standards. The results of the evaluation show that the implementation of SPIP is at level 2, with an achievement score of 89.25%, indicating the predicate of "Good", that is, internal control has been standardized and periodically evaluated. Details of the evaluation results are presented as follows:

No	Komponen Components	Bobot Weight	Nilai Value	% Tingkat Capaian Achievement Level %
1.	Lingkungan Pengendalian Environmental Control	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 TOTAL		100	89,25	89,25%

Sampai dengan 31 Desember 2021, seluruh rekomendasi atas Evaluasi Penerapan SPIP tahun 2020 telah ditindaklanjuti secara tuntas. Evaluasi efektivitas penerapan sistem pengendalian internal Perusahaan juga secara kontinyu dilakukan oleh SPI bersamaan dengan pelaksanaan kegiatan internal audit, evaluasi, dan konsultasi.

As of December 31, 2021, all recommendations for the 2020 SPIP Implementation Evaluation have been followed up completely. Evaluation of the effectiveness of the implementation of the Company's internal control system is also continuously carried out by SPI along with the implementation of internal audit, evaluation, and consultation activities.

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, dll) guna menjamin efektivitas dan efisiensi kegiatan operasi serta pengamanan aset Perusahaan.

The results of the evaluation of the internal control system in the form of recommendations from the results of internal and external audits can be input for management in taking corrective steps or improving the internal control system and existing policies (changes in procedures, work guidelines, etc.) to ensure the effectiveness and efficiency of operations and security. Company assets.

Pada tahun 2021 KAP PwC juga melakukan audit dan memberikan pendapat atas kepatuhan terhadap pengendalian internal.

In 2021 PwC KAP will also conduct audits and provide opinions on compliance with internal controls.

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PERKARA PENTING SIGNIFICANT CASE

Dalam melaksanakan kegiatan Perseroan, manajemen dan struktural selalu mematuhi peraturan perundang-undangan yang berlaku, sehingga sampai dengan akhir tahun 2021 Perseroan, Entitas Anak, seluruh anggota Dewan Komisaris dan anggota Direksi tidak menghadapi perkara hukum penting yang berarti.

In carrying out the Company's activities, management and structure always comply with the applicable laws and regulations, so that until the end of 2021 the Company, its Subsidiaries, all members of the Board of Commissioners and members of the Board of Directors do not face significant legal cases.

KOMUNIKASI KORPORAT COMMUNICATION CORPORATE

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 perusahaan, termasuk informasi keuangan dan informasi lainnya, perusahaan telah menyediakan kerangka pengelolaan informasi dan kemudahan akses berkomunikasi.

Petrokimia Gresik always prioritizes the principle of openness to Shareholders and other Stakeholders. This commitment is realized by providing the widest access to company performance information, including financial information and other information, the company has provided an information management framework and easy access to communication.

Oleh sebab itu, Petrokimia Gresik senantiasa membina hubungan baik dengan pihak eksternal maupun kalangan media dan segenap organisasi yang berkaitan dengan lingkungan bisnis perusahaan, 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 perusahaan; menyediakan saluran komunikasi dengan masyarakat dan pemangku kepentingan lainnya; serta mengelola informasi-informasi yang perlu disampaikan ke lingkungan internal maupun eksternal perusahaan.

Therefore, Petrokimia Gresik always maintains good relations with external parties as well as the media and all organizations related to the company's business environment, as well as maintains 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; provide a channel of communication with the community and other stakeholders; and manage information that needs to be conveyed to the company's internal and external environment.

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 oleh perusahaan. Hal ini sejalan dengan kebijakan perusahaan untuk menegakkan dan mendorong keterbukaan informasi, dengan rincian sebagai berikut :

Transparency to shareholders and the wider community has been carried out in the form of information disclosure through various media and disclosure activities in accordance with company regulations. This is in line with the company's policy to enforce and encourage information disclosure, with details as follows:



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No	Sarana Tool	Pihak yang Menerima Informasi								
		Pemegang Saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Director	Karyawan Employees	Masyarakat Public	Distributor, Kios, Kelompok Tani, Petani Distributor/ Kiosk/ Farmers Group/ Farmers	Lembaga Negara Government Institutions	Supplier	Media Massa Media Massa
1.	Laporan Kinerja Bulanan, Triwulanan, dan Tahunan Monthly, Quarterly, and Annual Performance Report	√	√	√						
2.	Email E-mai	√	√	√	√	√	√	√	√	√
3.	Digital Office	√	√	√	√					
4.	Presentasi Direksi Board of Directors Presentation	√	√		√					
5.	Press Release	√	√		√	√	√	√	√	√
6.	Press Conference	√	√		√	√	√	√	√	√
7.	Jawaban Pertanyaan DPR dalam rangka Rapat Dengar Pendapat (RDP) DPR Answers in Hearings Meeting							√		
8.	Majalah 'GEMA' GEMA Magazine	√	√	√	√					
9.	Website Pengendalian Dokumen Document Control Website				√					
10.	Website	√	√	√	√	√	√	√	√	√
11.	Media Sosial Social media	√	√	√	√	√	√	√	√	√
12.	PICO			√	√					
13.	Sarasehan Petani Farmers' Workshop						√			
14.	Staf Perwakilan Daerah Penjualan (SPDP) Sales Representative Staff					√	√	√		√
15.	Pusat Layanan Pelanggan (PLP) Customer Service Center					√	√			
16.	WhatsApp Blast			√	√					

TATA KELOLA PERUSAHAAN

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Perusahaan menyediakan akses komunikasi dalam 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 perusahaan ke depan. Akses komunikasi internal disediakan dalam bentuk:

a. Digital Office (DOF)

DOF merupakan media digital untuk korespondensi internal perusahaan baik secara *top down* (arahan/disposisi) maupun *bottom up* (evaluasi/usulan/tindak lanjut) yang berkaitan dengan pelaksanaan tugas dan bisnis perusahaan, yang dapat diakses kapanpun dan dimanapun oleh manajemen maupun karyawan.

b. Website Enterprise University

Media *sharing knowledge* atas seluruh kompetensi yang ada di perusahaan 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 Perusahaan maupun dokumen-dokumen lainnya yang menjadi rujukan dalam pelaksanaan proses bisnis atau implementasi sistem manajemen di perusahaan.

d. Komunikasi Tatap Muka (KTM)

Media yang digunakan untuk penyebaran kebijakan perusahaan, seperti Kebijakan Sistem Manajemen, Sasaran Mutu/*Quality Objective* perusahaan, dan kebijakan-kebijakan lainnya kepada semua Unit Kerja, mulai dari tingkat manajemen perusahaan (*corporate*) sampai ke tingkat pelaksana operasional; dan pengumpulan masukan dari tingkat pelaksana operasional sampai tingkat manajemen perusahaan untuk penetapan kebijakan perusahaan.

The Company provides communication access in two forms, namely internal communication access and external communication access, which are described in detail as follows:

1. Access Internal Communication

Internal communication access is provided for employees to find out various policies, strategies and operational activities as well as future development of the company. Access to internal communications is provided in the form of:

a. Digital Office (DOF)

DOF is a digital medium for company internal correspondence, both top down (direction/disposition) and bottom up (evaluation/proposal/follow-up) related to the implementation of the company's tasks and business, which can be accessed anytime and anywhere by management and employees.

b. Enterprise University Website

Media sharing knowledge on all competencies in the company involving experts (employees) as mentors and employees as well as external parties with an interest as mentees. Enterprise University is a digital learning platform that can accommodate learning activities as well as collaborate, interact, and explore all required competencies through Video Based Learning, Digital Handouts, Online Exams, Assignment 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 Company Management System Documents and other documents that serve as a reference in implementing business processes or implementing management systems in company.

d. Face to Face Communication (KTM)

Media used for disseminating company policies, such as Management System Policies, company Quality Objectives, and other policies to all Work Units, from the corporate management level to the operational level; and gathering input from the operational level to the company management level for the determination of company policies.



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Komunikasi tatap muka (rapat) dilakukan dalam bentuk:

1. **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.
2. **Forum Rapat Distribusi Informasi Internal**, yaitu rapat atau tatap muka untuk menyampaikan informasi internal kepada karyawan perusahaan. 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 Perusahaan kepada Pejabat Grade III ke bawah.

e. E-mail

E-mail merupakan sarana komunikasi antara karyawan di lingkungan perusahaan untuk penyampaian dan penerimaan berbagai data dan informasi yang terkait maupun tidak terkait dengan pelaksanaan tugas dan bisnis perusahaan.

f. Majalah Internal Perusahaan "GEMA"

GEMA adalah majalah yang diterbitkan setiap bulan, utamanya untuk konsumsi karyawan, meskipun juga dibagikan secara terbatas kepada Dep Komunikasi Korporat anak perusahaan PT Petrokimia Gresik, dan anggota *holding* PT Pupuk Indonesia. GEMA menyajikan informasi tentang:

- 1) Pesan Direksi (CEO *Speech*) dalam rubrik Topik Utama
- 2) Kebijakan dan pengembangan perusahaan
- 3) Berbagai aktivitas bisnis yang dilakukan perusahaan
- 4) Berbagai aktivitas sosial (CSR/*Community Development*/Program Kemitraan dan Bina Lingkungan) yang dilakukan perusahaan
- 5) Kegiatan departemen/unit kerja di perusahaan.
- 6) Tulisan karyawan
- 7) Suara/pendapat millennial perusahaan terkait isu/topik tertentu
- 8) Artikel ringan (hobi, kesehatan, olahraga, kuis, dll)

Face-to-face communication (meetings) is carried out in the form of:

1. **Coordination Meeting Forum**, whose implementation is differentiated based on the involvement of the level of position of the meeting participants and the issues discussed in the meeting. These include Corporate Meetings, Compartment/Sesper Meetings, Departmental Meetings and Section Meetings.
2. **Internal Information Distribution Meeting Forum**, namely meetings or face-to-face meetings to convey internal information to company employees. Among others are Distribution Meeting A (All Directors), Distribution Meeting B (Directors with Grade I), Distribution Meeting C (All Officers Grade I), Distribution Meeting D (Grade I with Grade II), and Submission of Company internal information to Grade III officials down.

e. E-mail

E-mail is a means of communication between employees in the company environment 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. Company Internal Magazine "GEMA"

GEMA is a magazine that is published every month, primarily for employee consumption, although it is also distributed on a limited basis to the Department of Corporate Communications, a subsidiary of PT Petrokimia Gresik, and members of the holding company PT Pupuk Indonesia. GEMA provides information about:

- 1) Message from the Board of Directors (CEO *Speech*) in the Main Topic rubric
- 2) Company policy and development
- 3) Various business activities carried out by the company
- 4) Various social activities (CSR/*Community Development*/Partnership and *Community Development* Programs) carried out by the company
- 5) Activities of departments/work units in the company.
- 6) Employee writing
- 7) The voices/opinions of the company's millennials regarding certain issues/topics
- 8) Light articles (hobbies, health, sports, quizzes, etc.)

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g. WA Blast (*Broadcast Message*)

Media perusahaan 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, himbauan, maupun pembaruan informasi terkini perusahaan, sedangkan untuk direksi dan SEVP adalah laporan yang membutuhkan waktu cepat, misalnya dokumentasi kegiatan, digital greeting untuk *stakeholder*, serta update pemberitaan perusahaan secara harian,

h. PICO (Petrokimia Gresik Internal Communication)

Petrokimia Gresik Internal Communication (<http://pico.petrokimia-gresik.com/>) hadir sebagai media sosial dan pintu informasi internal utama perusahaan yang memberikan segala kemudahan untuk melakukan komunikasi dan publikasi internal secara *realtime*, interaktif dan terintegrasi. Untuk menunjang kebutuhan tersebut PICO memiliki fitur *Live Streaming Internal*, *CEO Message*, *Feed*, *Profile Perusahaan*, *Internal Apps*, *Digital Office*, *Event*, *News*, *Gallery*, dan *GEMA Online*/ Selain itu PICO juga memiliki widget untuk memudahkan pengguna mengetahui informasi internal terbaru yaitu *Event*, *Announcement*, *Media Sosial*, dan *Link Website* (Petrokimia Gresik, Pupuk Indonesia, Kementerian BUMN).

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 Perusahaan. Akses komunikasi eksternal disediakan dalam bentuk:

a. Website

Website perusahaan (<http://www.petrokimia-gresik.com>) hadir sebagai *one stop digital information center* yang menghilangkan jarak ruang dan waktu, serta *inaccurate information* antara perusahaan dengan *stakeholder*. menyediakan informasi resmi perusahaan 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

g. WA Blast (Broadcast Message)

The company's media used to convey information through broadcast messages received in the form of personal chat using an instant messaging application based on WhatsApp. Information distributed to all employees includes activities, appeals, and updates to the latest company information, while for directors and SEVP are reports that require fast time, for example activity documentation, digital greetings for stakeholders, as well as daily company news updates,

h. PICO (Petrokimia Gresik Internal Communication)

Petrokimia Gresik Internal Communication (<http://pico.petrokimia-gresik.com/>) is present as social media and the company's main internal information door that provides all conveniences for communicating and internal publications in realtime, interactive and integrated. To support these needs, PICO has an Internal Live Streaming feature, CEO Message, Feed, Company Profile, Internal Apps, Digital Office, Events, News, Gallery, and GEMA Online. In addition, PICO also has a widget to make it easier for users to find out the latest internal information, namely Events. , Announcement, Social Media, and Website Links (Petrokimia Gresik, Pupuk Indonesia, Ministry of SOEs).

2. Access External Communication

External communication access is provided for other stakeholders (Shareholders, Board of Commissioners, Customers, Suppliers, Distributors, Community) to obtain or convey information related to the company and the Company's operational activities. Access to external communications is provided in the form of:

a. Website

The company's website (<http://www.petrokimia-gresik.com>) exists as a one stop digital information center that eliminates the distance between space and time, as well as inaccurate information between the company and its stakeholders. providing official company information to stakeholders regarding available data regarding company profile, governance, company product information, Corporate Social Responsibility (CSR), annual reports, financial reports, tender information,



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dan distribusi, serta dilengkapi tautan antara lain e-Procurement, e-Recruitment, e-Announcement, Covid-19, Kementerian BUMN, Kontak Resmi Perusahaan, 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 perusahaan 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 perusahaan yang *up to date*, dan akurat melalui website resmi perusahaan sangat dinilai sangat efektif untuk menjaga dan meningkatkan kepercayaan *stakeholders*, hal ini dibuktikan dari tingginya jumlah *visitor* website Petrokimia Gresik sepanjang tahun 2021 sebanyak 1.330.628 visitors.

b. Media Sosial

Perusahaan memanfaatkan *platform* digital sebagai bentuk komunikasi interaktif dan kreatif yang saat ini banyak digunakan oleh *stakeholder*, seperti 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 perusahaan melalui Website. Media sosial perusahaan menampilkan berbagai informasi yang *up to date*, mulai dari kegiatan perusahaan, 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 yang dilihat dari capaian *Impression* media sosial yang mencapai 4.115.693 dan 255.696 *engagement*. Data survei juga menunjukkan bahwa 92,87 audiens sangat puas dengan pengelolaan media sosial Petrokimia Gresik.

marketing and distribution, and equipped with links including e-Procurement, e-Recruitment, E-Announcement, Covid-19, Ministry of SOEs, Company Official Contacts, as well as displaying news about the company (reports, announcements, press releases, and articles). Website content updating, both data, display and news is carried out regularly, adjusting to the latest data developments/ changes, and in line with applicable regulations. The content on the company's website is expected to be 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 official information about the company that are up to date and accurate through the company's official website are considered very effective in maintaining and increasing stakeholder trust, this is evidenced by the high number of visitors to the Petrokimia Gresik website throughout 2021 as many as 1,330,628 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 Twitter (@petrogresik), Facebook (PT Petrokimia Gresik Official), Youtube (PT Petrokimia Gresik), and Instagram (@petrokimiagresik_official) as company information media. and also a window to find out the complete information provided by the company through the Website. The company's social media displays various up to date information, ranging from company activities, product information and tips, to the latest information in the agricultural world needed by the audience.

This effort to disseminate information through social media is considered very effective, this is judged by the high enthusiasm of the audience as seen from the achievement of social media impressions which reached 4,115,693 and 255,696 engagements. The survey data also shows that 92.87 audiences are very satisfied with Petrokimia Gresik's social media management.

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c. Buku Promosi dan Informasi Produk

Buku promosi berisi informasi tentang produk pupuk yang dihasilkan oleh perusahaan mencakup antara lain informasi tentang:

- 1) Jenis dan kapasitas produksi perusahaan
- 2) Spesifikasi pupuk
- 3) Kegunaan dan gejala kekurangan unsur hara pada tanaman
- 4) Pengelolaan pupuk
- 5) Keunggulan pupuk produksi PT Petrokimia Gresik
- 6) Hasil-hasil demonstrasi plot (demplot) dilahan
- 7) 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 perusahaan dalam menyediakan produk pupuk disertai dengan spesifikasinya dan tata cara penggunaannya.

d. Buku & Video Company Profile

Company Profile merupakan media yang disediakan oleh perusahaan baik dalam bentuk buku cetak, buku digital, maupun video untuk menyampaikan informasi kepada *stakeholders* tentang perusahaan dan kegiatan bisnisnya selama kurun waktu tertentu. Isi *company profile* secara periodik *direview* untuk disesuaikan dengan perkembangan informasi demi memberikan pengetahuan yang akurat sesuai harapan *stakeholders*.

e. Pusat Layanan Pelanggan (PLP)

PLP merupakan organisasi di bawah Departemen Administrasi Pemasaran yang berfungsi untuk menampung suara pelanggan (*gaining customer voice*) melalui: telepon bebas pulsa (0800.1.888777 dan 0800.1.636363), SMS (081 1344774), Faks (0313979976), dan e-mail (konsumen@petrokimia-gresik.com).

f. Staf Perwakilan Daerah Penjualan (SPDP)

SPDP adalah petugas lapangan yang ditempatkan oleh perusahaan sebagai *front liners* yang bertugas mewakili dan menyampaikan informasi perusahaan 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.

c. Promotional Books and Product Information

The promotional book contains information about fertilizer products produced by the company including, among others, information about:

- 1) Company type and production capacity
- 2) Fertilizer specification
- 3) Uses and symptoms of nutrient deficiency in plants
- 4) Fertilizer management
- 5) Advantages of fertilizer produced by PT Petrokimia Gresik
- 6) The results of the demonstration plots on the land
- 7) Recommended dosage of fertilizer use

This book is provided for farmers and parties related to agricultural businesses with the aim of providing a true understanding of the company's ability to provide fertilizer products along with their specifications and procedures for using them.

d. Books & Videos Company Profile

Company Profile is a medium provided by the company in the form of printed books, digital books, and videos to convey information to stakeholders about the company and its business activities for a certain period of time. The contents of the company profile are periodically reviewed to be adjusted to the development of information in order to provide accurate knowledge according to the expectations of stakeholders.

e. Customer Service Center (PLP)

PLP is an organization under the Marketing Administration Department that functions to accommodate customer voice (*gaining customer voice*) via: toll-free telephone (0800.1.888777 and 0800.1.636363), SMS (081 1344774), Fax (0313979976), and e-mail (consumer@petrokimia-gresik.com).

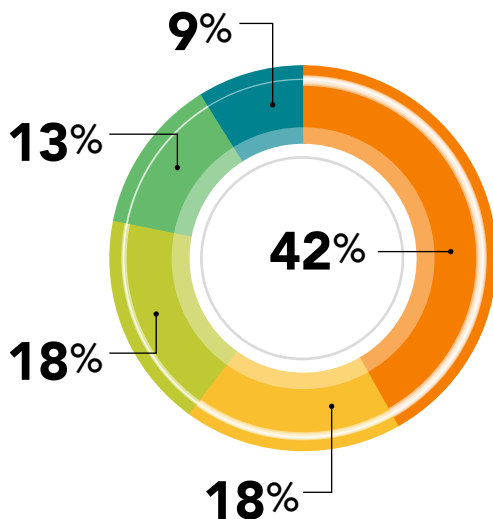
f. Regional Sales Representative Staff (SPDP)

SPDP are field officers placed by the company as front liners who are tasked with representing and conveying company information to stakeholders, both local governments, TNI/Police, interest groups (NGOs), mass media, farmers, and so on, as well as extracting information from the customer side, for example. customer complaints about product quality.

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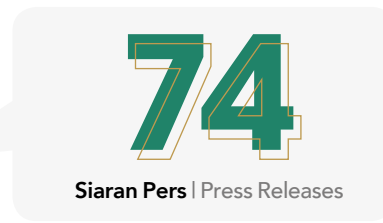
- g. Media Massa Nasional dan Lokal
Media massa nasional dan lokal (cetak, *online*, televisi, dan radio) menjadi media informasi yang digunakan perusahaan untuk menyampaikan informasi kepada publik termasuk seluruh *stakeholder* perusahaan, terkait *Corporate Action*, *Corporate Issue*, *CSR Action*, serta klarifikasi terhadap pemberitaan negatif perusahaan melalui Siaran Pers dan *Press Conference*.

Selama tahun 2021, perusahaan telah merilis sebanyak 74 Siaran Pers, dengan klasifikasi isu sebagai berikut :



- g. National and Local Mass Media
National and local mass media (print, online, television, and radio) are the information media used by companies to convey information to the public, including all company stakeholders, related to Corporate Action, Corporate Issues, CSR Actions, as well as clarification of negative corporate news through press releases. and Press Conferences.

During 2021, the company has released 74 Press Releases, with the classification of issues as follows:



- Bisnis | Business
- Tanggung Jawab Sosial Perusahaan | Company Social Responsibility (CSR)
- Penghargaan | Award
- Penanganan Covid-19 | Handling Covid-19
- Lain-lain | Others

- a. Isu Bisnis (31 Siaran Pers)**
Meliputi Program MAKMUR, stok dan penyaluran pupuk subsidi, *launching* produk, demplot, investasi pengembangan, kinerja dan strategi bisnis lainnya
- b. Isu CSR (13 Siaran Pers)**
Meliputi bantuan dan program *Corporate Social Responsibility* (CSR) yang tidak berkaitan dengan penanganan Covid-19
- c. Isu Penghargaan (13 Siaran Pers)**
Meliputi capaian/prestasi/*award*/apresiasi yang diraih perusahaan maupun yang diberikan oleh pihak eksternal
- d. Isu Penanganan Covid-19 (10 Siaran Pers)**
Meliputi program vaksinasi, donor plasma, pembelian GeNose, bantuan oksigen dan bantuan penanganan Covid-19 lainnya
- e. Isu Lainnya (7 Siaran Pers)**
Meliputi program magang mahasiswa baik *online* maupun *offline*, peluncuran DLC, implementasi AKHLAK, dan lain sebagainya.

- a. Business Issues (31 Press Releases)
Covers the MAKMUR Program, stock and distribution of subsidized fertilizers, product launches, demonstration plots, investment development, performance and other business strategies
- b. CSR Issues (13 Press Releases)
Includes assistance and Corporate Social Responsibility (CSR) programs that are not related to the handling of Covid-19
- c. Award Issues (13 Press Releases)
Includes achievements/achievements/awards/appreciations achieved by the company as well as those given by external parties
- d. Covid-19 Handling Issues (10 Press Release)
Includes vaccination programs, plasma donors, purchase of GeNose, oxygen assistance and other Covid-19 handling assistance
- e. Other Issues (7 Press Releases)
Includes student internship programs both online and offline, DLC launches, AKHLAK implementation, and so on.

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Selama tahun 2021, perusahaan telah merilis sebanyak 74 (tujuh puluh empat) Siaran Pers. Berikut rinciannya:

During 2021, the company has released a total of 74 (seventy-four) Press Releases. Here are the details:

No	Judul Title	Tempat Place	Tanggal Terbit Publishing
1.	Di Tengah Wabah Covid-19 Petrokimia Gresik Catat Kinerja Positif Di Tahun 2020 Amid the Covid-19 Outbreak Petrokimia Gresik Records Positive Performance in 2020	Gresik	4 Januari 2021 January 4, 2021
2.	Petrokimia Gresik Himbau Petani Terapkan Pemupukan Berimbang. Petrokimia Gresik Urges Farmers to Apply Balanced Fertilization.	Gresik	14 Januari 2021 January 14, 2021
3.	Gathering Distributor Utama Main Distributor Gathering	NTB	18 Januari 2021 January 18, 2021
4.	Tanam Perdana Jagung Peluncuran Program Agro Solution Petrokimia Gresik First Planting of Corn, Launching of Agro Solution Petrokimia Gresik Program	NTB	19 Januari 2021 January 19, 2021
5.	Penandatanganan Perjanjian Beasiswa Petro (Bestro) Full Cover Senilai Rp 1,7 Miliar Signing of Petro (Bestro) Full Cover Scholarship Agreement Worth Rp 1.7 Billion	Gresik	20 Januari 2021 January 20, 2021
6.	Kunjungan Kerja Spesifik Komisi IV DPR RI - Ada Gap Besar Antara Kebutuhan Dan Alokasi Pupuk Bersubsidi Special Working Visit of Commission IV DPR RI - There is a Big Gap Between the Need and Allocation of Subsidized Fertilizer	Gresik	28 Januari 2021 January 28, 2021
7.	Tingkatkan Implementasi Sistem Manajemen Pengamanan Petrokimia Gresik Jajaki Kerjasama Baru Dengan Polres Gresik Di Tahun 2021 Improving the Implementation of the Petrokimia Gresik Security Management System Explores New Cooperation with Gresik Police in 2021	Gresik	2 Februari 2021 February 2, 2021
8.	Dukung Riset Anak Bangsa, Petrokimia Gresik Gunakan 10 Unit Genose untuk Deteksi Covid-19 Supporting the Research of the Nation's Children, Petrokimia Gresik Uses 10 Genose Units for Covid-19 Detection	Yogyakarta	5 Februari 2021 February 5, 2021
9.	Plasma BUMN untuk Indonesia : Petrokimia Gresik Fasilitasi 300 Penyintas Covid-19 Donorkan Plasma BUMN Plasma for Indonesia: Petrokimia Gresik Facilitates 300 Covid-19 Survivors to Donate Plasma	Gresik	8 Februari 2021 February 8, 2021
10.	Petrokimia Gresik Bantu 1.000 Paket Sembako untuk Korban Banjir Lamongan Petrokimia Gresik Assists 1,000 Food Packages for Lamongan Flood Victims	Lamongan	11 Februari 2021 February 11, 2021
11.	Petrokimia Gresik Pastikan Penyaluran Pupuk Bersubsidi Sesuai Ketentuan Pemerintah Petrokimia Gresik Ensures Distribution of Subsidized Fertilizers in Accordance with Government Regulations	Gresik	18 Februari 2021 February 18, 2021
12.	Petrokimia Gresik Bantu 1.000 Paket Sembako Untuk Korban Banjir Di Kabupaten Jombang dan Pati Petrokimia Gresik Assists 1,000 Food Packages for Flood Victims in Jombang and Pati Regencies	Gresik	18 Februari 2021 February 18, 2021
13.	Petrokimia Gresik Tandatangani Mou Agro Solution dan Joint Business Planning Retail Management Petrokimia Gresik Signs Mo Agro Solution and Joint Business Planning Retail Management	Gresik	5 Maret 2021 March 5, 2021
14.	Petrokimia Gresik Memulai Produksi Perdana Pupuk Organik Cair Subsidi Phonska OCA Petrokimia Gresik Starts First Production of Liquid Organic Fertilizer Subsidized Phonska OCA	Gresik	9 Maret 2021 March 9, 2021
15.	Kampung Sehat Petrokimia Gresik Sentuh 13 Persen Penduduk Kabupaten Gresik S ebagai Penerima Manfaat Petrokimia Gresik Healthy Village Touches 13 Percent of Gresik Regency's Population as Beneficiaries	Gresik	17 Maret 2021 March 17, 2021
16.	Petrokimia Gresik Geliatkan Ekspor Melati Melalui Demplot Di Kabupaten Tegal Petrokimia Gresik Promotes Jasmine Exports Through Demonstration Plots in Tegal Regency	Tegal	19 Maret 2021 March 19, 2021
17.	Petrokimia Gresik Bersama Satgas Covid-19 BUMN Jatim Kerahkan 150 Ranger dan 50 Nakes Petrokimia Gresik Together with the Covid-19 Task Force for East Java SOEs Deploy 150 Rangers and 50 Healthcare Workers	Surabaya	28 Maret 2021 March 28, 2021
18.	Sebanyak 6.821 Karyawan dan Pensiunan Petrokimia Gresik Ikuti Vaksinasi Bersama Kementerian BUMN A total of 6,821 Petrokimia Gresik Employees and Retirees Participate in Vaccination with the Ministry of SOEs	Surabaya	28 Maret 2021 March 28, 2021
19.	NPK Kebomas Petrokimia Gresik Raih Gold Champion di Ajang WOW Brand Day 2021 NPK Kebomas Petrokimia Gresik Wins Gold Champion at WOW Brand Day 2021	Gresik	31 Maret 2021 March 31, 2021

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No	Judul Title	Tempat Place	Tanggal Terbit Publishing
20.	Seminar Nasional - Wantimpres : Petrokimia Gresik Harus Optimalkan Produk Spesifik Lokasi National Seminar - Wantimpres : Petrokimia Gresik Must Optimize Location-Specific Products	Gresik	6 April 2021 April 6, 2021
21.	Petrokimia Gresik Membantu Menjaga Produktivitas Tebu Melalui Program Agro Solution Petrokimia Gresik Helps Maintain Sugar Cane Productivity Through the Agro Solution Program	Mojokerto	7 April 2021 April 7, 2021
22.	Gresik Cetak 194 Lulusan Program Vokasi Industri Setara D1 Siap Kerja Petrokimia Gresik Prints 194 Graduates of Industrial Vocational Program Equivalent to D1 Ready to Work in Petrochemical	Gresik	8 April 2021 April 8, 2021
23.	Pengembangan Talenta Unggul Petrokimia Gresik Terbaik Di Anugerah BUMN 2021 Development of the Best Petrokimia Gresik Superior Talent at the 2021 BUMN Award	Jakarta	8 April 2021 April 8, 2021
24.	Petrokimia Gresik Dinobatkan Sebagai "The Best Indonesia Green Awards 2021" Petrokimia Gresik Named "The Best Indonesia Green Awards 2021"	Jakarta	9 April 2021 April 9, 2021
25.	Petrokimia Gresik Salurkan Bantuan Seribu Paket Sembako Untuk Korban Gempa Bumi Malang Petrokimia Gresik Distributes Thousands of Food Packages for Malang Earthquake Victims	Malang	10 April 2021 April 10, 2021
26.	Satgas Tanggap Bencana BUMN Jatim Salurkan Bantuan 1.000 Paket Sembako Untuk Korban Gempa Bumi Di Kabupaten Lumajang East Java SOE Disaster Response Task Force Distributes 1,000 Food Packages for Earthquake Victims in Lumajang Regency	Lumajang	12 April 2021 April 12, 2021
27.	Petrokimia Gresik Optimalkan Peran Pertanian Gresik Melalui "Demplot Dambaan" Phonska OCA Di 21 Titik Petrokimia Gresik Optimizes the Role of Gresik Agriculture through Phonska OCA's "Demonstration of Desires" at 21 Points	Gresik	12 April 2021 April 12, 2021
28.	Jamin Akses Permodalan Petani, Petrokimia Gresik Gandeng BRI Dalam Program Agro Solution Guaranteeing Access to Farmer's Capital, Petrokimia Gresik Collaborates with BRI in the Agro Solution Program	Gresik	15 April 2021 April 15, 2021
29.	Petrokimia Gresik Perluas Kerja Sama Agro Solution Dengan PTPN X Petrokimia Gresik Expands Agro Solution Cooperation with PTPN X	Surabaya	21 April 2021 April 21, 2021
30.	Perdana Kirim 7.000 Liter ke Jambi, Green Surfactant Petrokimia Gresik Jadi Incaran Industri Migas Perdana Sends 7,000 Liters to Jambi, Petrokimia Gresik's Green Surfactant Becomes the Target of the Oil and Gas Industry	Gresik	4 Mei 2021 May 4, 2021
31.	Safari Ramadan 1442H – Jelang Lebaran, Petrokimia Gresik Gelontorkan Bantuan Senilai Rp1,1 Miliar Untuk Masyarakat Sekitar Perusahaan Safari Ramadan 1442H – Ahead of Lebaran, Petrokimia Gresik Distributes Aid Worth Rp1.1 Billion For Communities Around The Company	Gresik	6 Mei 2021 May 6, 2021
32.	Garap Komoditas Jeruk, Petrokimia Gresik Gandeng KADIN Kota Batu Dalam Program Agro Solution Working on Orange Commodity, Petrokimia Gresik Collaborates with KADIN Kota Batu in Agro Solution Program	Gresik	11 Mei 2021 May 11, 2021
33.	Petrokimia Gresik Gandeng PTPN XI Perluas Manfaat Agro Solution Untuk Petani Tebu Petrokimia Gresik Cooperates with PTPN XI to Expand the Benefits of Agro Solutions for Sugar Cane Farmers	Surabaya	2 Juni 2021 June 2, 2021
34.	Kementerian LHK Apresiasi Peran Petrokimia Gresik Dalam Konservasi Kawasan Ekosistem Esensial (KEE) Mangrove Gresik Ministry of LHK Appreciates the Role of Petrokimia Gresik in the Conservation of the Gresik Mangrove Essential Ecosystem Area (KEE)	Gresik	3 Juni 2021 June 3, 2021
35.	Petrokimia Gresik Gandeng PT Polowijo Gosari Indonesia Kaji Pendirian Pabrik Pupuk Kieserite Petrokimia Gresik Cooperates with PT Polowijo Gosari Indonesia to Study the Establishment of a Kieserite Fertilizer Factory	Jakarta	10 Juni 2021 June 10, 2021
36.	Petrokimia Gresik Teken MoU Pembelian Gas dengan Kangean Energy Indonesia untuk Pabrik Amoniak-Urea Petrokimia Gresik Signs MoU for Gas Purchase with Kangean Energy Indonesia for Ammonia-Urea Plant	Jakarta	17 Juni 2021 June 17, 2021
37.	HUT ke-49 Petrokimia Gresik Kinerja Positif & Hilirisasi Produk Kontribusi Nyata Petrokimia Gresik untuk Indonesia 49th Anniversary of Petrokimia Gresik Positive Performance and Product Downstreaming Petrokimia Gresik's Real Contribution to Indonesia	Gresik	10 Juli 2021 July 10, 2021
38.	Hadirkan Solusi untuk Petani, PG Luncurkan Tiga Produk Baru Presenting Solutions for Farmers, PG Launches Three New Products	Gresik	12 Juli 2021 July 12, 2021

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No	Judul Title	Tempat Place	Tanggal Terbit Publishing
39.	Satgas Tanggap Bencana Nasional BUMN Wilayah Jatim Bantu 9,9 Ton Oksigen Medis Untuk Percepatan Penanganan Pasien Covid-19 Di Jawa Timur The East Java Regional BUMN National Disaster Response Task Force Assists 9.9 Tons of Medical Oxygen to Accelerate Handling of Covid-19 Patients in East Java	Surabaya	17 Juli 2021 July 17, 2021
40.	Petrokimia Gresik Gelontorkan Rp682 Juta Salurkan Hewan Kurban untuk Sekitar Perusahaan Petrokimia Gresik Distributes Rp682 Million Distributes Sacrificial Animals for Around the Company	Gresik	20 Juli 2021 July 20, 2021
41.	Bantu Pemerintah Percepat Vaksinasi, Petrokimia Gresik Gelar Vaksinasi Gotong Royong untuk 3.179 Peserta Helping Government Accelerate Vaccination, Petrokimia Gresik Holds Mutual Cooperation Vaccination for 3,179 Participants	Gresik	27 Juli 2021 July 27, 2021
42.	Peringatan Satu Tahun AKHLAK, Jadi Katalis Pertumbuhan Petrokimia Gresik Menuju Solusi Agroindustri One Year Commemoration of AKHLAK, Becomes Gresik's Petrochemical Growth Catalyst Towards Agroindustry Solutions	Gresik	29 Juli 2021 July 29, 2021
43.	"Petrokimia Gresik Peduli & Berbagi" Petrokimia Gresik Bagikan 11.812 Paket Imun Untuk Masyarakat "Petrokimia Gresik Cares & Shares" Petrokimia Gresik Distributes 11,812 Immune Packages for the Community	Gresik	6 Agustus 2021 August 6, 2021
44.	Optimalkan Implementasi GCG, Dwi Satriyo Annurogo Dinobatkan Sebagai "The Best CEO" Optimizing GCG Implementation, Dwi Satriyo Annurogo Named "The Best CEO"	Jakarta	8 Agustus 2021 August 8, 2021
45.	Tingkatkan Sinergi dengan TNI AD dalam Penanggulangan Covid-19, Petrokimia Gresik Bantu Tempat Tidur Pasien Untuk RST Soepraoen Malang Improving Synergy with the Indonesian Army in Combating Covid-19, Petrokimia Gresik Assists Patient Beds for RST Soepraoen Malang	Surabaya	10 Agustus 2021 August 10, 2021
46.	Aktifkan Kembali Pabrik Oksigen, Petrokimia Gresik Siap Suplai 23 Ton/ Hari Untuk Penanganan Covid-19 Reactivate Oxygen Factory, Petrokimia Gresik Ready to Supply 23 Tons/Day For Handling Covid-19	Gresik	15 Agustus 2021 August 15, 2021
47.	Produktivitas Bawang Merah Di Nganjuk Meningkat Berkat Program Agro Solution Petrokimia Gresik Shallot Productivity in Nganjuk Increases Thanks to the Agro Solution Petrokimia Gresik Program	Nganjuk	19 Agustus 2021 August 19, 2021
48.	Trias Sinergi TNI AD - Petrokimia Gresik - Pemkab Gresik Melalui Program Demptot Dambaan Tingkatkan Produktivitas Tanaman Padi Hingga 35 Persen Trias Synergy of TNI AD - Petrokimia Gresik - Gresik Regency Government Through Demptot Program Desire to Increase Paddy Crop Productivity Up to 35 Percent	Gresik	27 Agustus 2021 August 27, 2021
49.	Gubernur Khofifah Tinjau Unit Produksi Oksigen Petrokimia Gresik Terima Bantuan Oksigen Cair Dari Satgas Bumn Jatim Governor Khofifah Review Petrokimia Gresik Oxygen Production Unit Receives Liquid Oxygen Assistance from East Java State-Owned Enterprises Task Force	Gresik	30 Agustus 2021 August 30, 2021
50.	Petrokimia Gresik Gandeng Unilever Asia dan PT Garam untuk Jamin Ekosistem Bisnis Pabrik Soda Ash Petrokimia Gresik Collaborates with Unilever Asia and PT Garam to Guarantee Ash . Soda Factory Business Ecosystem	Gresik	2 September 2021 September 2, 2021
51.	Dukung Swasembada Gula 2024 Petrokimia Gresik & PTPN X Kawal Petani Tebu Melalui Program Makmur Support Sugar Self-Sufficiency 2024 Petrokimia Gresik & PTPN X Guard Sugar Cane Farmers Through Prosperity Program	Mojokerto	8 September 2021 September 8, 2021
52.	Dukung Percepatan Proyek Pabrik Soda Ash, Menteri Investasi Bahlil Lahadalia Tinjau Petrokimia Gresik Supporting the Acceleration of the Soda Ash Plant Project, Investment Minister Bahlil Lahadalia Review Petrokimia Gresik	Gresik	10 September 2021 September 10, 2021
53.	Dukung Pemerintah Cetak SDM Unggul Petrokimia Gresik Luncurkan Digital Learning Center Support the Government to Print Superior Human Resources Petrokimia Gresik Launches Digital Learning Center	Gresik	14 September 2021 September 14, 2021
54.	Program Makmur Petrokimia Gresik Berhasil Tingkatkan Produktivitas Benih Kangkung di Gresik Hingga 12% Dukung Pemerintah Cetak SDM Unggul Petrokimia Gresik Luncurkan Digital Learning Center	Gresik	17 September 2021 September 17, 2021
55.	Inovasi Petrokimia Gresik Mampu Hasilkan Nilai Tambah Hingga Rp250 Miliar Gresik Petrokimia Innovation Capable of Generating Added Value of Up to Rp250 Billion	Gresik	22 September 2021 September 22, 2021
56.	Petrokimia Gresik Borong Tiga Penghargaan Berkat Pengelolaan SDM Unggul - IHCA 2021 Petrokimia Gresik Wins Three Awards for Excellent Human Resources Management - IHCA 2021	Jakarta	4 Oktober 2021 October 4, 2021



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No	Judul Title	Tempat Place	Tanggal Terbit Publishing
57.	Siapkan Tenaga Kerja Unggul Petrokimia Gresik Buka Program Magang Untuk 188 Peserta Prepare Excellent Petrokimia Gresik Workforce Opens Internship Program for 188 Participants	Gresik	12 Oktober 2021 October 12, 2021
58.	Mini Map Pembangunan Berkelanjutan Petrokimia Gresik Diganjar Indonesia SDG Award (ISDA) 2021 Petrokimia Gresik Sustainable Development Mini Map Awarded Indonesia SDG Award (ISDA) 2021	Jakarta	14 Oktober 2021 October 14, 2021
59.	Dwi Satriyo Annurogo Dinobatkan sebagai The CEO/Leader of TJSI Initiative Manufacturing Dwi Satriyo Annurogo Named The CEO/Leader of TJSI Initiative Manufacturing	Jakarta	15 Oktober 2021 October 15, 2021
60.	Petrokimia Gresik & Satgas BUMN Jatim Gerak Cepat Kirim 1.200 Paket Sembako untuk Korban Banjir di Kota Batu & Kota Malang Petrokimia Gresik & East Java SOE Task Force Quickly Send 1,200 Food Packages for Flood Victims in Batu City & Malang City	Batu & Malang	6 November 2021 November 6, 2021
61.	Petrokimia Gresik Bantu 1.972 Paket Sembako untuk Korban Banjir Gresik Petrokimia Gresik Helped 1,972 Food Packages for Gresik Flood Victims	Gresik	11 November 2021 November 11, 2021
62.	Implementasi Konsep Green Port Petrokimia Gresik Berhasil Tekan Biaya Operasional dan Tingkatkan Daya Saing Perusahaan Implementation of the Green Port Petrokimia Gresik Concept Successfully Reduces Operational Costs and Increases Company Competitiveness	Gresik	12 November 2021 November 12, 2021
63.	Petrokimia Gresik Raih "GOLD RANK" Perdana di Ajang ASRRAT 2021 Petrokimia Gresik Wins the First "GOLD RANK" at the 2021 ASRRAT Event	Jakarta	19 November 2021 November 19, 2021
64.	Petrokimia Gresik Group Borong 25 Penghargaan di Ajang TKMPN XXV Petrokimia Gresik Group Wins 25 Awards at TKMPN XXV	Jakarta	20 November 2021 November 20, 2021
65.	Dukung Gerakan BUMN Hijau Indonesia, Petrokimia Gresik Koordinir Penanaman 12.300 Pohon di Kabupaten Pasuruan dan Lahan Bekas Longsor Kota Batu Supporting BUMN Movement to Green Indonesia, Petrokimia Gresik Coordinates the Planting of 12,300 Trees in Pasuruan Regency and Landslides in Batu City	Pasuruan & Batu	29 November 2021 November 29, 2021
66.	Pengelolaan Lingkungan Petrokimia Gresik Kembali Raih Industri Hijau Level 5 dari Kemenperin RI Petrokimia Gresik Environmental Management Again Achieves Level 5 Green Industry from the Ministry of Industry of the Republic of Indonesia	Jakarta	1 Desember 2021 December 1, 2021
67.	Petrokimia Gresik Apresiasi Atlet Senam Jatim yang Berprestasi di Ajang PON XX Petrokimia Gresik Appreciates East Java Gymnastics Athletes with Achievements in the XX PON Event	Gresik	2 Desember 2021 December 2, 2021
68.	Petrokimia Gresik Gerak Cepat Kirim Bantuan 600 Paket Sembako untuk Korban Erupsi Gunung Semeru Petrokimia Gresik Quick Action Sends 600 Packages of Basic Food for Victims of the Mount Semeru Eruption	Lumajang	5 Desember 2021 December 5, 2021
69.	Petrokimia Gresik Jadi "Most Trusted Company" dalam Implementasi GCG Petrokimia Gresik Becomes "Most Trusted Company" in GCG Implementation	Jakarta	8 Desember 2021 December 8, 2021
70.	Tindaklanjuti Arahan Menteri Erick Thohir, Petrokimia Gresik Bersama Satgas BUMN Jawa Timur Salurkan Bantuan Tahap Dua Untuk Korban Erupsi Semeru Following up on the directives of Minister Erick Thohir, Petrokimia Gresik together with the East Java SOE Task Force Distribute Phase Two Assistance to Victims of the Semeru Eruption	Lumajang	13 Desember 2021 December 13, 2021
71.	Siapkan Distribusi Pupuk Subsidi 2022, Petrokimia Gresik Tandatangani SPJB Bersama 372 Distributor Prepare Distribution of Subsidized Fertilizer 2022, Petrokimia Gresik Signs SPJB with 372 Distributors	Solo	20 Desember 2021 December 20, 2021
72.	Program Makmur Petrokimia Gresik Tahun 2021 Berhasil Makmurkan 21.344 Petani Di Tanah Air Gresik Petrokimia Prosperity Program in 2021 Successfully Prosperous 21,344 Farmers in the country	Gresik	21 Desember 2021 December 21, 2021
73.	Petrokimia Gresik Raih Apresiasi Tertinggi "PROPERNAS" Pertama Dari Kementerian LHK RI Atas Pengelolaan Lingkungan Yang Optimal Petrokimia Gresik Wins the First "Golden PROPERNAS" Appreciation from the Ministry of LHK RI for Optimal Environmental Management	Jakarta	29 Desember 2021 December 29, 2021
74.	Sambut Proliga 2022, Petrokimia Gresik & Pupuk Indonesia Luncurkan Tim Bola Voli Putri Baru Welcoming Proliga 2022, Petrokimia Gresik & Pupuk Indonesia Launches New Women's Volleyball Team	Gresik	30 Desember 2021 December 30, 2021

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JUMLAH PEMBERITAAN TAHUN 2021

TOTAL OF NEWS IN 2021

Jumlah total pemberitaan terkait perusahaan di media massa selama tahun 2021 mencapai 2.469 pemberitaan atau meningkat 23% dari total pemberitaan tahun 2020

The total number of news related to companies in the mass media during 2021 reached 2,469 reports or an increase of 23% from the total coverage in 2020.

ISU PEMBERITAAN TAHUN 2021

NEWS ISSUES FOR 2021

Berdasarkan klasifikasi isunya, mayoritas merupakan pemberitaan seputar isu bisnis yakni mencapai 45%, selanjutnya 20% seputar isu penghargaan, 19% seputar isu penghargaan, 10% seputar isu penanganan Covid-19 dan 6% adalah isu lainnya.

Based on the classification of issues, the majority were news about business issues, which reached 45%, then 20% were about award issues, 19% were about awards issues, 10% were about handling Covid-19 issues and 6% were other issues.

Hal ini sejalan dengan *agenda setting* dan siaran pers yang dipublikasikan perusahaan, dimana isu bisnis menjadi fokus utama dalam *agenda setting* yang disusun oleh Departemen Komunikasi Korporat, sehingga mayoritas eksposur media adalah terkait isu bisnis perusahaan.

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 company business issues.

Dengan demikian, dapat disimpulkan bahwa strategi *agenda setting* yang dibuat oleh Departemen Komunikasi Korporat membuahkan hasil positif.

Thus, it can be concluded that the agenda setting strategy made by the Department of Corporate Communications has produced positive results.

SENTIMEN PEMBERITAAN TAHUN 2021

NEWS SENTIMENT FOR 2021

Dari 2.469 pemberitaan selama tahun 2021, 2.368 diantaranya merupakan berita positif, 101 merupakan berita netral dan tidak terdapat berita negatif sama sekali (**ZERO NEGATIVE NEWS**).

Of the 2,469 news stories during 2021, 2,368 of them were positive news, 101 were neutral news and there was no negative news at all (**ZERO NEGATIVE NEWS**).

JENIS MEDIA YANG MEMBERITAKAN TAHUN 2021

TYPES OF MEDIA THAT ANNOUNCE THE YEAR 2021

Berdasarkan jenis medianya, pemberitaan terkait perusahaan di media massa selama tahun 2021 didominasi oleh media online yakni mencapai 1.197 pemberitaan, kemudian 247 pemberitaan di media cetak, dan 25 pemberitaan di media televisi.

Based on the type of media, news related to companies in the mass media during 2021 was dominated by online media, reaching 1,197 reports, then 247 reports in print media, and 25 reports in television media.



STANDAR ETIKA PERUSAHAAN (CODE OF CONDUCT) / PEDOMAN ETIKA BISNIS & ETIKA KERJA (PEBK) CORPORATE ETHICAL STANDARD (CODE OF CONDUCT) / GUIDELINES FOR BUSINESS ETHICS & WORK ETHICS (PEBK)

PG berkomitmen untuk terus melaksanakan penerapan prinsip-prinsip *Good Corporate Governance* (GCG) meliputi, *Transparency* (keterbukaan), *Accountability* (Akuntabilitas), *Responsibility* (Tanggung Jawab), *Independency* (Kemandirian) dan *Fairness* (Keadilan) dalam mengelola Perusahaan. Sebagai Perusahaan yang terus berkembang dan beradaptasi dalam lingkungan bisnis yang makin terbuka (pasar bebas), maka perlu diciptakan iklim usaha yang etis dan bertanggung jawab terhadap semua pemangku kepentingan serta lingkungan Perusahaan melalui implementasi *code of conduct*.

Code of conduct yang berlaku di PG disebut Etika Bisnis dan Etika Kerja atau PEBK. PEBK secara berkala dimutakhirkan menyesuaikan dengan perkembangan perusahaan dan peraturan yang berlaku. PEBK yang berlaku di perusahaan saat ini adalah hasil pemutakhiran pada tahun 2020.

Pelaksanaan Pedoman Etika Bisnis dan Etika Kerja (PEBK) diharapkan dapat mencegah terjadinya tindak pidana korupsi, kecurangan dan perbuatan melanggar hukum lainnya. Dengan disusunnya Kebijakan 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:

- Meningkatkan kepatuhan terhadap hukum dan peraturan perundang-undangan baik dalam kehidupan kerja maupun kehidupan pribadi Insan PG.
- Meningkatkan kepatuhan terhadap peraturan internal Perusahaan.
- Meningkatkan reputasi Perusahaan melalui integritas Insan PG.
- Meningkatkan kontribusi melalui budaya kepatuhan terhadap hukum dalam masyarakat.

ISI PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

CONTENTS OF THE CODE OF BUSINESS ETHICS AND WORK ETHICS

Perusahaan harus menghormati hak *stakeholder* yang timbul berdasarkan perundang-undangan yang berlaku, dan/atau perjanjian yang dibuat oleh Perusahaan dengan karyawan, pelanggan, pemasok, dan kreditur serta masyarakat sekitar tempat usaha Perusahaan

PG is committed to continuing to implement the principles of Good Corporate Governance (GCG) including, Transparency (openness), Accountability (Accountability), Responsibility (Responsibility), Independency (Independence) and Fairness (Justice) in managing the Company. As a company that continues to grow and adapt to an increasingly open business environment (free market), it is necessary to create an ethical and responsible business climate for all stakeholders and the Company's environment through the implementation of a code of conduct.

The code of conduct that applies at PG is called the Business Ethics and Work Ethics or PEBK. PEBK is periodically updated in accordance with company developments and applicable regulations. The PEBK currently in effect in the company is the result of an update in 2020.

The implementation of the Guidelines for Business Ethics and Work Ethics (PEBK) is expected to prevent the occurrence of criminal acts of corruption, fraud and other unlawful acts. With the formulation of the Business Ethics and Work Ethics Policy as a guideline for business behavior standards and work behavior standards that must be implemented by all PG Personnel, therefore the Board of Directors and Board of Commissioners of PT Petrokimia Gresik have established the PEBK Guidelines with the aim of:

- Improve compliance with laws and regulations, both in the work life and personal life of PG Personnel.
- Improve compliance with the Company's internal regulations.
- Improve the Company's reputation through the integrity of PG Personnel.
- Increase contribution through a culture of compliance with the law in society.

Companies must respect the rights of stakeholders that arise based on applicable legislation, and/or agreements made by companies with employees, customers, suppliers, and creditors as well as communities around the place of business of companies and other stakeholders. The

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dan *stakeholder* lainnya. Pedoman Etika Bisnis dan Etika Kerja memuat standar etika Perusahaan dan standar perilaku sebagai acuan moral dan etika bagi segenap Insan PG Perusahaan dalam menerapkan nilai-nilai dasar Perusahaan untuk meraih dan menjaga reputasi sebagai Perusahaan yang unggul dan memiliki integritas.

Guidelines for Business Ethics & Work Ethics contain corporate ethical standards and standards of conduct as moral and ethical references for all company Petrokimia Personnel in applying the company's basic values to achieve and maintain a reputation as a company that excels and has integrity.

RUANG LINGKUP PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

SCOPE OF GUIDELINES FOR BUSINESS ETHICS AND WORK ETHICS

ETIKA BISNIS | BUSINESS ETHICS

- **Hubungan Dengan Insan PG**

Untuk mencapai target kinerja terbaik, Perusahaan melibatkan seluruh Insan PG melalui:

- **Penciptaan keamanan dan kenyamanan di tempat kerja**

Perusahaan 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.

- **Terpenuhinya Keselamatan dan Kesehatan Kerja (K3)**

Perusahaan 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.

- **Penciptaan lingkungan kerja yang kondusif**

Hubungan harmonis antar Insan PG dibangun atas dasar saling menghargai, saling percaya, saling memberikan semangat dan membina kerja sama dalam pelaksanaan tugas dan tanggung jawab masing-masing, serta menciptakan kerja yang kondusif di lingkungan kerjanya.

- **Relationships with PG People**

To achieve the best performance targets, the Company involves all PG Personnel through:

- **Creating safety and comfort in the workplace**

The company ensures the fulfillment of work safety and comfort for all PG personnel by building facilities and implementing a security system that refers to the applicable laws and regulations as well as conducting periodic assessments and evaluations of the effectiveness of the work security system so that a sense of security and comfort in the workplace is a shared responsibility. among PG People.

- **Fulfillment of Occupational Safety and Health (K3)**

The Company ensures the fulfillment of occupational safety and health for PG personnel by building facilities and implementing an OHS system that refers to the applicable laws and regulations as well as evaluating and evaluating the effectiveness of the OHS system on a regular basis.

Therefore, every PG Personnel is obliged to understand and implement various K3 requirements according to the Golden Safety Rules and the demands of their work.

- **Creation of a conducive work environment**

Harmonious relationships among PG employees are built on the basis of mutual respect, mutual trust, mutual encouragement and fostering cooperation in carrying out their respective duties and responsibilities, as well as creating a conducive work environment.



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Hubungan harmonis antara Pimpinan dan Bawahan harus senantiasa dibangun baik secara formal maupun informal dalam upaya pencapaian keberhasilan unit kerja dan tujuan Perusahaan secara menyeluruh

Harmonious relationship between Leaders and Subordinates must always be built both formally and informally in an effort to achieve the success of the work unit and the overall goals of the Company

- **Menjamin hak berserikat dan berpolitik**

Perusahaan menjamin hak setiap Insan PG untuk berserikat dan menyalurkan aspirasi politiknya selama tidak bertentangan dengan peraturan dan peraturan perundang-undangan yang berlaku.

- **Guarantee the right of association and 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 the prevailing laws and regulations.

- **Memberikan Kesempatan yang sama untuk mendapatkan pekerjaan dan promosi**

Perusahaan memberikan kesempatan yang sama kepada seluruh Karyawan untuk mendapatkan pekerjaan dan promosi sesuai dengan peraturan yang berlaku di Perusahaan. Sebaliknya, dalam memberi kontribusi kepada Perusahaan, seluruh Insan PG dalam melaksanakan tugas sehari-hari selalu berdasarkan pada Tata Nilai Perusahaan.

- **Provide equal opportunity to get a job and promotion**

The Company provides equal opportunities to all employees to get jobs and promotions in accordance with applicable regulations in the Company. On the other hand, in contributing to the Company, all PG Personnel in carrying out their daily tasks are always based on the Company's Values.

• **Hubungan dengan Pelanggan**

Perusahaan mengutamakan kepuasan pelanggan dan mengembangkan hubungan jangka panjang dengan berdasarkan kepercayaan (*trust*) dan integritas dengan melakukan:

- Menyediakan produk dengan prinsip **6 Tepat** yaitu: Tepat jenis, Tepat jumlah, Tepat mutu, Tepat tempat, Tepat harga, dan Tepat waktu;
- Membina hubungan baik dengan pelanggan dengan melakukan:
 - o Menangani keluhan pelanggan dengan memberikan solusi terbaik
 - o Memberikan layanan optimal dengan tidak membedakan suku, agama, ras, warna kulit dan status sosial
 - o Menyediakan produk dan jasa yang bermutu tinggi dan aman untuk digunakan sesuai fungsinya
 - o Memberikan pelayanan yang baik dengan memperlakukan para pelanggan secara jujur dan adil
 - o Mempromosikan produk secara baik dan benar
 - o Berterima kasih terhadap masukan dari pelanggan

• **Customer Relations**

The company prioritizes customer satisfaction and develops long-term relationships based on trust and integrity by doing:

- Providing products with the **right 6** principles, namely: Right type, Right quantity, Right quality, Right place, Right price, and Right time;
- Fostering good relationship with customers by doing:
 - o Handling customer complaints by providing the best solutions
 - o Providing optimal services without discriminating against ethnicity, religion, race, skin color and social status
 - o Provide high quality and safe products and services for use according to their function
 - o Providing good service by treating customers honestly and fairly
 - o Promote the product properly and correctly
 - o Thanking customers for feedback

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• Hubungan Dengan Pemasok

Perusahaan mengembangkan hubungan dengan Pemasok atas dasar sikap saling percaya, saling menghormati dan saling membutuhkan dengan melakukan:

- 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
- Memberikan data dan informasi spesifikasi teknis dan persyaratan lainnya yang ditetapkan dengan akurat sesuai dengan tahapan proses pengadaan
- Memilih pemasok dengan kriteria yang ditetapkan
- Melakukan proses pengadaan sesuai dengan peraturan pengadaan barang dan jasa yang berlaku sesuai prinsip-prinsip GCG.
- Menghindari benturan kepentingan dan melarang mengarahkan kepada pemasok yang pemilik dan atau pengurusnya memiliki hubungan afiliasi dengan Perusahaan.

• Hubungan Dengan Kreditur

Perusahaan 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:

- Memastikan seluruh transaksi dan bentuk hubungan bisnis didasari dengan perjanjian atau kesepakatan yang jelas, tidak memberatkan, adil dan berimbang.
- Memenuhi kewajiban kepada kreditur sesuai dengan syarat dan ketentuan yang telah disepakati bersama.

• Hubungan Dengan Pesaing

PT Petrokimia Gresik berkeyakinan bahwa, kompetisi yang sehat dapat memacu Perusahaan menghasilkan yang terbaik. Oleh karena itu, perilaku yang harus wajib dilakukan oleh setiap Insan PG adalah:

- Mendorong kompetisi yang sehat dan bermanfaat secara sosial serta saling menghormati antar pesaing
- Menghormati hak cipta dan karya intelektual pesaing

• Supplier Relations

The Company develops relationships with Suppliers on the basis of mutual trust, mutual respect and mutual need by doing:

- Act fairly in providing equal opportunities and information to all suppliers by making job criteria for suppliers based on applicable laws and regulations
- Provide data and information on technical specifications and other requirements that are accurately determined in accordance with the stages of the procurement process
- Selecting suppliers with defined criteria
- Carry out the procurement process in accordance with the regulations for the procurement of goods and services that apply according to the principles of GCG.
- Avoiding conflicts of interest and prohibiting directing to suppliers whose owners and or management have an affiliated relationship with the Company.

• Relationship with Creditors

The Company develops relationships with creditors on the basis of mutual trust, mutual respect, and mutual need, acting professionally, honestly and fairly in every stage of the transaction process with creditors. Therefore, the behaviors that must be carried out by PG Personnel are:

- Ensuring that all transactions and forms of business relationships are based on clear, not burdensome, fair and balanced agreements or agreements.
- Fulfill obligations to creditors in accordance with mutually agreed terms and conditions.

• Relations with Competitors

PT Petrokimia Gresik believes that healthy competition can spur the Company to produce the best. Therefore, the behaviors that must be carried out by every PG Personnel are:

- Encouraging healthy and socially beneficial competition and mutual respect between competitors
- Respect the copyrights and intellectual works of competitors



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• Hubungan dengan Pemerintah

Dalam menjalankan bisnisnya, PT Petrokimia Gresik berprinsip untuk selalu mematuhi peraturan perundang-undangan yang berlaku yang diterbitkan oleh Pemerintah selaku regulator. Perusahaan berkewajiban membangun dan membina hubungan kemitraan yang harmonis dengan Pemerintah dengan melakukan:

- Mentaati dan memenuhi semua peraturan perundang-undangan yang berlaku
- Menjalin hubungan yang harmonis, transparan dan konstruktif dengan instansi Pemerintah
- Mendukung dan mensukseskan program Pemerintah, terutama di bidang ketahanan pangan.

• Hubungan dengan masyarakat

PT Petrokimia Gresik mempunyai keyakinan bahwa, Perusahaan 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, Perusahaan senantiasa akan:

- Menegakkan komitmen di manapun Perusahaan beroperasi untuk selalu menjalin hubungan baik serta pengembangan masyarakat sekitar merupakan landasan pokok bagi keberhasilan jangka panjang Perusahaan.
- Menghargai setiap aktivitas kemitraan yang memberikan kontribusi kepada masyarakat, meningkatkan nilai sosial dan citra Perusahaan
- Membangun dan membina hubungan yang serasi dan harmonis serta memberi manfaat kepada masyarakat.
- Membantu masyarakat yang terkena musibah dan bencana alam
- Tulus dan bertanggung jawab saat menjalankan tanggung jawab sosial masyarakat
- Ikut berpartisipasi dalam membangun harkat dan martabat, sesuai dengan kondisi sosial dan budaya masyarakat setempat
- Menjadi panutan bagi warga masyarakat sekitar.

• Relations with Government

In running its business, PT Petrokimia Gresik has the principle to always comply with the applicable laws and regulations issued by the Government as the regulator. The company is obliged to build and maintain a harmonious partnership relationship with the Government by:

- Obey and comply with all applicable laws and regulations
- Maintain harmonious, transparent and constructive relationships with government agencies
- Support and succeed in Government programs, especially in the field of food security.

• Relations with the community

PT Petrokimia Gresik has the belief that the Company will not be able to grow and develop without involving the surrounding community to grow and develop together as a form of corporate social responsibility to the community which must be fulfilled in a sustainable manner in accordance with the applicable laws and regulations.

Therefore, to establish a harmonious relationship with the community, the Company will always:

- Upholding the commitment wherever the Company operates to always maintain good relations and the development of the surrounding community is the main foundation for the Company's long-term success.
- Appreciate every partnership activity that contributes to society, enhances social value and corporate image
- Build and maintain harmonious and harmonious relationships and provide benefits to the community.
- Helping people affected by natural disasters and disasters
- Sincere and responsible when carrying out community social responsibilities
- Participate in building the dignity and worth, according to the social and cultural conditions of the local community
- Be a role model for the local community.

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• 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:

- Memenuhi hak setiap Pemegang Saham untuk mendapatkan perlakuan yang adil dan wajar sesuai peraturan perundang-undangan.
- Memenuhi hak setiap Pemegang Saham untuk memberikan suaranya sesuai dengan klasifikasi dan jumlah saham yang dimilikinya.
- Memberikan informasi material yang lengkap dan akurat mengenai Perusahaan melalui berbagai saluran yang tersedia.
- Melindungi hak Pemegang Saham minoritas atas dominasi Pemegang Saham mayoritas
- Menjamin pencapaian kinerja yang optimal dan membangun citra Perusahaan dalam rangka memberikan nilai tambah bagi Pemegang Saham
- Memastikan penetapan deviden diputuskan oleh Pemegang Saham dalam Rapat Umum Pemegang Saham yang didasarkan pada kepentingan Perusahaan dengan melihat berbagai hal seperti kelangsungan usaha, strategi yang akan dan sedang dijalankan serta rencana investasi.

• Relationship with Shareholders

PT Petrokimia Gresik respects the trust given by Shareholders, both majority and minority in accordance with applicable laws and regulations by doing:

- Fulfill the rights of every shareholder to get fair and reasonable treatment in accordance with the laws and regulations.
- Fulfill the right of each shareholder to cast his vote according to the classification and number of shares he owns.
- Provide complete and accurate material information about the Company through various available channels.
- Protecting the rights of minority shareholders over the domination of majority shareholders
- Ensure optimal performance achievement and build the Company's image in order to provide added value for Shareholders
- Ensuring that the determination of dividends is decided by the Shareholders in the General Meeting of Shareholders based on the interests of the Company by looking at various things such as business continuity, strategies that will be and are being implemented as well as investment plans.

ETIKA KERJA | WORK ETHICS

• 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:

- Wajib melaporkan harta kekayaannya sesuai dengan ketentuan yang berlaku
- Wajib melaporkan pajak tahunan
- Wajib mengadakan dan menyimpan Daftar Pemegang Saham Perusahaan dan Daftar Khusus sesuai ketentuan yang berlaku
- Mencatat Daftar Khusus pada setiap perubahannya
- Mematuhi Etika Bisnis dan Etika Kerja
- Mematuhi pedoman-pedoman yang berlaku di Perusahaan.

• Transparansi Komunikasi dan Informasi

Terkait dengan transparansi komunikasi dan informasi, berikut perilaku yang wajib dilakukan oleh setiap Insan PG yaitu:

• Compliance with the law

Regarding compliance with the law, the Company requires every PG Personnel to know, understand, and comply with all legal and regulatory provisions relevant to their field of work. For this reason, the behavior that must be carried out by every PG Personnel is:

- Must report their assets in accordance with applicable regulations
- Must report annual tax
- Mandatory to maintain and maintain a Register of Shareholders of the Company and a Special Register in accordance with applicable regulations
- Records Special Lists on each change
- Comply with Business Ethics and Work Ethics
- Comply with the applicable guidelines in the Company.

• Transparency of Communication and Information

Regarding the transparency of communication and information, the following behaviors must be carried out by every PG Personnel, namely:



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- Mengungkapkan informasi Perusahaan dengan penuh kehati-hatian (*prudent*) dan sesuai dengan kewenangan yang dimiliki
- Menghargai dan menjunjung tinggi kejujuran, ketulusan, keterbukaan dengan tetap memperhatikan prinsip kehati-hatian
- Mematuhi standar pengungkapan informasi yang sudah diatur dalam peraturan perundang-undangan yang berlaku
- Harus selalu memberikan informasi yang lengkap, adil, akurat, tepat waktu dan dapat dipahami dalam bentuk laporan-laporan dan dokumen-dokumen yang diarsipkan oleh Insan PG atau yang disampaikan kepada pemangku kepentingan
- Selalu menjaga distribusi informasi Perusahaan yang material dari potensi kebocoran

• 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 Perusahaan.

Oleh karena itu, untuk menghindari potensi benturan kepentingan, setiap Insan PG harus berperilaku:

- Senantiasa menjaga integritas diri, citra profesi dan reputasi Perusahaan dengan baik
- Melaporkan kegiatan usaha atau segala hubungan yang dapat menimbulkan potensi benturan kepentingan kepada atasan atau Sekretaris Perusahaan
- Membuat pernyataan benturan kepentingan jika berpotensi memiliki benturan kepentingan

• Pengendalian Gratifikasi

Setiap Insan PG dilarang menerima, meminta dan memberi semua bentuk gratifikasi baik dari/atau kepada Rekanan/*Stakeholder*/Mitra Bisnis sebagaimana yang telah diatur di dalam Pedoman Pengendalian Gratifikasi. Sehubungan dengan hal itu, setiap Insan PG harus berperilaku:

- Dalam memberikan gratifikasi atas nama Perusahaan harus dalam jumlah dan frekuensi tidak melebihi dari yang ditetapkan Perusahaan atau yang ditetapkan lain oleh Perusahaan
- Dalam memberikan donasi atas nama Perusahaan 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

- Disclosing Company information with prudence and in accordance with the authority possessed
- Appreciate and uphold honesty, sincerity, openness while still paying attention to the precautionary principle
- Comply with information disclosure standards that have been regulated in the applicable laws and regulations
- Must always provide complete, fair, accurate, timely and understandable information in the form of reports and documents archived by PG Personnel or submitted to stakeholders
- Always maintain the distribution of material Company information from potential leaks

• Handling Conflicts of Interest

PT Petrokimia Gresik acknowledges that every PG Personnel has the right to take part in financial, business, socio-cultural, political and other legal activities outside of work while still taking into account obligations to the Company.

Therefore, to avoid potential conflicts of interest, every PG Personnel must behave:

- Always maintain good self-integrity, professional image and reputation of the Company
- Reporting business activities or any relationship that may cause a potential conflict of interest to superiors or the Corporate Secretary
- Make a statement of conflict of interest if there is a potential conflict of interest

• Gratification Control

Every PG Personnel is prohibited from receiving, requesting and giving all forms of gratification either from/or to Partners/*Stakeholders*/Business Partners as stipulated in the Gratification Control Guidelines. In this regard, every PG Personnel must behave:

- In giving gratuities on behalf of the Company, the amount and frequency must not exceed those determined by the Company or otherwise determined by the Company
- In making donations on behalf of the Company for social purposes or other purposes that do not conflict with the prevailing laws and regulations, it must not exceed the limit set out in the Gratification Control Guidelines.

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- Membuat laporan pengungkapan (*disclosure*) atas setiap penerimaan/pemberian/penolakan gratifikasi sesuai dengan tata cara yang ditetapkan dalam Pedoman Pengendalian Gratifikasi.

- **Perlindungan terhadap Aset Perusahaan**

Perlindungan terhadap aset Perusahaan 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:

- Menggunakan aset Perusahaan secara efektif dan efisien untuk mencapai tujuan Perusahaan
- Seluruh aset Perusahaan baik fisik, keuangan dan lainnya harus dilindungi dari penggunaan - penggunaan yang tidak sah seperti penggelapan (*embezzlement*) dan kecurangan (*fraud*)
- Menerapkan proses pengendalian yang efektif dan efisien atas penggunaan aset Perusahaan untuk menghindarkan diri dari kerugian-kerugian yang mungkin terjadi
- Mematuhi peraturan perundang-undangan mengenai hak intelektual termasuk merk dagang, paten, dan hak lainnya
- Melaporkan indikasi maupun terjadinya kecurangan (*fraud*) di lingkungan Perusahaan secara dini, kepada atasan langsung atau Sekretaris Perusahaan atau pihak-pihak yang telah ditunjuk Direksi.

- **Integritas Laporan Keuangan**

Perusahaan 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.

Semua pencatatan yang dibuat Perusahaan untuk tujuan Akuntansi atau pelaporan harus disajikan dengan akurat dan dapat dipertanggungjawabkan.

Oleh karena itu Insan PG harus:

- Mengikuti Standar Akuntansi Keuangan (SAK) dalam penyusunan laporan keuangan yang berlaku umum sesuai prinsip-prinsip pengendalian intern.
- Memastikan semua berkas yang terkait dengan setiap transaksi Perusahaan telah tersedia secara

- Make a disclosure report on each acceptance/ giving/rejection of gratification in accordance with the procedures set out in the Guidelines for Gratification Control.

- **Protection of Company Assets**

Protection of the Company's assets is aimed at ensuring that all physical assets, financial, intellectual property rights and other assets are used and protected optimally.

In this regard, the behaviors that must be carried out by PG Personnel are:

- Use Company assets effectively and efficiently to achieve Company goals
- All of the Company's assets, both physical, financial and otherwise, must be protected from unauthorized use such as embezzlement and fraud.
- Implement an effective and efficient control process over the use of the Company's assets to avoid losses that may occur
- Comply with laws and regulations regarding intellectual rights including trademarks, patents, and other rights
- Reporting indications or occurrence of fraud within the Company early on, to the direct supervisor or Corporate Secretary or parties appointed by the Board of Directors.

- **Integrity of Financial Statements**

The Company prepares accounting systems and financial reports in accordance with Financial Accounting Standards (SAK) generally accepted in Indonesia as well as internal control principles, especially the functions of management, recording, storage, and supervision by submitting audit activities to Public Accountants.

All records made by the Company for accounting or reporting purposes must be presented accurately and can be accounted for.

Therefore, PG Personnel must:

- Following the Financial Accounting Standards (SAK) in the preparation of generally accepted financial statements in accordance with the principles of internal control.
- Ensuring that all files related to each of the



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lengkap, mencerminkan keadaan yang sebenarnya, akurat dan dapat dipertanggungjawabkan.

- Menyajikan laporan secara tepat waktu.
- Melakukan tertib dokumentasi, laporan dan dokumen lain yang dibutuhkan.
- Mematuhi seluruh prosedur yang berlaku di Perusahaan dan peraturan perundang-undangan serta Standar Akuntansi Keuangan (SAK) yang berlaku dalam penyusunan laporan keuangan.

• Perlindungan terhadap rahasia Perusahaan

Perusahaan 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:

- Melindungi data, informasi dan dokumen Perusahaan yang bersifat rahasia sejak dibuat hingga pemusnahannya
- Menggunakan data, informasi dan dokumen Perusahaan yang bersifat rahasia sesuai dengan batasan kewenangan yang telah ditetapkan
- Melaporkan dengan segera kepada pimpinan saat mengetahui adanya penyalahgunaan data, informasi dan dokumen Perusahaan yang bersifat rahasia
- Melindungi kepentingan Pemegang Saham yang berpotensi dirugikan oleh tindakan perdagangan yang dilakukan oleh orang dalam (*insider trading*)
- Memastikan pengumpulan informasi dari Perusahaan lain harus dilaksanakan dengan sepengetahuan atasan langsung atau Sekretaris Perusahaan
- Menghubungi Sekretaris Perusahaan, apabila ada keraguan ataupun masalah yang timbul dalam kaitannya dengan masalah informasi Perusahaan

• Perlindungan terhadap lingkungan

PG menjalankan bisnisnya tidak semata-mata memfokuskan diri pada aspek ekonomi, tetapi juga memberikan perhatian penuh pada aspek lingkungan. Aspek-aspek lingkungan yang memiliki dampak penting dijadikan titik tolak pengelolaan Perusahaan dengan merumuskan strategi dan kebijakan pengendalian dampak lingkungan.

Oleh karena itu, perilaku Insan PG harus:

- Mengoperasikan alat produksi sesuai prosedur yang tidak bertentangan dengan peraturan perundang-

Company's transactions are available completely, reflect the actual situation, are accurate and can be accounted for.

- Presenting reports in a timely manner.
- Carry out orderly documentation, reports and other required documents.
- Comply with all applicable procedures in the Company and the prevailing laws and regulations as well as Financial Accounting Standards (SAK) in the preparation of financial statements.

• Protection of Company secrets

The Company continues to strive to ensure information security and ensure that information that needs to be disclosed has been fairly and equitably conveyed to interested parties.

For this reason, the behaviors that must be carried out by PG Personnel are:

- Protecting confidential Company data, information and documents from creation to destruction
- Using confidential Company data, information and documents in accordance with the limits of authority that have been set
- Report immediately to the leadership when they know of any misuse of confidential Company data, information and documents
- Protecting the interests of Shareholders who are potentially harmed by trading actions carried out by insiders (*insider trading*)
- Ensure that information collection from other companies must be carried out with the knowledge of the direct supervisor or the Corporate Secretary
- Contacting the Corporate Secretary, if there are doubts or problems that arise in relation to the Company's information problems

• Protection of the environment

PG runs its business not only focusing on economic aspects, but also paying full attention to environmental aspects. Environmental aspects that have significant impacts are used as the starting point for the management of the Company by formulating strategies and policies for controlling environmental impacts.

Therefore, the behavior of PG Personnel must:

- Operate production equipment according to procedures that do not conflict with laws and

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- undangan mengenai lingkungan hidup terutama emisi gas buang dan kebisingan suara
- Bertanggungjawab dan berpartisipasi aktif dalam program pelestarian lingkungan hidup baik pada tingkat nasional maupun internasional
 - Mengadakan berbagai aktivitas yang memberikan nilai tambah ekonomi maupun ekosistem bisnis

- regulations regarding the environment, especially exhaust emissions and sound noise
- Responsible and actively participate in environmental conservation programs both at national and international levels
 - Conducting various activities that add value to the economy and the business ecosystem

TANGGUNG JAWAB KEPATUHAN INSAN PG

COMPLIANCE RESPONSIBILITY OF THE PG PERSONS

Terhadap kepatuhan atas Etika Bisnis dan Etika Kerja, setiap Insan PG bertanggung jawab untuk:

- 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
- Menghubungi atasan langsung atau SVP Sekretaris Perusahaan dan SVP Satuan Pengawasan Intern atau pihak-pihak yang telah ditetapkan oleh Direksi, apabila Insan PG mempunyai pertanyaan mengenai pelaksanaan Etika Bisnis dan Etika Kerja
- Segera membicarakan kepada pihak-pihak yang telah ditetapkan oleh Direksi, setiap menemukan masalah mengenai kemungkinan pelanggaran terhadap Etika Bisnis dan Etika Kerja
- Bersedia untuk bekerja sama dalam proses investigasi terhadap kemungkinan pelanggaran terhadap Etika Bisnis dan Etika Kerja

Regarding compliance with the Business Ethics and Work Ethics, each PG Personnel is responsible for:

- Studying in detail the Business Ethics and Work Ethics related to the scope of work. Every PG Personnel must understand the ethical standards as outlined in this Business Ethics and Work Ethics
- Contacting the direct supervisor or SVP of the Corporate Secretary and the SVP of the Internal Control Unit or parties that have been determined by the Board of Directors, if PG Personnel have questions regarding the implementation of Business Ethics and Work Ethics
- Immediately discuss with the parties appointed by the Board of Directors, whenever they find a problem regarding possible violations of the Business Ethics and Work Ethics
- Willing to cooperate in the investigation process of possible violations of the Business Ethics and Work Ethics

TANGGUNG JAWAB PIMPINAN DAN MANAJEMEN

RESPONSIBILITY OF LEADERSHIP AND MANAGEMENT

Sedangkan tanggung jawab pimpinan adalah:

- Membangun dan menjaga budaya kepatuhan terhadap Pedoman Etika Bisnis dan Etika Kerja (PEBK)
- Memastikan bahwa setiap Insan PG mengerti bahwa, ketaatan atas Etika Bisnis dan Etika Kerja sama pentingnya dengan pencapaian target kinerja
- Mendorong Insan PG untuk bertanya berbagai masalah integritas dan etika bisnis
- Mempertimbangkan masalah kepatuhan terhadap Etika Bisnis dan Etika Kerja dalam melakukan evaluasi dan memberikan penghargaan pada Insan PG
- Mencegah kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja
- Melakukan identifikasi atas kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja
- Menindaklanjuti laporan kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja

While the leadership responsibilities are:

- Build and maintain a culture of compliance with the Code of Business Ethics and Work Ethics (PEBK)
- Ensuring that every PG Personnel understands that compliance with Business Ethics and Work Ethics is as important as achieving performance targets
- Encouraging PG Personnel to ask various questions of integrity and business ethics
- Considering compliance issues with Business Ethics and Work Ethics in evaluating and giving awards to PG People
- Preventing possible violations of Business Ethics and Work Ethics
- Identifying possible violations of Business Ethics and Work Ethics
- Follow up on reports of possible violations of Business Ethics and Work Ethics



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- Melakukan konsultasi dengan Sekretaris Perusahaan jika pelanggaran terhadap Etika Bisnis dan Etika Kerja yang terjadi memerlukan campur tangan penegak hukum atau pihak yang berwajib.

- Conducting consultations with the Corporate Secretary if a violation of the Business Ethics and Work Ethics that occurs requires the intervention of law enforcement or the authorities.

BENTURAN KEPENTINGAN

CONFLICT OF INTEREST

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 kerjasama lainnya dengan Perusahaan.

PT Petrokimia Gresik has a Policy in the context of implementing Good Corporate Governance by applying the principle of independence, to always avoid conflicts of interest in developing relationships with all stakeholders (*stakeholders*) as well as other parties in the implementation of transactions and interactions, as well as other cooperation with the Company.

Terkait hubungan bisnis dengan pemangku kepentingan tersebut, maka Perusahaan telah menetapkan aturan tertulis berupa Pedoman Penanganan Benturan Kepentingan yang telah dimutakhirkan dengan No. Dokumen PG-PD-10-0025 tanggal 15 Desember 2018, Pedoman disusun dimaksudkan agar Insan PG melaksanakan segala kegiatan Perusahaan 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 Perusahaan diatas kepentingan individu atau kelompok atau golongan tertentu.

Regarding business relations with these stakeholders, the Company has established written rules in the form of Guidelines for Handling Conflicts of Interest which have been updated with No. Document PG-PD-10-0025 dated December 15, 2018, Guidelines are prepared so that PG Personnel carry out all Company activities free from conflicts of interest, this is an effort to implement Good Corporate Governance as well as to encourage the creation of an independent work spirit and prioritizing the interests of the Company above the interests of certain individuals or groups or groups.

PEDOMAN PENGENDALIAN GRATIFIKASI

GRATIFICATION CONTROL GUIDELINES

Pedoman Pengendalian Gratifikasi merupakan bentuk komitmen Perusahaan 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 Perusahaan. Perusahaan menyadari, Gratifikasi dalam kondisi tertentu dapat melanggar UU Pemberantasan Tindak Pidana Korupsi.

The Gratification Control Guidelines are a form of the Company's commitment to realizing the integrity value of PG Personnel. This is based on the spirit to take a firm stance on Gratification control involving PG Personnel in the Company's operational activities. The company realizes that gratification under certain conditions can violate the Corruption Eradication Act.

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 Perusahaan.

Therefore, it is necessary to prepare Guidelines for Gratification Control based on the prevailing laws and regulations and in line with the Code of Business and Work ethic and Corporate Values applicable in the Company.

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Dalam rangka merealisasikan komitmen untuk menerapkan Tata Kelola Perusahaan yang baik (GCG) dan sebagai upaya pencegahan tindak korupsi, Perusahaan menyusun Pedoman Pengendalian Gratifikasi (PG-PD-10-0008) per tanggal 18 Mei 2020. 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

GRATIFICATION CONTROL MANAGEMENT

Organisasi Pengelola Pengendalian Gratifikasi dilaksanakan oleh Unit Pengendalian Gratifikasi (UPG) yang berada di Departemen Tata Kelola Perusahaan dan Manajemen Risiko yang diperjelas penugasannya didalam 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, mengkaji, dan mengadministrasikan laporan penerimaan, penolakan dan pemberian Gratifikasi dari Insan PG.
2. Menyalurkan laporan penerimaan, penolakan dan pemberian Gratifikasi kepada KPK untuk dilakukan analisis dan penetapan status kepemilikan Gratifikasinya oleh KPK.
3. Menyalurkan barang Gratifikasi kepada KPK dan atau Panti Asuhan/Yatim Piatu (Gratifikasi berupa makanan atau yang mudah kadaluarsa).
4. Menyampaikan hasil pengelolaan laporan Gratifikasi dan usulan Kebijakan Pengendalian Gratifikasi kepada Direksi.
5. Memberikan rekomendasi tindak lanjut kepada Satuan Pengawas Intern (SPI) jika terjadi pelanggaran atas Peraturan ini oleh Insan PG.
6. Bersama dengan Unit Kerja mengidentifikasi titik rawan potensi terjadinya Gratifikasi di lingkungan Perusahaan.
7. Mengusulkan Kebijakan/Pedoman pengelolaan, pembentukan lingkungan anti Gratifikasi dan pencegahan korupsi di lingkungan Perusahaan.
8. Mengkoordinasikan kegiatan diseminasi aturan etika Gratifikasi kepada pihak internal dan eksternal Perusahaan.

In order to realize the commitment to implement Good Corporate Governance (GCG) and as an effort to prevent corruption, the Company has prepared Gratification Control Guidelines (PG-PD-10-0008) as of May 18, 2020. The Gratification Guidelines have also been equipped with Gratification Reporting Procedures. (PR-02-1036) as of April 22, 2016 which regulates the mechanism and procedures for reporting Gratification if PG Personnel receive Gratification or Gratification rejection.

The Gratification Control Management Organization is carried out by the Gratification Control Unit (UPG) located in the Corporate Governance and Risk Management Department whose assignment is clarified in the Letter of Assignment of the Gratification Control Unit (UPG) PT Petrokimia Gresik No. 0888/B/OT.02.01/14/ST/2021 dated August 22, 2021.

The executor of this gratification control function has the following duties and authorities:

1. Receive, review, and administer reports of acceptance, rejection and granting of Gratification from PG personnel.
2. Submit reports on acceptance, rejection and granting of Gratifications to the KPK for analysis and determination of the status of Gratification ownership by the KPK.
3. Distributing Gratification goods to the KPK and/or Orphans/Orphanages (Gratification in the form of food or easily expired).
4. Submitting the results of the Gratification report management and the proposed Gratification Control Policy to the Board of Directors.
5. Provide recommendations for follow-up to the Internal Audit Unit (SPI) in the event of a violation of this Regulation by PG personnel.
6. Together with the Work Units to identify potential gratification points within the Company's environment.
7. Propose policies/guidelines for management, establishment of an anti-gratification environment and prevention of corruption within the Company.
8. Coordinate the dissemination of Gratification ethics rules to internal and external parties of the Company.

SOSIALISASI/INTERNALISASI PENGENDALIAN GRATIFIKASI SOCIALIZATION/INTERNALIZATION OF GRATIFICATION CONTROL

Sosialisasi gratifikasi selama tahun 2021 antara lain:

1. Penandatanganan Komitmen Menolak Gratifikasi oleh Dewan Komisaris, Komite Komisaris, Direksi dan Pejabat Grade I. Komitmen tersebut telah dibagikan kepada Unit Kerja.
2. Menyusun Instruksi Direksi terkait "Komitmen Anti Gratifikasi" dan disampaikan kepada seluruh Karyawan melalui *Digital Office* (DOF) sesuai Memo no : 0001/B/OT.02.01/14/ID/2021.
3. Menyusun "Larangan Menerima, Memberi dan Meminta Gratifikasi Kepada Dan/Atau Dari Insan PG" dari Direktur Utama sesuai Pengumuman no : 0005/B/OT.02.01/14/PM/2021 dan disampaikan kepada Mitra Bisnis PG.
4. Telah menindaklanjuti 43 laporan Gratifikasi dimana 28 laporan masuk kedalam Gratifikasi yang wajib dilaporkan dan 13 laporan masuk kedalam Gratifikasi kedinasan dan 2 laporan masuk kedalam Penolakan.
5. Sosialisasi terkait Gratifikasi pada kegiatan Program Praktek Kerja Industri setiap bulan melalui media Zoom, serta Program *Leadership/PMMB* dan MBKM dilaksanakan pada 12 April 2021 melalui online serta pembekalan tenaga kontrak dilaksanakan pada tanggal 4 Juni 2021 secara tatap muka di Gedung Diklat PT Petrokimia Gresik.
6. Menyelenggarakan *Executive Briefing* dalam rangka memperingati Hari Anti Korupsi Sedunia (HAKORDIA) secara Hybrid. Kegiatan dilaksanakan pada tanggal 13 Desember 2021 dengan peserta :
 - a. Komisaris PG
 - b. Direksi PG
 - c. Pengurus Yayasan PG
 - d. Direksi Anper PG
 - e. Direksi Anper Yayasan PG
 - f. Pengurus K3PG
 - g. Pejabat Grade I
 - h. Pejabat Grade II

Narasumber :

- a. Dwi Ary Purnomo (Asisten Deputy Management Risiko dan Kepatuhan, Kementerian BUMN)
- b. Febri Diansyah (Juru Bicara KPK Periode 2016-2019)

Gratification socialization during 2021 includes:

1. Signing of the Commitment to Refuse Gratification by the Board of Commissioners, Committee of Commissioners, Directors and Grade I Officers. The commitment has been distributed to the Work Units.
2. Prepare Instructions for the Board of Directors regarding "Anti-Gratification Commitment" and submitted to all Employees through the Digital Office (DOF) in accordance with Memo no: 0001/B/OT.02.01/14/ID/2021.
3. Prepare "Prohibition of Receiving, Giving and Asking for Gratification To And/or From PG Personnel" from the President Director according to Announcement no: 0005/B/OT.02.01/14/PM/2021 and submitted to PG Business Partners.
4. Has followed up on 43 Gratification reports of which 28 reports are included in the Gratification that must be reported and 13 reports are included in the official Gratification and 2 reports are included in the Rejection.
5. Socialization related to Gratification in the Industrial Work Practice Program activities every month through Zoom media, as well as the Leadership/PMMB and MBKM Programs held on April 12, 2021 via online and the debriefing of contract workers was held on June 4, 2021 face-to-face at the Training Building of PT Petrokimia Gresik .
6. Holding an Executive Briefing in commemoration of World Anti-Corruption Day (HAKORDIA) in a Hybrid manner. The activity will be held on December 13, 2021 with the following participants:
 - a. PG Commissioner
 - b. PG Directors
 - c. PG Foundation Manager
 - d. Anper PG Direksi Board of Directors
 - e. Directors of Anper Foundation PG
 - f. K3PG Manager
 - g. Grade I Officer
 - h. Grade II Officer

Source person :

- a. Dwi Ary Purnomo (Assistant to Deputy for Risk Management and Compliance, Ministry of SOEs)
- b. Febri Diansyah (KPK Spokesperson for 2016-2019 Period)

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7. Memberikan apresiasi kepada Pelapor Gratifikasi berupa Piagam Insan PG Berintegritas yang telah ditanda tangani oleh Direktur Utama secara Triwulanan, antara lain sebagai berikut:
 - a. Pada pelaporan Gratifikasi Triwulan I 2021, diberikan Piagam Insan PG Berintegritas kepada 4 Insan PG
 - b. Pada pelaporan Gratifikasi Triwulan II 2021, diberikan Piagam Insan PG Berintegritas kepada 12 Insan PG
 - c. Pada pelaporan Gratifikasi Triwulan III 2021, diberikan Piagam Insan PG Berintegritas kepada 10 Insan PG
 - d. Pada pelaporan Gratifikasi Triwulan IV 2021, diberikan Piagam Insan PG Berintegritas kepada 12 Insan PG

LAPORAN PERKEMBANGAN GRATIFIKASI

GRATIFICATION PROGRESS REPORT

Pada tahun 2021 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
2. Mencegah kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja
3. Melakukan identifikasi atas kemungkinan terjadinya pelanggaran terhadap Etika Bisnis dan Etika Kerja.

Berikut terlampir kategorisasi Gratifikasi yang diterima hingga akhir Desember 2021:

No	Kategori Category	Jumlah Total
1.	Wajib dilaporkan Must be reported	28
2.	Kedinasan Task	13
2.	Penolakan Refusing	2
TOTAL TOTAL		43

KEPATUHAN PELAPORAN LHKPN

LHKPN REPORTING COMPLIANCE

Perusahaan berkomitmen menjalankan kegiatan yang dilakukan secara bersih dan terbebas dari praktik Korupsi, Kolusi, dan Nepotisme (KKN). Komitmen tersebut diimplementasikan dengan mewajibkan kepada Dewan

In 2021 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. Considering the issue of compliance with the Business Ethics and Work Ethics in evaluating and giving awards to PG People
2. Preventing possible violations of Business Ethics and Work Ethics
3. Identify the possibility of violations of the Business Ethics and Work Ethics.

Attached is the categorization of Gratuities received until the end of December 2021:

The company is committed to carrying out activities that are carried out cleanly and free from the practice of Corruption, Collusion and Nepotism (KKN). This commitment is implemented by requiring the Board of



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Komisaris, Direksi, Pejabat *Grade I*, dan Pejabat *Grade II* yang selanjutnya disebut sebagai Wajib Lapori (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 Lapori (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 2 tanggal 31 Agustus 2021.

Dengan adanya Surat Edaran Menteri BUMN No. SE-12/MBU/10/2021 tanggal 5 Oktober 2021 perihal Kewajiban 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 Penerimaan 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.

ORGANISASI PENGELOLA MANAGEMENT ORGANIZATION

- Sekretaris Perusahaan ditunjuk sebagai Koordinator LHKPN di Lingkungan Perusahaan.
- Admin Perusahaan pengelola LHKPN adalah Dep Tata Kelola Perusahaan dan Manajemen Risiko.
- Dalam pengelolaan LHKPN, Admin Perusahaan akan berkoordinasi dengan Admin Induk Perusahaan (PT Pupuk Indonesia (Persero)), Departemen Remunerasi & Hubungan Industrial, dan Departemen Pengembangan & Organisasi.
- Dep Tata Kelola Perusahaan dan Manajemen Risiko memiliki tugas dan tanggung jawab :

Commissioners, Directors, Grade I Officers, and Grade II Officers, hereinafter referred to as Reporting Obligations (WL) to submit the State Administrators Assets Report (LHKPN) periodically in accordance with the Instructions of the State Minister of SOEs No.INS- 02/MBU/2007.

The official in question is an official who occupies a structural or functional position either on duty in PG's internal office or who is currently assigned to a subsidiary, other legal entities within PG and including those who will enter the Retirement Period. The official who will be referred to as the LHKPN Compulsory Reporter (WL) and reports the LHKPN through an electronic application (E-LHKPN).

The obligation to make LHKPN for PG officials is stated in the Decree of the Board of Directors No. 0332/HU.00.01/04/SK/2016 concerning Reporting on the Assets of Officials within PG and also stated in the Guidelines for Reporting on Assets of Company Officials (PG-PD-10-0029) issue 2 dated August 31, 2021.

With the Circular Letter of the Minister of SOEs No. SE-12/MBU/10/2021 dated October 5, 2021 regarding the Obligation to Submit State Administrators Wealth Reports (LHKPN) for Officials in 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 Enforcement of Circular Letter of the Minister of SOEs No. SE-12/MBU/10/2021, the submission of LHKPN reporting for the Directors and Commissioners of the Grandson of PT Pupuk Indonesia (Persero) or Subsidiaries of PT Petrokimia Gresik.

- The Corporate Secretary is appointed as LHKPN Coordinator within the Company.
- The admin of the LHKPN management company is the Department of Corporate Governance and Risk Management.
- In managing LHKPN, the Company Admin will coordinate with the Admin of the Parent Company (PT Pupuk Indonesia (Persero)), the Remuneration & Industrial Relations Department, and the Development & Organization Department.
- The Department of Corporate Governance and Risk Management has the following duties and responsibilities:

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- Berkoordinasi dengan Admin Induk Perusahaan dalam hal monitoring dan evaluasi terhadap kepatuhan Wajib Lapor (WL) dalam melaporkan dan mengumumkan kekayaannya serta pemanfaatan aplikasi e-LHKPN melalui www.elhkpn.kpk.go.id
 - Mengajukan *approval*, aktivasi, dan non aktivasi akun WL serta Admin Anak Perusahaan ke Admin Induk Perusahaan.
 - Menyampaikan Form Pendaftaran dan/atau Surat Kuasa Pejabat Perusahaan/Wajib Lapor (WL) kepada KPK.
 - Menyelenggarakan sosialisasi dan pendampingan pengisian LHKPN bagi Pejabat Perusahaan/Wajib Lapor (WL) di lingkungan Perusahaan.
 - Mengingatkan Pejabat Perusahaan/Wajib Lapor (WL) untuk mematuhi kewajiban penyampaian dan pengumuman LHKPN.
 - Menyampaikan rekomendasi pemberian sanksi kepada Pejabat yang berwenang memberikan sanksi sebagaimana dimaksud pada ketentuan E.1 terhadap Pejabat Perusahaan/Wajib Lapor (WL) yang lalai menyampaikan dan/atau mengumumkan LHKPN.
 - Melaporkan pelaksanaan kepatuhan Pejabat Perusahaan/Wajib Lapor (WL) dalam melaporkan dan mengumumkan kekayaannya.
 - Melakukan pemutakhiran aturan terkait pengelolaan LHKPN.
- e. Dep Remunerasi & Hubungan Industrial memiliki tugas dan tanggung jawab :
- Menyampaikan data pejabat Grade I dan Grade II yang purna bakti (apabila ada) kepada Dep Tata Kelola Perusahaan dan Manajemen Risiko satu bulan sebelum Pejabat Grade I dan II purna bakti.
 - Menyampaikan data kepegawaian dan data perubahan jabatan WL terkini di Perusahaan kepada Unit SDM di Induk Perusahaan setiap bulan.
- f. Dep Pengembangan & Organisasi memiliki tugas dan tanggung jawab :
- Menyampaikan data setiap Pejabat Grade I dan II yang rotasi (promosi, rotasi, dan demosi kepada Departemen Tata Kelola Perusahaan dan Manajemen Risiko (apabila ada).
 - Menyampaikan data setiap Pejabat Grade I dan II yang dipekerjakan Kembali sebagai tenaga Profesional kepada Departemen Tata Kelola Perusahaan dan Manajemen Risiko (apabila ada).
- Coordinate with the Admin of the Parent Company in terms of monitoring and evaluating compliance with Reporting Obligations (WL) in reporting and announcing their wealth and utilization of the e-LHKPN application through www.elhkpn.kpk.go.id
 - Submit approval, activation, and non-activation of WL accounts and Subsidiary Admins to the Parent Company Admin.
 - Submit the Registration Form and/or Power of Attorney for Company Officials/Compulsory Reporters (WL) to the KPK.
 - Organizing socialization and assistance in filling out LHKPN for Company Officers/Compulsory Reporting (WL) within the Company.
 - Remind Company Officers / Compulsory Reporting (WL) to comply with the obligation to submit and announce LHKPN.
 - Submit recommendations for sanctions to the Official authorized to impose sanctions as referred to in provision E.1 against Company Officers/Compulsory Reporters (WL) who fail to submit and/or announce LHKPN.
 - Reporting on the implementation of compliance by Company Officers/Compulsory Reporters (WL) in reporting and announcing their assets.
 - Updating the rules related to the management of LHKPN.
- e. The Department of Remuneration & Industrial Relations has the following duties and responsibilities:
- Submitting data on retired Grade I and Grade II officials (if any) to the Department of Corporate Governance and Risk Management one month prior to the retirement of Grade I and II officials.
 - Submitting staffing data and latest WL position change data in the Company to the HR Unit in the Parent Company every month.
- f. The Department of Development & Organization has the following duties and responsibilities:
- Submitting data on each rotational Grade I and II Officer (promotion, rotation, and demotion to the Corporate Governance and Risk Management Department (if any).
 - Submit data for each Grade I and II Officer who is rehired as a Professional to the Corporate Governance and Risk Management Department (if any).

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SOSIALISASI/INTERNALISASI/BIMBINGAN TEKNIS
SOCIALIZATION/INTERNALIZATION/TECHNICAL GUIDANCE

Sosialisasi terkait pelaporan LHKPN secara intensif dilakukan oleh Perusahaan, terutama untuk mensosialisasikan pengisian LHKPN sesuai dengan ketentuan baru dari KPK, yaitu sebagai berikut:

- A. Pemberitahuan pengisian LHKPN melalui memo dan surat :
1. Kepada Direksi sesuai Memo nomor : 05630/B/OT.02.01/14/ME/2021 tanggal 2 Februari 2021 tentang "Pelaporan LHKPN Periodik Periode 2020".
 2. Kepada Pejabat Grade I dan II sesuai Memo nomor : 05836/B/OT.02.01/14/ME/2021 tanggal 2 Februari 2021 tentang "Pelaporan LHKPN Periodik 2020".
 3. Kepada Pejabat Grade I dan II Karyawan Diperbantukan (Dpb) PG sesuai surat nomor : 0647/B/OT.02.01/14/DR/2021 tanggal 3 Februari 2021 tentang "Pelaporan LHKPN Periodik Periode 2020".
 4. Kepada Dewan Komisaris sesuai surat nomor : 0011/B/OT.02.01/14/DK/2021 tanggal 31 Januari 2021 tentang "Pelaporan LHKPN Periodik 2020".
 5. Kepada Komisaris dan Direksi PT Petrokimia Kayaku sesuai surat nomor: 7724/B/OT.02.01/14/DR/2021 tanggal 24 Desember 2021 tentang "Penetapan Pelaporan LHKPN PT Petrokimia Kayaku".
- B. Bimbingan teknis / asistensi langsung kepada WL E-LHKPN Petrokimia Gresik.

Socialization related to LHKPN reporting is intensively carried out by the Company, especially to socialize the filling of LHKPN in accordance with the new provisions of the KPK, which are as follows:

- A. Notification of filling out LHKPN by memo and letter:
1. To the Board of Directors according to Memo number: 05630/B/OT.02.01/14/ME/2021 dated February 2, 2021 regarding "Reporting Periodic LHKPN for the 2020 Period".
 2. To Grade I and II Officials according to Memo number: 05836/B/OT.02.01/14/ME/2021 dated February 2, 2021 regarding "2020 Periodic LHKPN Reporting".
 3. To Officers Grade I and II Seconded Employees (Dpb) of PG according to letter number: 0647/B/OT.02.01/14/DR/2021 dated February 3, 2021 regarding "Reporting Periodic LHKPN for the 2020 Period".
 4. To the Board of Commissioners according to letter number: 0011/B/OT.02.01/14/DK/2021 dated January 31, 2021 regarding "2020 Periodic LHKPN Reporting".
 5. To the Commissioners and Directors of PT Petrokimia Kayaku in accordance with letter number: 7724/B/OT.02.01/14/DR/2021 dated December 24, 2021 regarding "Stipulation of LHKPN Reporting for PT Petrokimia Kayaku".
- B. Technical guidance / direct assistance to WL E-LHKPN Petrokimia Gresik.

LAPORAN PERKEMBANGAN | PROGRESS REPORT

Status pelaporan LHKPN Periodik Tahun 2020 sampai dengan batas akhir pelaporan 31 Maret 2021 yaitu :

The status of the Periodic LHKPN reporting for 2020 up to the reporting deadline of March 31, 2021, are:

No	Jabatan Position	Jumlah Wajib Laporan Number of Mandatory	Sudah Laporan Already Report Mandatory	
			Jumlah Total	%
1.	Dewan Komisaris Board of Commissioners	4	4	100%
2.	Direksi Directors	5	5	100%
3.	Eselon I/Setara Echelon I/Equivalent	20	20	100%
4.	Eselon II/Setara Echelon II/Equivalent	74	74	100%
TOTAL TOTAL		103	103	100%

TANGGUNG JAWAB SOSIAL PERUSAHAAN

CORPORATE SOCIAL RESPONSIBILITY

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SOSIAL PERUSAHAAN**
Corporate Social
Responsibility

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SOSIAL PERUSAHAAN
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Corporate Social
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**538. PENUNJANG PELAYANAN
PELANGGAN**
Customer Service Support



Petrokimia Gresik berkomitmen terhadap pelaksanaan kegiatan *Corporate Social Responsibility* yang dilaksanakan secara terencana, terukur, terpadu dan terus berkelanjutan

Petrokimia Gresik is committed to the implementation of Corporate Social Responsibility activities that are carried out in a planned, measured, integrated and sustainable manner.



TANGGUNG JAWAB SOSIAL PERUSAHAAN

CORPORATE SOCIAL RESPONSIBILITY



Pelaksanaan Tanggung Jawab Sosial (*Corporate Social Responsibility*) Perusahaan dipandang sebagai wujud kontribusi PG dalam pembangunan ekonomi yang berkelanjutan, membantu meningkatkan dan melindungi kesehatan masyarakat, serta memberi perhatian terhadap lingkungan sekitar sesuai etika bisnis yang dijalankan

The implementation of Corporate Social Responsibility (CSR) is seen as a form of PG's contribution to sustainable economic development, helping to improve and protect public health, as well as paying attention to the surrounding environment in accordance with the business ethics carried out



Petrokimia Gresik sebagai pelaku industri yang memiliki kepedulian besar terhadap lingkungan sekitar. Atas hal ini, perusahaan berhasil menyabet gelar Juara 1 dalam tiga kategori sekaligus, yakni Pilar Sosial, Pilar Ekonomi dan Pilar Lingkungan dalam ajang "Tanggung Jawab Sosial Lingkungan (TJSL) & Corporate Social Responsibility (CSR) Award 2021 | Petrokimia Gresik as an industrial player who has great concern for the surrounding environment. For this, the company managed to win 1st place in three categories at once, namely the Social Pillar, Economic Pillar and Environmental Pillar in the "Environmental Social Responsibility (TJSL) & Corporate Social Responsibility (CSR) Award 2021.



TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

TANGGUNG JAWAB SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

Sebagai perusahaan produsen pupuk yang bersinggungan dengan masyarakat luas, PG tidak lepas dari keberadaan lingkungan sosial, karyawan, bahkan lingkungan alam. Oleh sebab itu, Perseroan senantiasa berupaya untuk memberikan kontribusi terbaik bagi lingkungan sosial, alam, karyawan, dan konsumen melalui aksi Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility*). Langkah ini merupakan sebuah komitmen yang berkelanjutan dalam bertindak etis dan bertanggung jawab kepada pihak-pihak yang bersinggungan langsung dan tidak langsung dengan Perseroan, khususnya dalam bidang ekonomi dan kesehatan. Pelaksanaan CSR ini dilakukan dengan memperhatikan kebutuhan masa sekarang tanpa mengabaikan hak dan tanggung jawab terhadap masa depan.

PG memahami bahwa ukuran kesuksesan yang ingin dicapai oleh Perseroan bukan hanya diukur dalam bidang finansial semata, tetapi juga pencapaian PG dalam mengusahakan kepentingan *stakeholders*-nya dan kemampuan Perseroan dalam memberikan dampak yang positif terhadap lingkungan sekitar dan pihak-pihak yang terlibat langsung dan merasakan dampak keberadaan Perseroan. Hal tersebut dapat dicapai melalui pelaksanaan Tanggung Jawab Sosial Perusahaan yang baik dan efektif serta sesuai dengan prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance – GCG*).

As a fertilizer producer company that interacts with the wider community, PG cannot be separated from the existence of the social environment, employees, and even the natural environment. Therefore, the Company always strives to make the best contribution to the social environment, nature, employees, and consumers through Corporate Social Responsibility. This step is a continuous commitment to act ethically and responsibly to parties who have direct and indirect contact with the Company, especially in the economic and health sectors. The implementation of CSR is carried out by taking into account the needs of the present without neglecting the rights and responsibilities of the future.

PG understands that the measure of success to be achieved by the Company is not only measured in the financial sector, but also the achievement of PG in pursuing the interests of its stakeholders and the Company's ability to have a positive impact on the surrounding environment and the parties directly involved and feel the impact of its existence. Company. This can be achieved through the implementation of good and effective Corporate Social Responsibility and in accordance with the principles of Good Corporate Governance (GCG).



TANGGUNG JAWAB SOSIAL PERUSAHAAN

CORPORATE SOCIAL RESPONSIBILITY

Pelaksanaan kegiatan Tanggung Jawab Sosial Perusahaan ini juga sepenuhnya didukung oleh Manajemen PG. Hal ini terbukti dengan dibentuknya fungsi dalam organisasi yang bertanggung jawab terhadap pelaksanaan dan keberhasilan program sosial perusahaan. Pelaksanaan Tanggung Jawab Sosial Perusahaan ini juga didasari oleh Undang-Undang Perseroan Terbatas No.40 Tahun 2007 Pasal 74 tentang Kewajiban Perusahaan BUMN dan Anak Perusahaannya Melaksanakan Program Sosial, dan Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial Dan Lingkungan Badan Usaha Milik Negara

TUJUAN IMPLEMENTASI CSR

OBJECTIVE OF CSR IMPLEMENTATION

Pelaksanaan Tanggung Jawab Sosial Perusahaan dipandang sebagai wujud kontribusi PG dalam pembangunan ekonomi yang berkelanjutan, membantu meningkatkan dan melindungi kesehatan masyarakat, serta memberi perhatian terhadap lingkungan sekitar sesuai etika bisnis yang dijalankan. Keberadaan kegiatan CSR ini bukan lagi dipandang sebagai sebuah kegiatan beban biaya, tetapi sebagai bentuk investasi jangka panjang yang akan memberikan keuntungan di masa depan baik terhadap Perseroan maupun lingkungannya. Selain itu, implementasi kegiatan CSR diharapkan mampu menghadirkan keharmonisan antara PG dengan pihak-pihak terkait, serta meningkatkan reputasi Perseroan yang akan memberikan nilai tambah terhadap kelancaran dan kestabilan pertumbuhan bisnis PG.

METODE PROGRAM CSR

CSR PROGRAM METHOD

Pelaksanaan kegiatan CSR dirancang secara sistematis dan terpadu sehingga melahirkan metode yang sistematis dalam pelaksanaannya. Kegiatan CSR PG dilakukan dengan metode partisipatif, yaitu dengan memberdayakan potensi daerah yang ada sehingga dapat meningkatkan kemampuan, penghasilan dan kemakmuran secara berkelanjutan. Tidak hanya sampai di situ, Perseroan juga melaksanakan monitoring serta evaluasi terhadap kegiatan-kegiatan CSR sehingga kegiatan tersebut dapat mencapai tujuan yang diharapkan.

The implementation of this Corporate Social Responsibility activity is also fully supported by PG Management. This is evidenced by the establishment of a function within the organization that is responsible for the implementation and success of the company's social program. The implementation of Corporate Social Responsibility is also based on the Limited Liability Company Law No. 40 of 2007 Article 74 concerning the Obligations of State Owned Enterprises and Their Subsidiaries to Implement Social Programs, and the Regulation of the Minister of BUMN Number PER-05/MBU/04/2021 concerning Responsibility Programs. Social and Environmental State-Owned Enterprises

The implementation of Corporate Social Responsibility is seen as a form of PG's contribution to sustainable economic development, helping to improve and protect public health, as well as paying attention to the surrounding environment according to business ethics. The existence of this CSR activity is no longer seen as a cost activity, but as a form of long-term investment that will provide future benefits for both the Company and the environment. In addition, the implementation of CSR activities is expected to bring harmony between PG and related parties, as well as improve the Company's reputation which will provide added value to the smooth and stable growth of PG's business.

The implementation of CSR activities is designed in a systematic and integrated manner so as to give birth to a systematic method in its implementation. PG's CSR activities are carried out using a participatory method, namely by empowering the existing potential of the region so that it can increase capabilities, income and prosperity in a sustainable manner. Not only that, the Company also carries out monitoring and evaluation of CSR activities so that these activities can achieve the expected goals.



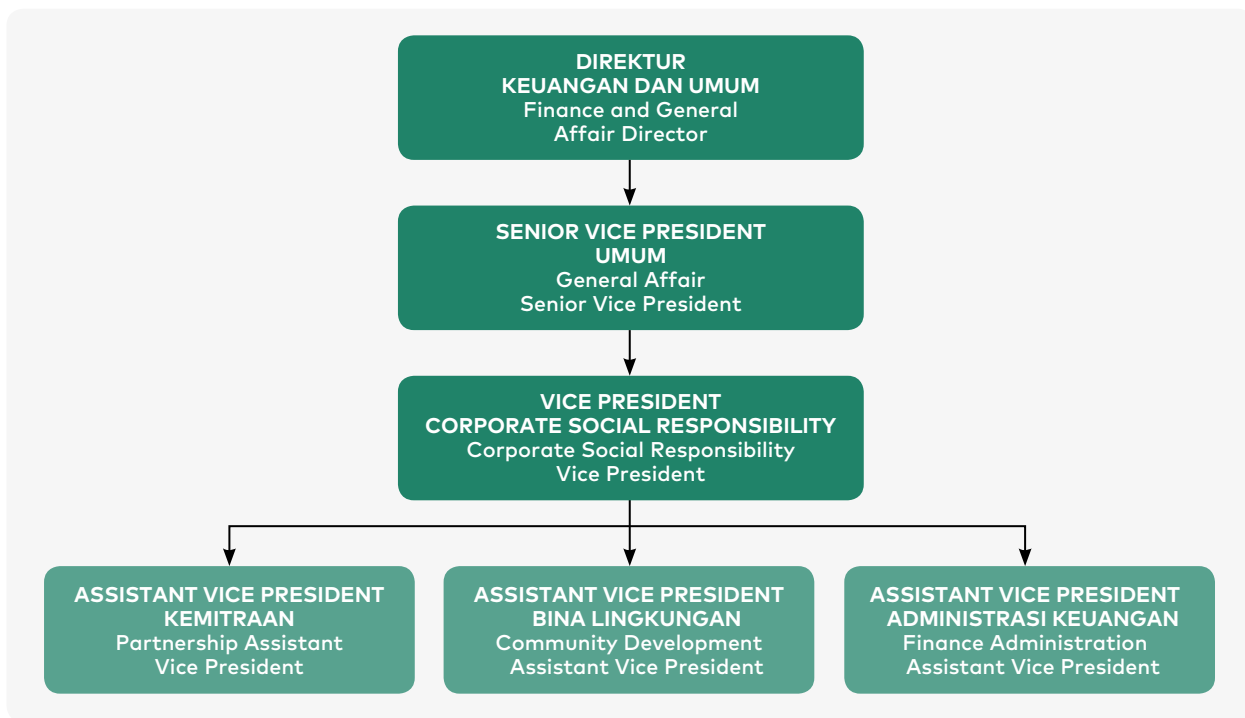
TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

STRUKTUR PENGELOLAAN CSR
CSR MANAGEMENT STRUCTURE

Pelaksanaan kegiatan CSR PG memiliki struktur tersendiri dalam melaksanakan pengelolaannya. Program-program CSR dikelola oleh Vice President CSR yang berada di bawah Senior Vice President Umum. Dengan melakukan pengelolaan CSR yang baik, diharapkan dapat memberikan hasil dan nilai yang maksimal baik bagi Perseroan maupun para stakeholders. Adapun struktur pengelolaan Tanggung Jawab Sosial Perusahaan (Corporate Social Responsibility - CSR) adalah sebagai berikut:

The implementation of PG's CSR activities has its own structure in carrying out its management. CSR programs are managed by the Vice President of CSR who is under the Senior Vice President of General Affairs. By implementing good CSR management, it is expected to provide maximum results and value for both the Company and its stakeholders. The management structure of Corporate Social Responsibility (CSR) is as follows:

STRUKTUR PENGELOLAAN CSR PETROKIMIA GRESIK
Petrokimia Gresik's CSR Department Structure



Tugas dan tanggung jawab CSR PG adalah sebagai berikut:

1. Merencanakan, menetapkan, membina, mengendalikan dan mengembangkan sistem,
2. Pedoman, dan petunjuk pelaksanaan pembinaan CSR dan Tanggung Jawab Sosial & Lingkungan (TJSL);
3. Merencanakan dan mengendalikan biaya pengelolaan CSR dan Tanggung Jawab Sosial & Lingkungan (TJSL);
4. Melaksanakan pengawasan atas pelaksanaan pembinaan;
5. Mengevaluasi kinerja pembinaan; dan
6. Membuat laporan Periodik pelaksanaan pembinaan dan perkembangan usaha mitra binaan.

The duties and responsibilities of PG's CSR are as follows:

1. Planning, establishing, fostering, controlling and developing systems,
2. guidelines and guidelines for the implementation of CSR and Social & Environmental Responsibility;
3. Planning and controlling the costs of managing CSR and Social & Environmental Responsibility;
4. Carry out supervision over the implementation of development;
5. Evaluating coaching performance; and
6. Make periodic reports on the implementation of fostering and business development of the fostered partners.

TANGGUNG JAWAB SOSIAL PERUSAHAAN

CORPORATE SOCIAL RESPONSIBILITY

ANGGARAN DAN PROGRAM CSR

CSR PROGRAM AND BUDGET

Anggaran

PG berkomitmen untuk terus meningkatkan kepedulian kepada *stakeholders* baik dari segi ekonomi, sosial maupun lingkungan melalui penerapan kebijakan alokasi anggaran CSR (*Corporate Social Responsibility*) yang memperhatikan asas kepatuhan dan kewajaran.

Program CSR

Secara garis besar, program CSR PG terbagi menjadi:

1. Tanggung Jawab Sosial Perusahaan Bidang Lingkungan;
2. Tanggung Jawab Sosial Perusahaan Bidang Ketenagakerjaan, Keselamatan dan Kesehatan Kerja K3);
3. Tanggung Jawab Sosial Perusahaan Bidang Kemitraan dan Pengembangan Sosial; dan
4. Tanggung Jawab Sosial Perusahaan Terhadap Pelanggan.

Kegiatan tersebut dilaksanakan berdasarkan perencanaan yang matang, bertanggung jawab, serta mengacu pada kebijakan masing-masing.

Kinerja Pengelolaan CSR

PG berupaya untuk mengelola program-program CSR dengan maksimal baik dalam bidang pendanaan maupun bidang pelaksanaan di lapangan. Pengelolaan dana CSR setiap tahun selalu diaudit bersama-sama dengan audit laporan keuangan untuk meningkatkan akuntabilitas penggunaan dana tersebut. Selain itu, hal ini juga dilakukan sebagai pelaksana fungsi yang menangani CSR telah membuat laporan CSR tahunan yang disampaikan kepada Manajemen Perseroan.

TANGGUNG JAWAB SOSIAL PERUSAHAAN BIDANG LINGKUNGAN

CORPORATE SOCIAL RESPONSIBILITY
IN ENVIRONMENTAL ASPECT

Kebijakan dan Anggaran

Dalam komitmennya menjadi produsen pupuk dan produk kimia yang berdaya saing tinggi dan paling diminati konsumen, Perseroan melakukan berbagai penerapan sistem manajemen, antara lain Sistem Manajemen Keselamatan dan Kesehatan Kerja, Sistem Manajemen Keselamatan Proses, Sistem Manajemen Mutu, Sistem Manajemen Energi, Sistem Jaminan Halal, serta Sistem Manajemen Keamanan Pangan secara terintegrasi dengan komitmen:

Budget

PG is committed to continuously raising awareness to *stakeholders* in terms of economic, social and environment through the implementation of CSR (*Corporate Social Responsibility*) budget allocation policy which considers the principle of compliance and fairness.

CSR Program

Broadly speaking, the PG CSR program is divided into:

1. Corporate Social Responsibility Environmental Sector;
2. Corporate Social Responsibility Employment, Occupational Safety and Health (K3);
3. Corporate Social Responsibility Sector of Partnership and Social Development; and
4. Corporate Social Responsibility to Customers.

Such activities are carried out based on careful planning, responsible, and referring to their respective policies.

CSR Management Performance

PG strives to manage CSR programs to the maximum both in the field of funding and in the implementation. Management of CSR funds every year is always audited together with financial statement audits to increase accountability for the use of these funds. In addition, this is also carried out as an executor of functions that handle CSR has made an annual CSR report submitted to the Management of the Company.

Policy and Budget

In its commitment to become a producer of fertilizer and chemical products that are highly competitive and most sought after by consumers, the Company implements various management systems, including Occupational Health and Safety Management System, Process Safety Management System, Quality Management System, Energy Management System, Halal Assurance System, and an integrated Food Safety Management System with commitment to:



TANGGUNG JAWAB SOSIAL PERUSAHAAN CORPORATE SOCIAL RESPONSIBILITY

1. Menempatkan Keselamatan, Kesehatan Kerja dan Lingkungan Hidup (K3LH) sebagai prioritas utama dalam setiap aktivitas;
2. Mencegah kecelakaan dan penyakit akibat kerja serta kerusakan sarana dan prasarana dengan menghilangkan atau mengurangi risiko melalui analisa dan pengendalian semua potensi bahaya serta peningkatan kompetensi karyawan sehingga tercipta budaya dari sistem kerja yang aman;
3. Melakukan pengelolaan dan perbaikan lingkungan secara terus-menerus guna mencegah dampak pencemaran lingkungan signifikan dengan upaya penurunan emisi Gas Rumah Kaca (GRK), limbah cair, limbah padat dan kebisingan; pengurangan dan pemanfaatan limbah B3 dan non-B3; perlindungan keanekaragaman hayati, konservasi air; serta menerapkan *Reduce, Reuse, Recycle, Recovery* (4R);
4. Menjamin kepuasan pelanggan dengan menyediakan produk pupuk, produk kimia dan jasa secara tepat mutu, tepat jumlah, tepat jenis, tepat tempat, tepat waktu, dan tepat harga. Menjamin kehalalan sesuai dengan syariat Islam dan keamanan produk (kategori *food grade*) secara konsisten dan berkelanjutan; dan
5. Menaati dan mematuhi Peraturan Perundangan dan persyaratan lainnya yang berlaku; tanggap terhadap isu- isu K3, lingkungan global, konservasi sumber daya alam dan efisiensi energi; mengembangkan budaya inovasi dan berbagi pengetahuan; mengembangkan komitmen terhadap masyarakat dengan menerapkan *Responsible Care* dan *Corporate Social Responsibility*.

Kebijakan ini senantiasa dikomunikasikan terhadap seluruh karyawan, rekanan, pemasok dan pemangku kepentingan lainnya untuk dipahami dan ditinjau secara berkala sekurang- kurangnya satu kali dalam setahun.

Dampak Keuangan dari Tanggung Jawab Sosial Perusahaan Bidang Lingkungan

Sepanjang tahun 2021, kegiatan Tanggung Jawab Sosial Perusahaan di bidang Lingkungan belum menyebabkan dampak kerugian keuangan secara signifikan.

1. Aktivitas Pelestarian Lingkungan

- a. Kegiatan pelestarian alam melalui program ekowisata dan restorasi mangrove sebesar Rp. 425 Juta.
- b. Program Community Development
 - Program Kampung Pisang Desa Trepan sebesar Rp. 148,17 Juta
 - Program Suri Insap Sapi Summersari Lamongan sebesar Rp. 245 Juta.

1. Placing Occupational Health, Safety and Environment (K3LH) as a top priority in every activity;
2. Preventing accidents and illnesses due to work and damage to facilities and infrastructure by eliminating or reducing risks through analysis and control of all potential hazards and improving employee competencies so as to create a culture of a safe work system;
3. Continuously managing and improving the environment to prevent the impact of significant environmental pollution by reducing greenhouse gas (GHG) emissions, liquid waste, solid waste and noise; reduction and utilization of B3 and non-B3 waste; biodiversity protection, water conservation; and implementing Reduce, Reuse, Recycle, Recovery (4R);
4. Ensuring customer satisfaction by providing fertilizer products, chemical products and services with the right quality, the right amount, the right type, the right place, on time, and the right price. Ensuring halal compliance with Islamic law and product safety (food grade category) in a consistent and sustainable manner; and
5. Complying with the prevailing laws and regulations and other requirements; responsive to OSH issues, the global environment, conservation of natural resources and energy efficiency; developing a culture of innovation and knowledge sharing; develop commitment to the community by implementing Responsible Care and Corporate Social Responsibility.

This policy is always communicated to all employees, partners, suppliers and other stakeholders to be understood and is reviewed periodically at least once a year.

Financial Impact from CSR in environmental Aspect

Throughout 2021 the activities of the implementation of social responsibility to the environment did not cause significant financial loss impact.

1. Environmental Conservation Activities

- a. Nature conservation activities through ecotourism and mangrove restoration programs are Rp. 425 Million.
- b. Community Development Program
 - The Trepan Village Banana Village Program is Rp. 148.17 Million
 - Suri Insap Beef Program Summersari Lamongan Rp. 245 Million.

**TANGGUNG JAWAB
SOSIAL PERUSAHAAN**
CORPORATE SOCIAL RESPONSIBILITY



2. Aktivitas Pengelolaan Lingkungan

- a. Pengelolaan Limbah B3 : Limbah B3 yg dihasilkan Perusahaan dikelola ke pihak ke-3 yang memiliki izin dan juga dimanfaatkan untuk bahan baku internal Perusahaan (gypsum dan kapur)
- b. Pengelolaan Air Limbah : Air limbah yg dihasilkan oleh Perusahaan ditreatment terlebih dahulu sebelum dibuang ke badan penerima air dan harus memenuhi baku mutu yang dipersyaratkan
- c. Pengelolaan Emisi : Emisi yang dihasilkan oleh Perusahaan dikendalikan dgn alat pengendali udara (scrubber, Electrostatic Precipitator, Cyclone dll) dan harus memenuhi baku mutu yang dipersyaratkan sebelum keluar ke atmosfer

3. Sertifikasi Pengelolaan Lingkungan

- a. PROPER : Proper merupakan penilaian kinerja lingkungan suatu perusahaan dgn indikator yang terukur yang dilakukan oleh Kementerian Lingkungan Hidup dan Kehutanan. Pada tahun 2021 PT Petrokimia Gresik memperoleh PROPER Emas.
- b. ISO 14001:2015 : merupakan standar Sistem Manajemen Lingkungan terkait pengelolaan lingkungan. PT Petrokimia Gresik berhasil mempertahankan ISO 14001:2015 melalui audit eksternal yang dilakukan oleh Sucofindo.

2. Environmental Management Activities

- a. B3 Waste Management: The B3 waste produced by the Company is managed by a licensed 3rd party and is also used for the Company's internal raw materials (gypsum and lime)
- b. Wastewater Management: Wastewater produced by the Company is treated first before being discharged to the receiving water body and must meet the required quality standards.
- c. Emission Management: Emissions produced by the Company are controlled by means of air controllers (scrubber, Electrostatic Precipitator, Cyclone, etc.) and must meet the required quality standards before being released into the atmosphere.

3. Environmental Management Certification

- a. PROPER: Proper is an environmental performance assessment of a company with measurable indicators carried out by the Ministry of Environment and Forestry. In 2021 PT Petrokimia Gresik obtained a Gold PROPER.
- b. ISO 14001:2015: is an Environmental Management System standard related to environmental management. PT Petrokimia Gresik has succeeded in maintaining ISO 14001:2015 through an external audit conducted by Sucofindo.



TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

4. Biaya yang telah dikeluarkan untuk pengelolaan lingkungan dan sertifikasi pengelolaan lingkungan pada tahun 2021

- a) Penelitian dan Pengembangan : Rp1,9 Milyar
- b) Pemantauan Lingkungan (Air limbah, Emisi, LB3) : Rp489 Juta
- c) Pengelolaan Air Limbah Domestik Tahap II : Rp3 Milyar
- d) Pengelolaan LB3 : Rp3,6 Milyar

4. Costs incurred for environmental management and environmental management certification in 2021

- a) Research and Development : Rp1.9 Billion
- b) Environmental Monitoring (Wastewater, Emissions, LB3) : Rp489 Million
- c) Domestic Wastewater Management Phase II : Rp3 billion
- d) Management of LB3 : Rp3.6 Billion

**TANGGUNG JAWAB SOSIAL PERUSAHAAN
DI BIDANG KETENAGAKERJAAN DAN K3**

CORPORATE SOCIAL RESPONSIBILITY IN EMPLOYMENT AND OHS ASPECTS

PG menyadari bahwa karyawan merupakan aset yang sangat penting dalam mendukung keberlangsungan bisnis Perseroan. Oleh karena itu, PG berupaya untuk menjalin hubungan yang harmonis dengan seluruh Insan PG serta memperhatikan aspek keselamatan dan kesehatan kerja karyawan.

Kebijakan

PG telah mengimplementasikan kebijakan Ketenagakerjaan, Kesehatan dan Keselamatan Kerja (K3) sesuai dengan Peraturan Pemerintah Republik Indonesia No.50 Tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja dan ISO 45001 : 2018 *Occupational Health and Safety Management Systems - Requirements with Guidance for use*.

Komitmen PG sangat kuat untuk menjadi produsen pupuk dan produk kimia lainnya yang berdaya saing tinggi dan paling diminati oleh konsumen dengan kinerja yang unggul dan berkelanjutan. Komitmen ini sejalan dengan penerapan berbagai sistem manajemen di antaranya Sistem Manajemen Keselamatan dan Kesehatan Kerja, Sistem Manajemen Keselamatan Proses, Sistem Manajemen Mutu, Sistem Manajemen Energi, Sistem Jaminan Halal, serta Sistem Manajemen Keamanan Pangan secara terintegrasi dengan komitmen

1. Menempatkan Keselamatan, Kesehatan Kerja dan Lingkungan Hidup (K3LH) sebagai prioritas utama dalam secara aktivitas;
2. Mencegah kecelakaan dan penyakit akibat kerja serta kerusakan sarana dan prasarana dengan menghilangkan atau mengurangi risiko melalui analisa dan pengendalian semua potensi bahaya serta peningkatan kompetensi karyawan sehingga tercipta budaya dari sistem kerja yang aman;

PG is aware that employees are very important asset in supporting the Company's business continuity. Therefore, PG strives to establish a harmonious relationship with all PG Personnel and considers the aspects of employee occupational safety and health.

Policy

PG has implemented Employment, Occupational Health and Safety (OHS) policy pursuant to Government Regulation of the Republic of Indonesia No. 50 of 2012 on the Occupational Health and Safety Management System and ISO 45001 : 2018 Occupational Health and Safety Management Systems – Requirements with Guidance for use.

PG's commitment is very strong to becoming a producer of fertilizers and other chemical products that are highly competitive and most sought after by consumers with superior and sustainable performance. This commitment is in line with the implementation of various management systems including the Occupational Health and Safety Management System, Process Safety Management System, Quality Management System, Energy Management System, Halal Assurance System, and Food Safety Management System in an integrated manner with commitment to:

1. Placing Occupational Health and Safety, and Environment (K3LH) as the top priority in every activity;
2. Preventing accidents and occupational diseases and damage to facilities and infrastructure by eliminating or reducing risks through analysis and control of all potential hazards as well as increased employee competence to create a culture of a safe working system;

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3. Melakukan pengendalian aspek dampak lingkungan dengan melaksanakan perhitungan dampak melalui kajian analisis daur hidup (*Life Cycle Assessment*) serta melakukan pengelolaan, perbaikan dan perlindungan secara terus menerus guna mencegah dampak pencemaran lingkungan signifikan dengan upaya pengurangan pencemaran emisi konvensional dan emisi Gas Rumah Kaca (GRK), efisiensi air dan pengurangan beban pencemaran air limbah, pengurangan dan pemanfaatan limbah B3, Reduce, Reuse, Recycle (3R) limbah padat non B3, pemanfaatan sampah serta perlindungan keanekaragaman hayati;
 4. Menjamin kepuasan pelanggan dengan menyediakan produk pupuk, produk kimia dan produk lainnya secara tepat mutu, tepat jumlah, tepat jenis, tepat tempat, tepat waktu, dan tepat harga;
 5. Menjamin keberlangsungan, kelancaran dan keamanan pasokan dalam kegiatan produksi sampai dengan distribusi atau penyerahterimaan produk kepada pelanggan;
 6. Menjamin kehalalan sesuai syariat Islam dan keamanan produk pangan (kategori *food grade*) secara konsisten dan terus menerus;
 7. Meningkatkan komitmen terhadap masyarakat dan instansi terkait melalui penerapan *Responsible Care*, *International Fertilizer Association (IFA) Product Stewardship* dan *Corporate Social Responsibility (CSR)*;
 8. Melaksanakan prinsip Industri Hijau dalam setiap kegiatan Perusahaan untuk menunjang efisiensi proses, energi dan bahan baku;
 9. Menyediakan segala informasi yang dibutuhkan dan melakukan program-program konservasi energi secara berkelanjutan dalam hal peningkatan kinerja efisiensi energi, sesuai target, mendukung pengadaan barang dan jasa serta desai proyek baru dengan mengedepankan prinsip efisiensi energi dan aspek ekonomi
 10. Mengamankan aset Perusahaan berdasarkan pengendalian risiko guna menciptakan lingkungan kerja yang aman dan kondusif melalui program serta sasaran pengamanan secara konsisten sesuai standar pengamanan Perusahaan, menanamkan dan meningkatkan kesadaran karyawan bahwa tanggung jawab keamanan Perusahaan merupakan tanggung jawab seluruh karyawan
 11. Menaati dan mematuhi Peraturan Perundangan dan persyaratan lainnya yang berlaku serta tanggap terhadap isu-isu K3, lingkungan, konversi sumber daya alam, pengamanan dan efisiensi energi
3. Controlling environmental impact aspects by carrying out impact calculations through Life Cycle Assessment studies as well as continuous management, improvement and protection in order to prevent significant environmental pollution impacts by reducing conventional emission pollution and Greenhouse Gas (GHG) emissions. water efficiency and reduction of the burden of waste water pollution, reduction and utilization of B3 waste, Reduce, Reuse, Recycle (3R) non-B3 solid waste, utilization of waste and protection of biodiversity;
 4. Ensuring customer satisfaction by providing fertilizer products, chemical products and services in appropriate quality, exact quantity, exact type, exact place, on time, and right price
 5. Ensure continuity, smoothness and security of supply in production activities up to distribution or handover of products to customers;
 6. Ensure halalness according to Islamic law and food product safety (food grade category) consistently and continuously;
 7. Increasing commitment to the community and related institutions through the implementation of Responsible Care, International Fertilizer Association (IFA) Product Stewardship and Corporate Social Responsibility (CSR);
 8. Implementing Green Industry principles in every activity of the Company to support process efficiency, energy and raw materials;
 9. Provide all the information needed and carry out energy conservation programs in a sustainable manner in terms of improving energy efficiency performance, according to targets, supporting the procurement of goods and services and designing new projects by prioritizing the principles of energy efficiency and economic aspects
 10. Securing Company assets based on risk control in order to create a safe and conducive work environment through security programs and targets consistently in accordance with Company security standards, instilling and increasing employee awareness that the responsibility for Company security is the responsibility of all employees
 11. Adhere to and comply with applicable laws and regulations and be responsive to OHS issues, the environment, natural resource conversion, energy security and efficiency



TANGGUNG JAWAB SOSIAL PERUSAHAAN CORPORATE SOCIAL RESPONSIBILITY

- | | |
|--|--|
| <ul style="list-style-type: none"> 12. Menyediakan sumber daya yang dibutuhkan untuk mendukung penerapan Sistem Manajemen dan proses bisnis Perusahaan. 13. Menjalin komunikasi dan konsultasi yang baik dengan seluruh pihak yang berkepentingan serta memperhatikan masukan dari karyawan 14. Menetapkan, menjalankan serta senantiasa melakukan peningkatan berkelanjutan melalui budaya inovasi dan berbagai pengetahuan. | <ul style="list-style-type: none"> 12. Provide the necessary resources to support the implementation of the Management System and the Company's business processes. 13. Maintain good communication and consultation with all interested parties and pay attention to input from employees 14. Establish, implement and continuously improve through a culture of innovation and knowledge sharing. |
|--|--|



Kebijakan ini dikomunikasikan kepada seluruh karyawan, rekanan, pemasok, dan pemangku kepentingan lainnya untuk dipahami dan keefektifannya ditinjau secara berkala sekurang-kurangnya satu kali dalam setahun.

This policy is communicated to all employees, partners, suppliers and other stakeholders to be understood and its effectiveness reviewed regularly at least once a year.

Dalam rangka menciptakan lingkungan kerja yang aman dan sehat serta untuk mencapai target zero accident, perusahaan melakukan program-program keselamatan dan kesehatan kerja sebagai berikut :

In order to create a safe and healthy work environment and to achieve the zero accident target, the company carries out occupational safety and health programs as follows:

1. Melakukan rapat Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) setiap 3 bulan yang dihadiri oleh Direksi serta melaksanakan rapat Sub-P2K3 tingkat kompartemen setiap bulannya untuk memantau pelaksanaan K3 di Unit kerjanya masing-masing.
2. Menerapkan Sistem Manajemen K3 sesuai dengan PP 50 tahun 2012 dan ISO 45001:2018 serta dilakukan monitoring melalui Audit Internal maupun Eksternal.

1. Conduct a meeting of the Occupational Safety and Health Committee (P2K3) every 3 months which is attended by the Board of Directors and carry out a monthly Sub-P2K3 meeting at the compartment level to monitor the implementation of K3 in their respective work units.
2. Implementing an OHS Management System in accordance with PP 50 of 2012 and ISO 45001:2018 and monitoring through Internal and External Audits.

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3. Melakukan pemantauan Unsafe Action, Unsafe Condition serta housekeeping melalui program patrol Safety Management Walkthrough (SMWT), kompartemen melalui SP2K3, Safety Representative (SR) dan Patrol bersama Staf Departemen K3.
4. Melakukan review terkait prosedur, standar dan ketentuan lainnya terkait K3.
5. Melakukan sosialisasi ketentuan K3 melalui Spanduk, safety sign lainnya, blasting Whatsapp melalui hotline K3, Safety Induction, Safety Briefing/Toolbox Meeting kepada karyawan dan kontraktor yang akan melaksanakan pekerjaan.
6. Menerapkan Contractor Safety Management System (CSMS) untuk memastikan bahwa kontraktor yang bekerja di perusahaan sudah memenuhi standar K3 dan lingkungan yang ditetapkan.
7. Melaksanakan pertemuan rutin 2 bulanan kontraktor untuk pembahasan kinerja K3, sosialisasi ketentuan K3 dan isu-isu K3 lainnya.
8. Menerapkan reward dan punishment untuk meningkatkan budaya K3 karyawan dan kontraktor
9. Melakukan penerapan Life Saving Rules (LSR) sesuai dengan panduan dari PT Pupuk Indonesia yang meliputi Surat Ijin Keselamatan (Safety Permit), Pekerjaan dengan Panas (hot work), Pekerjaan di Ketinggian (working at height), Ruang Terbatas (Confined Space), Pekerjaan Pengangkatan (Lifting Operatios), Isolasi Energi (Energy Isolation), Dilarang merokok di luar are yagn ditentukan (Do not Smoke Outside Designated Areas), Keselamatan Lalu Lintas (Traffic Safety), Alat Pelindung Diri (APD, Narkotika,Psikotropirika dan Zat Aditif lainnya.
3. Monitoring Unsafe Action, Unsafe Condition and housekeeping through the Safety Management Walkthrough (SMWT) patrol program, compartments through SP2K3, Safety Representative (SR) and Patrol with K3 Department staff.
4. Reviewing procedures, standards and other provisions related to OHS.
5. Disseminate K3 provisions through banners, other safety signs, blasting Whatsapp via the K3 hotline, Safety Induction, Safety Briefing/Toolbox Meeting to employees and contractors who will carry out the work.
6. Implementing the Contractor Safety Management System (CSMS) to ensure that the contractors working in the company have complied with the established K3 and environmental standards.
7. Conduct regular 2-monthly contractor meetings to discuss K3 performance, socialize K3 provisions and other K3 issues.
8. Implement rewards and punishments to improve the OHS culture of employees and contractors
9. Implement Life Saving Rules (LSR) in accordance with guidelines from PT Pupuk Indonesia which include Safety Permit, Hot work, Working at height, Confined Space , Lifting Operations, Energy Isolation, Do not Smoke Outside Designated Areas, Traffic Safety, Personal Protective Equipment (PPE, Narcotics, Psychotropics and Substances) Other additives.





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10. Melakukan pelaporan dan investigasi apabila terjadi kecelakaan untuk mencari akar penyebab dan menyampaikan lesson learned kepada karyawan dan kontraktor.
11. Melaksanakan peningkatan kompetensi K3 untuk karyawan dan kontraktor melalui training dan konsultasi terkait K3.
12. Menerapkan Process Safety Management (PSM) melalui program Management Of Change (MOC), Pre-Startup Safety Review (PSSR), Process Hazard Analysis (PHA), dan lain-lain.
13. Melaksanakan program pemeriksaan kesehatan baik secara berkala maupun khusus kepada karyawan dan keluarga karyawan (istri/suami)
14. Melaksanakan program preventif guna peningkatan derajat kesehatan karyawan melalui program Pola Hidup Sehat (PHS) dan Viral 500K (Virtual Run & Walk 500K)
15. Melaksanakan program promosi kesehatan melalui penyelenggaraan kegiatan seminar K3, pembuatan leaflet, pembuatan pamflet, dan media promosi lainnya
16. Melakukan program Pencegahan & Pengendalian HIV/AIDS di Tempat Kerja
17. Melaksanakan program pemantauan lingkungan kerja sesuai dengan persyaratan yang berlaku
18. Melaksanakan program pemantauan gizi kerja bagi karyawan melalui pemantauan catering perusahaan

Sehubungan dengan pandemi Covid-19 yang terjadi di Indonesia dan dunia, perusahaan melakukan langkah-langkah pencegahan dan penanganan Covid-19 berupa ;

1. Perusahaan menyediakan anggaran penanganan Covid-19 yang dipergunakan untuk penanganan Internal Perusahaan dan untuk bantuan kepada pihak eksternal yang membutuhkan.
2. Membentuk tim Satgas PT Petrokimia Gresik yang terdiri dari lintas unit kerja untuk penanganan Covid-19 di internal perusahaan serta untuk bantuan ke pihak eksternal
3. Menyusun protokol pencegahan dan penanganan Covid-19 di internal perusahaan serta melakukan update secara berkala.
4. Menyediakan sarana dan prasarana pencegahan Covid-19 berupa hand sanitizer, tempat cuci tangan, air purifier, sneeze guard, lampu UV, masker kain, masker medis dan lain sebagainya.
5. Memberikan suplemen tambahan untuk karyawan dan kontraktor dalam rangka meningkatkan imunitas tubuh
6. Menyediakan sarana dan prasarana perawatan pasien positif Covid-19 dengan bekerja sama dengan Rumah Sakti Petrokimia Gresik (RSPG).

10. Reporting and investigating in the event of an accident to find the root cause and convey lessons learned to employees and contractors.
11. Implement OHS competency improvement for employees and contractors through training and consultations related to OHS.
12. Implementing Process Safety Management (PSM) through the Management Of Change (MOC) program, Pre-Startup Safety Review (PSSR), Process Hazard Analysis (PHA), and others.
13. Implement a health check program both periodically and specifically for employees and their families (wife/husband)
14. Implement preventive programs to improve employee health status through Healthy Lifestyle (PHS) and Viral 500K (Virtual Run & Walk 500K) programs
15. Implement health promotion programs through organizing K3 seminars, making leaflets, making pamphlets, and other promotional media
16. Conduct HIV/AIDS Prevention & Control in the Workplace
17. Implement a work environment monitoring program in accordance with applicable requirements
18. Implement a work nutrition monitoring program for employees through monitoring company catering

In connection with the Covid-19 pandemic that occurred in Indonesia and the world, the company took steps to prevent and handle Covid-19 in the form of;

1. The company provides a budget for handling Covid-19 which is used for internal handling of the company and for assistance to external parties in need.
2. Forming a PT Petrokimia Gresik Task Force team consisting of cross work units for Covid-19 confectionery within the company as well as for assistance to external parties
3. Develop protocols for preventing and handling Covid-19 internally within the company and updating regularly.
4. Provide Covid-19 prevention facilities and infrastructure in the form of hand sanitizers, hand washing facilities, air purifiers, sneeze guards, UV lamps, cloth masks, medical masks and so on.
5. Provide additional supplements for employees and contractors in order to increase body immunity
6. Provide facilities and infrastructure for treating COVID-19 positive patients in collaboration with the Petrokimia Gresik Hospital (RSPG).

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7. Melakukan modifikasi tempat kerja agar sesuai dengan protokol kesehatan Covid-19 seperti pengaturan jarak meja dan pengaturan sirkulasi udara dengan baik
8. Melakukan massive testing dan tracing kasus Covid-19 dengan test rapid antigen dan Swab PCR.
9. Melakukan vaksinasi Covid-19 untuk karyawan, keluarga dan kontraktor
10. Melakukan sosialisasi terkait covid-19 melalui rapat P2K3, Sub-P2K3 dan seminar-seminar kesehatan terkait dengan Covid-19



TANGGUNG JAWAB SOSIAL PERUSAHAAN BIDANG KEMITRAAN DAN PENGEMBANGAN SOSIAL

CORPORATE SOCIAL RESPONSIBILITY IN
PARTNERSHIP AND SOCIAL DEVELOPMENT

PROGRAM KEMITRAAN

Sasaran

1. Kinerja efektivitas penyaluran pinjaman modal kerja meraih skor sebesar 99,29% atau skor 3 dari target RKA skor 3.
2. Kinerja kolektabilitas pengambilan pinjaman meraih skor sebesar 80,19% atau skor 3 dari target RKA skor 3.

Dasar Pelaksanaan

1. Peraturan Menteri BUMN Nomor PER-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara;
2. Peraturan Menteri BUMN nomor: PER-03/MBU/12/2016 tanggal 16 Desember 2016 tentang Perubahan atas Permen BUMN Nomor PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;

PARTNERSHIP PROGRAM

Objectives

1. Effectiveness of working capital loan disbursement to achieved 99.29% or the score 3 from the target of RKA score 3.
2. Collectability of loan repayment to achieved 80.19% or the score 3 from the target of RKA score 3.

Dasar Pelaksanaan

1. Regulation of the Minister of SOE Number PER-09/MBU/07/2015 concerning the Partnership Program and the Community Development Program for State-Owned Enterprises;
2. Regulation of the Minister of SOEs number: PER-03/MBU/12/2016 dated 16 December 2016 concerning Amendments to the SOE Ministerial Regulation Number PER-09/MBU/07/2015 dated 3 July 2015 concerning SOE PKBL;



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- Peraturan Menteri BUMN nomor: PER-02/MBU/7/2017 tanggal 5 Juli 2017 tentang Perubahan Kedua atas Permen BUMN Nomor PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
- Peraturan Menteri BUMN Nomor: PER-02/MBU/04/2020 tanggal 02 April 2020 tentang Perubahan Ketiga atas Permen BUMN Nomor PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
- Peraturan Menteri BUMN Nomor: PER-05/MBU/04/2021 tanggal 08 April 2021 tentang Program Tanggung Jawab Sosial dan Lingkungan BUMN;
- Kepmen BUMN Nomor Kep-100/MBU/2002 tanggal 4 Desember 2002 untuk Mendukung Kinerja Perusahaan dengan Pencapaian Kinerja Efektivitas Penyaluran dan Kolektabilitas Pengambilan Pinjaman;
- SK Direksi Nomor 0029/TU.04.02/10/SK/2017 tanggal 19 Januari 2017 tentang Kebijakan Program Corporate Social Responsibility (CSR) PT Petrokimia Gresik;
- SK Direksi Nomor 0317/B/OT.01.03/69/SK/2021 tanggal 10 Desember 2021 tentang Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan PT Petrokimia Gresik.
- Regulation of the Minister of SOEs number: PER-02/MBU/7/2017 dated 5 July 2017 concerning the Second Amendment to the SOE Ministerial Regulation Number PER-09/MBU/07/2015 dated 3 July 2015 concerning SOE PKBL;
- Regulation of the Minister of SOEs Number: PER-02/MBU/04/2020 dated 02 April 2020 concerning the Third Amendment to the SOE Ministerial Regulation Number PER-09/MBU/07/2015 dated 3 July 2015 concerning BUMN PKBL;
- Regulation of the Minister of SOEs Number: PER-05/MBU/04/2021 dated April 8, 2021 concerning the SOE Social and Environmental Responsibility Program;
- Decree of the Minister of BUMN Number Kep-100/MBU/2002 dated December 4, 2002 to Support Company Performance by Achieving Effectiveness of Distribution and Collectability of Loans;
- Decree of the Board of Directors Number 0029/TU.04.02/10/SK/2017 dated January 19, 2017 concerning PT Petrokimia Gresik's Corporate Social Responsibility (CSR) Program Policy;
- Decree of the Board of Directors Number 0317/B/OT.01.03/69/SK/2021 dated December 10, 2021 regarding the Implementation of the Social and Environmental Responsibility Program of PT Petrokimia Gresik.

Pelaksanaan

Pada tahun 2021, jumlah mitra binaan PG tercatat sebanyak 330 mitra dengan jumlah anggota sebanyak 1.740 orang yang tersebar di wilayah Jawa Timur, Jawa Tengah dan D.I. Yogyakarta, dengan rincian sebagai berikut :

Implementation

In 2021, the number of PG fostered partners was recorded as 330 partners with a total of 1,740 members spread across East Java, Central Java and D.I. Yogyakarta, with the following details:

Penyaluran Pinjaman Modal Program Kemitraan Berdasarkan Wilayah
Realization of Capital loan distribution of Partnership Program Based on Region

Provinsi Province	Jumlah Mitra Binaan (Kelompok) Number of Fostered Partners (Group)	Jumlah Anggota (Orang) Total of Members (Person)	Nilai Penyaluran Pinjaman (Rp) Loan Distribution Value (Rp)	% Penyaluran Distribution %
Jawa Timur East Java	254	1.511	34.539.310.000	80,37%
Jawa Tengah Central Java	73	226	8.043.950.000	18,72%
D.I. Yogyakarta	3	3	360.000.000	0,91%
Jumlah Total	330	1.740	42.973.260.000	100%

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Sementara itu, penggunaan dana untuk pelaksanaan Program Kemitraan tahun 2021 mencapai Rp 42,97 miliar atau 114% jika dibandingkan dengan RKA jumlah dana tersedia Program Kemitraan tahun 2021 sebesar Rp 37,6 miliar. Berikut rincian penggunaan dana untuk pelaksanaan Program Kemitraan tahun 2021 :

Meanwhile, the use of funds for the implementation of the Partnership Program in 2021 reached Rp. 42.97 billion or 114% when compared to the RKA, the amount of funds available for the Partnership Program in 2021 was Rp. 37.6 billion. The following are the details of the use of funds for the implementation of the 2021 Partnership Program:

Penggunaan Dana untuk Pelaksanaan Program Kemitraan Tahun 2021

Use of Funds for the Implementation of the 2021 Partnership Program

No.	Keterangan Penyaluran Dana Description of Funding	2021		
		Realisasi Realization	RKAP	%
1.	Penyaluran Pinjaman Modal Kerja Working Capital Loan Disbursement			
a.	Sektor Industri Industry Sector	1.051.000.000	1.360.000.000	77
b.	Sektor Perdagangan Trade Sector	11.015.000.000	9.330.000.000	118
c.	Sektor Pertanian Agriculture Sector	9.041.200.000	2.587.000.000	349
d.	Sektor Peternakan Livestock Sector	19.402.500.000	19.605.000.000	99
e.	Sektor Perkebunan Plantation Sector	1.021.560.000	425.000.000	240
f.	Sektor Perikanan Fishery Sector	1.342.000.000	2.157.000.000	62
g.	Sektor Jasa Service Sector	100.000.000	130.000.000	77
	Jumlah Pinjaman Total Loans	42.973.260.000	35.594.000.000	120
2.	Pembinaan Training	0	2.000.000.000	0
	Jumlah Penggunaan Dana Total Funding	42.973.260.000	37.594.000.000	114

Berikut ini merupakan rincian penyaluran pinjaman modal kerja ke-7 (tujuh) sektor :

1. Sektor Industri

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Industri adalah sebesar Rp 1,05 miliar, yang mana disalurkan kepada 12 Mitra Binaan industri kecil.

2. Sektor Perdagangan

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Perdagangan adalah sebesar Rp11 miliar, yang mana disalurkan kepada 106 Mitra Binaan dengan usaha kios pupuk, sembako, dan bahan bangunan.

3. Sektor Pertanian

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Pertanian adalah sebesar Rp 9 miliar, yang mana disalurkan kepada :

- 65 Kelompok Tani Padi yang beranggotakan 568 petani;
- 29 Kelompok Tani Jagung yang beranggotakan 275 petani;
- 3 orang petani Benih Padi.

The following is a breakdown of the distribution of working capital loans to the 7 (seven) sectors:

1. Industrial Sector

In 2021, the realization of the PG Partnership Fund for the Industrial Sector is IDR 1.05 billion, which is distributed to 12 small industry foster partners.

2. Trade Sector

In 2021, the realization of the PG Partnership Fund for the Trade Sector is IDR 11 billion, which is distributed to 106 Foster Partners with fertilizer, basic food and building materials kiosk businesses.

3. Agriculture Sector

In 2021, the realization of the PG Partnership Fund for the Agriculture Sector is IDR 9 billion, which is distributed to:

- 65 Rice Farmer Groups consisting of 568 farmers;
- 29 Corn Farmers Groups consisting of 275 farmers;
- 3 rice seed farmers.



TANGGUNG JAWAB
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4. Sektor Peternakan

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Peternakan adalah sebesar Rp 19,4 miliar, yang mana disalurkan kepada :

- 102 Kelompok Ternak Sapi yang beranggotakan 718 orang;
- 1 kelompok ternak kambing yang beranggotakan 10 orang.

5. Sektor Perkebunan

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Perkebunan adalah sebesar Rp 1 miliar, yang mana disalurkan kepada 6 kelompok tani tebu yang beranggotakan 25 orang;

6. Sektor Perikanan

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Perikanan adalah sebesar Rp 1,34 miliar, yang mana disalurkan kepada :

- 2 kelompok budidaya ikan lele yang beranggotakan 10 orang;
- 4 kelompok budidaya ikan gurami yang beranggotakan 30 orang; dan
- 2 kelompok budidaya ikan bandeng yang beranggotakan 10 orang.

7. Sektor Jasa

Pada tahun 2021, realisasi Dana Kemitraan PG untuk Sektor Jasa adalah sebesar Rp 100 juta, yang mana disalurkan kepada 1 mitra binaan usaha jasa percetakan printing.

4. Livestock Sector

In 2021, the realization of the PG Partnership Fund for the Livestock Sector is IDR 19.4 billion, which is distributed to:

- 102 Cattle Farming Group consisting of 718 people;
- 1 group of goats consisting of 10 people.

5. Plantation Sector

In 2021, the realization of the PG Partnership Fund for the Plantation Sector is IDR 1 billion, which is distributed to 6 sugarcane farmer groups consisting of 25 people;

6. Fishery Sector

In 2021, the realization of the PG Partnership Fund for the Fisheries Sector is IDR 1.34 billion, which is distributed to:

- 2 groups of catfish farming consisting of 10 people;
- 4 carp farming groups consisting of 30 people; and
- 2 milkfish farming groups consisting of 10 people.

7. Service Sector

In 2021, the realization of the PG Partnership Fund for the Services Sector is Rp. 100 million, which is distributed to 1 partner for the printing service business.



TANGGUNG JAWAB
SOSIAL PERUSAHAAN
 CORPORATE SOCIAL RESPONSIBILITY

PENGEMBANGAN SOSIAL
 SOCIAL DEVELOPMENT

Pelaksanaan

Sesuai dengan hasil RUPS RKAP 2021, penyaluran bantuan Program Bina Lingkungan menggunakan anggaran perusahaan dengan nilai Rp 10 Miliar. Realisasi penyaluran bantuan sampai dengan akhir Desember 2021 sebesar Rp 10 Miliar atau 100% dari RKA 2021, dengan rincian sebagai berikut :

Implementation

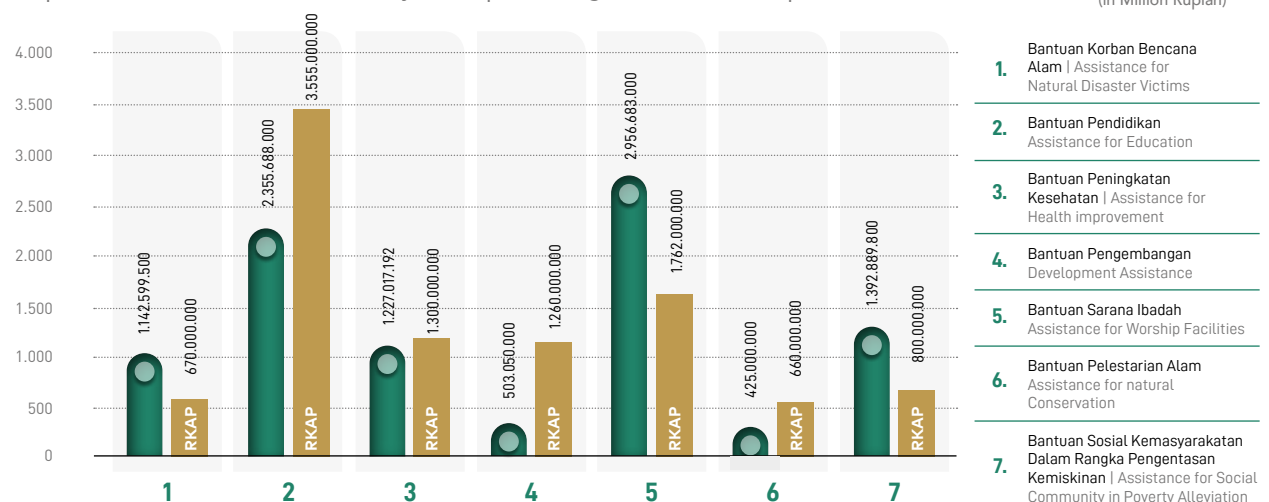
In accordance with the results of the 2021 RKAP GMS, the distribution of Community Development Program assistance uses the company's budget with a value of IDR 10 billion. The realization of aid distribution until the end of December 2021 is IDR 10 billion or 100% of RKA 2021, with details as follows:

Penyaluran Bantuan Program Bina Lingkungan 2021
 Distribution of 2021 Community Development Program Assistance

No.	Keterangan Penyaluran Dana Description of Funding	2021		
		Realisasi Realization	RKAP	%
1.	Bantuan Korban Bencana Alam Assistance for Natural Disaster Victims	1.142.599.500	670.000.000	171%
2.	Bantuan Pendidikan Assistance for Education	2.355.688.000	3.555.000.000	66%
3.	Bantuan Peningkatan Kesehatan Assistance for Health Improvement	1.227.017.192	1.300.000.000	94%
4.	Bantuan Pengembangan Sarana dan Prasarana Umum Public Facilities and Infrastructure Development Assistance	503.050.000	1.260.000.000	40%
5.	Bantuan Sarana Ibadah Assistance for Worship Facilities	2.956.683.000	1.762.000.000	168%
6.	Bantuan Pelestarian Alam Assistance for natural Conservation	425.000.000	660.000.000	64%
7.	Bantuan Sosial Kemasyarakatan dalam Rangka Pengentasan Kemiskinan Assistance for Social Community in Poverty Alleviation	1.392.889.800	800.000.000	174%
Jumlah Total		10.002.926.892	10.007.000.000	100%

Grafik Penyaluran Bantuan Program Bina Lingkungan 2021

Graph of Distribution of 2021 Community Development Program Assistance Graph





TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

BERIKUT RINCIAN PENYALURAN BANTUAN PROGRAM BINA LINGKUNGAN :
THE FOLLOWING DETAILS OF DISTRIBUTION OF ENVIRONMENTAL
DEVELOPMENT PROGRAM ASSISTANCE:



BANTUAN KORBAN BENCANA ALAM

Realisasi penyaluran bantuan korban bencana alam sebesar Rp.1,14 Miliar atau 171% dari RKA 2021 Rp. 670 Juta. Realisasi bantuan untuk kegiatan :

- Bantuan paket sembako korban bencana banjir di Kota Batu sebesar Rp 677,6 Juta.
- Bantuan paket sembako korban gempa di Kab. Malang dan Kab. Lumajang sebesar Rp 375 Juta
- Bantuan paket sembako korban erupsi Gunung Semeru sebesar Rp 90 Juta

ASSISTANCE FOR NATURAL DISASTER VICTIMS

The realization of the distribution of aid for victims of natural disasters is Rp. 1.14 billion or 171% of the RKA 2021 of Rp. 670 Million. Realization of assistance for activities:

- Assistance with food packages for flood victims in Batu City, amounting to Rp. 677.6 million.
- Assistance with food packages for earthquake victims in Kab. Malang and Kab. Lumajang Rp375 Million
- Assistance with food packages for victims of the Mount Semeru eruption of Rp. 90 million

TANGGUNG JAWAB
SOSIAL PERUSAHAAN
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BANTUAN PENDIDIKAN

Realisasi penyaluran bantuan pendidikan sebesar Rp. 2,35 Miliar atau 66% dari RKA 2021 Rp. 3,55 Miliar sebagai berikut :

- **Proposal**
 - Bantuan proposal masyarakat di Ring I sebesar Rp. 288 Juta
 - Bantuan proposal masyarakat di luar Ring I sebesar Rp. 480 Juta.
- **Basiswa S1 Full Cover**
Realisasi penyaluran beasiswa S1 sebesar Rp 958,3 Juta dengan rincian sebagai berikut:
 - Biaya hidup untuk 12 (dua belas) mahasiswa hasil seleksi tahun 2017 sebesar Rp.161,7Juta;
 - Biaya hidup untuk 9 (sembilan) mahasiswa hasil seleksi tahun 2018 sebesar Rp.231,7 Juta.
 - Biaya hidup untuk 10 (sepuluh) mahasiswa hasil seleksi tahun 2019 sebesar Rp.272,1 Juta;
 - Pembayaran UKT dan biaya hidup untuk 12 (dua belas) mahasiswa hasil seleksi tahun 2020 sebesar Rp 347,3 Juta
- **Basiswa SMA Full Cover**
Realisasi penyaluran beasiswa SMA berupa bantuan SPP dan Operasional sebesar Rp. 574,5 Juta untuk 74 siswa (tujuh puluh empat) siswa hasil seleksi tahun 2017,2018 dan 2019.

ASSISTANCE FOR EDUCATION

The realization of the distribution of educational assistance amounted to Rp. 2.35 billion or 66% of RKA 2021 Rp. 3.55 billion as follows:

- **Proposals**
 - Assistance for community proposals in Ring I of Rp. 288 Million
 - Assistance for community proposals outside Ring I of Rp. 480 Million.
- **Undergraduate Full Cover Scholarship**
The realization of the distribution of undergraduate scholarships amounted to Rp. 958.3 million with the following details:
 - The cost of living for 12 (twelve) students selected in 2017 is Rp. 161.7 million;
 - The cost of living for 9 (nine) students from the 2018 selection is Rp.231.7 million.
 - The cost of living for 10 (ten) students from the 2019 selection is IDR 272.1 million;
 - Payment of UKT and living expenses for 12 (twelve) students selected in 2020 amounting to IDR 347.3 million
- **Full Cover High School Scholarship**
Realization of SMA scholarship distribution in the form of tuition and operational assistance of Rp. 574.5 million for 74 students (seventy four) students selected in 2017,2018 and 2019.



TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY



BANTUAN PENINGKATAN KESEHATAN

Realisasi penyaluran bantuan kesehatan sebesar Rp1,22 Miliar atau 94% dari RKA 2021 Rp. 1,3 Miliar, yang disalurkan untuk kegiatan sebagai berikut :

- **Kampung Sehat**
Realisasi program kampung sehat di wilayah Ring I Perusahaan berdasarkan Indeks Keluarga Sehat dan Pola Hidup Bersih sebesar Rp. 1,174 Miliar.
- **Program Anak Berkebutuhan Khusus**
Realisasi kegiatan bantuan terapi anak berkebutuhan khusus di sekitar wilayah perusahaan sebesar Rp13,26 Juta.
- **Indeks Perilaku Hidup Sehat**
Realisasi program indeks perilaku hidup sehat sebesar Rp11,55 Juta.
- **Program Penanganan ODGJ**
Realisasi program penanganan orang dalam gangguan jiwa sebesar Rp28 Juta.

ASSISTANCE FOR HEALTH IMPROVEMENT

The realization of the distribution of health assistance of Rp.1.22 billion or 94% of the 2021 RKA of Rp. 1.3 billion, which was channeled for the following activities:

- **Healthy Village**
Realization of the healthy village program in the Company's Ring I area based on the Healthy Family Index and Clean Lifestyle of Rp. 1.174 Billion.
- **Children with Special Needs Program**
The realization of therapy assistance activities for children with special needs around the company's area is Rp. 13.26 Million.
- **Index of Healthy Living**
The realization of the healthy lifestyle index program was Rp. 11.55 million.
- **Handling Program ODGJ**
The realization of the program for handling people with mental disorders is Rp. 28 million.

**TANGGUNG JAWAB
SOSIAL PERUSAHAAN**
CORPORATE SOCIAL RESPONSIBILITY

**BANTUAN PENGEMBANGAN SARANA
DAN PRASARANA UMUM**

Realisasi penyaluran sebesar Rp. 503 Juta atau 40% dari RKA 2021 Rp. 1,26 Miliar.

- Proposal
 - Bantuan proposal masyarakat Ring I Rp241 Juta
 - Bantuan proposal masyarakat di luar Ring I sebesar Rp262 Juta

BANTUAN SARANA IBADAH

Realisasi penyaluran bantuan sebesar Rp. 2.95 Miliar atau 168% dari RKA 2021 Rp. 1,76 Miliar.

- Proposal
 - Bantuan proposal masyarakat di Ring I sebesar Rp. 851,5 Juta
 - Bantuan proposal masyarakat di luar Ring I sebesar Rp. 1,2 Miliar;
- Pemasangan kanopi dan tempat wudhu Masjid Nurul Jannah sebesar Rp 253,2 Juta.
- Semarak Ibadah Ramadhan sebesar Rp. 540 Juta
- Bantuan hewan qurban sebesar Rp. 109 Juta

BANTUAN PELESTARIAN ALAM

Realisasi penyaluran bantuan sebesar Rp.425 Juta atau 64 % dari RKA 2021 Rp. 660 Juta untuk Program Ekowisata dan Restorasi Mangrove

**GENERAL FACILITIES AND INFRASTRUCTURE
DEVELOPMENT SUPPORT**

Realization of distribution of Rp. 503 million or 40% of RKA 2021 Rp. 1.26 Billion.

- Proposals
 - Assistance for community proposals from Ring I Rp241 million
 - Assistance from community proposals outside Ring I of Rp262 million

ASSISTANCE FOR WORSHIP FACILITIES

Realization of aid distribution of Rp. 2.95 billion or 168% of RKA 2021 Rp. 1.76 Billion.

- Proposals
 - Assistance for community proposals in Ring I of Rp. 851.5 Million
 - Assistance for community proposals outside Ring I of Rp. 1.2 Billion;
- Installation of a canopy and ablution place for the Nurul Jannah Mosque in the amount of Rp. 253.2 million.
- Lively Ramadan Worship Rp. 540 Million
- The donation of sacrificial animals is Rp. 109 Million

NATURE CONSERVATION ASSISTANCE

Realization of aid distribution of Rp. 425 million or 64% of the 2021 RKA of Rp. 660 Million for Ecotourism and Mangrove Restoration Program





TANGGUNG JAWAB SOSIAL PERUSAHAAN CORPORATE SOCIAL RESPONSIBILITY

BANTUAN SOSIAL KEMASYARAKATAN DALAM RANGKA PENGENTASAN KEMISKINAN

Realisasi penyaluran bantuan sebesar Rp. 1,39 Milyar atau 174% dari RKA 2021 Rp. 800 Juta.

- Bantuan
 - Bantuan proposal masyarakat di luar Ring I sebesar Rp375,3 Juta;
 - Bantuan sembako warga sekitar PG sebesar Rp604,36 Juta
 - Bantuan untuk Koperasi ARG Surakarta Rp20 Juta
- Program *Community Development*
 - Program Kampung Pisang Desa Trepan Lamongan sebesar Rp. 148,17 Juta.
 - Program Suri Insap Sapi Sumber Sari Lamongan sebesar Rp. 245 Juta.

ASSISTANCE FOR SOCIAL COMMUNITY IN POVERTY ALLEVIATION

Realization of aid distribution of Rp. 1.39 billion or 174% of the 2021 RKA Rp. 800 Million.

- Donations
 - Assistance for community proposals outside Ring I of Rp375.3 Million;
 - Food assistance for residents around PG is Rp604.36 Million
 - Assistance for the Surakarta ARG Cooperative Rp20 million
- Community Development Program
 - The Banana Village Program in Trepan Lamongan Village is Rp148.17 Million.
 - Suri Insap Beef Program Sumber Sari Lamongan Rp245 Million.



BANTUAN PENGEMBANGAN SENI BUDAYA

Pada tahun 2021, tidak ada rencana penyaluran bantuan untuk pengembangan seni budaya.

ART CULTURAL DEVELOPMENT ASSISTANCE

In 2021, there is no plan to distribute aid for the development of arts and culture.

Dampak Keuangan dari Tanggung Jawab Sosial Perusahaan Bidang Kemitraan dan Pengembangan Sosial

PG memahami bahwa adanya penyaluran dana CSR bukan merupakan biaya yang merugikan dari sisi kinerja keuangan, namun sebagai bagian dari investasi jangka panjang. Melalui pelaksanaan kegiatan CSR, PG dapat memberikan dampak positif bagi keberlanjutan Perseroan. PG menyadari bahwa manfaat dari kegiatan CSR belum dapat dirasakan dalam jangka pendek, namun secara tidak langsung akan memberikan pengaruh signifikan dan berkelanjutan terhadap kinerja PG.

Financial Impact of Corporate Social Responsibility in Partnership and Social Development

PG understands that the distribution of CSR funds is not a detrimental cost in terms of financial performance, but as part of a long-term investment. Through the implementation of CSR activities, PG can have a positive impact on the sustainability of the Company. PG realizes that the benefits of CSR activities cannot be felt in the short term, but will indirectly have a significant and sustainable impact on PG's performance.

TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

TANGGUNG JAWAB SOSIAL PERUSAHAAN
TERHADAP PELANGGAN
CORPORATE SOCIAL RESPONSIBILITY TO CUSTOMERS

Sasaran

Sasaran tanggung jawab sosial kepada pelanggan tertuang dalam strategi bisnis PG yaitu mempercepat proses penanganan suara pelanggan.

Kebijakan

Kebijakan pelaksanaan tanggung jawab sosial kepada pelanggan tertuang dalam kebijakan PG di bidang pemasaran guna meningkatkan pelayanan pelanggan, antara lain dengan cara:

- Melaksanakan kegiatan penyuluhan pemupukan berimbang baik secara langsung, melalui media massa maupun kerja sama dengan penyuluh pertanian
- Mengoptimalkan fungsi Pusat Layanan Pelanggan (PLP).
- Memanfaatkan mobil uji untuk memperluas layanan kepada pelanggan.

Selain itu, Perseroan juga berkomitmen untuk menjaga kualitas produk dengan menerapkan standar proses produksi dan kualitas produk pada setiap produk. Untuk menjamin konsistensi mutu produk, PT Petrokimia Gresik melakukan upaya-upaya sebagai berikut:

- Menetapkan Rencana Mutu (Quality Plan) tiap-tiap jenis produk
- Monitoring dan pengendalian kondisi operasi terus menerus di lapangan maupun di Ruang Pusat Pengendali (Central Control Room)
- Melakukan pencatatan (recording) manual maupun elektronik secara periodik tiap: 1 jam, 2 jam, 4 jam dan harian sesuai tingkat kritikal operasi
- Melakukan pemeriksaan/tes laboratorium spesifikasi mulai dari bahan baku masuk, produk in-process sampai dengan produk jadi secara berkala tiap 1 jam, 2 jam atau 4 jam serta mix harian sesuai dengan jadwal yang telah ditentukan
- Melakukan maintenance peralatan pabrik, inspeksi, dan kalibrasi secara harian, mingguan, bulanan sampai dengan tahunan sesuai dengan jadwal yang telah ditentukan
- Melakukan evaluasi dan pengendalian proses secara statistik yang dibantu oleh Departemen Proses dan Pengelolaan Energi
- Untuk menjamin konsistensi mutu produk sampai ke tangan konsumen dilakukan pemberian kode pada kantong pupuk:

Target

The target of social responsibility to customers is contained in PG's business strategy, which is to accelerate the process of handling customer voices.

Policy

The policy for implementing social responsibility to customers is contained in PG's policies in the field of marketing in order to improve customer service, among others by:

- Carry out balanced fertilization counseling activities either directly, through mass media or in collaboration with agricultural extension workers
- Optimizing the functionality of the Customer Service Center (PLP).
- Leveraging test cars to extend services to customers.

In addition, the Company is also committed to maintaining product quality by implementing standard production processes and product quality for each product. To ensure product quality consistency, PT Petrokimia Gresik makes the following efforts:

- Establish a Quality Plan for each type of product
- Continuous monitoring and control of operating conditions in the field as well as in the Central Control Room
- Perform manual and electronic recording periodically every: 1 hour, 2 hours, 4 hours and daily according to the critical level of operation
- Conducting inspections/laboratory tests of specifications starting from incoming raw materials, in-process products to finished products periodically every 1 hour, 2 hours or 4 hours as well as daily mixes according to a predetermined schedule
- Perform factory equipment maintenance, inspection, and calibration on a daily, weekly, monthly to annual basis according to a predetermined schedule
- Conduct statistical process evaluation and control assisted by the Department of Energy Process and Management
- To ensure the consistency of product quality until it reaches consumers, a code is given to the fertilizer bag:



TANGGUNG JAWAB
SOSIAL PERUSAHAAN
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- Bag code pada kantong pupuk anorganik;
- Kode Mitra Produksi dan nama produsen Petroganik pada kantong pupuk organik
- Kode vendor kantong

- Bag code on inorganic fertilizer bags;
- Production Partner code and name of Petroganik producer on organic fertilizer bag
- Pocket vendor code

PENANGANAN SUARA PELANGGAN

PG berkomitmen untuk dapat menyediakan fasilitas bagi konsumen untuk menyampaikan informasi, pertanyaan dan keluhan tentang produk dan perusahaan. Pengelolaan suara pelanggan diatur dalam prosedur PG-PR-30-0011, yakni menekankan pada service excellence terhadap permasalahan yang dihadapi oleh konsumen (retail dan business to business), baik dalam bentuk informasi, pertanyaan dan keluhan yang disampaikan melalui Pusat Layanan Pelanggan (PLP) dan unit kerja lain yang bersentuhan dengan end user (penjualan, riset dan pemasaran).

Proses pengelolaan keluhan ini terintegrasi dengan hasil-hasil yang fokus pada pelanggan sehingga tidak terjadi pengulangan keluhan dari jenis keluhan yang sudah pernah diselesaikan sebelumnya. Hasil analisis dan evaluasi tersebut menjadi dasar untuk perbaikan proses kerja dan sistem kerja di Perseroan.

Untuk mendukung kemudahan dan kelancaran komunikasi antara konsumen dan PG, PT Pupuk Indonesia (Persero) telah memberlakukan integrasi perubahan contact center dengan media komunikasi sebagai berikut:

HANDLING OF CUSTOMER VOICE

PG is committed to providing facilities for consumers to submit information, questions and complaints about products and the company. Customer voice management is regulated in the PG-PR-30-0011 procedure, which emphasizes service excellence on problems faced by consumers (retail and business to business), both in the form of information, questions and complaints submitted through the Customer Service Center (PLP). and other work units that are in contact with end users (sales, research and marketing).

This complaint management process is integrated with customer-focused results so that there are no repeated complaints from the types of complaints that have been resolved previously. The results of the analysis and evaluation become the basis for improving work processes and work systems in the Company.

To support the ease and smoothness of communication between consumers and PG, PT Pupuk Indonesia (Persero) has implemented the integration of contact center changes with the following communication media:

PENANGANAN SUARA PELANGGAN
HANDLING OF CUSTOMER VOICE



- Call center** : 0800.1008001 - bebas pulsa
- Whatsapp center** : 0811-9918-001
- Email** : konsumen@pupuk-indonesia.com
- Social media** : @sahabat.petani (Instagram), Sahabat Petani (Facebook), dan Sahabat Petani Channel (Youtube)
- Surat** : Gedung Graha Phonska, Lantai 4
Jalan Tanah Abang III, Nomor 16, Jakarta Pusat 10160
- Website** : www.petrokimia-gresik.com

Dalam menindaklanjuti keluhan pelanggan, PG membentuk unit kerja khusus yaitu Pusat Layanan Pelanggan (PLP) untuk mengelola suara pelanggan yang masuk melalui berbagai media akses pelanggan.

In following up on customer complaints, PG has formed a special work unit, namely the Customer Service Center (PLP) to manage incoming customer voices through various customer access media.

TANGGUNG JAWAB SOSIAL PERUSAHAAN

CORPORATE SOCIAL RESPONSIBILITY

Untuk memastikan agar keluhan tidak berulang, PG melakukan perbaikan melalui koordinasi dengan unit-unit kerja terkait dalam menindaklanjuti setiap keluhan yang terjadi. Pengelolaan suara pelanggan khususnya keluhan dievaluasi setiap bulan. Hasil evaluasi tersebut disampaikan kepada key person layanan pelanggan di masing-masing unit kerja terkait sebagai dasar perbaikan dari masukan-masukan yang diberikan oleh pelanggan.

Secara umum perkembangan suara pelanggan yang masuk melalui PLP adalah sebagai berikut :

Tahun Year	Total Suara Pelanggan Total of Customer Input
2017	1.693
2018	1.359
2019	2.004
2020	3.403
2021	4.709

To ensure that complaints do not recur, PG makes improvements through coordination with relevant work units in following up on any complaints that occur. Customer voice management, especially complaints, is evaluated every month. The evaluation results are submitted to the customer service key person in each related work unit as a basis for improvement from the inputs provided by the customer.

In general, the development of the voice of customers who enter through PLP is as follows:

Untuk meningkatkan kepuasan dan loyalitas perusahaan, perusahaan membuat service level agreement berkaitan dengan respon waktu penanganan dan penyelesaian keluhan, dimana pada tahun 2021 prosentase penyelesaian keluhan sebesar 100% yang artinya setiap keluhan yang masuk dapat ditangani hingga dinyatakan tuntas/ closed. Dalam upaya untuk menindaklanjuti keluhan pelanggan, perusahaan memastikan bahwa klaim pelanggan dapat dipenuhi dengan perkembangan total klaim pelanggan adalah sebagai berikut:

To increase company satisfaction and loyalty, the company made a service level agreement related to the response time for handling and resolving complaints, where in 2021 the percentage of complaint resolution is 100%, which means that every incoming complaint can be handled until it is declared closed. In an effort to follow up on customer complaints, the company ensures that customer claims can be met with the development of the total customer claims as follows:

(dalam Rupiah
in Rupiah)

Tahun Year	Total Klaim Pelanggan Total Customer Claims
2017	32.613.400
2018	33.250.900
2019	2.853.560.271
2020	156.630.158
2021	14.515.000

Perusahaan juga telah melakukan beberapa inovasi terkait layanan pelanggan sebagai wujud upaya perseroan dalam meningkatkan layanan kepada konsumen sebagai berikut:

1. Penggunaan aplikasi CRM Salesforce yaitu sistem integrasi layanan pelanggan pupuk Indonesia Grup

The company has also made several innovations related to customer service as a form of the company's efforts to improve services to consumers as follows:

1. Use of the Salesforce CRM application, namely the fertilizer Indonesia Group customer service integration



TANGGUNG JAWAB
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meliputi dokumentasi secara digital dan databasing pelanggan yang lebih baik.

- Implementasi Customer Relationship Management (CRM) Single Number Contact Center Pupuk Indonesia Grup yaitu layanan pelanggan satu suara meliputi Call center, Whatsapp, Email, Alamat surat, dan social media sebagai bentuk peningkatan layanan kepada konsumen.

system, which includes digital documentation and better customer database.

- Implementation of Customer Relationship Management (CRM) Single Number Contact Center Pupuk Indonesia Group, namely one voice customer service including Call center, Whatsapp, Email, mailing address, and social media as a form of service improvement to consumers.

JAMINAN KEAMANAN DAN KUALITAS PRODUK

PG mengakui pentingnya melindungi konsumen dan lingkungan hidup dengan menjaga kualitas dan keamanan produknya. Hal tersebut dilakukan dalam rangka menjaga kepercayaan pelanggan dan lingkungan. Ini dibuktikan dengan sertifikat ISO yang telah diperoleh Perseroan, antara lain:

PRODUCT QUALITY AND SAFETY GUARANTEE

PG recognizes the importance of protecting consumers and the environment by maintaining the quality and safety of its products. This is done in order to maintain customer trust and the environment. This is evidenced by the ISO certificates that have been obtained by the Company, including:



SNI ISO 9001:2015

- Lembaga penerbit | Publishing Agency : Sucofindo ICS
- Mulai berlaku | Issue Date : 07 April 2021 | April 07, 2021
- Selesai berlaku | Expiry Date : 07 Maret 2024 | March 07, 2024
- Quality Management System-Requirement ruang lingkup
Quality Management System-Requirement scope:
 - Manufacturing of Urea, Ammonium Sulphate, Super Phosphate, Diammonium Phosphate, NPK, and ZK Fertilizer
 - Manufacturing of Ammonia, Phosphoric Acid, Sulfuric Acid and Hydrochloric Acid, Aluminium Fluoride, Gypsum, Carbon dioxide and The Proses Production Supporting Units



SNI ISO 14001:2015

- Lembaga penerbit | Publishing Agency : Sucofindo ICS
- Mulai berlaku | Issue Date : 07 April 2021 | April 07, 2021
- Selesai berlaku | Expiry Date : 07 Maret 2024 | March 07, 2024
- Environmental Management System-Requirement ruang lingkup:
Environmental Management System-Requirement scope::
 - Manufacturing of Urea, Ammonium Sulphate, Super Phosphate, Diammonium Phosphate, NPK, and ZK Fertilizer which impact environment including Air Pollution, Solid & Liquid Waste Handling
 - Manufacturing of Ammonia, Phosphoric Acid, Sulfuric Acid, Hydrochloric Acid, Aluminium Fluoride, Gypsum, Carbon dioxide and the Process Production Supporting Unit which impact environment including Air Pollution, Solid & Liquid Waste Handling

TANGGUNG JAWAB
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Serta didukung dengan diperolehnya Sertifikasi Produk Penggunaan Tanda Standar Nasional Indonesia (SPPT SNI) sebagai berikut :

Supported by obtaining Product Certification for Using the Indonesian National Standard Mark (SPPT SNI) as follows:

Nama Sertifikat Certificate Name	Nomor Sertifikat Certificate Number	Lembaga Penerbit Publishing Agency	Tanggal Mulai Berlaku Issue Date	Tanggal Selesai Berlaku Expired Date
SPPT SNI	008/SNI/1802/LSPPro/1207	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
No. Lampiran Attachment :				
1. SNI 2803:2012	Pupuk NPK Padat	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
2. SNI 2801:2010	Pupuk Urea	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
3. SNI 02-3769-2005	Pupuk SP-36	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
4. SNI 02-3776-2005	Pupuk Fosfat Alam Pertanian	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
5. SNI 02-1760-2005	Pupuk Ammonium Sulfat	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
6. SNI 0030:2011	Asam Sulfat Teknis	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
7. SNI 2809:2014	Pupuk Kalium Sulfat	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022
8. SNI 715:2016	Gypsum Buatan	LSPPro BPSMB-LT Surabaya	12 Juli /July 2018	11 Juli /July 2022

PENUNJANG PELAYANAN PELANGGAN
CUSTOMER SERVICE SUPPORT

SOSIALISASI DAN DEMONSTRASI PLOT

Sebagai upaya meningkatkan efektivitas penggunaan pupuk terutama Urea, PG mengkampanyekan pola pemupukan berimbang melalui kegiatan sosialisasi dan demonstrasi plot (demplot). Pada tahun 2021, kegiatan sosialisasi ini telah dilakukan sebanyak 3.784 kali, sementara kegiatan demplot percontohan telah dilakukan pada 769 unit demplot.

PLOT SOCIALIZATION AND DEMONSTRATION

In an effort to increase the effectiveness of the use of fertilizers, especially urea, PG is campaigning for a balanced fertilization pattern through outreach activities and demonstration plots. In 2021, this socialization activity has been carried out 3.784 times, while demonstration plot activities have been carried out on 769 demonstration plot units.





TANGGUNG JAWAB
SOSIAL PERUSAHAAN
CORPORATE SOCIAL RESPONSIBILITY

MOBIL UJI TANAH

Mobil uji tanah merupakan salah satu bentuk layanan perusahaan kepada konsumen untuk meningkatkan loyalitas dan kepuasan pelanggan dalam menggunakan produk perusahaan. Latar belakang mobil uji tanah ini adalah maraknya permasalahan seperti pupuk palsu, kesuburan tanah, dan efektivitas penggunaan pupuk di lapangan. Mobil uji tanah ini melayani uji keseimbangan unsur hara di dalam tanah, konsultasi pertanian, dan promosi produk-produk PG. Keberadaan mobil uji tanah diharapkan dapat menghemat biaya pengujian tanah, mendapatkan jumlah sample yang lebih banyak dan meningkatkan akurasi hasil uji.

SOIL TEST CARS

The ground test car is a form of company service to consumers to increase customer loyalty and satisfaction in using the company's products. The background of this soil test car is the prevalence of problems such as fake fertilizers, soil fertility, and the effectiveness of using fertilizers in the field. This soil test car serves nutrient balance testing in the soil, agricultural consulting, and promotion of PG products. The existence of a soil test car is expected to save the cost of soil testing, get a larger number of samples and improve the accuracy of test results.



Hingga akhir tahun 2021, PG memiliki 15 (lima belas) unit mobil uji tanah dengan cakupan wilayah pelayanan yaitu Jawa Barat, Jawa Tengah dan DIY, Jawa Timur, Bali, Nusa Tenggara, Lampung, Sumatera Utara, Kalimantan Selatan dan Sulawesi Selatan.

Until the end of 2021, PG has 15 (fifteen) units of ground test cars with service areas covering West Java, Central Java and DIY, East Java, Bali, Nusa Tenggara, Lampung, North Sumatra, South Kalimantan and South Sulawesi.

DAMPAK KEUANGAN DARI TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP PELANGGAN

Kegiatan Tanggung Jawab Sosial Perusahaan terhadap pelanggan ini merupakan kegiatan yang telah direncanakan dan dipersiapkan sebelumnya, termasuk mempersiapkan dana yang dibutuhkan dalam pelaksanaannya. Oleh karena itu, pelaksanaan program ini tidak memberikan dampak negatif terhadap keuangan PG, melainkan memberikan dampak positif kepada ketertarikan konsumen kepada Perseroan.

FINANCIAL IMPACT OF CORPORATE SOCIAL RESPONSIBILITY ON CUSTOMERS

This Corporate Social Responsibility activity towards customers is an activity that has been planned and prepared in advance, including preparing the funds needed for its implementation. Therefore, the implementation of this program does not have a negative impact on PG's finances, but has a positive impact on consumer interest in the Company.

BUMN UNTUK
INDONESIA

 **PETROKIMIA
GRESIK**
Solusi Agroindustri

 **PUPUK
INDONESIA**
HOLDING COMPANY

LAPORAN KEUANGAN KONSOLIDASIAN

CONSOLIDATED
FINANCIAL
STATEMENTS



**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/*AND SUBSIDIARIES***

**LAPORAN KEUANGAN KONSOLIDASIAN/
*CONSOLIDATED FINANCIAL STATEMENTS***

**31 DESEMBER 2021/
*31 DECEMBER 2021***



**PETROKIMIA
GRESIK**

**SURAT PERNYATAAN DIREKSI
TENTANG TANGGUNG JAWAB ATAS
LAPORAN KEUANGAN KONSOLIDASIAN
UNTUK TAHUN-TAHUN YANG BERAKHIR
PADA 31 DESEMBER 2021 DAN 2020**

**DIRECTOR'S STATEMENT LETTER
REGARDING THE RESPONSIBILITY FOR
THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020**

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND ITS SUBSIDIARIES**

Atas nama Direksi, kami yang bertanda tangan di bawah ini: *On behalf of Directors, we the undersigned:*

- | | | |
|--------------------------|---|--------------------------|
| 1. Nama | Dwi Satriyo Annurogo | 1. Name |
| 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 | Domicile Address |
| Nomor Telepon
Jabatan | (031) 3982200
Direktur Utama / <i>President Director</i> | Phone Number
Position |
| 2. Nama | Budi Wahyu Soesilo | 2. Name |
| Alamat Kantor | Jl. Jend. A. Yani, Gresik | Office Address |
| Alamat Domisili | Jl. Bougenville Nomor 17 PC VI PKT, RT 001 RW 000,
Belimbing, Bontang Barat, Bontang | Domicile Address |
| Nomor Telepon
Jabatan | (031) 3982200
Direktur Keuangan dan Umum / <i>Finance and General Affairs
Director</i> | Phone Number
Position |

menyatakan bahwa:

- Direksi bertanggung jawab atas penyusunan dan penyajian Laporan Keuangan Konsolidasian PT Petrokimia Gresik dan Entitas Anak ("Grup");
- Laporan Keuangan Konsolidasian Grup telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan yang berlaku di Indonesia;
- Semua informasi dalam Laporan Keuangan Konsolidasian Grup telah dimuat secara lengkap dan benar;
 - Laporan Keuangan Konsolidasian Grup tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material, dan
- Direksi bertanggung jawab atas sistem pengendalian internal Grup.

Demikian pernyataan ini dibuat dengan sebenarnya.

declare that:

- Directors are responsible for the preparation and presentation of the Consolidated Financial Statements of PT Petrokimia Gresik and its subsidiaries ("Group");*
- The Group's Consolidated Financial Statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards;*
- All information contained in the Group's Consolidated Financial Statements have been fully and correctly disclosed;*
 - The Group's Consolidated Financial Statements do not contain any incorrect material information or facts and do not omit material information or facts, and*
- Directors are responsible for the Group's internal control system.*

This statement is confirmed to the best of our knowledge and belief.

Gresik, 28 Maret/March 28, 2022

Atas nama dan mewakili Direksi/For and on behalf of Directors



Dwi Satriyo Annurogo
Direktur Utama/
President Director

Budi Wahyu Soesilo
Direktur Keuangan dan Umum/
Finance and General Affairs Director



**LAPORAN AUDITOR INDEPENDEN
KEPADA PARA PEMEGANG SAHAM**

**INDEPENDENT AUDITORS' REPORT
TO THE SHAREHOLDERS OF**

PT PETROKIMIA GRESIK

Kami telah mengaudit laporan keuangan konsolidasian PT Petrokimia Gresik dan entitas anak terlampir, yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2021, serta laporan laba-rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, dan suatu ikhtisar kebijakan akuntansi signifikan dan informasi penjelasan lainnya.

We have audited the accompanying consolidated financial statements of PT Petrokimia Gresik and its subsidiaries, which comprise the consolidated statement of financial position as at 31 December 2021, and the consolidated statements of profit or loss and other comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Tanggung jawab manajemen atas laporan keuangan konsolidasian

Management's responsibility for the consolidated financial statements

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.

Management is responsible for the preparation and fair presentation of these 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.

Tanggung jawab auditor

Auditors' responsibility

Tanggung jawab kami adalah untuk menyatakan suatu opini atas laporan keuangan konsolidasian ini berdasarkan audit kami. Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Standar tersebut mengharuskan kami untuk mematuhi ketentuan etika serta merencanakan dan melaksanakan audit untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian tersebut bebas dari kesalahan penyajian material.

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan
WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta 12920 – Indonesia
T: +62 21 50992901 / 31192901, F: +62 21 52905555 / 52905050, www.pwc.com/id



Suatu audit melibatkan pelaksanaan prosedur untuk memperoleh bukti audit tentang angka-angka dan pengungkapan dalam laporan keuangan konsolidasian. Prosedur yang dipilih bergantung pada pertimbangan auditor, termasuk penilaian atas risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan. Dalam melakukan penilaian risiko tersebut, auditor mempertimbangkan pengendalian internal yang relevan dengan penyusunan dan penyajian wajar laporan keuangan konsolidasian entitas untuk merancang prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektifitasan pengendalian internal entitas. Suatu audit juga mencakup pengevaluasian atas ketepatan kebijakan akuntansi yang digunakan dan kewajaran estimasi akuntansi yang dibuat oleh manajemen, serta pengevaluasian atas penyajian laporan keuangan konsolidasian secara keseluruhan.

Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Opini

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian PT Petrokimia Gresik dan entitas anak tanggal 31 Desember 2021, serta kinerja keuangan dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of PT Petrokimia Gresik and its subsidiaries as at 31 December 2021, and their consolidated financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

JAKARTA,
28 Maret/March 2022

Lukmanul Arsyad, S.E.

Izin Akuntan Publik/License of Public Accountant No. AP.1137

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 1/1 Schedule

**LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2021	2020	
ASET				ASSETS
Aset lancar				Current assets
Kas dan setara kas	4	2,288,481	2,477,369	<i>Cash and cash equivalents</i>
Piutang usaha:	5			<i>Trade receivables:</i>
- Pihak berelasi		477,993	251,077	<i>Related parties -</i>
- Pihak ketiga		714,515	774,000	<i>Third parties -</i>
Piutang subsidi	6a	1,776,545	2,269,101	<i>Subsidy receivables</i>
Piutang subsidi yang belum ditagih	6b	490,828	284,514	<i>Unbilled subsidy receivables</i>
Aset keuangan lancar lainnya		57,913	28,320	<i>Other current financial assets</i>
Persediaan	7	7,469,174	5,189,831	<i>Inventories</i>
Uang muka dan beban dibayar dimuka		77,615	146,934	<i>Advances and prepayments</i>
Pajak dibayar dimuka:	12a			<i>Prepaid taxes:</i>
- Pajak penghasilan badan		286,345	518,079	<i>Corporate income tax -</i>
- Pajak lain-lain		461,813	1,045,908	<i>Other taxes -</i>
Jumlah aset lancar		14,101,222	12,985,133	Total current assets
Aset tidak lancar				Non-current assets
Piutang usaha	5	266,845	268,587	<i>Trade receivables</i>
Piutang lain-lain		37,151	-	<i>Other receivables</i>
Piutang subsidi	6a	2,492,059	1,962,338	<i>Subsidy receivables</i>
Investasi pada entitas asosiasi dan ventura bersama	8	322,758	305,172	<i>Investment in associates and joint venture</i>
Aset keuangan yang dinilai pada nilai wajar melalui pendapatan komprehensif lain		10,533	14,101	<i>Financial assets measured at fair value through other comprehensive income</i>
Aset pajak tangguhan	12e	73,126	74,449	<i>Deferred tax assets</i>
Aset tetap	9	24,562,406	24,793,171	<i>Fixed assets</i>
Pajak dibayar dimuka:	12a			<i>Prepaid taxes:</i>
- Pajak penghasilan badan		3,801	286,633	<i>Corporate income tax -</i>
- Pajak lainnya		638,813	77,357	<i>Other taxes -</i>
Properti investasi		9,590	10,093	<i>Investment properties</i>
Aset imbalan kerja	16b	579,802	562,554	<i>Employee benefits assets</i>
Aset tidak lancar lainnya		84,657	56,845	<i>Other non-current assets</i>
Jumlah aset tidak lancar		29,081,541	28,411,300	Total non-current assets
JUMLAH ASET		43,182,763	41,396,433	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 2021**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2021	2020	
LIABILITAS				LIABILITIES
Liabilitas jangka pendek				Current liabilities
Pinjaman bank jangka pendek	10	3,605,138	3,851,557	Short-term bank loans
Utang usaha:	11			Trade payables:
- Pihak berelasi		637,267	602,170	Related parties -
- Pihak ketiga		2,732,805	320,457	Third parties -
Beban akrual	13	1,869,010	1,627,152	Accrued expenses
Utang pajak:	12b			Taxes payable:
- Pajak penghasilan badan		13,720	20,167	Corporate income tax -
- Pajak lainnya		127,133	252,573	Other taxes -
Liabilitas imbalan kerja jangka pendek	16a	480,952	476,145	Short-term employee benefits liabilities
Utang lain-lain		74,042	92,633	Other liabilities
Pendapatan diterima dimuka		207,998	140,859	Unearned revenue
Bagian lancar atas liabilitas sewa pembiayaan	28	129,351	132,265	Current portion of finance lease liabilities
Bagian lancar atas pinjaman bank jangka panjang	15	<u>674,000</u>	<u>1,409,672</u>	Current portion of long-term bank loans
Jumlah liabilitas jangka pendek		<u>10,551,416</u>	<u>8,925,650</u>	Total current liabilities
Liabilitas jangka panjang				Non-current liabilities
Pinjaman bank jangka panjang	15	7,088,490	10,565,468	Long-term bank loans
Pinjaman jangka panjang dari pemegang saham	14	3,321,510	811,510	Long-term loans from shareholder
Liabilitas sewa pembiayaan	28	1,633,242	1,723,229	Finance lease liabilities
Liabilitas pajak tangguhan	12e	205,788	74,846	Deferred tax liabilities
Liabilitas imbalan kerja	16b	<u>883,536</u>	<u>1,030,002</u>	Employee benefits liabilities
Jumlah liabilitas jangka panjang		<u>13,132,566</u>	<u>14,205,055</u>	Total non-current liabilities
JUMLAH LIABILITAS		<u>23,683,982</u>	<u>23,130,705</u>	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 2021**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2021**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2021	2020	
EKUITAS				EQUITY
Modal saham – Modal dasar 9.572.372 lembar saham dengan nilai nominal Rp1.000.000 (Rupiah penuh) per saham; ditempatkan dan disetor penuh 6.600.000	18	6,600,000	6,600,000	<i>Share Capital – Authorised capital 9,572,372 shares with par value of Rp1,000,000 (full Rupiah) per share; issued and fully paid 6,600,000</i>
Saldo laba:				<i>Retained earnings:</i>
- Ditentukan penggunaannya		3,467,666	2,987,816	<i>Appropriated -</i>
- Belum ditentukan penggunaannya		1,830,929	1,098,623	<i>Unappropriated -</i>
Penghasilan komprehensif lain		<u>7,409,005</u>	<u>7,408,174</u>	<i>Other comprehensive income</i>
Jumlah ekuitas yang dapat diatribusi- kan kepada pemilik entitas induk		19,307,600	18,094,613	<i>Total equity attributable to owners of the parent entity</i>
Kepentingan non-pengendali	17	<u>191,181</u>	<u>171,115</u>	<i>Non-controlling interests</i>
JUMLAH EKUITAS		<u>19,498,781</u>	<u>18,265,728</u>	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		<u>43,182,763</u>	<u>41,396,433</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 Schedule

**LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2021**

(Expressed in millions of Rupiah,
unless otherwise stated)

	Catatan/ Notes	2021	2020	
Penjualan bersih	20	28,903,053	26,571,112	<i>Net sales</i>
Beban pokok penjualan	21	<u>(23,797,196)</u>	<u>(21,802,169)</u>	<i>Cost of sales</i>
Laba bruto		5,105,857	4,768,943	Gross profit
Beban penjualan	22	(981,399)	(871,175)	<i>Selling expenses</i>
Beban umum dan administrasi	23	(655,676)	(676,808)	<i>General and administrative expenses</i>
Bagian atas laba dari entitas asosiasi dan ventura bersama	8	33,814	37,138	<i>Share in income of associates and joint ventures</i>
Beban keuangan	24	(954,461)	(1,416,560)	<i>Financial costs</i>
Pendapatan keuangan		4,142	6,091	<i>Financial income</i>
Pendapatan/(beban) lain-lain, bersih	25	<u>42,522</u>	<u>(121,272)</u>	<i>Other income/(expenses), net</i>
Laba sebelum pajak penghasilan		2,594,799	1,726,357	Profit before income tax
Beban pajak penghasilan	12c	<u>(654,109)</u>	<u>(310,145)</u>	<i>Income tax expenses</i>
Laba tahun berjalan		<u>1,940,690</u>	<u>1,416,212</u>	Profit for the year
Laba/(rugi) komprehensif lain				Other comprehensive income/(loss)
Pos yang tidak akan direklasifikasi ke laba rugi:				Items that will not be reclassified to profit or loss:
Pengukuran kembali imbalan kerja	16b	(24,162)	(235,788)	<i>Remeasurement of employee benefits</i>
Bagian atas penghasilan/(rugi) komprehensif lain entitas asosiasi	8	83	(918)	<i>Share in other comprehensive income/(loss) of associates</i>
Pajak penghasilan terkait	12e	<u>24,548</u>	<u>9,038</u>	<i>Related income tax</i>
Laba/(rugi) komprehensif lain, setelah pajak		<u>469</u>	<u>(227,668)</u>	Other comprehensive income/(loss), net of tax
Jumlah laba komprehensif tahun berjalan		<u>1,941,159</u>	<u>1,188,544</u>	Total comprehensive income for the year
Laba tahun berjalan yang diatribusikan kepada:				Profit for the year attributable to:
Pemilik entitas induk		1,906,223	1,388,134	<i>Owners of the parent entity</i>
Kepentingan non-pengendali		<u>34,467</u>	<u>28,078</u>	<i>Non-controlling interests</i>
		<u>1,940,690</u>	<u>1,416,212</u>	
Jumlah laba komprehensif tahun berjalan yang diatribusikan kepada:				Total comprehensive income for the year attributable to:
Pemilik entitas induk		1,907,054	1,162,623	<i>Owners of the parent entity</i>
Kepentingan non-pengendali	17	<u>34,105</u>	<u>25,921</u>	<i>Non-controlling interests</i>
		<u>1,941,159</u>	<u>1,188,544</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 2021

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED
31 DECEMBER 2021
(Expressed in millions of Rupiah, unless otherwise stated)

Catatan/ Notes	Modal saham/ Share capital	Ditentukan pengu- naannya/ Appropriated	Belum determined pengu- naannya/ Unappropriated	Selisih translasi perjajaran laporan keuangan/ Currency translation difference	Surplus revaluasi aset/ Assets revaluation surplus	Pengkuran kembali program imbalan kerja/ Remeasure- ment of employee benefit	Lainnya/ Others	Jumlah/ Total	Kepentingan non- pengendali/ Non- controlling interests	Jumlah ekuitas/ Total equity	Balance as at 1 January 2020	Dividen General reserve Total comprehensive income for the year
	6,600,000	2,208,162	1,054,720	95,045	8,117,788	(577,626)	(1,522)	17,496,567	157,419	17,653,986		
19	-	-	(564,577)	-	-	-	-	(564,577)	(12,225)	(576,802)		
19	-	779,654	(779,654)	-	-	-	-	-	-	-		
	-	-	1,388,134	-	-	(224,593)	(918)	1,162,623	25,921	1,188,544		
Saldo pada 1 Januari 2020	6,600,000	2,208,162	1,054,720	95,045	8,117,788	(577,626)	(1,522)	17,496,567	157,419	17,653,986	Balance as at 1 January 2020	
Dividen	-	-	(564,577)	-	-	-	-	(564,577)	(12,225)	(576,802)		Dividend
Cadangan umum	-	779,654	(779,654)	-	-	-	-	-	-	-		General reserve
Jumlah penghasilan komprehensif tahun berjalan	-	-	1,388,134	-	-	(224,593)	(918)	1,162,623	25,921	1,188,544		Total comprehensive income for the year
Saldo pada 31 Desember 2020	6,600,000	2,987,816	1,098,623	95,045	8,117,788	(802,219)	(2,440)	18,094,613	171,115	18,265,728	Balance as at 31 December 2020	
Dividen	-	-	(694,067)	-	-	-	-	(694,067)	(14,039)	(708,106)		Dividend
Cadangan umum	-	479,850	(479,850)	-	-	-	-	-	-	-		General reserve
Jumlah penghasilan komprehensif tahun berjalan	-	-	1,906,223	-	-	748	83	1,907,054	34,105	1,941,159		Total comprehensive income for the year
Saldo pada 31 Desember 2021	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	Balance as at 31 December 2021	

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang
tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhanThe 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 Schedule

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah,
kecuali dinyatakan lain)

**CONSOLIDATED STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED
31 DECEMBER 2021**

(Expressed in millions of Rupiah,
unless otherwise stated)

	2021	2020	
Arus kas dari aktivitas operasi			Cash flows from operating activities
Penerimaan kas dari pelanggan	14,622,961	13,632,442	Cash receipts from customers
Penerimaan subsidi dari Pemerintah	13,950,197	16,596,578	Subsidy receipts from Government
Pembayaran kepada pemasok	(22,957,587)	(19,296,595)	Cash paid to suppliers
Pembayaran kepada karyawan	(1,751,340)	(2,014,137)	Cash paid to employees
Pembayaran pajak penghasilan	(472,029)	(446,991)	Income tax paid
Penerimaan tagihan atas restitusi pajak	1,217,754	734,902	Receipt of claim for tax refund
Pembayaran bunga	(1,057,621)	(1,488,012)	Interest paid
Arus kas bersih diperoleh dari aktivitas operasi	3,552,335	7,718,187	Net cash flows provided by operating activities
Arus kas dari aktivitas investasi			Cash flows from investing activities
Pembelian aset tetap termasuk kapitalisasi biaya pinjaman	(848,433)	(511,470)	Purchase of fixed assets including capitalisation of borrowing costs
Kenaikan piutang lain-lain	(80,000)	-	Increase of other receivables
Penerimaan pendapatan keuangan	4,142	6,091	Receipts of finance income
Penerimaan dividen	16,311	8,722	Receipts of dividend income
Arus kas bersih digunakan untuk aktivitas investasi	(907,980)	(496,657)	Net cash flows used in investing activities
Arus kas dari aktivitas pendanaan			Cash flows from financing activities
Penerimaan pinjaman jangka pendek	5,912,793	4,106,254	Proceeds from short-term loans
Pembayaran pinjaman jangka pendek	(6,159,212)	(12,792,384)	Repayments of short-term loans
Penerimaan pinjaman jangka panjang	686,176	5,270,160	Proceeds from long-term loans
Pembayaran pinjaman jangka panjang	(4,899,140)	(3,447,568)	Repayments of long-term loans
Penerimaan pinjaman jangka panjang dari pemegang saham	2,510,000	232,010	Proceeds from long-term loans from shareholder
Pembagian dividen kepada pemegang saham Perusahaan	(694,067)	(564,577)	Payment of dividend to the Company's shareholders
Pembayaran liabilitas sewa	(193,558)	(226,441)	Repayment of lease liabilities
Pembagian dividen kepada kepentingan non-pengendali	(14,039)	(12,225)	Payment of dividend to non-controlling interests
Arus kas bersih digunakan untuk aktivitas pendanaan	(2,851,047)	(7,434,771)	Net cash flows used in financing activities
Penurunan bersih kas dan setara kas	(206,692)	(213,241)	Net decrease in cash and cash equivalents
Kas dan setara kas pada awal tahun	2,477,369	2,659,328	Cash and cash equivalents beginning of the year
Pengaruh perubahan kurs mata uang asing	17,804	31,282	Effect of foreign exchange rate changes
Kas dan setara kas pada akhir tahun	2,288,481	2,477,369	Cash and cash equivalents end of the year

Tambahan informasi aktivitas yang tidak mempengaruhi arus kas disajikan di Catatan 32.

Additional information of non-cash activities is presented in Note 32.

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 5/1 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
31 DECEMBER 2021**

(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 dengan 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. 10 tanggal 27 Oktober 2020 yang telah mendapat persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam surat No. AHU-AH.01.03-0405623 tanggal 10 November 2020.

Sesuai dengan pasal 3 Anggaran Dasar Perusahaan pada Akta Notaris Lumassia, S.H., No. 09 tanggal 11 September 2019 yang telah mendapat persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam surat No. AHU-0085232.AH.01.02 tanggal 22 Oktober 2019, maksud dan tujuan Perusahaan adalah melakukan usaha dalam bidang industri; perdagangan; 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/ 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. 10 dated 27 October 2020 of Lumassia, S.H., approved by the Minister of Laws and Human Rights of Republic of Indonesia in its Decision Letter No. AHU-AH.01.03-0405623 dated 10 November 2020.

According to article 3 of the Company's Articles of Association on Notarial Deed No. 09 dated 11 September 2019 of Lumassia, S.H., approved by the Minister of Laws and Human Rights of Republic of Indonesia in its Decision Letter No. AHU-0085232.AH.01.02 dated 22 October 2019, the Company's purposes and objectives are to conduct business in the industrial field; trading; 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/ 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
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/2 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
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(Expressed in millions of Rupiah, unless otherwise stated)

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 2021, Perusahaan dan entitas anak (bersama-sama disebut "Grup") memiliki 2.043 karyawan tetap (2020: 2.854) (tidak di audit).

Perusahaan dikendalikan oleh PT Pupuk Indonesia (Persero).

b. Komisaris dan Direksi

Susunan Komisaris dan Direksi Perusahaan pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

	2021
Komisaris	
Komisaris Utama	T. Nugroho Purwanto
Komisaris	Noer Fajrieansyah
Komisaris	Bin Nahadi
Komisaris	Cecep Herawan
Komisaris Independen	Ammarsjah
Komisaris Independen	Indira Chunda Thita Syahrul
Direksi	
Direktur Utama	Dwi Satriyo Annurogo
Direktur Operasi dan Produksi	Digna Jatningsih
Direktur Keuangan dan Umum	Budi Wahyu Soesilo

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 2021, the Company and subsidiaries (together the "Group") had 2,043 permanent employees (2020: 2,854) (unaudited).

The Company is controlled by PT Pupuk Indonesia (Persero).

b. Boards of Commissioners and Directors

The Company's Board Commissioners and Directors as at 31 December 2021 and 2020, were as follows:

	2020
Board of Commissioners	
President Commissioner	T. Nugroho Purwanto
Commissioner	Yoke Candra Katon
Commissioner	Heriyono Harsoyo
Commissioner	Achmad Sigit Dwiwahjono
Independent Commissioner	Mahmud Nurwindu
Independent Commissioner	Indira Chunda Thita Syahrul
Board of Directors	
President Director	Dwi Satriyo Annurogo
Operation & Production Director	Digna Jatningsih
Finance & General Affairs Director	Dwi Ary Purnomo

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/3 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
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(Expressed in millions of Rupiah, unless otherwise stated)

1. UMUM (lanjutan)

c. Komite Audit

Susunan Komite Audit Perusahaan pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

	2021	2020	
Komite Audit			Audit Committee
Ketua	Bin Nahadi	Mahmud Nurwindu	Head
Wakil Ketua	Ammarsjah	-	Vice of Head
Anggota	Bambang Setiobroto	Sosiawan Soebagio	Members
Anggota	Sutan Rambun	Bambang Setiobroto	Members

d. Struktur Grup

Pada tanggal 31 Desember 2021 dan 2020, struktur Grup adalah sebagai berikut:

1. GENERAL (continued)

c. Audit Committee

The Company's Audit Committee as at 31 December 2021 and 2020 was as follows:

d. Group structure

As at 31 December 2021 and 2020, the structure of the Group was as follows:

Entitas Anak/ Subsidiaries	Domisili/ Domicile	Jenis Usaha/ Nature of business	Persentase kepemilikan efektif/Effective percentage of ownership		Jumlah aset sebelum eliminasi/ Total assets before elimination	
			31 Desember/ December 2021	31 Desember/ December 2020	31 Desember/ December 2021	31 Desember/ December 2020
			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
PT Petrokimia Kayaku ("PKY")	Gresik	Memproduksi, memformulasi dan memasarkan pestisida/ <i>Production, formulation and marketing of pesticides</i>	60.00	60.00	886,362	858,629

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/4 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
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(Expressed in millions of Rupiah, unless otherwise stated)

2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN

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.

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 signifikan terhadap laporan keuangan konsolidasian, diungkapkan di Catatan 3.

2. SIGNIFICANT ACCOUNTING POLICIES

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 convention, 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.

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 significant to the consolidated financial statements, are disclosed in Note 3.

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/5 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
31 DECEMBER 2021**

(Expressed in millions of Rupiah, unless otherwise stated)

2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

b. Perubahan pada PSAK dan ISAK

b. Changes to the SFAS and IFAS

Penerapan dari standar, interpretasi, amandemen dan penyesuaian tahunan yang berlaku efektif sejak tanggal 1 Januari 2021 dan 1 April 2021 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 22: Kombinasi Bisnis – Definisi Bisnis
- Amandemen PSAK 71: Instrumen Keuangan, PSAK 55: Instrumen Keuangan: Pengakuan dan Pengukuran, PSAK 60: Instrumen Keuangan – Pengungkapan dan PSAK 73: Sewa tentang Reformasi Acuan Suku Bunga (Bagian 2)
- Amandemen PSAK 73: Sewa tentang Jasa Konsesi Sewa terkait *Corona Virus Disease 2019* ("COVID-19")

Standar akuntansi dan interpretasi baru tertentu yang telah diterbitkan namun tidak wajib untuk periode pelaporan saat ini dan belum diadopsi lebih awal oleh Grup.

- Amandemen PSAK 1 "Penyajian Laporan Keuangan"
- Amandemen PSAK 16 "Aset Tetap" tentang hasil sebelum penggunaan yang diintensikan
- Amandemen PSAK 22 "Bisnis Kombinasi" tentang referensi ke kerangka konseptual
- Amandemen PSAK 25 "Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan" - Definisi Kebijakan Akuntansi
- Amandemen PSAK 57: Provisi, Liabilitas Kontinjensi, dan Aset Kontinjensi tentang Kontrak Memberatkan—Biaya Memenuhi Kontrak
- Penyesuaian tahunan PSAK 71: Instrumen Keuangan
- Penyesuaian tahunan PSAK 73: Sewa
- PSAK 74: Kontrak Asuransi

Pada tanggal penerbitan laporan keuangan konsolidasian, Grup masih mempelajari dampak yang mungkin timbul dari penerapan standar baru dan revisi tersebut pada laporan keuangan konsolidasian Grup.

The adoption of the following standards, interpretations, amendments and annual improvements which are effective from 1 January 2021 and 1 April 2021 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 to SFAS 22: Business Combination – Definition of Business*
- *Amendment to SFAS 71: Financial Instruments, SFAS 55: Financial Instruments – Recognition and Measurement, SFAS 60: Financial Instruments – Disclosures and SFAS 73: Leases regarding Interbank Offered Rate ("IBOR") Reform (Batch 2)*
- *Amendment to SFAS 73: Leases regarding Corona Virus Disease 2019 ("COVID-19") related Rent Concession*

Certain new accounting standards, amendments and interpretations have been published that are not mandatory for the current reporting period and have not been early adopted by the Group.

- *Amendment to SFAS 1 "Presentation of Financial Statement"*
- *Amendment to SFAS 16 "Fixed Assets" regarding proceeds before intended use*
- *Amendment to SFAS 22 "Business Combination" regarding reference to the conceptual framework*
- *Amendment to SFAS 25 "Accounting Policies, Changes in Accounting Estimates and Errors" - Definition of Accounting Estimates*
- *Amendment SFAS 57: "Provisions, Contingent Liabilities, and Contingent Assets on Onerous Contracts—Cost of Fulfilling Contracts"*
- *Annual Improvement of SFAS 71: Financial Instruments*
- *Annual Improvement of SFAS 73: Leases*
- *SFAS 74: "Insurance Contract"*

As at the issuance date of these consolidated financial statements, the Group is still evaluating the potential impact of these new and amended standards on the Group's consolidated financial statements.

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/6 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
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(Expressed in millions of Rupiah, unless otherwise stated)

2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN (lanjutan) **2. SIGNIFICANT ACCOUNTING POLICIES (continued)**

b. Perubahan pada PSAK dan ISAK (lanjutan)

Amandemen dan penyesuaian tahunan terhadap standar akuntansi di atas berlaku efektif mulai 1 Januari 2022, kecuali Amandemen PSAK 1 dan PSAK 16 yang berlaku efektif mulai 1 Januari 2023 dan PSAK 74 yang berlaku efektif mulai 1 Januari 2025, tetapi penerapan dini diperkenankan.

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.

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.

b. Changes to the SFAS and IFAS (continued)

Amendments and annual improvements to the above accounting standards are effective from 1 January 2022, except for Amendment to SFAS 1 and SFAS 16 which are effective from 1 January 2023 and SFAS 74 which is effective from 1 January 2025, but early adoption is permitted.

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.

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. They 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.

**PT PETROKIMIA GRESIK
DAN ENTITAS ANAK/AND SUBSIDIARIES**

Lampiran 5/7 Schedule

**CATATAN ATAS LAPORAN
KEUANGAN KONSOLIDASIAN
31 DESEMBER 2021**

(Dinyatakan dalam jutaan Rupiah, kecuali dinyatakan lain)

**NOTES TO THE CONSOLIDATED
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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

c. Prinsip-prinsip konsolidasi (lanjutan)

c. Principles of consolidation (continued)

(i) Entitas anak (lanjutan)

(i) Subsidiaries (continued)

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 diakuisi 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.

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.

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 diatribusikan kepada pemilik entitas induk.

The Group recognises any non-controlling interests in the acquiree either at fair value or at the non-controlling interests' proportionate share of the acquiree's net assets. Non-controlling interests are reported as equity in the consolidated statement of financial position, separate from the owner of the parent's equity.

Biaya yang terkait dengan akuisisi dibebankan pada saat terjadinya.

Acquisition-related costs are expensed as incurred.

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.

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.

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.

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.

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c. Prinsip-prinsip konsolidasi (lanjutan)

(i) Entitas anak (lanjutan)

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.

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.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

c. Principles of consolidation (continued)

(i) Subsidiaries (continued)

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 acquire 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.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
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2. SIGNIFICANT ACCOUNTING POLICIES (continued)

c. Prinsip-prinsip konsolidasi (lanjutan)

c. Principles of consolidation (continued)

(i) Entitas anak (lanjutan)

(i) Subsidiaries (continued)

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.

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) Entitas asosiasi

(ii) Associates

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.

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.

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.

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.

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.

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.

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c. Prinsip-prinsip konsolidasi (lanjutan)

(ii) Entitas asosiasi (lanjutan)

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 konsolidasi 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. SIGNIFICANT ACCOUNTING POLICIES (continued)

c. Principles of consolidation (continued)

(ii) Associates (continued)

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. SIGNIFICANT ACCOUNTING POLICIES (continued)

(iii) Pengaturan bersama (lanjutan)

(iii) Joint arrangements (continued)

Ventura bersama

Joint ventures

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.

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.

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.

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. Penjabaran mata uang asing

d. Foreign currency translation

(i) Mata uang fungsional dan penyajian

(i) Functional and presentation currency

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.

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 of the Company and presentation currency of the Group.

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2. SIGNIFICANT ACCOUNTING POLICIES (continued)

d. Penjabaran mata uang asing (lanjutan)

d. Foreign currency translation (continued)

(i) Mata uang fungsional dan penyajian
(lanjutan)

(i) Functional and presentation currency
(continued)

Untuk tujuan konsolidasi, untuk 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.

For consolidation purposes, for the Group 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 of Indonesia middle rate during profit or loss period.

Selisih yang timbul dari penjabaran laporan keuangan entitas anak Grup tersebut ke dalam Rupiah disajikan dalam akun "Penghasilan komprehensif lainnya" pada ekuitas dalam laporan posisi keuangan konsolidasian.

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) Transaksi dan saldo

(ii) Transactions and balances

Transaksi dalam mata uang asing dijabarkan menjadi mata uang fungsional menggunakan kurs yang berlaku pada tanggal transaksi.

Foreign currency transactions are translated into the functional currency using the exchange rate prevailing at the date of the transactions.

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.

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.

Kurs utama yang digunakan pada tanggal pelaporan, berdasarkan kurs tengah yang diterbitkan Bank Indonesia, adalah sebagai berikut (nilai penuh):

As at the reporting dates, the main exchange rates used, based on the middle rates published by Bank Indonesia, were as follows (full amount):

	2021	2020	
Dolar Amerika Serikat ("USD")	14,269	14,105	United States Dollar ("USD")
Yen Jepang ("JPY")	124	136	Japanese Yen ("JPY")
Euro ("EUR")	16,127	17,330	Euro ("EUR")
Dolar Singapura ("SGD")	10,534	10,644	Singapore Dollar ("SGD")
Dolar Australia ("AUD")	10,344	10,771	Australian Dollar ("AUD")

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(lanjutan)

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

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.

Bank dan deposito berjangka yang dibatasi penggunaannya disajikan pada akun "kas yang dibatasi penggunaannya" dalam laporan posisi keuangan konsolidasian.

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 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.

Piutang lainnya dari pihak berelasi merupakan saldo piutang yang terkait dengan pinjaman yang diberikan kepada pihak berelasi Grup.

Kolektibilitas piutang usaha dan piutang lain-lain ditinjau secara berkala. Piutang yang diketahui tidak tertagih, dihapuskan dengan secara langsung mengurangi nilai tercatatnya. Akun penyisihan piutang digunakan untuk mencatat dampak kerugian kredit ekspektasian, 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.

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 as to use are presented as "restricted cash" 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.

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.

Other receivables from related parties are receivables balance reflecting loan given to related parties of the Group.

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. An allowance account is used to record impact from expected credit losses, 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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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 penyisihan. Jumlah yang selanjutnya dapat ditagih kembali atas piutang yang sebelumnya telah dihapusbukukan, diakui pada "(Beban)/pendapatan lain-lain, bersih" pada laba rugi.

g. Piutang subsidi kepada Pemerintah Republik Indonesia

Piutang subsidi merupakan saldo piutang subsidi kepada Pemerintah Republik Indonesia ("Pemerintah") atas penyaluran pupuk urea, NPK, SP36, ZA dan pupuk organik yang bersubsidi.

Jumlah tersebut menjadi subjek audit dan persetujuan dari Badan Pemeriksa Keuangan Republik Indonesia ("BPK-RI").

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.

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 dimuka

Beban dibayar dimuka diamortisasi dengan menggunakan metode garis lurus selama periode manfaat masing-masing biaya.

2. SIGNIFICANT ACCOUNTING POLICIES (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 allowance account. Subsequent recoveries of amounts previously written-off are recognised on "Other (expense)/income, net" in profit or loss.

g. 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.

The amount is subject to audit and approval by the Supreme Audit Agency Republic of Indonesia ("BPK-RI").

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.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
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2. SIGNIFICANT ACCOUNTING POLICIES (continued)

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.

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, 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.

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.

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.

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(lanjutan)

j. Properti investasi (lanjutan)

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.

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.

Tanah dinyatakan berdasarkan model revaluasi dan tidak disusutkan. Aset tetap yang tidak digunakan dinyatakan sebesar jumlah terendah antara jumlah tercatat atau jumlah terpulihkan.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

j. Investment properties (continued)

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.

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

Land is stated at revaluation model and not depreciated. Unused fixed assets are stated at the lower of carrying value or recoverable amount.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
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2. SIGNIFICANT ACCOUNTING POLICIES (continued)

k. Aset tetap (lanjutan)

k. Fixed assets (continued)

Penilaian terhadap tanah tersebut dilakukan oleh penilai independen eksternal yang terdaftar di Otoritas Jasa Keuangan ("OJK"). Penilaian atas aset tersebut dilakukan secara berkala untuk memastikan bahwa nilai wajar aset yang direvaluasi tidak berbeda secara material dengan nilai tercatatnya.

Valuation of land performed by external independent appraiser which are registered at Otoritas Jasa Keuangan ("OJK"). Valuations are performed with sufficient regularity to ensure that the fair value of a revalued asset does not differ materially from its carrying amount.

Kenaikan nilai tercatat yang timbul dari revaluasi tanah dikreditkan pada penghasilan komprehensif lainnya dan disajikan sebagai "Surplus revaluasi aset" di ekuitas. Penurunan yang menghapus nilai kenaikan yang sebelumnya dicatat atas aset yang sama dibebankan di penghasilan komprehensif lainnya dan didebitkan terhadap "Surplus revaluasi aset" di ekuitas; penurunan lainnya dibebankan pada laba rugi.

Increases in the carrying amount arising on revaluation of land are credited to other comprehensive income and shown as "Asset revaluation surplus" in equity. Decreases that offset previous increases of the same asset are charged in other comprehensive income and debited against "Asset revaluation surplus" in equity; all other decreases are charged to profit or loss.

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 tak berwujud dan diamortisasi sepanjang umur hukum hak atas tanah tersebut.

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.

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:

	<u>Tahun/Years</u>	
Bangunan	10 - 20	<i>Buildings</i>
Mesin dan peralatan	1 - 20	<i>Machinery and equipment</i>
Kendaraan dan alat berat	4 - 8	<i>Vehicle and heavy equipment</i>
Inventaris kantor	4 - 8	<i>Office supplies and housing</i>
Suku cadang penyangga	8	<i>Supporting spare parts</i>

Hak atas tanah diakui sebesar harga perolehan.

Land rights are recognised at cost.

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.

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2. SIGNIFICANT ACCOUNTING POLICIES (continued)

k. Aset tetap (lanjutan)

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.

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.

Jika aset yang direvaluasi dijual, jumlah yang dicatat di dalam ekuitas dipindahkan ke saldo laba.

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.

Nilai sisa aset, masa manfaat dan metode penyusutan direviu dan jika perlu disesuaikan, pada setiap akhir periode pelaporan.

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. Rugi penurunan nilai yang diakui atas *goodwill* tidak dapat dibalik kembali.

Goodwill sebagai bagian dari investasi pada entitas asosiasi diuji penurunan nilainya bersamaan dengan investasi pada entitas asosiasi sebagai satu unit penghasil kas.

k. Fixed assets (continued)

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.

Net gains or losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within "Other income/(expense), net" in profit or loss.

When revalued assets are sold, the amounts included in equity are transferred to retained earnings.

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.

The assets' residual values, useful lives and depreciation method are reviewed and adjusted if appropriate, at the end of each reporting period.

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. Impairment losses relating to goodwill would not be reversed.

Goodwill as part of investment in associates is assessed for impairment together with investment in associate as one cash generating unit.

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l. Penurunan nilai aset non-keuangan (lanjutan)

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

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.

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 diukur dengan nilai wajar tidak 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.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

l. Impairment of non-financial assets (continued)

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

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 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.

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 cost to sell, 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.

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(lanjutan)

m. Instrumen keuangan (lanjutan)

Klasifikasi, pengakuan dan pengukuran
(lanjutan)

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) lainnya bersama dengan keuntungan dan kerugian selisih kurs. Penurunan nilai aset keuangan disajikan terpisah dalam laporan laba rugi dan penghasilan komprehensif lain konsolidasian.
- 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 laporan laba rugi dan penghasilan komprehensif lain konsolidasian.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

m. Financial instruments (continued)

Classifications, recognition and measurement
(continued)

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 on 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 the consolidated statement of profit or loss and other comprehensive income.*
- 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 the consolidated statement of profit or loss and other comprehensive income.*

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

m. Instrumen keuangan (lanjutan)

m. Financial instruments (continued)

Klasifikasi, pengakuan dan pengukuran
(lanjutan)

Classifications, recognition and measurement
(continued)

Instrumen utang (lanjutan)

Debt instruments (continued)

- 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 laporan laba rugi dan disajikan bersih dalam laba rugi di dalam keuntungan/(kerugian) lainnya dalam periode kemunculannya.

- 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.*

Instrumen ekuitas

Equity instruments

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.

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.

Penghentian pengakuan

Derecognition

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.

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.

Instrumen keuangan disalinghapus

Offsetting financial instruments

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.

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.

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(lanjutan)

m. Instrumen keuangan (lanjutan)

Klasifikasi, pengakuan dan pengukuran
(lanjutan)

Instrumen keuangan disalinghapus (lanjutan)

Hak saling hapus tidak kontingen 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.

n. Penurunan nilai dari aset keuangan

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 tak berwujud

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 tak berwujud.

Biaya yang dapat diatribusikan secara langsung dikapitalisasi sebagai bagian produk piranti lunak mencakup beban pekerja pengembang piranti lunak dan bagian *overhead* yang relevan.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

m. Financial instruments (continued)

Classifications, recognition and measurement
(continued)

Offsetting financial instruments (continued)

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.

n. Impairment of financial assets

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

o. Aset tak berwujud (lanjutan)

Piranti lunak komputer (lanjutan)

Pengeluaran pengembangan yang lain yang tidak memenuhi kriteria ini diakui sebagai beban pada saat terjadinya. Biaya pengembangan yang sebelumnya diakui sebagai beban tidak dapat diakui sebagai aset pada periode berikutnya.

Biaya pengembangan piranti lunak komputer diakui sebagai aset yang diamortisasi selama estimasi masa manfaat, yang tidak lebih dari tiga tahun.

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.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

o. Intangible assets (continued)

Computer software (continued)

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 three years.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

Pada tanggal permulaan sewa, Grup mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna dan liabilitas yang timbul dari sewa pada awalnya diukur dengan basis nilai kini. Grup menyewa aset tetap tertentu dengan mengakui aset hak-guna dan liabilitas sewa. Aset hak-guna diklasifikasikan sebagai bagian dari "Aset Tetap".

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.

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.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

p. Leases (continued)

Group as lessee (continued)

The Group recognise a right-of-use asset and a lease liability at the lease commencement date. Right-of-use assets and liabilities arising from a lease are initially measured on a present value basis. The Group lease certain fixed assets by recognising the right-of-use assets and lease liabilities. Right-of-use assets are classified as part of "Fixed assets".

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.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

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.

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.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

p. Leases (continued)

Group as lessee (continued)

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.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

p. Sewa (lanjutan)

Grup sebagai penyewa (lanjutan)

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.

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.

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. SIGNIFICANT ACCOUNTING POLICIES (continued)

p. Leases (continued)

Group as lessee (continued)

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.

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.

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. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(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. SIGNIFICANT ACCOUNTING POLICIES (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. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

u. Imbalan kerja

u. Employee benefits

(i) Imbalan kerja jangka pendek

(i) Short-term employee benefits

Imbalan kerja jangka pendek diakui pada saat terutang kepada karyawan.

Short-term employee benefits are recognised when they accrue to the employees.

(ii) Imbalan pensiun, imbalan pascakerja lainnya, dan imbalan jangka panjang lainnya

(ii) Pension benefits, other post-employment benefits and other long-term benefits

Grup diharuskan menyediakan imbalan pensiun dengan jumlah minimal sesuai dengan Undang-Undang ("UU") Ketenagakerjaan No. 13/2003 dan Undang-Undang Cipta Kerja No. 11/2020 (bersama-sama "peraturan ketenagakerjaan" atau Perjanjian Kerja Bersama ("PKB") Grup, mana yang lebih tinggi. Karena UU 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.

The Group is required to provide a minimum amount of pension benefits in accordance with Labour Law No. 13/2003 and Job Creation Law No. 11/2020 (together "labour regulations"), or the Group's Collective Labour Agreement ("CLA"), whichever is higher. Since the Labour Law and the CLA set the formula for determining the minimum amount of benefits, in substance pension plans under the Labour Law or the CLA represent defined benefit plans.

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.

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.

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.

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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(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. SIGNIFICANT ACCOUNTING POLICIES (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. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(lanjutan)

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 penyerahannya 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 penyerahannya 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. SIGNIFICANT ACCOUNTING POLICIES (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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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
(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.

Pendapatan dari penjualan barang diakui ketika pengendalian dialihkan kepada pelanggan. Terdapat kondisi di mana pertimbangan diperlukan berdasarkan lima indikator pengendalian di bawah ini:

- Pelanggan telah memiliki risiko dan manfaat signifikan atas kepemilikan aset dan memperoleh kemampuan untuk mengarahkan penggunaan atas, dan memperoleh secara substansial seluruh sisa manfaat dari barang;
- Pelanggan memiliki kewajiban kini untuk membayar sesuai dengan syarat dan ketentuan dalam kontrak penjualan;
- Pelanggan telah menerima barang. Penjualan barang dapat tergantung pada penyesuaian berdasarkan inspeksi terhadap pengiriman oleh pelanggan. Dalam hal ini, penjualan diakui berdasarkan estimasi terbaik Grup terhadap kualitas dan/atau kuantitas saat pengiriman, dan penyesuaian kemudian dicatat dalam akun pendapatan. Secara historis, perbedaan antara kualitas dan kuantitas, estimasi dan/atau aktual tidak signifikan;
- Pelanggan telah memiliki hak kepemilikan legal atas barang; dan
- Pelanggan telah menerima kepemilikan fisik atas barang.

Beban diakui pada saat terjadinya dengan menggunakan metode akrual.

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.

2. SIGNIFICANT ACCOUNTING POLICIES (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.

Revenue from sales of goods is recognised when control is transferred to the customer. There may be circumstances when judgment is required based on the five indicators of control below:

- The customer has the significant risks and rewards of ownership and has the ability to direct the use of, and obtain substantially all of the remaining benefits from the goods;
- The customer has a present obligation to pay in accordance with the terms of the sales contract;
- The customer has accepted the goods. Sales revenue may be subject to adjustment based on the inspection of shipments by the customer. In these cases, sales are recognised based on the Group's best estimate of the grade and/or quantity at the time of shipment, and any subsequent adjustments are recorded against revenue. Historically, the differences between estimated and actual grade and/or quantity have not been significant;
- The customer has the legal title to the goods; and
- The customer has physical possession of the goods.

Expenses are recognised as incurred on an accrual basis.

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.

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2. KEBIJAKAN AKUNTANSI YANG SIGNIFIKAN
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w. Pajak penghasilan kini dan tangguhan
(lanjutan)

Beban pajak penghasilan kini dihitung berdasarkan peraturan pajak yang berlaku pada tanggal pelaporan di negara dimana Perusahaan dan entitas anak beroperasi dan menghasilkan penghasilan kena pajak.

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 tangguhan.

Pajak penghasilan tangguhan 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 tangguhan 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 tangguhan ditentukan menggunakan tarif (atau peraturan) pajak yang berlaku atau yang secara substansial telah berlaku pada tanggal pelaporan dan diharapkan untuk diterapkan jika aset pajak tangguhan direalisasikan atau liabilitas pajak tangguhan diselesaikan.

Aset pajak tangguhan diakui sepanjang kemungkinan besar laba kena pajak mendatang akan tersedia untuk dikompensasi dengan perbedaan temporer yang masih dapat dimanfaatkan.

Liabilitas pajak tangguhan diakui untuk semua perbedaan temporer kena pajak yang berasal dari investasi pada entitas anak dan asosiasi, kecuali untuk liabilitas pajak tangguhan dimana waktu pembalikan perbedaan temporer dikendalikan oleh Grup dan kemungkinan besar perbedaan temporer tidak akan dibalik di masa depan yang dapat diperkirakan.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

w. Current and deferred income tax (continued)

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 Company and its subsidiaries operate and generate taxable income.

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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(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 26.

2. SIGNIFICANT ACCOUNTING POLICIES (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 expense" in consolidated statements of profit or loss and other comprehensive income. The Group also presents interest/penalties, if any, as part of "Income tax expense".

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 (Revised 2015). 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 26.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI SIGNIFIKAN**

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.

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* dianalisa.

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.

**3. SIGNIFICANT 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.

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.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
AKUNTANSI SIGNIFIKAN (lanjutan)**

b. Penentuan mata uang fungsional

Mata uang fungsional adalah mata uang dari lingkungan ekonomi primer dimana setiap entitas di dalam Grup beroperasi. Manajemen mempertimbangkan mata uang yang paling mempengaruhi pendapatan dan beban dari barang dan jasa yang diberikan serta mempertimbangkan indikator lainnya dalam menentukan mata uang yang paling tepat menggambarkan pengaruh ekonomi dari transaksi, kejadian dan kondisi yang mendasari.

c. 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.

Aset pajak tangguhan, termasuk yang timbul dari rugi fiskal 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.

**3. SIGNIFICANT ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

b. Determination of functional currency

The functional currency is the currency of the primary economic environment in which each of the entities in the Group operates. The Management considered the currency that mainly influences the revenue and cost of goods sold and services rendered and other indicators in determining the currency that most faithfully represents the economic effects of the underlying transactions, events and conditions.

c. Uncertainty 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.

Deferred tax assets, including those arising from tax losses carried forward 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.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
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**3. SIGNIFICANT ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

d. Pajak penghasilan

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.

e. Imbalan pascakerja

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.

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.

Asumsi kunci liabilitas imbalan pascakerja lainnya sebagian ditentukan berdasarkan kondisi pasar saat ini. Informasi tambahan diungkapkan pada Catatan 16.

d. Income taxes

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.

e. Post-employment benefits

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.

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.

Other key assumptions for post-employment benefits liabilities are based in part on current market conditions. Additional information is disclosed in Note 16.

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**3. PERTIMBANGAN, ESTIMASI, DAN ASUMSI
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**3. SIGNIFICANT ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

f. Estimasi masa manfaat aset tetap

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.

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.

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.

f. Estimating the useful lives of fixed assets

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.

The costs of fixed assets are depreciated on a straight-line basis over their estimated useful life. 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.

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
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g. Nilai wajar aset tetap menggunakan model revaluasi

Tanah dinyatakan berdasarkan nilai wajar. Penentuan nilai wajar dilakukan oleh penilai public independent.

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.

h. Pengakuan pendapatan dan piutang subsidi

Pemerintah Republik Indonesia memberikan subsidi pupuk melalui Grup berdasarkan Peraturan Menteri Perdagangan ("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.

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. SIGNIFICANT ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

g. 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.

h. Revenue and receivable recognition of subsidy

The Government of Republic of Indonesia provides a fertiliser subsidy through the Group based on Ministry of Trading ("Permendag") Regulation 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.

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
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i. 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.

j. 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. SIGNIFICANT ACCOUNTING JUDGEMENTS,
ESTIMATES AND ASSUMPTIONS (continued)**

i. 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.

j. 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

	2021	2020	
Kas	1,567	1,780	Cash on hand
Kas di bank			Cash in banks
Rupiah			Rupiah
<u>Pihak berelasi (Catatan 26)</u>			<u>Related parties (Note 26)</u>
PT Bank Rakyat Indonesia (Persero) Tbk	1,052,530	1,195,300	PT Bank Rakyat Indonesia (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	800,955	900,636	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	111,009	134,584	PT Bank Mandiri (Persero) Tbk
PT Bank Syariah Indonesia Tbk	1,062	142	PT Bank Syariah Indonesia Tbk
<u>Pihak ketiga</u>			<u>Third parties</u>
PT Bank DKI	82,043	95,369	PT Bank DKI
PT Bank Central Asia Tbk	36,955	34,759	PT Bank Central Asia Tbk
PT Bank CIMB Niaga Tbk	6,969	9,452	PT Bank CIMB Niaga Tbk
PT Bank OCBC NISP Tbk	4,527	20,396	PT Bank OCBC NISP Tbk
PT Bank Pan Indonesia Tbk	485	5,301	PT Bank Pan Indonesia Tbk
PT Bank BTPN Tbk (dahulu PT Bank Sumitomo Mitsui Indonesia)	-	13,061	PT Bank BTPN Tbk (previously PT Bank Sumitomo Mitsui Indonesia)
Bank of China	-	7,919	Bank of China
Lain-lain (masing-masing dibawah Rp5.000)	5,750	10,677	Others (each item below Rp5,000)
Jumlah rekening Rupiah	2,102,285	2,427,596	Total Rupiah accounts
USD			USD
<u>Pihak berelasi (Catatan 26)</u>			<u>Related parties (Note 26)</u>
PT Bank Rakyat Indonesia (Persero) Tbk	12,917	2,904	PT Bank Rakyat Indonesia (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	13,312	20,766	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	2,809	16,570	PT Bank Mandiri (Persero) Tbk
<u>Pihak ketiga</u>			<u>Third parties</u>
Lain-lain (masing-masing dibawah Rp5.000)	5,015	7,753	Others (each item below Rp5,000)
Jumlah rekening USD	34,053	47,993	Total USD accounts
Deposito			Deposits
Rupiah			Rupiah
<u>Pihak berelasi (Catatan 26)</u>			<u>Related parties (Note 26)</u>
PT Bank Negara Indonesia (Persero) Tbk	150,576	-	PT Bank Negara Indonesia (Persero) Tbk
Jumlah kas dan setara kas	2,288,481	2,477,369	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:

	2021	2020	
Deposito Rupiah	3.25% - 3.50%	-	Deposits Rupiah

Pada tahun 2021, deposito Perusahaan dijamin untuk pinjaman dari PT Pupuk Indonesia (Persero) sebesar Rp150.575. Namun, jaminan tersebut dapat digunakan untuk pemenuhan kebutuhan operasional.

In 2021, the Company's deposits were pledged as collateral for loans from PT Pupuk Indonesia (Persero), amounting to Rp150,575. 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>2021</u>	<u>2020</u>	
Pihak berelasi (Catatan 26)	923,239	700,041	<i>Related parties (Note 26)</i>
Provisi penurunan nilai	<u>(178,401)</u>	<u>(180,377)</u>	<i>Provision for impairment</i>
Jumlah pihak berelasi - bersih	<u>744,838</u>	<u>519,664</u>	<i>Total related parties - net</i>
Pihak ketiga	963,437	1,061,363	<i>Third parties</i>
Provisi penurunan nilai	<u>(248,922)</u>	<u>(287,363)</u>	<i>Provision for impairment</i>
Jumlah pihak ketiga - bersih	<u>714,515</u>	<u>774,000</u>	<i>Total third parties - net</i>
Jumlah	<u>1,459,353</u>	<u>1,293,664</u>	Total
Dikurangi bagian lancar	<u>(1,192,508)</u>	<u>(1,025,077)</u>	<i>Less current portion</i>
Bagian tidak lancar	<u>266,845</u>	<u>268,587</u>	Non-current portion

b. Berdasarkan umur piutang

b. By aging receivables

	<u>2021</u>	<u>2020</u>	
Lancar	1,340,170	1,152,723	<i>Current</i>
Sudah jatuh tempo:			<i>Past due:</i>
1 - 3 bulan	189,093	176,076	<i>1 - 3 months</i>
3 - 6 bulan	55,544	91,195	<i>3 - 6 months</i>
6 - 12 bulan	49,050	79,040	<i>6 - 12 months</i>
> 1 tahun	<u>252,819</u>	<u>262,370</u>	<i>> 1 year</i>
Sub jumlah	1,886,676	1,761,404	Sub total
Provisi penurunan nilai	<u>(427,323)</u>	<u>(467,740)</u>	<i>Provision for impairment</i>
Jumlah - bersih	<u>1,459,353</u>	<u>1,293,664</u>	Total - net

c. Berdasarkan mata uang

c. By original currency

	<u>2021</u>	<u>2020</u>	
Rupiah	1,442,180	1,311,126	<i>Rupiah</i>
USD	<u>444,496</u>	<u>450,278</u>	<i>USD</i>
Jumlah	<u>1,886,676</u>	<u>1,761,404</u>	Total

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:

	<u>2021</u>	<u>2020</u>	
Saldo awal	467,740	403,078	<i>Beginning balance</i>
Penyesuaian saldo awal atas penerapan PSAK 71	-	130,195	<i>Opening balance adjustment upon adoption of SFAS 71</i>
Pemulihan provisi	(39,181)	(65,533)	<i>Reversal of provision</i>
Penghapusan	<u>(1,236)</u>	<u>-</u>	<i>Write-off</i>
Saldo akhir	<u>427,323</u>	<u>467,740</u>	Ending balance

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5. PIUTANG USAHA (lanjutan)

**d. Provisi penurunan nilai piutang usaha
(lanjutan)**

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.

Perhitungan cadangan 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.

Perhitungan cadangan 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.

Karena jatuh temponya yang pendek, nilai wajar piutang usaha kurang lebih sama dengan jumlah tercatatnya.

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.

Piutang usaha Grup digunakan sebagai jaminan atas pinjaman bank (Catatan 10 dan 15).

Lihat Catatan 26 untuk rincian saldo dan transaksi dengan pihak berelasi.

5. TRADE RECEIVABLES (continued)

**d. Provision for impairment of trade receivable
(continued)**

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.

Allowance 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.

Allowance 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.

Due to the short-term nature, the fair value of trade receivables approximates their carrying amount.

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.

The Group's trade receivables are used as collateral for bank loans (Note 10 and 15).

Refer to Note 26 for details of related parties balances and transactions.

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6. PIUTANG SUBSIDI DARI PEMERINTAH REPUBLIK INDONESIA **6. SUBSIDY RECEIVABLES FROM THE GOVERNMENT OF REPUBLIC OF INDONESIA**

a. Piutang subsidi

Saldo piutang subsidi merupakan saldo piutang subsidi kepada Pemerintah Republik Indonesia atas penyaluran pupuk Urea, ZA, SP-36, NPK dan Organik bersubsidi oleh Perusahaan, dengan rincian sebagai berikut:

a. Subsidy receivables

The balance of subsidy receivable is the balance of subsidy receivable from the Government of Republic of Indonesia for distributing Urea, ZA, SP-36, NPK and Organic subsidised fertiliser from the Company, with the following details:

	<u>2021</u>	<u>2020</u>	
Piutang atas subsidi pupuk untuk tahun:			<i>Receivable of subsidy fertiliser for the year:</i>
2019	-	2,269,101	<i> 2019</i>
2020	376,120	1,962,338	<i> 2020</i>
Estimasi piutang subsidi dari Pemerintah - 2021	<u>3,892,484</u>	<u>-</u>	<i>Estimated subsidy receivable from the Government - 2021</i>
Jumlah piutang subsidi	4,268,604	4,231,439	Total of subsidy receivables
Dikurangi bagian lancar	<u>(1,776,545)</u>	<u>(2,269,101)</u>	<i>Less current portion</i>
Bagian tidak lancar	<u>2,492,059</u>	<u>1,962,338</u>	Non-current portion

Estimasi piutang subsidi dari Pemerintah merupakan estimasi piutang subsidi atas penyaluran pupuk untuk tahun 2021. Lihat Catatan 3h mengenai pengakuan pendapatan dan piutang subsidi.

Estimated subsidy receivables from Government represent estimated receivable from fertiliser distribution in 2021. Refer to Note 3h regarding subsidy revenue and receivable recognition.

Mutasi saldo piutang subsidi adalah sebagai berikut:

The movements of the subsidy receivables are as follows:

	<u>2021</u>	<u>2020</u>	
Saldo awal	4,654,583	7,471,169	<i>Beginning balance</i>
Subsidi Pemerintah (Catatan 20)	13,987,362	14,036,044	<i>Government subsidy (Note 20)</i>
Pajak Pertambahan Nilai ("PPN") atas pendapatan	1,398,736	1,403,604	<i>Value Added Tax ("VAT") related to revenue</i>
Penerimaan dari Pemerintah PPN atas penerimaan	(13,841,455)	(16,508,007)	<i>Receipts from Government VAT related to settlements</i>
Pajak Penghasilan ("PPh") 22 atas penerimaan	(119,616)	(97,427)	<i>Tax article 22 related to settlements</i>
	4,695,464	4,654,583	
Dikurangi: Utang PPN keluaran atas subsidi yang belum dibayarkan	<u>(426,860)</u>	<u>(423,144)</u>	<i>Less: VAT out payable from unpaid subsidy receivables</i>
Piutang subsidi - bersih	<u>4,268,604</u>	<u>4,231,439</u>	Subsidy receivables - net

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6. PIUTANG SUBSIDI DARI PEMERINTAH REPUBLIK INDONESIA (lanjutan)

a. Piutang subsidi (lanjutan)

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.

Piutang subsidi digunakan sebagai jaminan atas pinjaman bank (Catatan 10 dan 15).

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.

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. Pada tanggal penyelesaian laporan keuangan konsolidasian ini, manajemen masih menunggu laporan BPK-RI terkait hal ini. Manajemen berkeyakinan bahwa tidak ada koreksi signifikan atas nilai pendapatan subsidi tersebut karena pengakuan pendapatan telah didukung dengan bukti yang *valid*.

b. Piutang subsidi yang belum ditagih

Piutang subsidi yang belum ditagih pada tahun 2021 dan 2020 masing-masing adalah sebesar Rp490.828 dan Rp284.514.

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.

	2021	2020
Piutang subsidi belum ditagihkan	539,911	312,965
Dikurangi :		
Utang PPN keluaran atas subsidi yang belum ditagih	(49,083)	(28,451)
Jumlah	490,828	284,514

6. SUBSIDY RECEIVABLES FROM THE GOVERNMENT OF REPUBLIC OF INDONESIA (continued)

a. Subsidy receivables (continued)

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 Republic of Indonesia and the Group is compensated with interest reimbursement as a result of late payment of subsidy's receivables.

The subsidy receivables are used as collateral for bank loans (Note 10 and 15).

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 subsidy receivables.

In 2020, there are 97,957 tons 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. As of completion date of these consolidated financial statements, management is still waiting for the BPK-RI report in regards to this matter. Management believes that there is no significant correction to the balance of subsidy revenue because revenue recognition is supported by valid evidence.

b. Unbilled subsidy receivables

Unbilled subsidy receivables in 2021 and 2020 amounting to Rp490,828 and Rp284,514 respectively.

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.

*Unbilled subsidy receivable
Less :
VAT out payable from unbilled
subsidy receivables*

Total

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7. PERSEDIAAN

7. INVENTORIES

	<u>2021</u>	<u>2020</u>	
Barang jadi	3,821,342	3,310,584	<i>Finished goods</i>
Bahan baku	1,600,165	820,695	<i>Raw materials</i>
Barang dalam proses	288,172	128,147	<i>Work-in-process</i>
Bahan pembantu dan penolong	268,959	281,796	<i>Indirect and supporting materials</i>
Suku cadang	161,478	113,251	<i>Spare parts</i>
Persediaan dalam perjalanan	<u>1,425,800</u>	<u>673,220</u>	<i>Inventory in transit</i>
Sub jumlah	<u>7,565,916</u>	<u>5,327,693</u>	Sub total
Provisi penurunan nilai	<u>(96,742)</u>	<u>(137,862)</u>	<i>Provision for impairment</i>
Jumlah	<u><u>7,469,174</u></u>	<u><u>5,189,831</u></u>	Total

Mutasi provisi penurunan nilai persediaan adalah sebagai berikut:

Movements of provision for impairment of inventories are as follows:

	<u>2021</u>	<u>2020</u>	
Saldo awal	137,862	93,022	<i>Beginning balance</i>
(Pemulihan)/penambahan	(30,221)	44,840	<i>(Reversal)/addition</i>
Penghapusan	<u>(10,899)</u>	<u>-</u>	<i>Write-off</i>
Saldo akhir	<u><u>96,742</u></u>	<u><u>137,862</u></u>	Ending balance

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.

Seluruh persediaan Grup digunakan sebagai jaminan atas pinjaman bank (Catatan 10 dan 15).

The entire inventories of the Group are used as collateral for bank loans (Note 10 and 15).

Pada tanggal 31 Desember 2021, seluruh persediaan telah diasuransikan masing-masing pada PT Asuransi Jasa Indonesia dengan nilai pertanggungan sebesar Rp1.576.007 (2020: Rp1.586.294).

As at 31 December 2021 inventories were insured to PT Asuransi Jasa Indonesia with insurance coverage of Rp1,576,007 (2020: Rp1,586,294).

8. INVESTASI PADA ENTITAS ASOSIASI DAN VENTURA BERSAMA

8. INVESTMENT IN ASSOCIATES AND JOINT VENTURE

	<u>2021</u>		<u>2020</u>				
	<u>Saldo awal/ Beginning balance</u>	<u>Penam- bahan/ Additions</u>	<u>Bagian atas laba/ (rugi)/Share in profit/(loss)</u>	<u>Bagian atas penghasilan komprehensif lain/Share in other com- prehensive income</u>	<u>Dividen/ Dividends</u>	<u>Saldo akhir/ Ending balance</u>	
Entitas asosiasi							Associates
Kepemilikan langsung:							<i>Direct ownership:</i>
PT Kawasan Industri Gresik	115,904	-	14,018	-	(1,996)	127,926	<i>PT Kawasan Industri Gresik</i>
PT Petronika	57,947	-	7,792	-	(9,436)	56,303	<i>PT Petronika</i>
PT Pupuk Indonesia Utilitas (dahulu PT Pupuk Indonesia Energi)	81,572	-	9,440	91	(3,573)	87,530	<i>PT Pupuk Indonesia Utilitas (previously PT Pupuk Indonesia Energi)</i>
PT Pupuk Indonesia Pangan	17,364	-	(778)	-	-	16,586	<i>PT Pupuk Indonesia Pangan</i>
Kepemilikan tidak langsung melalui entitas anak:							<i>Indirect ownership through subsidiaries:</i>
PT Petrokopindo Cipta Selaras	32,104	-	3,342	(8)	(1,306)	34,132	<i>PT Petrokopindo Cipta Selaras</i>
PT Aneka Jasa Ghradika	<u>281</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>281</u>	<i>PT Aneka Jasa Ghradika</i>
Sub jumlah	<u>305,172</u>	<u>-</u>	<u>33,814</u>	<u>83</u>	<u>(16,311)</u>	<u>322,758</u>	Sub total
Ventura bersama							Joint venture
PT Petro Jordan Abadi ("PJA")	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<i>PT Petro Jordan Abadi ("PJA")</i>
Jumlah	<u><u>305,172</u></u>	<u><u>-</u></u>	<u><u>33,814</u></u>	<u><u>83</u></u>	<u><u>(16,311)</u></u>	<u><u>322,758</u></u>	Total

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**8. INVESTASI PADA ENTITAS ASOSIASI DAN 8. INVESTMENT IN ASSOCIATES AND JOINT
VENTURA BERSAMA (lanjutan) VENTURE (continued)**

	2020						
	Saldo awal/ Beginning balance	Penam- bahan/ Additions	Bagian atas laba/ (rugi)/Share in profit/(loss)	Bagian atas penghasilan komprehensif lain/Share in other com- prehensive income	Dividen/ Dividends	Saldo akhir/ Ending balance	
Entitas asosiasi							Associates
Kepemilikan langsung:							<i>Direct ownership:</i>
PT Kawasan Industri Gresik	118,386	-	2,668	(71)	(5,079)	115,904	<i>PT Kawasan Industri Gresik</i>
PT Petronika	47,977	-	12,273	(46)	(2,257)	57,947	<i>PT Petronika</i>
PT Pupuk Indonesia Utilitas (dahulu PT Pupuk Indonesia Energi)	55,496	-	26,153	(77)	-	81,572	<i>PT Pupuk Indonesia Utilitas (previously PT Pupuk Indonesia Energi)</i>
PT Pupuk Indonesia Pangan	26,500	-	(9,136)	-	-	17,364	<i>PT Pupuk Indonesia Pangan</i>
Kepemilikan tidak langsung melalui entitas anak:							<i>Indirect ownership through subsidiaries:</i>
PT Petrokopindo Cipta Selaras	29,034	-	5,180	(724)	(1,386)	32,104	<i>PT Petrokopindo Cipta Selaras</i>
PT Aneka Jasa Ghradika	281	-	-	-	-	281	<i>PT Aneka Jasa Ghradika</i>
Sub jumlah	<u>277,674</u>	<u>-</u>	<u>37,138</u>	<u>(918)</u>	<u>(8,722)</u>	<u>305,172</u>	Sub total
Ventura bersama							Joint venture
PJA	-	-	-	-	-	-	<i>PJA</i>
Jumlah	<u>277,674</u>	<u>-</u>	<u>37,138</u>	<u>(918)</u>	<u>(8,722)</u>	<u>305,172</u>	Total

Berikut ini adalah ringkasan informasi keuangan entitas asosiasi pada 31 Desember 2021 dan 2020, yang dicatat dengan menggunakan metode ekuitas.

The following is a summary of financial information of associates as at 31 December 2021 and 2020, 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	Pendapatan/ Revenue	Laba/(rugi) tahun berjalan/ Profit/(loss) for the year	Penghasilan komprehensif lain/Other comprehensive income	Persentase kepemilikan/ Percentage of ownership
31 Desember/December 2021								
PT Kawasan Industri Gresik	95,472	384,495	73,519	40,944	102,891	40,051	-	35.00%
PT Petronika	248,785	197,622	120,839	44,053	973,221	48,418	-	20.00%
PT Pupuk Indonesia Utilitas (dahulu/previously PT Pupuk Indonesia Energi)	475,472	1,176,315	247,549	528,935	757,088	113,851	911	10.00%
PT Pupuk Indonesia Pangan	51,092	153,418	38,653	-	174,697	(7,780)	-	10.00%
PT Petrokopindo Cipta Selaras	147,897	170,279	142,638	63,441	531,426	11,230	(20)	29.75%
PT Aneka Jasa Ghradika	83,182	24,483	144,546	15,168	22,005	549	-	12.50%
31 Desember/December 2020								
PT Kawasan Industri Gresik	61,078	357,792	44,658	43,058	58,604	14,253	(204)	35.00%
PT Petronika	425,436	36,617	176,855	8,234	916,631	6,178	(231)	20.00%
PT Pupuk Indonesia Utilitas (dahulu/previously PT Pupuk Indonesia Energi)	474,147	1,179,054	212,771	624,715	936,341	128,214	(769)	10.00%
PT Pupuk Indonesia Pangan	33,019	154,005	12,476	911	166,655	(5,783)	-	10.00%
PT Petrokopindo Cipta Selaras	161,953	122,701	122,988	56,411	442,385	17,412	(2,433)	29.75%
PT Aneka Jasa Ghradika	79,758	92,088	181,268	51,219	269,569	3,010	(376)	12.50%

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9. ASET TETAP

9. FIXED ASSETS

	2021						
	Saldo awal/ Beginning Balance	Penam- bahan/ Additions	Pengu- rangan/ Deductions	Selisih peni- laian kembali/ Surplus on revaluation	Reklasifikasi/ Reclassifi- cations	Saldo akhir/ Ending balance	
Biaya perolehan Pemilik langsung							Acquisition cost Directly owned
Tanah	8,360,225	-	-	-	-	8,360,225	Land
Bangunan	3,220,474	465	-	-	45,973	3,266,912	Buildings
Mesin dan peralatan	16,797,183	63,639	(139,227)	-	765,154	17,486,749	Machinery and equipments
Kendaraan dan alat berat	117,351	1,595	(7,100)	-	577	112,423	Vehicles and heavy equipments
Inventaris kantor dan rumah	125,134	11,541	(43)	-	34,517	171,149	Office supplies and housing
Suku cadang penyangga	22,236	-	(534)	-	-	21,702	Supporting spareparts
Sub jumlah	28,642,603	77,240	(146,904)	-	846,221	29,419,160	Sub total
Aset hak guna							Right-of-use assets
Tanah	24,107	18,204	-	-	351,443	393,754	Land
Bangunan	98,651	47,662	(533)	-	-	145,780	Buildings
Mesin dan peralatan	1,834,342	-	-	-	-	1,834,342	Machinery and equipments
Kendaraan dan alat berat	111,497	22,114	(8,524)	-	-	125,087	Vehicles and heavy equipments
Peralatan kantor	1,884	-	(1,021)	-	-	863	Office equipments
Sub jumlah	2,070,481	87,980	(10,078)	-	351,443	2,499,826	Sub total
Aset dalam penyelesaian	938,064	939,506	-	-	(1,205,409)	672,161	Construction in progress
Sub jumlah	31,651,148	1,104,726	(156,982)	-	(7,745)	32,591,147	Sub total
Akumulasi penyusutan Pemilik langsung							Accumulated depreciation Directly owned
Bangunan	1,138,084	141,112	-	-	-	1,279,196	Buildings
Mesin dan peralatan	5,359,753	934,925	(139,227)	-	-	6,155,451	Machinery and equipments
Kendaraan dan alat berat	76,431	11,641	(7,100)	-	-	80,972	Vehicles and heavy equipments
Inventaris kantor dan rumah	94,620	14,100	(43)	-	-	108,677	Office supplies and housing
Suku cadang penyangga	22,234	-	(534)	-	-	21,700	Supporting spareparts
Sub jumlah	6,691,122	1,101,778	(146,904)	-	-	7,645,996	Sub total
Aset hak guna							Right-of-use assets
Tanah	3,187	12,930	-	-	-	16,117	Land
Bangunan	27,836	73,839	(356)	-	-	101,319	Buildings
Mesin dan peralatan	101,988	99,037	-	-	-	201,025	Machinery and equipments
Kendaraan dan alat berat	33,106	38,872	(8,070)	-	-	63,908	Vehicles and heavy equipments
Peralatan kantor	738	659	(1,021)	-	-	376	Office equipments
Sub jumlah	166,855	225,337	(9,447)	-	-	382,745	Sub total
Sub jumlah	6,857,977	1,327,115	(156,351)	-	-	8,028,741	Sub total
Nilai buku - bersih	24,793,171					24,562,406	Book value - net

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9. ASET TETAP (lanjutan)

9. FIXED ASSETS (continued)

	2020						
	Saldo awal/ <i>Beginning Balance</i>	Penam- bahan/ <i>Additions</i>	Pengu- rangan/ <i>Deductions</i>	Selisih peni- laian kembali/ <i>Surplus on revaluation</i>	Reklasifikasi/ <i>Reclassifi- cations</i>	Saldo akhir/ <i>Ending balance</i>	
Biaya perolehan Pemilik langsung							Acquisition cost Directly owned
Tanah	8,360,225	-	-	-	-	8,360,225	Land
Bangunan	2,873,506	4,121	(3,357)	-	346,204	3,220,474	Buildings
Mesin dan peralatan	15,809,320	31,934	(241,051)	-	1,196,980	16,797,183	Machinery and equipments Vehicles and heavy equipments
Kendaraan dan alat berat	120,874	5,394	(9,036)	-	119	117,351	Office supplies and housing Supporting spareparts
Inventaris kantor dan rumah	127,869	7,874	(13,822)	-	3,213	125,134	
Suku cadang penyangga	23,201	-	(965)	-	-	22,236	
Sub jumlah	<u>27,314,995</u>	<u>49,323</u>	<u>(268,231)</u>	<u>-</u>	<u>1,546,516</u>	<u>28,642,603</u>	Sub total
Aset hak guna							Right-of-use assets
Tanah	23,035	1,072	-	-	-	24,107	Land
Bangunan	-	98,651	-	-	-	98,651	Buildings
Mesin dan peralatan	1,834,342	-	-	-	-	1,834,342	Machinery and equipments Vehicles and heavy equipments
Kendaraan dan alat berat	61,798	49,699	-	-	-	111,497	Office equipments
Peralatan kantor	1,884	-	-	-	-	1,884	
Sub jumlah	<u>1,921,059</u>	<u>149,422</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,070,481</u>	Sub total
Aset dalam penyelesaian	1,932,086	565,104	-	-	(1,559,126)	938,064	Construction in progress
Sub jumlah	<u>31,168,140</u>	<u>763,849</u>	<u>(268,231)</u>	<u>-</u>	<u>(12,610)</u>	<u>31,651,148</u>	Sub total
Akumulasi penyusutan Pemilik langsung							Accumulated depreciation Directly owned
Bangunan	1,007,647	133,794	(3,357)	-	-	1,138,084	Buildings
Mesin dan peralatan	4,719,982	880,822	(241,051)	-	-	5,359,753	Machinery and equipments Vehicles and heavy equipments
Kendaraan dan alat berat	73,680	11,787	(9,036)	-	-	76,431	Office supplies and housing Supporting spareparts
Inventaris kantor dan rumah	95,270	13,172	(13,822)	-	-	94,620	
Suku cadang penyangga	23,199	-	(965)	-	-	22,234	
Sub jumlah	<u>5,919,778</u>	<u>1,039,575</u>	<u>(268,231)</u>	<u>-</u>	<u>-</u>	<u>6,691,122</u>	Sub total
Aset hak guna							Right-of-use assets
Tanah	-	3,187	-	-	-	3,187	Land
Bangunan	-	27,836	-	-	-	27,836	Buildings
Mesin dan peralatan	-	101,988	-	-	-	101,988	Machinery and equipments Vehicles and heavy equipments
Kendaraan dan alat berat	-	33,106	-	-	-	33,106	Office equipments
Peralatan kantor	-	738	-	-	-	738	
Sub jumlah	<u>-</u>	<u>166,855</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>166,855</u>	Sub total
Sub jumlah	<u>5,919,778</u>	<u>1,206,430</u>	<u>(268,231)</u>	<u>-</u>	<u>-</u>	<u>6,857,977</u>	Sub total
Nilai buku - bersih	<u>25,248,362</u>					<u>24,793,171</u>	Book value - net

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9. ASET TETAP (lanjutan)

Alokasi beban penyusutan untuk tahun-tahun yang berakhir pada 31 Desember 2021 dan 2020 adalah sebagai berikut:

	<u>2021</u>	<u>2020</u>
Beban pokok penjualan (Catatan 21)	1,196,446	1,117,284
Beban penjualan (Catatan 22)	102,345	55,102
Beban umum dan administrasi (Catatan 23)	<u>28,324</u>	<u>34,044</u>
Jumlah	<u><u>1,327,115</u></u>	<u><u>1,206,430</u></u>

Pada tanggal 31 Desember 2021, seluruh aset tetap, kecuali tanah, telah diasuransikan pada PT Asuransi Jasa Indonesia dengan nilai pertanggungan sebesar Rp11.208.184 (2020: Rp10.551.262) terhadap risiko kebakaran dan risiko lainnya.

Aset tetap Grup digunakan sebagai jaminan atas pinjaman bank (Catatan 10 dan 15).

Pada tanggal 31 Desember 2021 dan 2020, manajemen Grup berpendapat bahwa tidak ada indikasi penurunan nilai aset tetap.

Nilai revaluasi dilakukan atas dasar penilaian dari beberapa Kantor Jasa Penilai Publik ("KJPP") sebagai berikut:

<u>Entitas/ Entity</u>	<u>Nama KJPP/ KJPP name</u>	<u>Nomor laporan/ Report number</u>	<u>Tanggal laporan/ Report date</u>	<u>Tanggal penilaian/ Valuation date</u>
PKG	KJPP Toha, Okky, Heru dan Rekan (TOHR)	No. 00214/2.0014-01/PI/04/0083/1/X/2019	31 Oktober/ October 2019	20 Oktober/ October 2019
PSG	KJPP Toha, Okky, Heru dan Rekan (TOHR)	No. 00253/2.0014-01/PI/04/0083/1/XII/2019	16 Desember/ December 2019	19 November/ November 2019
PKY	KJPP Toha, Okky, Heru dan Rekan (TOHR)	No. 00267/2.0014-01/PI/04/0083/1/XII/2019	30 Desember/ December 2019	12 Desember/ December 2019

Adapun Standar Penilaian yang digunakan adalah Standar Penilaian Indonesia edisi VI - 2015, dengan menggunakan pendekatan pasar. Pendekatan ini mempertimbangkan penjualan dari aset sejenis atau pengganti dan data pasar yang terkait, serta menghasilkan estimasi nilai melalui proses perbandingan. Pada dasarnya, properti yang dinilai (objek 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.

9. FIXED ASSETS (continued)

The allocation of depreciation expenses for the years ended 31 December 2021 and 2020 is as follows:

Cost of sales (Note 21)
Selling expenses (Note 22)
General and administrative expenses (Note 23)

Total

On 31 December 2021, all fixed assets, except land, are insured to PT Asuransi Jasa Indonesia with the sum insured of Rp11,208,184 (2020: Rp10,551,262) against fire and other risks.

The Group's fixed assets are used as collateral for bank loans (Note 10 and 15).

As at 31 December 2021 and 2020, the Group's management is of the opinion that there was no indication of impairment in the fixed assets value.

Revaluation amount was carried by several Independent Public Appraisers ("KJPP") as follows:

The Valuation Assessment Standards used is Indonesian Appraisal Standards VI edition - 2015, using the market approach. This approach considers the sales of similar assets or replacement assets and related market information, which provides value estimation by a comparison process. Basically, the properties being valued (valuation object) are properties that are compared to other similar properties, that have either been transacted or offered for sale in a sales transaction.

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9. ASET TETAP (lanjutan)

Pada tanggal 31 Desember 2021, Grup meyakini bahwa tidak ada perubahan yang signifikan atas nilai wajar aset tetap dibandingkan dengan saldo revaluasi tahun sebelumnya.

Secara total, kenaikan nilai tercatat yang timbul dari revaluasi aset tanah dicatat sebagai "Cadangan revaluasi aset" sebesar Rp8.249.405 pada tanggal 31 Desember 2021. Pada tanggal 31 Desember 2021, nilai tercatat tanah apabila menggunakan model biaya adalah sebesar Rp110.820.

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 2021 dan 2020, tidak terdapat perubahan hierarki nilai wajar.

Tidak ada perbedaan yang signifikan antara nilai wajar dan nilai tercatat aset tetap selain tanah.

Selama tahun 2021, Grup telah mengkapitalisasi biaya pinjaman sebesar Rp1.442 atas proyek Reklamasi Tahap V dan selama tahun 2020 sebesar Rp3.068 atas proyek *conveying system* dan *ship loader*. Biaya pinjaman dikapitalisasi pada tingkat bunga rata-rata tertimbang dari pinjaman umum yaitu sebesar 6,20% dan 6,36%.

Pada tahun 2021, Grup melakukan reklasifikasi aset dalam penyelesaian sebesar Rp7.745 (2020: Rp12.610) ke aset tidak lancar lainnya.

Rincian aset dalam penyelesaian per 31 Desember 2021 terdiri dari bangunan, prasarana, pabrik dan peralatan dengan persentase penyelesaian antara 1% - 99%. Aset-aset tersebut diestimasi akan selesai pada tahun 2022-2023.

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.

9. FIXED ASSETS (continued)

As at 31 December 2021, the Group believes that there was no significant changes in fair value of fixed assets compared to the previous year revaluated balance.

In total, the increase in carrying amounts of the class of revalued assets is recorded as "Asset revaluation reserve" amounting to Rp8,249,405 as at 31 December 2021. As at 31 December 2021, carrying value of land using cost model amounting to Rp110,820.

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 2021 and 2020, there are no change in fair value hierarchy.

There is no significant difference between the fair value and carrying amount of fixed assets other than land.

During 2021, the Group has capitalised borrowing costs amounting to Rp1,442 of Reclamation Stage V project and during 2020 amounting to Rp3,068 of conveying system and ship loader project. The borrowing costs were capitalised at the weighted average rate of its general borrowings of 6.20% and 6.36%, respectively.

In 2021, the Group reclassified assets in progress amounting to Rp7,745 (2020: Rp12,610) to other non-current assets.

Details of construction in progress as of 31 December 2021 comprised of building, infrastructure, plants and equipments with percentage of completion ranging from 1% - 99%. These assets are estimated to be completed in 2022-2023.

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.

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10. PINJAMAN BANK JANGKA PENDEK

10. SHORT-TERM BANK LOANS

	<u>2021</u>	<u>2020</u>
Rupiah		
Pihak berelasi (Catatan 26)		
PT Bank Rakyat Indonesia Persero (Tbk)	1,341,514	89,208
PT Bank Negara Indonesia Persero (Tbk)	-	577,140
PT Bank Mandiri (Persero) Tbk	-	330,000
	<u>1,341,514</u>	<u>996,348</u>

	<u>2021</u>	<u>2020</u>
Rupiah		
Related parties (Note 26)		
PT Bank Rakyat Indonesia Persero (Tbk)	89,208	89,208
PT Bank Negara Indonesia Persero (Tbk)	577,140	577,140
PT Bank Mandiri (Persero) Tbk	330,000	330,000

Pihak ketiga		
PT Bank Pan Indonesia Tbk	646,199	647,464
PT Bank DKI	414,500	89,467
PT Bank BTPN Tbk	400,000	300,000
PT Bank DBS Indonesia	200,000	549,000
MUFG Bank, Ltd	200,000	-
PT Bank OCBC NISP Tbk	149,208	28,765
PT Bank UOB Indonesia	133,732	203,099
PT Bank CIMB Niaga Tbk	57,699	25,000
PT Bank CTBC Indonesia	49,500	100,000
PT Bank ICBC Indonesia	-	82,358
Standard Chartered Bank	-	550,000
Bank of China	-	60,770
	<u>2,250,838</u>	<u>2,635,923</u>

Third parties		
PT Bank Pan Indonesia Tbk	647,464	647,464
PT Bank DKI	89,467	89,467
PT Bank BTPN Tbk	300,000	300,000
PT Bank DBS Indonesia	549,000	549,000
MUFG Bank, Ltd	-	-
PT Bank OCBC NISP Tbk	28,765	28,765
PT Bank UOB Indonesia	203,099	203,099
PT Bank CIMB Niaga Tbk	25,000	25,000
PT Bank CTBC Indonesia	100,000	100,000
PT Bank ICBC Indonesia	82,358	82,358
Standard Chartered Bank	550,000	550,000
Bank of China	60,770	60,770

Jumlah pinjaman bank jangka pendek saldo Rupiah	<u>3,592,352</u>	<u>3,632,271</u>
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Total short-term bank loan in Rupiah amount

	<u>2021</u>	<u>2020</u>
USD		
Pihak berelasi (Catatan 26)		
PT Bank Rakyat Indonesia Persero (Tbk)	-	30,501
Pihak ketiga		
PT Bank Pan Indonesia Tbk	12,786	92,513
PT Bank OCBC NISP Tbk	-	91,862
PT Bank ICBC Indonesia	-	4,410
	<u>12,786</u>	<u>188,785</u>

USD		
Related parties (Note 26)		
PT Bank Rakyat Indonesia Persero (Tbk)	30,501	30,501

Third parties		
PT Bank Pan Indonesia Tbk	92,513	92,513
PT Bank OCBC NISP Tbk	91,862	91,862
PT Bank ICBC Indonesia	4,410	4,410

Jumlah pinjaman bank jangka pendek saldo USD	<u>12,786</u>	<u>219,286</u>
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Total short-term bank loan in USD amount

Jumlah	<u>3,605,138</u>	<u>3,851,557</u>
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Total

Rincian pinjaman bank jangka pendek berdasarkan mata uang adalah sebagai berikut:

Details of short-term bank loans based on currencies are as follows:

	<u>2021</u>	<u>2020</u>
Rupiah	3,592,352	3,632,271
USD	12,786	219,286
Total	<u>3,605,138</u>	<u>3,851,557</u>

Rupiah
USD

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 2021 adalah sebagai berikut:

Other significant information related to short-term bank loans as at 31 December 2021 is as follows:

Kreditur/ Creditor	Entitas/ Entity	Jenis fasilitas/ Facility type	Jumlah fasilitas/ Facility amount	Jatuh tempo/ Due date	Saldo terutang/ Outstanding balance	Suku bunga pertahun/ Annual interest rate	Jaminan/ Collateral
PT Bank Rakyat Indonesia (Persero) Tbk	PKG	Kredit modal kerja/ Working capital loan	Rp1,325,000	31 Maret/March 2022*)	Rp1,239,000	JIBOR + 2%	Piutang subsidi dan persediaan/Subsidy receivables and inventories
	PSG	Letter of credit	Rp100,000	31 Oktober/ October 2022	Rp81,757	9.50%	Piutang usaha dan persediaan/Trade receivables and inventories
	PSG	Kredit modal kerja/ Working capital loan	Rp120,000	31 Oktober/ October 2022	Rp20,757	9.50%	Piutang usaha dan persediaan/Trade receivables and inventories
PT Bank DKI	PKG	Kredit modal kerja/ Working capital loan	Rp600,000	21 Desember/ December 2022	Rp120,000	Ditentukan setiap penarikan/ Determined on each withdrawal	Piutang usaha dan persediaan/Trade receivables and inventories
	PSG	Kredit modal kerja/ Working capital loan	Rp200,000	21 Desember/ December 2022	Rp200,000	8.50%	Persediaan dan piutang usaha/Inventories and trade receivables
	PSG	Kredit modal kerja/ Working capital loan	Rp90,000	21 Desember/ December 2022	Rp89,750	9.50%	Persediaan dan piutang usaha/Inventories and trade receivables
	PSG	Cash collateral	Rp4,750	31 Maret/March 2023	Rp4,750	3.00%	Persediaan dan piutang usaha/Inventories and trade receivables
PT Bank Pan Indonesia Tbk	PKG	Money market dan/and Letter of credit	Rp2,000,000	30 Juli/July 2022	Rp530,000	Ditentukan setiap penarikan/Determined on each withdrawal	Tanpa jaminan/Clean basis
	PSG	Letter of credit	USD18,000,000	25 Maret/March 2022*)	Rp46,304	Rp 9.50% dan/ and USD 5.50%	Piutang usaha dan persediaan/Trade receivables and inventories
	PSG	Letter of credit	Rp100,000	25 Maret/March 2022*)	Rp82,681	9.50%	Piutang usaha dan persediaan/Trade receivables and inventories
PT Bank DBS Indonesia	PKG	Kredit modal kerja/ Working capital loan	USD50,000,000	31 Mei/May 2022	Rp200,000	Ditentukan setiap penarikan/Determined on each withdrawal	Tanah, piutang usaha dan persediaan/Land, trade receivables and inventories
PT Bank OCBC NISP Tbk	PKY	Demand loan	Rp85,000	20 Maret/March 2022*)	Rp25,000	9.00%	Piutang usaha dan persediaan/Trade receivables and inventories
	PKY	Letter of credit	USD10,000,000	20 Maret/March 2022*)	Rp124,208	4.25%	Piutang usaha dan persediaan/Trade receivables and inventories
PT Bank CIMB Niaga Tbk	PKY	Letter of credit	Rp70,000	13 Maret/ March 2022*)	Rp57,699	8.00%	Piutang usaha dan persediaan/Trade receivables and inventories
PT Bank CTBC Indonesia	PSG	Omnibus line	Rp100,000	27 Desember/ December 2022	Rp49,500	7.75%	Piutang usaha dan persediaan/Trade receivables and inventories
MUFG Bank, Ltd	PKG	Kredit modal kerja/ Working capital loan	Rp2,000,000	29 November 2022	Rp200,000	Rp JIBOR + margin; USD LIBOR + 1.50%	Tanpa jaminan/Clean basis
PT Bank BTPN Tbk	PKG	Revolving loan	Rp3,990,000	31 Oktober/ October 2022	Rp400,000	Rp JIBOR + 1.60%; USD LIBOR + 1.50%	Tanpa jaminan/Clean basis
PT Bank UOB Indonesia	PKY	Letter of credit	Rp70,000	15 September 2022	Rp28,132	Cost of fund + 3.25%	Piutang usaha dan persediaan/Trade receivables and inventories
	PSG	Letter of credit	USD15,000,000	31 Agustus/ August 2022	Rp105,600	JIBOR + 4.25%	Piutang usaha dan persediaan/Trade receivables and inventories
				Total	<u>Rp3,605,138</u>		

*) Masih dalam proses perpanjangan (lihat Catatan 35)/
Still in the process of being extended (refer to Note 35)

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10. PINJAMAN BANK JANGKA PENDEK (lanjutan)

Grup diharuskan untuk memenuhi beberapa persyaratan dan ketentuan mengenai Anggaran Dasar, kegiatan usaha, dividen, aksi korporasi, kegiatan pembiayaan, dan lainnya.

Sesuai dengan perjanjian pinjaman bank, Grup diwajibkan memenuhi kewajiban-kewajiban tertentu seperti batasan rasio keuangan.

Pada tanggal 31 Desember 2021, Perusahaan dan PKY telah memenuhi persyaratan rasio keuangan, namun terdapat beberapa batasan-batasan yang diwajibkan dalam perjanjian pinjaman dimana tidak dapat dipenuhi oleh PSG sebagai berikut:

<u>Entitas/ Entity</u>	<u>Indikator keuangan/ Financial Indicator</u>	<u>Kreditur/ Creditor</u>	<u>Jenis fasilitas/ Facility type</u>	<u>Saldo pinjaman/ Outstanding amount</u>
PSG	<i>Debt to sales ratio, DSCR</i>	PT CTBC Bank Indonesia	Pendanaan jangka pendek/Short-term funding	Rp49,500
PSG	<i>Debt to equity ratio, DSCR, Current ratio</i>	PT Bank DKI	Pendanaan jangka panjang/Long-term funding	Rp294,500
PSG	<i>Current ratio, Debt to equity ratio, DSCR</i>	PT Bank Pan Indonesia Tbk	Pendanaan jangka pendek/Short-term funding	Rp128,985
PSG	<i>Debt to sales ratio, DSCR</i>	PT Bank UOB Indonesia	Pendanaan jangka pendek/Short-term funding	Rp105,600

Pada tanggal penerbitan laporan keuangan konsolidasian ini, PSG telah memperoleh surat dari bank perihal penerimaan informasi terkait dengan tidak terpenuhinya persyaratan rasio keuangan, dimana bank-bank tersebut memberikan informasi bahwa jatuh tempo pinjaman jangka pendek bersangkutan akan tetap mengacu pada jatuh tempo sesuai dengan perjanjian kredit.

Jumlah biaya keuangan dari pinjaman bank jangka pendek ini selama tahun 2021 adalah sebesar Rp372.506 (2020: Rp604.578).

10. SHORT-TERM BANK LOANS (continued)

The Group is required to comply with certain terms and conditions in relation to its Articles of Association, the nature of the business, dividends, corporate actions, financing activities and other matters.

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 2021, the Company and PKY have complied with the financial ratio requirements, however, there are several covenants required in the loan agreement which PSG cannot fulfil as follows:

On the issuance date of these consolidated financial statements, PSG has obtained letters from the bank regarding receipt of information related to the non-fulfilment of the financial ratio requirements, in which the banks provide information that the maturity of the short-term loan will continue to refer to the maturity in accordance with the credit agreement.

Total finance costs from these short term bank loans for the year 2021 amounted to Rp372,506 (2020: Rp604,578).

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11. UTANG USAHA

11. TRADE PAYABLES

	2021	2020	
Pihak berelasi (Catatan 26)	637,267	602,170	<i>Related parties (Note 26)</i>
Pihak ketiga	2,732,805	320,457	<i>Third parties</i>
Jumlah	3,370,072	922,627	Total

Rincian utang usaha berdasarkan mata uang adalah sebagai berikut:

The details of trade payables based on currencies are as follows:

	2021	2020	
Rupiah	2,273,892	789,446	<i>Rupiah</i>
USD	1,083,288	108,189	<i>USD</i>
JPY	10,550	22,752	<i>JPY</i>
EUR	2,321	2,218	<i>EUR</i>
SGD	21	22	<i>SGD</i>
Jumlah	3,370,072	922,627	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 dimuka

a. Prepaid taxes

	2021	2020	
Pajak penghasilan badan:			<i>Corporate income tax:</i>
Pasal 28a tahun 2021	3,801	-	<i>Article 28a year 2021</i>
Pasal 28a tahun 2020	286,345	286,633	<i>Article 28a year 2020</i>
Pasal 28a tahun 2019	-	518,079	<i>Article 28a year 2019</i>
Jumlah	290,146	804,712	Total
Pajak lain-lain:			<i>Other taxes:</i>
Pembayaran surat ketetapan pajak kurang bayar ("SKPKB") dalam proses keberatan	95,125	88,368	<i>Payment of underpayment tax assessment letter ("SKPKB") in the objection process</i>
PPN	1,005,501	1,034,897	<i>VAT</i>
Jumlah	1,390,772	1,927,977	Total
Dikurangi bagian lancar	(748,158)	(1,563,987)	Less current portion
Bagian tidak lancar	642,614	363,990	Non-current portion

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12. PERPAJAKAN (lanjutan)

12. TAXATION (continued)

b. Utang pajak

b. Taxes payable

	<u>2021</u>	<u>2020</u>	
Pajak penghasilan badan:			<i>Corporate income tax:</i>
Pasal 25	1,802	8,453	<i>Article 25</i>
Pasal 29	<u>11,918</u>	<u>11,714</u>	<i>Article 29</i>
	<u>13,720</u>	<u>20,167</u>	
 Pajak lain-lain:			 <i>Other taxes:</i>
PPN Wapu	66,813	106,264	<i>VAT Wapu</i>
Pasal 21	36,001	129,284	<i>Article 21</i>
Pasal 22	11,990	6,648	<i>Article 22</i>
Pasal 23/26	7,703	7,669	<i>Article 23/26</i>
PPN Keluaran	3,527	1,531	<i>VAT Out</i>
Pasal 4(2)	759	1,020	<i>Article 4(2)</i>
Pasal 15	<u>340</u>	<u>157</u>	<i>Article 15</i>
	<u>127,133</u>	<u>252,573</u>	
 Jumlah	 <u>140,853</u>	 <u>272,740</u>	 Total

c. Beban pajak penghasilan

c. Income tax expenses

	<u>2021</u>	<u>2020</u>	
Pajak kini	462,069	177,206	<i>Current tax</i>
Pajak tangguhan	156,813	132,939	<i>Deferred tax</i>
Penyesuaian beban pajak tahun sebelumnya	<u>35,227</u>	<u>-</u>	<i>Adjustment in respect of prior years</i>
 Jumlah	 <u>654,109</u>	 <u>310,145</u>	 Total

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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:

	2021	2020	
Laba sebelum pajak penghasilan konsolidasian	2,594,799	1,726,357	<i>Consolidated profit before income tax</i>
Laba sebelum pajak penghasilan entitas anak	(144,569)	(106,417)	<i>Profit before income tax of subsidiaries</i>
Disesuaikan dengan jurnal eliminasi konsolidasian	21,058	18,337	<i>Adjusted for consolidated elimination</i>
Laba sebelum pajak penghasilan - Perusahaan	<u>2,471,288</u>	<u>1,638,277</u>	<i>Profit before income tax - the Company</i>
Perbedaan temporer			<i>Temporary differences</i>
Provisi penurunan nilai piutang	703	(25,517)	<i>Provision for impairment of receivable</i>
Imbalan kerja	(230,824)	(422,655)	<i>Employee benefits</i>
Provisi penurunan nilai persediaan	(818)	75,971	<i>Provision for impairment of inventories</i>
Akrual bonus dan insentif	37,313	8,279	<i>Bonus and incentive accrual</i>
Selisih penyusutan aset tetap komersial dan fiskal	(397,449)	(573,372)	<i>Difference between commercial and fiscal depreciation</i>
Aset hak-guna	41,380	(59,604)	<i>Right-of-use assets</i>
Perbedaan tetap			<i>Permanent differences</i>
Penghasilan yang telah dikenakan pajak final	(93,023)	(91,304)	<i>Income subject to final tax</i>
Beban yang tidak dapat dikurangkan menurut pajak	<u>139,757</u>	<u>138,623</u>	<i>Non-deductible expenses</i>
Laba kena pajak Perusahaan tahun berjalan	<u><u>1,968,327</u></u>	<u><u>688,698</u></u>	<i>The Company's taxable income for the year</i>
Beban pajak kini - Perusahaan	<u>433,032</u>	<u>151,514</u>	<i>Current tax expenses - the Company</i>
Dikurangi pembayaran pajak dimuka:			<i>Less prepayment of taxes:</i>
Pasal 22	(292,044)	(194,484)	<i>Article 22</i>
Pasal 23	(3,065)	(1,346)	<i>Article 23</i>
Pasal 25	<u>(128,740)</u>	<u>(237,571)</u>	<i>Article 25</i>
Pajak penghasilan kurang/ (lebih) bayar - Perusahaan	<u>9,183</u>	<u>(281,887)</u>	<i>Under/(overpayment) of income tax - the Company</i>
Beban pajak kini - Entitas anak	<u>29,037</u>	<u>25,692</u>	<i>Current tax expenses - Subsidiaries</i>
Dikurangi pembayaran pajak dimuka - Entitas anak	<u>(30,103)</u>	<u>(18,724)</u>	<i>Less prepayment of taxes - Subsidiaries</i>
Pajak penghasilan (lebih)/kurang bayar - Entitas anak	<u><u>(1,066)</u></u>	<u><u>6,968</u></u>	<i>(Over)/underpayment 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:

	2021	2020	
Laba konsolidasian sebelum pajak penghasilan	2,594,799	1,726,357	<i>Consolidated profit before income tax</i>
Pajak penghasilan dihitung dengan tarif pajak efektif	570,855	379,799	<i>Tax calculated at effective tax rates</i>
Beban yang tidak dapat dikurangkan menurut pajak	37,765	41,084	<i>Non deductible-expenses</i>
Penghasilan yang telah dikenakan kena pajak final	(15,997)	(16,234)	<i>Income subject to final income tax</i>
Penyesuaian tahun sebelumnya	35,227	-	<i>Adjustment in respect of prior years</i>
Penyesuaian akibat perubahan tarif pajak	26,259	(94,504)	<i>Adjustment due to changes in tax rate</i>
Jumlah beban pajak penghasilan konsolidasian	654,109	310,145	Consolidated income tax expenses

d. Perubahan tarif pajak

d. Tax rate changes

Berdasarkan UU No. 7/2021 tentang Harmonisasi Peraturan Perpajakan, Pemerintah Indonesia mencabut penurunan tarif PPh badan sebelumnya dari 22% menjadi 20% pada tahun pajak 2022 yang sebelumnya diatur dalam UU No. 2/2020, sehingga kini tarif PPh badan akan tetap sebesar 22%.

Based on Law No. 7/2021 regarding the Harmonisation of Tax Regulations, the Government of Indonesia revoked the previous reduction in the corporate income tax rate from 22% to 20% in the 2022 tax year which was previously regulated in Law No. 2/2020, thus the corporate income tax rate will remain at 22%.

Aset dan kewajiban pajak tangguhan per 31 Desember 2021 telah dihitung dengan memperhitungkan tarif pajak yang diharapkan berlaku pada saat realisasi.

Deferred tax assets and liabilities as at 31 December 2021 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 2021	Dikreditkan/ (dibebankan) ke laba rugi/ Credited/ (charged) to profit or loss	Dikreditkan ke penghasilan komprehensif lain/ Credited to other com- prehensive income	Penyesuaian tarif pajak/ Tax rate adjustment	31 Desember/ December 2021	
Perusahaan						The Company
Provisi penurunan nilai piutang	37,511	155	-	3,751	41,417	Provision for impairment of receivables
Imbalan kerja	111,902	(50,781)	24,434	(7,974)	77,581	Employee benefits
Selisih nilai buku bersih aset tetap komersil dan fiskal	(265,427)	(87,439)	-	(26,728)	(379,594)	Difference between commercial and fiscal net book value fixed assets
Akrual bonus dan insentif	50,652	8,209	-	-	58,861	Bonus and incentive accrual
Aset hak guna	(9,630)	9,103	-	(958)	(1,485)	Right-of-use assets
Lain-lain	146	(180)	-	(2,534)	(2,568)	Others
	<u>(74,846)</u>	<u>(120,933)</u>	<u>24,434</u>	<u>(34,443)</u>	<u>(205,788)</u>	
Entitas anak						Subsidiaries
Aset pajak tangguhan entitas anak - bersih	74,449	(9,621)	114	8,184	73,126	Deferred tax assets of the subsidiaries - net
Jumlah	<u>(397)</u>	<u>(130,554)</u>	<u>24,548</u>	<u>(26,259)</u>	<u>(132,662)</u>	Total

	1 Januari/ January 2020	Dikreditkan/ (dibebankan) ke laba rugi/ Credited/ (charged) to profit or loss	Dikreditkan ke penghasilan komprehensif lain/ Credited to other com- prehensive income	Penyesuaian tarif pajak/ Tax rate adjustment	31 Desember/ December 2020	
Perusahaan						The Company
Provisi penurunan nilai piutang	47,030	(5,614)	-	(3,905)	37,511	Provision for impairment of receivables
Imbalan kerja	188,704	(92,984)	8,926	7,256	111,902	Employee benefits
Selisih nilai buku bersih aset tetap komersil dan fiskal	(214,617)	(126,142)	-	75,332	(265,427)	Difference between commercial and fiscal net book value fixed assets
Akrual bonus dan insentif	55,490	1,821	-	(6,659)	50,652	Bonus and incentive accrual
Aset hak guna	-	(13,113)	-	3,483	(9,630)	Right-of-use assets
Lain-lain	(21,706)	16,714	-	5,138	146	Others
	<u>54,901</u>	<u>(219,318)</u>	<u>8,926</u>	<u>80,645</u>	<u>(74,846)</u>	
Entitas anak						Subsidiaries
Aset pajak tangguhan entitas anak - bersih	68,603	(8,125)	112	13,859	74,449	Deferred tax assets of the subsidiaries - net
Jumlah	<u>123,504</u>	<u>(227,443)</u>	<u>9,038</u>	<u>94,504</u>	<u>(397)</u>	Total

f. Administrasi

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 terutang pajak.

f. Administration

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.

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12. PERPAJAKAN (lanjutan)

g. Surat ketetapan pajak

Perusahaan

Tahun pajak 2017

Pada bulan Agustus 2019, Perusahaan menerima SKPKB atas PPh 21 tahun 2017 sebesar Rp62.360 dan 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.

Pada bulan Desember 2020, Perusahaan telah mengajukan banding ke Pengadilan Pajak atas jumlah Rp51.349. Sampai dengan tanggal laporan keuangan konsolidasian ini, Perusahaan masih menunggu keputusan banding atas PPh 21. Manajemen berkeyakinan bahwa Perusahaan memiliki posisi kuat untuk memperoleh kembali denda yang telah dibayarkan.

Tahun pajak 2019

Pada bulan Juni 2021, Perusahaan menerima surat keputusan lebih bayar atas pajak penghasilan badan 2019 dari Kantor Pajak sebesar Rp481.291 dari lebih bayar yang diklaim oleh Perusahaan sebesar Rp509.784. Pada 31 Juli 2021, Perusahaan telah mendapatkan pembayaran dari Kantor Pajak sebesar Rp481.291. Perusahaan menerima surat keputusan ini, dan selisih hasil surat keputusan lebih bayar dibandingkan dengan angka yang tercatat sebelumnya sebesar Rp28.493 telah dicatat sebagai penyesuaian beban pajak tahun sebelumnya di 2021.

12. TAXATION (continued)

g. Tax assessment letter

The Company

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 and 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.

In December 2020, the Company has submitted appeal to the Tax Court for the remaining amount of Rp51,349. Up to the date of these consolidated financial statements, the Company is still waiting for appeal decision on income tax article 21. Management believes that the Company has a strong position to recover the penalty fee.

Fiscal year 2019

In June 2021, the Company received tax audit result from the Tax Office confirming an overpayment of corporate income tax fiscal year 2019 amounted to Rp481,291, as opposed to the overpayment which were claimed by the Company of Rp509,784. On 31 July 2021, the Company has received this overpayment of Rp481,291. 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 Rp28,493 was recorded as adjustment in respect of prior year in 2021.

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12. PERPAJAKAN (lanjutan)

g. Surat ketetapan pajak (lanjutan)

Perusahaan (lanjutan)

Bea pabean tahun pajak 2020

Pada bulan Juni 2020, Perusahaan menerima Surat Penetapan Tarif dan Nilai Pabean ("SPTNP") sebagai hasil pemeriksaan terhadap bea cukai sebesar Rp28.381. 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 harga rata-rata.

Perusahaan menolak surat ketetapan tersebut dan mengajukan surat keberatan di bulan Agustus 2020 sebesar Rp28.381. Pada bulan Oktober 2020, Perusahaan menerima surat keputusan dari Direktorat Jenderal Bea dan Cukai yang telah menolak semua pengajuan banding Perusahaan untuk bea cukai.

Pada bulan November 2020, Perusahaan telah mengajukan surat banding. Sampai dengan tanggal laporan keuangan konsolidasian ini, Perusahaan masih menunggu keputusan banding untuk bea cukai. Atas keberatan ini, Perusahaan telah mencatat Rp2.373 sebagai biaya di tahun 2020. Manajemen berkeyakinan bahwa Perusahaan memiliki posisi kuat untuk memperoleh kembali denda yang telah dibayarkan.

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 harga rata-rata.

Pada bulan Juni 2021, Perusahaan telah mengajukan surat banding. Sampai dengan tanggal laporan keuangan konsolidasian ini, Perusahaan masih menunggu keputusan banding untuk bea cukai. Manajemen berkeyakinan bahwa Perusahaan memiliki posisi kuat untuk memperoleh kembali denda yang telah dibayarkan.

12. TAXATION (continued)

g. Tax assessment letter (continued)

The Company (continued)

Custom duty fiscal year 2020

In June 2020, the Company received customs stipulation letter ("SPTNP") as a result of review on customs duty amounted to Rp28,381. 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 goods from overseas with lower price than its average market price.

The Company disagreed with the assessment and submitted objection letter in August 2020 for Rp28,381. In October 2020, the Company received decision letter from Directorate General Customs and Excise which has rejected all of the Company's objections for customs duty.

In November 2020, the Company has submitted appeal letter. Up to the date of these consolidated financial statements, the Company is still waiting for appeal decision on customs duty. Related to this objection, the Company has recorded Rp2,373 as expenses in 2020. Management believes that the Company has a strong position to recover the penalty fee.

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 goods from overseas with lower price than its average market price.

In June 2021, the Company has submitted appeal letter. Up to the date of these consolidated financial statements, the Company is still waiting for appeal decision on customs duty. Management believes that the Company has a strong position to recover the penalty fee.

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12. PERPAJAKAN (lanjutan)

g. Surat ketetapan pajak (lanjutan)

Entitas anak

Pada bulan Mei 2021, PSG menerima surat ketetapan lebih bayar pajak badan untuk tahun pajak 2019 sebesar Rp8.295. Pada tanggal 24 Mei 2021, PSG telah menerima pembayaran dari Kantor Pajak.

12. TAXATION (continued)

g. Tax assessment letter (continued)

Subsidiaries

In May 2021, PSG received tax assessment confirming overpayment of corporate income tax for fiscal year 2019 amounting to Rp8,295. On 24 May 2021, PSG has received the payment from Tax Office.

13. BEBAN AKRUAL

13. ACCRUED EXPENSES

	<u>2021</u>	<u>2020</u>	
Pembelian material	795,800	791,129	Purchase of material
Ongkos angkut pembelian	366,314	308,823	Freight
Gas bumi	318,526	300,716	Natural gas
Pembangunan aset	173,440	102,757	Asset construction
Biaya bersama (Catatan 26)	50,290	-	Joint costs (Note 26)
Bunga pinjaman	23,494	49,777	Interest from loan
Insentif distributor	22,332	21,877	Distributor incentives
Sewa	10,443	6,134	Rent
Lain-lain	<u>108,371</u>	<u>45,939</u>	Others
Jumlah	<u><u>1,869,010</u></u>	<u><u>1,627,152</u></u>	Total

14. PINJAMAN JANGKA PANJANG DARI PEMEGANG SAHAM

14. LONG-TERM LOANS FROM SHAREHOLDER

	<u>2021</u>	<u>2020</u>	
Pinjaman dari pemegang saham	<u><u>3,321,510</u></u>	<u><u>811,510</u></u>	Loans from shareholder

Beberapa informasi lain yang signifikan terkait dengan pinjaman jangka panjang dari pemegang saham pada tanggal 31 Desember 2021 adalah sebagai berikut:

Other significant information related to long-term loans from shareholder as at 31 December 2021 is 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 pertahun/ Annual interest rate
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman 1/ Loan 1	Rp310,000	10 Maret/March 2024	5.6%
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman 2/ Loan 2	Rp1,500,000	10 Maret/March 2026	6.2%
PT Pupuk Indonesia (Persero)	PKG	2021	Pinjaman 3/ Loan 3	Rp700,000	10 Maret/March 2028	7.2%
PT Pupuk Indonesia (Persero)	PKG	2020	Pinjaman 1/ Loan 1	Rp550,000	3 September 2023	7.0%
PT Pupuk Indonesia (Persero)	PKG	2020	Pinjaman 2/ Loan 2	Rp261,510	3 September 2025	7.7%
			Total	<u><u>Rp3,321,510</u></u>		

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14. PINJAMAN JANGKA PANJANG DARI PEMEGANG SAHAM (lanjutan) **14. LONG-TERM LOAN FROM SHAREHOLDER (continued)**

Jumlah biaya keuangan dari pinjaman jangka panjang dari pemegang saham ini selama tahun 2021 adalah sebesar Rp178.365 (2020: Rp51.186).

Total finance costs from these long-term loan from shareholder for the year 2021 amounted to Rp178,365 (2020: Rp51.186).

15. PINJAMAN BANK JANGKA PANJANG

15. LONG-TERM BANK LOANS

	<u>2021</u>	<u>2020</u>	
Pihak berelasi (Catatan 26)			Related parties (Note 26)
<u>Kredit modal kerja jangka panjang</u>			<u>Long-term working capital loan</u>
PT Bank Mandiri (Persero) Tbk	2,500,000	3,000,000	PT Bank Mandiri (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk - Setelah dikurangi biaya keuangan yang belum diamortisasi Rp1.136	1,736,864	1,050,000	PT Bank Negara Indonesia (Persero) Tbk - Net with unamortised financing cost of Rp1,136
PT Bank Rakyat Indonesia (Persero) Tbk	-	1,255,864	PT Bank Rakyat Indonesia (Persero) Tbk
Sub jumlah	<u>4,236,864</u>	<u>5,305,864</u>	Sub total
<u>Kredit investasi ("KI")</u>			<u>Investment credit ("IC")</u>
PT Bank Negara Indonesia (Persero) Tbk Proyek Amurea II	-	1,791,776	PT Bank Negara Indonesia (Persero) Tbk Amurea II Project
Pihak ketiga			Third parties
<u>Kredit modal kerja jangka panjang</u>			<u>Long-term working capital loan</u>
PT Bank Central Asia Tbk - Setelah dikurangi biaya keuangan yang belum diamortisasi sebesar Rp228	1,799,772	1,800,000	PT Bank Central Asia Tbk - Net with unamortised financing cost of Rp228
PT Bank DKI - Setelah dikurangi biaya keuangan yang belum diamortisasi sebesar Rp146	899,854	1,140,000	PT Bank DKI - Net with unamortised financing cost of Rp146
PT Bank BTPN Tbk	826,000	1,000,000	PT Bank BTPN Tbk
Sub jumlah	<u>3,525,626</u>	<u>3,940,000</u>	Sub total
PT Bank BTPN Tbk Proyek Amurea II	-	937,500	PT Bank BTPN Tbk Amurea II Project
Jumlah pinjaman bank	7,762,490	11,975,140	Total bank loans
Dikurangi bagian lancar	<u>(674,000)</u>	<u>(1,409,672)</u>	Less current portion
Bagian jangka panjang	<u>7,088,490</u>	<u>10,565,468</u>	Non-current portion

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15. PINJAMAN BANK JANGKA PANJANG (lanjutan)

15. LONG-TERM BANK LOANS (continued)

Seluruh pinjaman bank jangka panjang dalam mata uang Rupiah.

All long-term bank loans are in Rupiah.

Beberapa informasi lain yang signifikan terkait dengan pinjaman bank jangka panjang pada tanggal 31 Desember 2021 adalah sebagai berikut:

Other significant information related to long-term bank loans as at 31 December 2021 are as follows:

Kreditur/ Creditor	Entitas/ Entity	Jenis fasilitas/ Facility type	Jumlah fasilitas/ Facility amount	Jatuh tempo/ Due date	Saldo terutang/ Outstanding balance	Suku bunga tahunan/ Annual interest rate	Jaminan/ Collateral
PT Bank Mandiri (Persero) Tbk	PKG	Term loan tranche A	Rp2,000,000	23 Desember/ December 2026	Rp1,666,666	JIBOR 3 months + 2.25%	Tanpa jaminan/ Clean basis
		Term loan tranche B	Rp1,000,000	23 Desember/ December 2024	Rp833,334	JIBOR 3 months + 2.25%	Tanpa jaminan/ Clean basis
PT Bank Central Asia Tbk	PKG	Kredit Modal Kerja/ Working Capital Loan	Rp2,200,000	28 November 2024	Rp1,799,772	Ditentukan setiap penarikan/ Determined on each withdrawal	Tanah, persediaan dan piutang subsidi/ Land, inventories and subsidy receivables
PT Bank Negara Indonesia (Persero) Tbk	PKG	Kredit Modal Kerja/ Working Capital Loan	Rp4,876,368	20 September 2023	Rp1,736,864	JIBOR 3 months + 1.80%	Tanah, mesin dan peralatan/ Land, machinery and equipments
PT Bank DKI	PKG	Kredit Modal Kerja/ Working Capital Loan	Rp900,000	21 Desember/ December 2023	Rp899,854	Ditentukan setiap penarikan/ Determined on each withdrawal	Negative Pledge
PT Bank BTPN Tbk	PKG	Kredit Berjangka/ Term Loan	Rp1,000,000	28 Desember/ December 2026	Rp826,000	JIBOR 3 months + 2.25%	Tanpa jaminan/ Clean basis
Total					<u>Rp7,762,490</u>		

Sesuai dengan perjanjian pinjaman bank, Perusahaan diwajibkan memenuhi kewajiban-kewajiban tertentu seperti batasan rasio keuangan.

As specified by the bank loan agreements, the Company is required to comply with certain covenants, such as financial ratio covenants.

Pada tanggal 31 Desember 2021, Perusahaan telah memenuhi persyaratan rasio keuangan.

As at 31 December 2021, the Company has complied with the financial ratio requirements.

Jumlah biaya keuangan dari pinjaman jangka panjang dari pemegang saham ini selama tahun 2021 adalah sebesar Rp382.694 (2020: Rp462.328).

Total finance costs from these long-term loan from shareholder for the year 2021 amounted to Rp382,694 (2020: Rp462,328).

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16. LIABILITAS IMBALAN KERJA

16. EMPLOYEE BENEFITS LIABILITIES

a. Liabilitas imbalan kerja jangka pendek

a. Short-term employee benefits liabilities

	<u>2021</u>	<u>2020</u>	
Bonus karyawan	254,720	200,486	<i>Employee bonuses</i>
Insentif/gaji dan upah karyawan	112,382	94,813	<i>Incentives/salaries and wages</i>
Tantiem	27,588	45,047	<i>Tantiem</i>
Bagian lancar atas liabilitas imbalan kerja jangka-panjang	<u>86,262</u>	<u>135,799</u>	<i>Current portion of long-term employee benefits liabilities</i>
Jumlah	<u><u>480,952</u></u>	<u><u>476,145</u></u>	Total

b. Liabilitas imbalan kerja jangka panjang

b. Long-term employee benefits liabilities

Imbalan karyawan dihitung oleh aktuaris independen, Konsultan Aktuaria Steven & Mourits (2020: PT Dayamandiri Dharmakonsilindo), aktuaris independen. Tabel berikut menyajikan ikhtisar liabilitas imbalan karyawan dan biaya yang dibebankan sebagaimana tercatat pada laporan keuangan konsolidasian:

The reserves for employee benefits are calculated by an independent actuary, Steven & Mourits Actuarial Consulting (2020: PT Dayamandiri Dharmakonsilindo), independent actuary. The table below presents a summary of the employee benefits liabilities and expenses reported in the consolidated financial statements:

	<u>2021</u>	<u>2020</u>	
Liabilitas di posisi keuangan untuk:			<i>Liabilities on financial position for:</i>
Imbalan pascakerja ("IPK")	919,228	1,118,130	<i>Post-employment benefits ("PEB")</i>
Imbalan jangka panjang lainnya ("IJPL")	<u>50,570</u>	<u>47,671</u>	<i>Other long-term benefits ("OLTEB")</i>
	969,798	1,165,801	
Dikurangi:			<i>Less:</i>
Bagian lancar	<u>(86,262)</u>	<u>(135,799)</u>	<i>Current portion</i>
Bagian jangka panjang	<u><u>883,536</u></u>	<u><u>1,030,002</u></u>	Non-current portion
Dibebankan pada laba rugi:			<i>Charged to profit or loss:</i>
IPK	52,302	55,266	<i>PEB</i>
IJPL	<u>44,213</u>	<u>36,427</u>	<i>OLTEB</i>
Jumlah	<u><u>96,515</u></u>	<u><u>91,693</u></u>	Total
Dibebankan pada penghasilan komprehensif lain:			<i>Charged to other comprehensive income:</i>
IPK	<u>24,162</u>	<u>235,788</u>	<i>PEB</i>

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16. LIABILITAS IMBALAN KERJA (lanjutan)

16. EMPLOYEE BENEFITS LIABILITIES (continued)

b. Liabilitas imbalan kerja jangka panjang (lanjutan)

b. Long-term employee benefits liabilities (continued)

Rincian estimasi liabilitas imbalan pascakerja dan imbalan jangka panjang lainnya untuk masing-masing program yang diselenggarakan Grup pada tanggal 31 Desember 2021 dan 2020 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 2021 and 2020 were as follows:

	31 Desember/December 2021				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 2021	1,118,130	(562,554)	47,671	-	603,247	As at 1 January 2021
Biaya jasa kini	25,997	-	21,552	-	47,549	Current service cost
Biaya bunga bersih	69,970	-	1,777	-	71,747	Current interest cost
Biaya jasa lalu	1,780	-	1,153	-	2,933	Past service costs
Pendapatan bunga	-	(40,420)	-	-	(40,420)	Interest income
Kerugian aktuarial dari penyesuaian pengalaman	-	-	19,731	-	19,731	Actuarial loss from experience adjustment
Penyesuaian tahun lalu	-	(5,025)	-	-	(5,025)	Prior year adjustment
Jumlah yang diakui dalam laba rugi	97,747	(45,445)	44,213	-	96,515	Amount recognised in profit or loss
Pengukuran kembali: Imbal hasil aset program non-bunga -bersih	-	12,928	-	-	12,928	Remeasurements: Return on plan assets non-interest - net
Kerugian aktuarial yang timbul dari perubahan asumsi keuangan	(3,863)	-	-	-	(3,863)	Actuarial loss from change in financial assumptions
Kerugian aktuarial dari penyesuaian pengalaman	15,097	-	-	-	15,097	Actuarial loss from experience adjustment
Jumlah yang diakui dalam penghasilan komprehensif lain	11,234	12,928	-	-	24,162	Amount recognised in other comprehensive income
Pembayaran dari program:						Payments from plans:
Pembayaran imbalan dari aset program	-	33,029	-	-	33,029	Benefit payments from plan asset
Pembayaran iuran	8,250	(17,760)	-	-	(9,510)	Contribution payments
Imbalan yang dibayar	(316,133)	-	(41,314)	-	(357,447)	Benefit payments
Sub jumlah	(307,883)	15,269	(41,314)	-	(333,928)	Sub total
Liabilitas bersih imbalan kerja pada 31 Desember 2021	919,228	(579,802)	50,570	-	389,996	Net employee benefits liabilities as at 31 December 2021
Aset program yang tidak memenuhi kriteria perspektif akuntansi	-	579,802	-	-	579,802	Unqualified plan asset from an accounting perspective
Liabilitas imbalan kerja pada 31 Desember 2021	919,228	-	50,570	-	969,798	Employee benefits liabilities as at 31 December 2021

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16. LIABILITAS IMBALAN KERJA (lanjutan)

16. EMPLOYEE BENEFITS LIABILITIES (continued)

**b. Liabilitas imbalan kerja jangka panjang
(lanjutan)**

**b. Long-term employee benefits liabilities
(continued)**

	31 Desember/December 2020				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 2020	1,280,270	(543,122)	48,099	-	785,247	As at 1 January 2020
Biaya jasa kini	26,067	-	19,142	-	45,209	<i>Current service cost</i>
Biaya bunga bersih	81,667	-	2,176	-	83,843	<i>Current interest cost</i>
Biaya jasa lalu	(9,289)	-	540	-	(8,749)	<i>Past service costs</i>
Pendapatan bunga	-	(43,810)	-	-	(43,810)	<i>Interest income</i>
Kerugian aktuarial bersih yang diakui	631	-	14,569	-	15,200	<i>Net actuarial loss</i>
Jumlah yang diakui dalam laba rugi	99,076	(43,810)	36,427	-	91,693	Amount recognised in profit or loss
Pengukuran kembali: Imbal hasil aset program non-bunga -bersih	-	38,704	-	-	38,704	<i>Remeasurements: Return on plan assets non-interest - net</i>
Kerugian aktuarial yang timbul dari perubahan asumsi keuangan	132,374	-	-	-	132,374	<i>Actuarial loss from change in financial assumptions</i>
Kerugian aktuarial dari penyesuaian pengalaman	65,259	-	-	-	65,259	<i>Actuarial loss from experience adjustment</i>
Dampak batas atas aset	-	(6,709)	-	-	(6,709)	<i>Impact on asset ceiling</i>
Dampak penurunan aset program	-	6,160	-	-	6,160	<i>Impairment on plan asset</i>
Jumlah yang diakui dalam penghasilan komprehensif lain	197,633	38,155	-	-	235,788	Amount recognised in other comprehensive income
Pembayaran dari program: Pembayaran iuran	9,670	(121,987)	-	-	(112,317)	<i>Payments from plans: Contribution payments</i>
Imbalan yang dibayar	(468,519)	108,210	(36,855)	-	(397,164)	<i>Benefit payments</i>
Sub jumlah	(458,849)	(13,777)	(36,855)	-	(509,481)	Sub total
Liabilitas bersih imbalan kerja pada 31 Desember 2020	1,118,130	(562,554)	47,671	-	603,247	Net employee benefits liabilities as at 31 December 2020
Aset program yang tidak memenuhi kriteria perspektif akuntansi	-	562,554	-	-	562,554	Unqualified plan asset from an accounting perspective
Liabilitas imbalan kerja pada 31 Desember 2020	1,118,130	-	47,671	-	1,165,801	Employee benefits liabilities as at 31 December 2020

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16. LIABILITAS IMBALAN KERJA (lanjutan)

Pada tanggal 31 Desember 2021, nilai tunai aset program manfaat pasti pascakerja yang terbentuk pada PT Asuransi Jiwasraya (Persero), PT BNI Life Insurance dan 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 Rp218.865, Rp282.832, dan Rp75.806 (2020: Rp206.159, Rp264.824 dan Rp91.571) disajikan sebagai aset imbalan pascakerja pada laporan posisi keuangan konsolidasian.

Pada tanggal 31 Desember 2021 dan 2020, aset program ditempatkan dalam bentuk investasi deposito berjangka, surat berharga dan kontrak asuransi 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>2021</u>	<u>2020</u>	
Tingkat kenaikan gaji	5%	5%	Salary increment rate
Tingkat diskonto	3.75% - 7.55%	4% - 7.30%	Discount rate
Tingkat kematian	TMI IV	TMI IV	Mortality rate
Tingkat pengunduran diri	0.02% - 10%	0.02% - 5%	Voluntary resignation rate
Usia pensiun	56 tahun/years	56 tahun/years	Retirement age

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.

16. EMPLOYEE BENEFITS LIABILITIES (continued)

As at 31 December 2021, the total investment value of plan assets in PT Asuransi Jiwasraya (Persero), PT BNI Life Insurance and Yayasan Petrokimia Gresik which is cannot be accounted for net of the liabilities, due to placement of plan assets in related parties, is amounting to Rp218,865 , Rp282,832, and Rp75,806 (2020: Rp206,159, Rp264,824 and Rp91,571), respectively are presented as post-employment benefits assets in the consolidated statements of financial position.

As at 31 December 2021 and 2020, the plan assets were mostly placed in the form of investments in time deposits, bonds and insurance contracts, 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:

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.

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16. LIABILITAS IMBALAN KERJA (lanjutan)

Perubahan imbal hasil obligasi (lanjutan)

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.

Sensitivitas dari kewajiban imbalan pasti terhadap perubahan asumsi aktuarial utama tertimbang pada 31 Desember 2021 adalah sebagai berikut:

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 4.72%	Kenaikan sebesar/ Increase by 5.80%	Discount rate
Tingkat kenaikan gaji	1%	Kenaikan sebesar/ Increase by 6.07%	Penurunan sebesar/ Decrease by 4.95%	Salary growth rate

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.

16. EMPLOYEE BENEFITS LIABILITIES (continued)

Changes in bond yields (continued)

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.

The sensitivity of the defined benefit obligation to changes in the weighted actuarial principal assumptions as at 31 December 2021 is as follows:

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.

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16. LIABILITAS IMBALAN KERJA (lanjutan)

Risiko gaji (lanjutan)

Rata-rata durasi untuk masing-masing kewajiban imbalan pasti adalah 1,63 - 17,85 tahun.

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 Undang-Undang Cipta Kerja No. 11 Tahun 2020 dan undang-undang yang berlaku.

Analisa jatuh tempo yang diharapkan dari imbalan pascakerja dan imbalan jangka panjang lainnya yang tidak terdiskonto adalah sebagai berikut:

	<u>Kurang dari 1 tahun/ Less than a year</u>	<u>1 sampai 5 tahun/ Between 1-5 years</u>	<u>Lebih dari 5 tahun/ Over 5 years</u>	<u>Jumlah/ Total</u>	
IPK	165,709	147,868	972,080	1,285,657	PEB
IJPL	18,783	94,312	333,923	447,018	OLTEB
Jumlah	<u>184,492</u>	<u>242,180</u>	<u>1,306,003</u>	<u>1,732,675</u>	Total

16. EMPLOYEE BENEFITS LIABILITIES (continued)

Salary risk (continued)

The weighted average duration of each defined benefit obligation is 1.63 - 17.85 years.

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.

Expected maturity analysis of undiscounted post-employment benefit and other long-term benefits is as follow:

17. KEPENTINGAN NON-PENGENDALI

17. NON-CONTROLLING INTERESTS

	<u>2021</u>	<u>2020</u>	
Koperasi Karyawan Keluarga Besar Petrokimia Gresik (memiliki 0,01% di PT Petrosida Gresik)	15	13	Koperasi Karyawan Keluarga Besar Petrokimia Gresik (owns 0.01% in PT Petrosida Gresik)
Mitsubishi Corporation (memiliki 20% di PT Petrokimia Kayaku)	95,583	85,551	Mitsubishi Corporation (owns 20% in PT Petrokimia Kayaku)
Nippon Kayaku Co. Ltd (memiliki 20% di PT Petrokimia Kayaku)	95,583	85,551	Nippon Kayaku Co. Ltd. (owns 20% in PT Petrokimia Kayaku)
Jumlah	<u>191,181</u>	<u>171,115</u>	Total

Mutasi kepentingan non-pengendali adalah sebagai berikut:

Changes in the non-controlling interests are as follows:

	<u>2021</u>	<u>2020</u>	
Saldo awal	171,115	159,523	Beginning balance
Jumlah laba komprehensif tahun berjalan yang diatribusikan kepada non-pengendali	34,105	25,921	Total comprehensive income attributable to non-controlling interests
Dampak penerapan awal PSAK 71	-	(2,104)	Impact from initial application of SFAS 71
Dividen entitas anak yang dibagikan untuk kepentingan non-pengendali	<u>(14,039)</u>	<u>(12,225)</u>	Subsidiaries' dividend to non-controlling interest
Saldo akhir	<u>191,181</u>	<u>171,115</u>	Ending balance

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18. MODAL SAHAM

Susunan kepemilikan saham pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

18. SHARE CAPITAL

The stockholder's composition as at 31 December 2021 and 2020 was as follows:

<u>Nama pemegang saham/Name of shareholders</u>	<u>Jumlah saham/ Number of shares</u>	<u>Persentase kepemilikan/ Percentage of ownership</u>	<u>Jumlah/ Total</u>
PT Pupuk Indonesia (Persero)	6,599,835	99.9975%	6,599,835
Yayasan Petrokimia Gresik	165	0.0025%	165
Jumlah/Total	<u>6,600,000</u>	<u>100%</u>	<u>6,600,000</u>

19. DIVIDEN

Berdasarkan Rapat Umum Pemegang Saham Perusahaan yang diadakan pada tanggal 30 Juni 2021, para pemegang saham telah menyetujui pencadangan umum sebesar Rp479.850 dan pembayaran dividen tunai atas kinerja tahun 2020 sejumlah Rp694.067. Dividen tunai tersebut dibayarkan bertahap pada tanggal 26 Juli 2021, 27 Agustus 2021 dan 28 September 2021.

Berdasarkan Rapat Umum Pemegang Saham Perusahaan yang diadakan pada tanggal 6 Agustus 2020, para pemegang saham telah menyetujui pencadangan umum sebesar Rp779.654 dan pembayaran dividen tunai atas kinerja tahun 2019 sejumlah Rp564.577. Dividen tunai tersebut dibayarkan bertahap pada tanggal 1 September 2020, 1 Oktober 2020 dan 27 Oktober 2020.

19. DIVIDEND

Based on the Company's Annual General Shareholder Meeting held on 30 June 2021, the shareholders approved a general reserve of Rp479,850 and cash dividend from performance in 2020 amounting to Rp694,067. The cash dividend was paid in installments, on 26 July 2021, 27 August 2021 and 28 September 2021.

Based on the Company's Annual General Shareholder Meeting held on 6 August 2020, the shareholders approved a general reserve of Rp779,654 and cash dividend from performance in 2019 amounting to Rp564,577. The cash dividend was paid in installments, on 1 September 2020, 1 October 2020 and 27 October 2020.

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20. PENJUALAN BERSIH

20. NET SALES

	2021	2020	
Pihak berelasi (Catatan 26)	15,947,171	15,609,186	<i>Related parties (Note 26)</i>
Pihak ketiga	12,955,882	10,961,926	<i>Third parties</i>
Jumlah	28,903,053	26,571,112	Total
	2021	2020	
Penjualan pupuk bersubsidi			Sales from subsidised fertiliser
Phonska	4,049,940	4,001,085	<i>Phonska</i>
Non-phonska	3,027,896	2,810,935	<i>Non-phonska</i>
Subsidi Pemerintah (Catatan 6a)	13,987,362	14,036,044	<i>Government subsidy (Note 6a)</i>
Kenaikan/(penurunan) piutang subsidi yang belum ditagih	206,314	(724,574)	<i>Increase/(decrease) of unbilled subsidy receivables</i>
Sub jumlah	21,271,512	20,123,490	Sub total
Penjualan pupuk non-subsidi	3,776,833	3,707,875	Sales of non-subsidised fertiliser
Penjualan non-pupuk			Sales of non-fertiliser
Amonia	647,371	413,876	<i>Ammonia</i>
Pestisida	523,100	541,752	<i>Pesticides</i>
Asam fosfat	77,098	144,279	<i>Phosphoric acid</i>
Jasa dan utilitas	229,915	154,390	<i>Service and utilities</i>
Lain-lain	2,395,519	1,495,043	<i>Others</i>
Sub jumlah	3,873,003	2,749,340	Sub total
Jumlah pendapatan bruto	28,921,348	26,580,705	<i>Total gross revenue</i>
Potongan penjualan	(18,295)	(9,593)	<i>Sales discounts</i>
Jumlah	28,903,053	26,571,112	Total

Pada tahun 2021 dan 2020, tidak terdapat penjualan kepada pelanggan dengan jumlah melebihi 10% dari jumlah penjualan pupuk, kecuali pendapatan subsidi pupuk dari Pemerintah masing-masing sebesar dan Rp13.987.362 (48%) dan Rp14.036.044 (53%).

In 2021 and 2020, 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 Rp13,987,362 (48%) and Rp14,036,044 (53%), respectively.

Lihat Catatan 26 untuk rincian saldo dan transaksi dengan pihak berelasi.

Refer to Note 26 for details of related parties balances and transactions.

Pendapatan subsidi dari Pemerintah tahun 2021 dan 2020 dibukukan sesuai Berita Acara Hasil Pemeriksaan antara Perusahaan dengan BPK-RI.

Subsidy revenue from the Government for the year 2021 and 2020 was recorded according to Minutes of Audit Result between the Company and BPK-RI.

Untuk kuantum penyaluran, manajemen menggunakan penyaluran pupuk berdasarkan Berita Acara Hasil Pemeriksaan.

For the distributed quantity, Management uses the total quantity as stated in the Minutes of Audit Result.

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21. BEBAN POKOK PENJUALAN

21. COST OF SALES

	<u>2021</u>	<u>2020</u>	
Biaya bahan baku dan pupuk impor	20,568,817	16,970,251	<i>Cost of raw materials and import of fertilisers</i>
Biaya penyusutan (Catatan 9)	1,196,446	1,117,284	<i>Depreciation expenses (Note 9)</i>
Biaya pegawai	1,050,693	1,000,068	<i>Employee costs</i>
Biaya bahan penolong	781,898	714,081	<i>Cost of auxiliary materials</i>
Biaya overhead pabrik	381,815	439,419	<i>Factory overhead costs</i>
Biaya pemeliharaan	377,242	355,107	<i>Maintenance expenses</i>
Biaya pengemasan	<u>111,068</u>	<u>107,972</u>	<i>Packaging costs</i>
Jumlah biaya produksi	24,467,979	20,704,182	<i>Total cost of production</i>
Persediaan awal barang dalam proses	128,147	403,889	<i>Beginning work-in process</i>
Persediaan akhir barang dalam proses	<u>(288,172)</u>	<u>(128,147)</u>	<i>Ending work-in-process</i>
Jumlah beban pokok produksi	<u>24,307,954</u>	<u>20,979,924</u>	<i>Total cost of goods manufactured</i>
Persediaan awal barang jadi	<u>3,310,584</u>	<u>4,132,829</u>	<i>Beginning finished goods</i>
Barang siap untuk dijual	<u>27,618,538</u>	<u>25,112,753</u>	<i>Goods available-for-sale</i>
Dikurangi: Persediaan akhir barang jadi	<u>(3,821,342)</u>	<u>(3,310,584)</u>	<i>Less: Ending finished goods</i>
Jumlah	<u><u>23,797,196</u></u>	<u><u>21,802,169</u></u>	Total

Pada tahun 2021 dan 2020 tidak terdapat pemasok dengan nilai pembelian melebihi 10% dari total nilai pembelian.

In 2021 and 2020 there was no supplier with value of purchase exceeding 10% of the total value of purchase.

Lihat Catatan 26 untuk rincian saldo dan transaksi dengan pihak berelasi.

Refer to Note 26 for details of related parties balances and transactions.

22. BEBAN PENJUALAN

22. SELLING EXPENSES

	<u>2021</u>	<u>2020</u>	
Distribusi	271,058	234,757	<i>Distribution</i>
Pegawai	182,288	219,675	<i>Employees</i>
Sewa	159,886	119,991	<i>Rent</i>
Penyusutan (Catatan 9)	102,345	55,102	<i>Depreciation (Note 9)</i>
Jasa	91,042	62,439	<i>Services</i>
Promosi dan pemasaran	80,318	76,034	<i>Promotion and marketing</i>
Perlengkapan dan operasional kantor	27,440	32,790	<i>Office equipment and operations</i>
Perjalanan dinas	12,886	13,968	<i>Business travel</i>
Penelitian dan penyuluhan	12,204	11,414	<i>Research and counseling</i>
Lainnya (dibawah Rp10.000)	<u>41,932</u>	<u>45,005</u>	<i>Others (below Rp10,000)</i>
Jumlah	<u><u>981,399</u></u>	<u><u>871,175</u></u>	Total

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23. BEBAN UMUM DAN ADMINISTRASI

23. GENERAL AND ADMINISTRATIVE EXPENSES

	<u>2021</u>	<u>2020</u>	
Pegawai	335,289	409,829	<i>Employees</i>
Jasa	90,447	79,631	<i>Services</i>
Listrik, air dan utilitas	53,486	56,304	<i>Electricity, water and utilities</i>
Perlengkapan kantor	40,399	35,809	<i>Office supplies</i>
Penyusutan (Catatan 9)	28,324	34,044	<i>Depreciation (Note 9)</i>
Bina wilayah	29,878	47,783	<i>Regional development</i>
Pajak	28,004	8,590	<i>Tax</i>
Sewa	19,457	20,351	<i>Rent</i>
Pemeliharaan	16,911	10,675	<i>Maintenance</i>
Pelatihan	12,876	15,550	<i>Training</i>
Perjalanan dinas	5,616	5,662	<i>Business travel</i>
Pemulihan penurunan nilai piutang usaha	(11,401)	(67,956)	<i>Reversal of impairment of trade receivables</i>
Lainnya (dibawah Rp5.000)	<u>6,390</u>	<u>20,536</u>	<i>Others (below Rp5,000)</i>
Jumlah	<u><u>655,676</u></u>	<u><u>676,808</u></u>	Total

24. BEBAN KEUANGAN

24. FINANCIAL COSTS

	<u>2021</u>	<u>2020</u>	
Beban bunga	948,885	1,378,683	<i>Interest expenses</i>
Beban keuangan lainnya	<u>5,576</u>	<u>37,877</u>	<i>Others financial expenses</i>
Jumlah	<u><u>954,461</u></u>	<u><u>1,416,560</u></u>	Total

25. (PENDAPATAN)/BEBAN LAIN-LAIN, BERSIH

25. OTHER (INCOME)/ EXPENSES, NET

	<u>2021</u>	<u>2020</u>	
Kerugian selisih kurs - bersih	24,563	157,797	<i>Loss on foreign exchange - net</i>
Pendapatan denda	(30,152)	(25,520)	<i>Income from penalty</i>
Pemulihan penurunan nilai piutang usaha	(27,780)	-	<i>Reversal of impairment of trade receivables</i>
Pendapatan lain-lain - bersih (dibawah Rp10.000)	<u>(9,153)</u>	<u>(11,005)</u>	<i>Other income - net (below Rp10,000)</i>
Jumlah	<u><u>(42,522)</u></u>	<u><u>121,272</u></u>	Total

26. TRANSAKSI DAN SALDO PIHAK BERELASI

26. RELATED PARTIES TRANSACTION AND BALANCE

a. Sifat hubungan dan transaksi

a. Nature of relationships and transaction

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.

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.

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26. TRANSAKSI DAN SALDO PIHAK BERELASI
(lanjutan)

**26. RELATED PARTIES TRANSACTION AND
BALANCE** (continued)

a. Sifat hubungan dan transaksi (lanjutan)

b. Nature of relationships and transaction
(continued)

Rincian sifat hubungan dan jenis transaksi yang signifikan dengan pihak-pihak berelasi adalah sebagai berikut:

The details of the nature of relationships and types of significant transactions with related parties are as follows:

Pihak-pihak yang berelasi/ <i>Related parties</i>	Sifat hubungan dengan pihak berelasi/ <i>Relationship with the related parties</i>	Transaksi/ <i>Transaction</i>
Pemerintah Republik Indonesia/ <i>Government of Republic of Indonesia</i>	Pemegang saham utama/ <i>Ultimate parent</i>	Penggantian biaya subsidi/ <i>Reimbursement of subsidy</i>
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/ <i>Entities controlled by Government</i>	Penempatan giro, penempatan deposito berjangka yang tidak dibatasi, fasilitas <i>non-Cash loan</i> , fasilitas <i>Bill Purchasing Line</i> , fasilitas Kredit Modal Kerja, fasilitas <i>Supply Chain Financing</i> dan fasilitas <i>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</i>
PT Adhi Karya (Persero), PT Asuransi Jasa Indonesia, PT Bhanda Ghara Reksa (Persero), PT Indonesia Asahan Aluminium (Persero), PT Iglas (Persero), PT Yasida Makmur Abadi, PT Pertamina Gas, PT Perkebunan Nusantara (Persero), dan Entitas anak/ <i>and subsidiaries</i> , PT Perusahaan Perdagangan Indonesia (Persero), PT Barata Indonesia (Persero), PT Pertani (Persero), PT Perusahaan Gas Negara Tbk, PT Perusahaan Listrik Negara (Persero), PT Semen Indonesia (Persero) Tbk, PT Asuransi Jiwasraya (Persero), PT BNI Life Insurance	Entitas di bawah kendali Pemerintah/ <i>Entities controlled by Government</i>	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/ <i>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</i>
PT Pupuk Indonesia (Persero), Yayasan Petrokimia Gresik	Pemegang saham/ <i>Shareholders</i>	Dividen, penjualan dan penempatan aset program/ <i>Dividend, sales and placement of asset program</i>
PT Pupuk Kalimantan Timur, PT Pupuk Kujang Cikampek, PT Mega Eltra, PT Pupuk Iskandar Muda, PT Pupuk Sriwidjaja Palembang, PT Pupuk Indonesia Utilitas, PT Pupuk Indonesia Pangan	Entitas sepengendalian/ <i>Under common control entities</i>	Penjualan pupuk non-subsidi, penjualan non-pupuk, sewa, biaya bersama dan pembelian non-bahan baku/ <i>Non-subsidy fertiliser sales, non-fertiliser sales, rental, joint costs and purchase of non-raw materials</i>
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 Fokus Jasa Mitra, Koperasi Karyawan Keluarga Besar Petrokimia Gresik	Entitas afiliasi/ <i>Affiliated</i>	Penjualan pupuk non-subsidi, penjualan non-pupuk, sewa dan pembelian non-bahan baku/ <i>Non-subsidy fertiliser sales, non-fertiliser sales, rental and purchase of non-raw materials</i>
PJA	Ventura bersama/ <i>Joint ventures</i>	Penjualan non-pupuk dan pembelian bahan baku <i>Non-fertiliser sales and purchase of raw materials</i>

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26. TRANSAKSI DAN SALDO PIHAK BERELASI **26. RELATED PARTIES TRANSACTION AND BALANCE** (lanjutan) (continued)

b. Rincian transaksi dan saldo

b. Transaction and balance detail

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut:

Significant transactions with related parties are as follows:

	2021	2020	
Piutang usaha (Catatan 5)			Trade receivables (Note 5)
PJA	489,428	490,901	PJA
PT Pupuk Sriwidjaja Palembang	120,104	640	PT Pupuk Sriwidjaja Palembang
PT Gresik Cipta Sejahtera	103,761	82,926	PT Gresik Cipta Sejahtera
PT Pupuk Kujang Cikampek	84,680	979	PT Pupuk Kujang Cikampek
PT Iglas (Persero)	25,773	25,773	PT Iglas (Persero)
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	15,195	19,032	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Indonesia Asahan Alumunium (Persero)	14,855	9,512	PT Indonesia Asahan Alumunium (Persero)
Lain-lain	69,443	70,278	Others
Piutang lain-lain			Other receivables
PJA	80,000	-	PJA
Jumlah	1,003,239	700,041	Total
Persentase terhadap jumlah aset	2.32%	1.69%	As a percentage of total assets
Piutang subsidi (Catatan 6a)			Subsidy receivables (Note 6a)
Pemerintah Republik Indonesia	4,268,604	4,231,439	Government of Republic Indonesia
Persentase terhadap jumlah aset	9.88%	10.22%	As a percentage of total assets
Aset imbalan kerja (Catatan 16b)			Employee benefits assets (Note 16b)
PT BNI Life Insurance	282,832	264,824	PT BNI Life Insurance
PT Asuransi Jiwasraya (Persero)	218,865	206,159	PT Asuransi Jiwasraya (Persero)
Yayasan Petrokimia Gresik	75,806	91,571	Yayasan Petrokimia Gresik
Jumlah	577,503	562,554	Total
Persentase terhadap jumlah aset	1.34%	1.36%	As a percentage of total assets
Beban akrual (Catatan 13)			Accrued expenses (Note 13)
PT Pupuk Indonesia (Persero)	20,742	-	PT Pupuk Indonesia (Persero)
PT Pupuk Kalimantan Timur	15,883	-	PT Pupuk Kalimantan Timur
PT Pupuk Sriwidjaja Palembang	6,688	-	PT Pupuk Sriwidjaja Palembang
PT Pupuk Kujang Cikampek	4,550	-	PT Pupuk Kujang Cikampek
PT Pupuk Iskandar Muda	2,427	-	PT Pupuk Iskandar Muda
Jumlah	50,290	-	Total
Persentase terhadap jumlah liabilitas	0.21%	0.00%	As a percentage of total liabilities

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26. TRANSAKSI DAN SALDO PIHAK BERELASI 26. RELATED PARTIES TRANSACTION AND BALANCE (lanjutan) (continued)

b. Rincian transaksi dan saldo (lanjutan)

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut:
(lanjutan)

b. Transaction and balance detail (continued)

Significant transactions with related parties are as follows: (continued)

	<u>2021</u>	<u>2020</u>	
Utang usaha (Catatan 11)			Trade payables (Note 11)
PT Pupuk Kalimantan Timur	364,992	105,466	PT Pupuk Kalimantan Timur
PT Pupuk Kujang Cikampek	56,822	-	PT Pupuk Kujang Cikampek
PT Pupuk Indonesia (Persero)	37,616	12,575	PT Pupuk Indonesia (Persero)
PT Pupuk Sriwidjaja Palembang	31,831	328,806	PT Pupuk Sriwidjaja Palembang
PT Pertamina Gas	28,480	31,984	PT Pertamina Gas
PT Pupuk Iskandar Muda	24,628	2,645	PT Pupuk Iskandar Muda
PT Fokus Jasa Mitra	24,291	4,066	PT Fokus Jasa Mitra
PT Petrokopindo Cipta Selaras	17,498	14,608	PT Petrokopindo Cipta Selaras
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	16,077	15,235	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Graha Sarana Gresik	12,243	8,561	PT Graha Sarana Gresik
PT Aneka Jasa Grhadika	9,136	10,332	PT Aneka Jasa Grhadika
PJA	4,627	4,849	PJA
PT Gresik Cipta Sejahtera	4,099	9,706	PT Gresik Cipta Sejahtera
PT Bhandha Ghara Reksa (Persero)	3,762	8,250	PT Bhandha Ghara Reksa (Persero)
PT Mega Eltra	39	1,971	PT Mega Eltra
PT Pupuk Indonesia Utilitas	-	15,129	PT Pupuk Indonesia Utilitas
Lain-lain	<u>1,126</u>	<u>27,987</u>	Others
Jumlah	<u>637,267</u>	<u>602,170</u>	Total
Persentase terhadap jumlah liabilitas	<u>2.69%</u>	<u>2.60%</u>	As a percentage of total liabilities
Penjualan (Catatan 20)			Sales (Note 20)
Pemerintah Republik Indonesia	13,987,362	14,036,044	Government of Republic Indonesia
PT Gresik Cipta Sejahtera	502,983	274,509	PT Gresik Cipta Sejahtera
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	310,252	217,144	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Mega Eltra	242,170	253,416	PT Mega Eltra
PT Perusahaan Perdagangan Indonesia (Persero)	234,342	11,553	PT Perusahaan Perdagangan Indonesia (Persero)
PT Pertani (Persero)	198,050	208,666	PT Pertani (Persero)
PT Pupuk Sriwidjaya Palembang	120,570	333	PT Pupuk Sriwidjaya Palembang
PT Pupuk Kujang Cikampek	120,406	16,969	PT Pupuk Kujang Cikampek
PT Indonesia Asahan Alumunium (Persero)	92,352	89,265	PT Indonesia Asahan Alumunium (Persero)
PT Petrocentral	78,319	138,527	PT Petrocentral
Lain-lain	<u>60,365</u>	<u>362,760</u>	Others
Jumlah	<u>15,947,171</u>	<u>15,609,186</u>	Total
Persentase terhadap jumlah penjualan	<u>55.17%</u>	<u>58.74%</u>	As a percentage of total sales

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26. TRANSAKSI DAN SALDO PIHAK BERELASI
(lanjutan)

**26. RELATED PARTIES TRANSACTION AND
BALANCE** (continued)

b. Rincian transaksi dan saldo (lanjutan)

b. Transaction and balance detail (continued)

Transaksi-transaksi signifikan dengan pihak-pihak yang berelasi adalah sebagai berikut:
(lanjutan)

Significant transactions with related parties are as follows: (continued)

	<u>2021</u>	<u>2020</u>	
Liabilitas sewa pembiayaan			Finance lease liabilities
PT Pupuk Indonesia Utilitas	1,694,256	1,769,978	PT Pupuk Indonesia Utilitas
PT Graha Sarana Gresik	31,376	21,586	PT Graha Sarana Gresik
Yayasan Petrokimia Gresik	24,426	40,557	Yayasan Petrokimia Gresik
PT Petrokopindo Cipta Selaras	2,142	10,344	PT Petrokopindo Cipta Selaras
PT Barata Indonesia (Persero)	2,007	1,841	PT Barata Indonesia (Persero)
PT Semen Indonesia (Persero) Tbk	-	117	PT Semen Indonesia (Persero) Tbk
	<u>1,754,207</u>	<u>1,844,423</u>	
Persentase terhadap jumlah liabilitas	<u>7.41%</u>	<u>7.97%</u>	As a percentage of total liabilities
Pembelian			Purchase
PJA	2,166,267	1,593,777	PJA
PT Pupuk Kalimantan Timur	1,314,401	370,617	PT Pupuk Kalimantan Timur
PT Pupuk Sriwidjaja Palembang	416,270	451,178	PT Pupuk Sriwidjaja Palembang
PT Fokus Jasa Mitra	374,051	307,153	PT Fokus Jasa Mitra
PT Petrokopindo Cipta Selaras	355,482	344,802	PT Petrokopindo Cipta Selaras
PT Aneka Jasa Grhadika	183,021	194,362	PT Aneka Jasa Grhadika
PT Pupuk Iskandar Muda	175,573	176,327	PT Pupuk Iskandar Muda
PT Graha Sarana Gresik	172,756	169,778	PT Graha Sarana Gresik
PT Bhandha Ghara Reksa (Persero)	166,044	133,470	PT Bhandha Ghara Reksa (Persero)
Koperasi Karyawan Keluarga Besar Petrokimia Gresik	133,507	194,323	Koperasi Karyawan Keluarga Besar Petrokimia Gresik
PT Gresik Cipta Sejahtera	154,269	189,622	PT Gresik Cipta Sejahtera
PT Pupuk Kujang Cikampek	102,248	-	PT Pupuk Kujang Cikampek
PT Perusahaan Listrik Negara (Persero)	101,529	-	PT Perusahaan Listrik Negara (Persero)
PT Pupuk Indonesia Utilitas	34,034	-	PT Pupuk Indonesia Utilitas
Yayasan Petrokimia Gresik	18,515	19,583	Yayasan Petrokimia Gresik
PT Petro Graha Medika	15,859	19,113	PT Petro Graha Medika
PT Pupuk Indonesia Logistik	10,008	-	PT Pupuk Indonesia Logistik
Lain-lain	<u>138,009</u>	<u>87,855</u>	Others
Jumlah	<u>6,031,843</u>	<u>4,251,960</u>	Total
Persentase terhadap jumlah beban pokok penjualan	<u>25.35%</u>	<u>19.50%</u>	As a percentage of total cost of sales

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**26. TRANSAKSI DAN SALDO PIHAK BERELASI
(lanjutan)**

c. Kompensasi manajemen kunci

Komisaris dan Direksi Perusahaan merupakan personil manajemen kunci.

Remunerasi untuk Komisaris dan Direksi Grup, untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020, adalah sebagai berikut:

	2021	2020
Perusahaan	42,716	50,229
Entitas anak	8,303	7,421
	51,019	57,650

26. RELATED PARTIES TRANSACTION AND BALANCE (continued)

c. Key management personnels compensation

The Board of Commissioners and Directors of the Company are considered key management personnel.

Remuneration for the Board of Commissioners and Directors of the Group for the years ended 31 December 2021 and 2020 was as follows:

The Company
The subsidiaries

27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO KEUANGAN

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.

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.

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.

27. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

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.

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.

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.

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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

Faktor risiko keuangan (lanjutan)

a. Risiko pasar (lanjutan)

Risiko suku bunga (lanjutan)

Pada tanggal 31 Desember 2021, 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 Rp114.575 (2020: Rp129.778).

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.

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 lindung nilai natural yang berasal dari aset dan liabilitas moneter dalam mata uang asing yang sama.

Pada tanggal 31 Desember 2021, 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 Rp18.869 (2020: lebih rendah atau lebih tinggi Rp5.275), terutama yang timbul sebagai akibat keuntungan/kerugian selisih kurs atas penjabaran aset dan liabilitas moneter dalam mata uang asing.

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

Financial risk factor (continued)

a. Market risk (continued)

Interest rate risk (continued)

As at 31 December 2021, 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 Rp114,575 (2020: Rp129,778), 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.

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 natural hedges that arise from monetary assets and liabilities in the same foreign currency.

As at 31 December 2021, 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 Rp18,869 lower or higher (2020: Rp5,275 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.

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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

b. Risiko kredit

b. Credit risk

Pada tanggal 31 Desember 2021, jumlah maksimum eksposur dari risiko kredit adalah Rp8.295.005 (31 Desember 2020: Rp8.370.371). Risiko kredit terutama berasal dari penempatan dana pada bank, piutang usaha, piutang subsidi, aset keuangan lainnya, piutang jangka panjang dan aset tidak lancar lainnya.

As at 31 December 2021, the total maximum exposure from credit risk was Rp8,295,005 (31 December 2020: Rp8,370,371). Credit risk arises from cash in banks, trade receivables, subsidy receivables, other financial assets, long-term receivables and other non-current assets.

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.

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.

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.

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 Republic of 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.

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.

Pada tanggal 31 Desember 2021 dan 2020, saldo dari risiko kredit Grup terdiri dari:

As at 31 December 2021 and 2020, balances of the Group's credit risk consist of the following:

	Belum jatuh tempo <i>/Not yet due</i>	Telah jatuh tempo <i>/Past due</i>	Penurunan nilai/ <i>Impairment</i>	Jumlah/ <i>Total</i>	
31 Desember 2021					31 December 2021
Kas dan setara kas	2,286,914	-	-	2,286,914	Cash and cash equivalents
Piutang usaha	1,340,170	546,506	(427,323)	1,459,353	Trade receivables
Piutang subsidi	3,646,392	-	-	3,646,392	Subsidy receivables
Piutang subsidi yang belum ditagihkan	678,692	-	-	678,692	Unbilled subsidy receivables
Aset keuangan lancar lainnya	57,913	-	-	57,913	Other current financial assets
Aset tidak lancar lainnya	48,795	-	-	48,795	Other non-current assets
Jumlah	<u>8,058,876</u>	<u>546,506</u>	<u>(427,323)</u>	<u>8,178,059</u>	Total
31 Desember 2020					31 December 2020
Kas dan setara kas	2,475,589	-	-	2,475,589	Cash and cash equivalents
Piutang usaha	1,152,723	608,681	(467,740)	1,293,664	Trade receivables
Piutang subsidi	4,231,439	-	-	4,231,439	Subsidy receivables
Piutang subsidi yang belum ditagihkan	284,514	-	-	284,514	Unbilled subsidy receivables
Aset keuangan lancar lainnya	28,320	-	-	28,320	Other current financial assets
Aset tidak lancar lainnya	56,845	-	-	56,845	Other non-current assets
Jumlah	<u>8,229,430</u>	<u>608,681</u>	<u>(467,740)</u>	<u>8,370,371</u>	Total

Semua kas di bank dan deposito ditempatkan di bank asing dan lokal yang memiliki reputasi.

All the cash in banks and time deposits are placed in reputable foreign and local banks.

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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

b. Risiko kredit (lanjutan)

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 2021 atau 31 Desember 2021 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.

Pada tanggal 31 Desember 2021 dan 2020, 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 dimuka untuk penjualan pupuk dan non-pupuk untuk pelanggan lama dan baru.

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

b. Credit risk (continued)

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 month before 1 January 2021 or 31 December 2021 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.

As at 31 December 2021 and 2020, 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 fertilizer, 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 fertilizer, 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.*

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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

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.

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:

	Kurang dari satu tahun/ <i>Less than one year</i>	Lebih dari satu tahun dan kurang dari lima tahun/ <i>More than one year and not later than five years</i>	Lebih dari lima tahun/ <i>More than five years</i>	Jumlah/ <i>Total</i>
31 Desember 2021				
Pinjaman bank jangka pendek	3,785,925	-	-	3,785,925
Utang usaha	3,370,072	-	-	3,370,072
Beban akrual	1,869,010	-	-	1,869,010
Utang lain-lain	74,042	-	-	74,042
Utang sewa pembiayaan	186,823	552,063	1,633,403	2,372,289
Pinjaman jangka panjang dari pemegang saham	219,396	3,328,726	800,800	4,348,922
Pinjaman bank jangka panjang	<u>1,074,804</u>	<u>8,085,161</u>	<u>-</u>	<u>9,159,965</u>
Jumlah	<u>10,580,072</u>	<u>11,965,950</u>	<u>2,434,203</u>	<u>24,980,225</u>

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

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.

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 December 2021
Short-term bank loans
Trade payables
Accrued expenses
Others liabilities
Finance lease liabilities
Long-term loan
from shareholder
Long-term bank loans

Total

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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

c. Risiko likuiditas (lanjutan)

c. Liquidity risk (continued)

	Kurang dari satu tahun/ <i>Less than one year</i>	Lebih dari satu tahun dan kurang dari lima tahun/ <i>More than one year and not later than five years</i>	Lebih dari lima tahun/ <i>More than five years</i>	Jumlah/ <i>Total</i>	
31 Desember 2020					31 December 2020
Pinjaman bank jangka pendek	2,447,110	1,772,995	-	4,220,105	<i>Short-term bank loans</i>
Utang usaha	922,627	-	-	922,627	<i>Trade payables</i>
Beban akrual	1,627,152	-	-	1,627,152	<i>Accrued expenses</i>
Utang lain-lain	92,633	-	-	92,633	<i>Others liabilities</i>
Liabilitas sewa pembiayaan	132,265	826,491	1,778,765	2,737,521	<i>Finance lease liabilities</i>
Pinjaman jangka panjang dari pemegang saham	-	59,645	969,231	1,028,876	<i>Long-term loan from shareholder</i>
Pinjaman bank jangka panjang	<u>1,409,672</u>	<u>10,008,402</u>	<u>3,189,300</u>	<u>14,607,374</u>	<i>Long-term bank loans</i>
Jumlah	<u>6,631,459</u>	<u>12,667,533</u>	<u>5,937,296</u>	<u>25,236,288</u>	Total

d. Nilai wajar instrumen keuangan

d. Fair value of financial instruments

Nilai wajar aset dan liabilitas keuangan diestimasi untuk keperluan pengakuan dan pengukuran atau untuk keperluan pengungkapan.

The fair value of financial assets and liabilities are estimated for recognition and measurement or for disclosure purposes.

Nilai wajar adalah suatu jumlah dimana suatu aset dapat dipertukarkan atau suatu liabilitas diselesaikan antara pihak yang memahami dan berkeinginan untuk melakukan transaksi wajar.

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.

PSAK 68, "Pengukuran Nilai Wajar", mensyaratkan pengungkapan atas pengukuran nilai wajar dengan tingkat hirarki nilai wajar sebagai berikut:

SFAS 68, "Fair Value Measurement", requires disclosure of fair value measurements through the following fair value measurement hierarchy:

- 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).

- *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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**27. KEBIJAKAN DAN TUJUAN MANAJEMEN RISIKO
KEUANGAN (lanjutan)**

d. 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, utang usaha, beban akrual, utang lain-lain, dan pinjaman bank 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.

**27. FINANCIAL RISK MANAGEMENT OBJECTIVES
AND POLICIES (continued)**

**d. 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, trade payables, accrued expenses, other liabilities, and bank loans 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.

28. LIABILITAS SEWA PEMBIAYAAN

Liabilitas sewa secara efektif terjamin karena hak atas aset sewaan akan kembali kepada pihak yang menyewakan jika terjadi peristiwa gagal bayar.

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.

Pembayaran sewa pembiayaan minimum di masa mendatang, serta nilai kini atas pembayaran minimum sewa pembiayaan pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

28. FINANCE LEASE LIABILITIES

Lease liabilities are effectively secured as the rights to the leased asset revert to the lessor in the event of default.

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.

Future minimum lease payments under finance leases together with the present value of the minimum lease payments as of 31 December 2021 and 2020 were as follows:

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28. LIABILITAS SEWA PEMBIAYAAN (lanjutan)

28. FINANCE LEASE LIABILITIES (continued)

	2021	2020	
Liabilitas sewa pembiayaan bruto - pembayaran sewa minimum	186,823	132,265	<i>Gross finance lease liabilities - minimum lease payments</i>
Tidak lebih dari 1 tahun			<i>No later than 1 year</i>
Lebih dari 1 tahun dan kurang dari 5 tahun	552,063	826,491	<i>Later than 1 year and no later than 5 years</i>
Lebih dari 5 tahun	1,633,403	1,778,765	<i>Later than 5 years</i>
Beban keuangan di masa depan atas sewa pembiayaan	2,372,289	2,737,521	<i>Future finance charges on finance leases</i>
	(609,696)	(882,027)	
Nilai kini liabilitas sewa	1,762,593	1,855,494	Present value of lease liabilities
Nilai kini liabilitas sewa adalah sebagai berikut:			<i>The present value of lease liabilities is as follows:</i>
Tidak lebih dari 1 tahun	129,351	132,265	<i>No later than 1 year</i>
Lebih dari 1 tahun dan kurang dari 5 tahun	366,560	526,260	<i>Later than 1 year and no later than 5 years</i>
Lebih dari 5 tahun	1,266,682	1,196,969	<i>Later than 5 years</i>
Nilai kini liabilitas sewa	1,762,593	1,855,494	Total

Tidak ada pembatasan signifikan yang ditetapkan oleh lessor dalam perjanjian sewa pembiayaan dengan Grup terkait dengan penggunaan aset atau pencapaian kinerja keuangan tertentu.

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.

Jumlah biaya keuangan dari liabilitas sewa selama tahun 2021 adalah sebesar Rp77.192 (2020: Rp83.713).

Total finance costs from these lease liabilities for the year 2021 amounted to Rp77,192 (2020: Rp83,713).

29. PENGELOLAAN PERMODALAN

29. CAPITAL MANAGEMENT

Dalam mengelola permodalannya, Grup senantiasa mempertahankan kelangsungan usaha serta memaksimalkan manfaat bagi pemegang saham dan pemangku kepentingan lainnya.

In managing capital, the Group safeguards its ability to continue as a going concern and to maximise benefits to its shareholders and other stakeholders.

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.

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.

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.

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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30. PERJANJIAN PENTING DAN KOMITMEN

30. SIGNIFICANT AGREEMENTS AND COMMITMENTS

a. Pengadaan gas bumi

a. 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 has been supplied during contract term (MMSCFD)	Pabrik/ Plant
Perusahaan/ the Company	Kangean Energy Indonesia Ltd	1 January/January 2020 sampai/ to 31 Desember/December 2030	58	Amurea 2
Perusahaan/ the Company	Husky CNOOC Madura Limited	April 2018 sampai/to April 2027	82	Amurea 2
Perusahaan/ the Company	Pertamina Hulu Energi West Madura Offshore	1 Februari /February 2018 sampai/to 31 Desember/ December 2023	35	Amurea

b. 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.

b. 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.

c. 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.

c. 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.

d. 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.

d. 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.

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30. PERJANJIAN PENTING DAN KOMITMEN (lanjutan)

e. 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%) sesuai dengan harga yang disetujui.

**30. SIGNIFICANT AGREEMENTS AND COMMITMENTS
(continued)**

e. *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.

31. 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 2021, 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, dan berdasarkan rekomendasi dari Badan Pengawas Keuangan dan Pembangunan ("BPKP") Perwakilan Jawa Timur, disepakati 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 pengukuran bersama selesai, Perusahaan dan Pelindo III akan membuat perjanjian terkait area penggunaan lahan.

Sampai dengan tanggal penerbitan laporan keuangan konsolidasian ini, Perusahaan sedang menunggu hasil perhitungan 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 2021.

31. 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 2021, 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 had conducted several discussions with Pelindo III, including claim charged by Pelindo III on land usage from 2004 to 2018 amounting to Rp31,000 which was rejected by the Company, and based on recommendation from BPKP East Java Representation, both parties agreed to conduct joint measurements by involving Badan Pertanahan Nasional ("BPN"), to ensure the land area or boundaries of the HPL area owned by Pelindo III, which was held in the mid 2021. After the joint measurement is completed, the Company and Pelindo III shall prepare agreement for land usage.

As of the issuance date of these consolidated financial statements, the Company is still waiting for the land measurement result by BPN. Management believes that the final result of this disagreement will not result in significant adverse impact to the Group's consolidated financial statements. Therefore, management did not record any provision regarding this disagreement as at 31 December 2021.

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32. 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:

32. 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>2021</u>	<u>2020</u>	
Perolehan aset tetap melalui kenaikan beban akrual - pembelian	173,440	102,757	Acquisition of fixed assets through increase of accruals - purchasing
Perolehan aset tetap melalui kenaikan liabilitas sewa	82,853	149,423	Acquisition of fixed assets through increase of lease liabilities
Dampak awal penerapan PSAK 73	-	1,901,230	Initial application of SFAS 73
Perolehan aset tetap melalui beban akrual - retensi	-	215	Acquisition of fixed assets through accruals - retention
Jumlah	<u>256,293</u>	<u>2,153,625</u>	Total

Tabel dibawah ini menunjukkan rekonsiliasi liabilitas yang timbul dari aktivitas pendanaan untuk tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020, sebagai berikut:

The table below sets out a reconciliation of liabilities arising from financing activities for the years ended 31 December 2021 and 2020, as follows:

	<u>Liabilitas sewa/Lease liabilities</u>	<u>Pinjaman/ Borrowings</u>	<u>Jumlah/ Total</u>	
Saldo per 1 Januari 2020	-	23,269,735	23,269,735	Balance as at 1 January 2020
Penambahan per 1 Januari 2020	1,901,230	-	1,901,230	Addition as at 1 January 2020
Kas keluar (pembayaran)	(310,154)	(16,819,452)	(17,129,606)	Cash out flow (repayment)
Pembayaran bunga	83,713	-	83,713	Payment of interest
Penambahan di tahun berjalan	149,423	10,187,924	10,337,347	Addition in current year
Penyesuaian saldo selisih kurs	31,282	-	31,282	Forex adjustment
Saldo per 31 Desember 2020	<u>1,855,494</u>	<u>16,638,207</u>	<u>18,493,701</u>	Balance as at 31 December 2020
Kas keluar (pembayaran)	(270,750)	(11,058,352)	(11,329,102)	Cash out flow (repayment)
Pembayaran bunga	77,192	-	77,192	Payment of interest
Penambahan di tahun berjalan	82,853	9,108,651	9,191,504	Addition in current year
Biaya keuangan yang belum diamortisasi	-	318	318	Unamortised financing cost
Penyesuaian saldo selisih kurs	17,804	-	17,804	Forex adjustment
Saldo per 31 Desember 2021	<u>1,762,593</u>	<u>14,688,824</u>	<u>16,451,417</u>	Balance as at 31 December 2021

33. PANDEMI COVID-19

Sejak awal tahun 2020, pandemi COVID-19 telah menyebar ke berbagai negara termasuk Indonesia, dan juga berimbas pada bisnis dan kegiatan perekonomian Grup di beberapa aspek.

Grup telah menilai dampak potensial COVID-19 terhadap bisnis dan operasional Grup, termasuk proyeksi finansial dan likuiditasnya. Berdasarkan hal ini, Grup tidak melihat adanya ketidakpastian material yang dapat berdampak buruk secara signifikan terhadap bisnis dan operasional Grup. Grup secara berkelanjutan memantau perkembangan pandemi COVID-19 dan mengevaluasi dampaknya.

33. COVID-19 PANDEMIC

Since early 2020, the COVID-19 pandemic has spread across many countries including Indonesia, and also affected the business and economic activities of the Group to some extent.

The Group has assessed the potential impact of COVID-19 to the business and operation, as well as the financial projection and liquidity plan. Based on this, the Group does not foresee any material uncertainty that may have significant adverse impact to the Group's business and operation. The Group continuously monitors the development of the COVID-19 pandemic and evaluates the impact.

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34. UNDANG-UNDANG CIPTA KERJA

Pada tanggal 25 November 2021 Mahkamah Konstitusi ("MK") menggelar sidang putusan hasil uji formil dan materiil Undang-Undang Cipta Kerja dengan No. 91/PUU-XVIII/2020. Dalam amar putusan, MK menyatakan UU Cipta Kerja inkonstitusional secara bersyarat dan harus dilakukan perbaikan dalam kurun waktu dua tahun dari putusan tersebut diputuskan. Putusan MK telah menyatakan UU Cipta Kerja masih tetap berlaku secara konstitusional sampai dengan dilakukan perbaikan pembentukannya sesuai dengan tenggang waktu yang ditetapkan oleh MK, yaitu harus dilakukan perbaikan paling lama 2 tahun sejak putusan.

Pada tanggal laporan keuangan konsolidasian ini, Grup masih melakukan tinjauan dampak dari UU Cipta Kerja dan peraturan pelaksanaannya.

34. JOB CREATION LAW

On 25 November 2021, the Constitutional Court held a hearing on the results of the formal and material test of the Job Creation Law No. 91/PUU-XVIII/2020. In its ruling, the Constitutional Court stated that the Job Creation Law was conditionally unconstitutional and had to be amended within two years of the decision being made. The Constitutional Court decision has stated that the current Job Creation Law remains constitutionally valid until its formation is corrected in accordance with the grace period set by the Constitutional Court, which must be amended no later than 2 years from the decision.

As at the date of these consolidated financial statements, the Group is still assessing the impact of the Job Creation Law and its implementing regulations.

35. KEJADIAN SETELAH TANGGAL NERACA

a. Perusahaan

- Pada tahun 2022, Grup melakukan pembayaran atas pinjaman kredit investasi dari PT Bank Negara Indonesia (Persero) Tbk dan PT Bank BTPN Tbk dengan nilai masing-masing sebesar Rp1.791.776 dan Rp937.500.
- Sampai dengan tanggal penerbitan laporan keuangan konsolidasian ini, PKG masih dalam proses perpanjangan perjanjian kredit pinjaman bank jangka pendek yang mendekati jatuh temponya.
- Berdasarkan surat perjanjian No.0272/B/HK.01.02/55/SP/2022 tanggal 1 Januari 2022, Perusahaan dan Kangean Energy Indonesia LTD menandatangani perjanjian perubahan masa berlaku atas kontrak pengadaan gas dimana masa berlaku kontrak sebelumnya selesai pada 31 Desember 2030 menjadi 31 Desember 2026 dan jumlah gas yang dipasok selama masa kontrak berubah dari 58 MMSCFD menjadi 50 MMSCFD.

b. Entitas anak

PKY

- Berdasarkan Perjanjian Kredit tanggal 9 April 2021, jangka waktu fasilitas kredit oleh PT Bank CIMB Niaga Tbk akan jatuh tempo pada tanggal 13 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PKY masih dalam proses perpanjangan perjanjian kredit.

35. SUBSEQUENT EVENTS

a. The Company

- *In 2022, the Group repaid credit investment loan from PT Bank Negara Indonesia (Persero) Tbk and PT Bank BTPN Tbk amounting to Rp1,791,776 and Rp937,500, respectively.*
- *Up to the date of the issuance of these consolidated financial statements, PKG is still in the process of extending the short-term loans borrowing that will be due.*
- *Based on the agreement letter No.0272/B/HK.01.02/55/SP/2022 dated 1 January 2022, the Company and Kangean Energy Indonesia LTD signed an agreement to change the validity period of the gas procurement contract where the previous contract expired on 31 December 2030 to become 31 December 2026 and the amount of gas supplied during the contract period changed from 58 MMSCFD to 50 MMSCFD.*

b. Subsidiaries

PKY

- *Based on Credit Agreement dated 9 April 2021, the credit facilities period by PT Bank CIMB Niaga Tbk will be expired in 13 March 2022. Up to the date of these consolidated financial statements, PKY is still in the process of extending this credit agreement.*

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35. KEJADIAN SETELAH TANGGAL NERACA
(lanjutan)

b. Entitas anak (lanjutan)

PKY (lanjutan)

- Berdasarkan Perjanjian Kredit tanggal 17 Juni 2021, jangka waktu fasilitas kredit oleh PT Bank OCBC NISP Tbk akan jatuh tempo pada tanggal 20 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PKY masih dalam proses perpanjangan perjanjian kredit.

PSG

Berdasarkan Perjanjian Kredit tanggal 24 Juni 2021, jangka waktu fasilitas kredit oleh PT Bank Pan Indonesia Tbk akan jatuh tempo pada tanggal 25 Maret 2022. Sampai dengan tanggal laporan keuangan konsolidasian ini, PSG masih dalam proses perpanjangan perjanjian kredit.

**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 28 Maret 2022.

35. SUBSEQUENT EVENTS (continued)

b. *Subsidiaries (continued)*

PKY (continued)

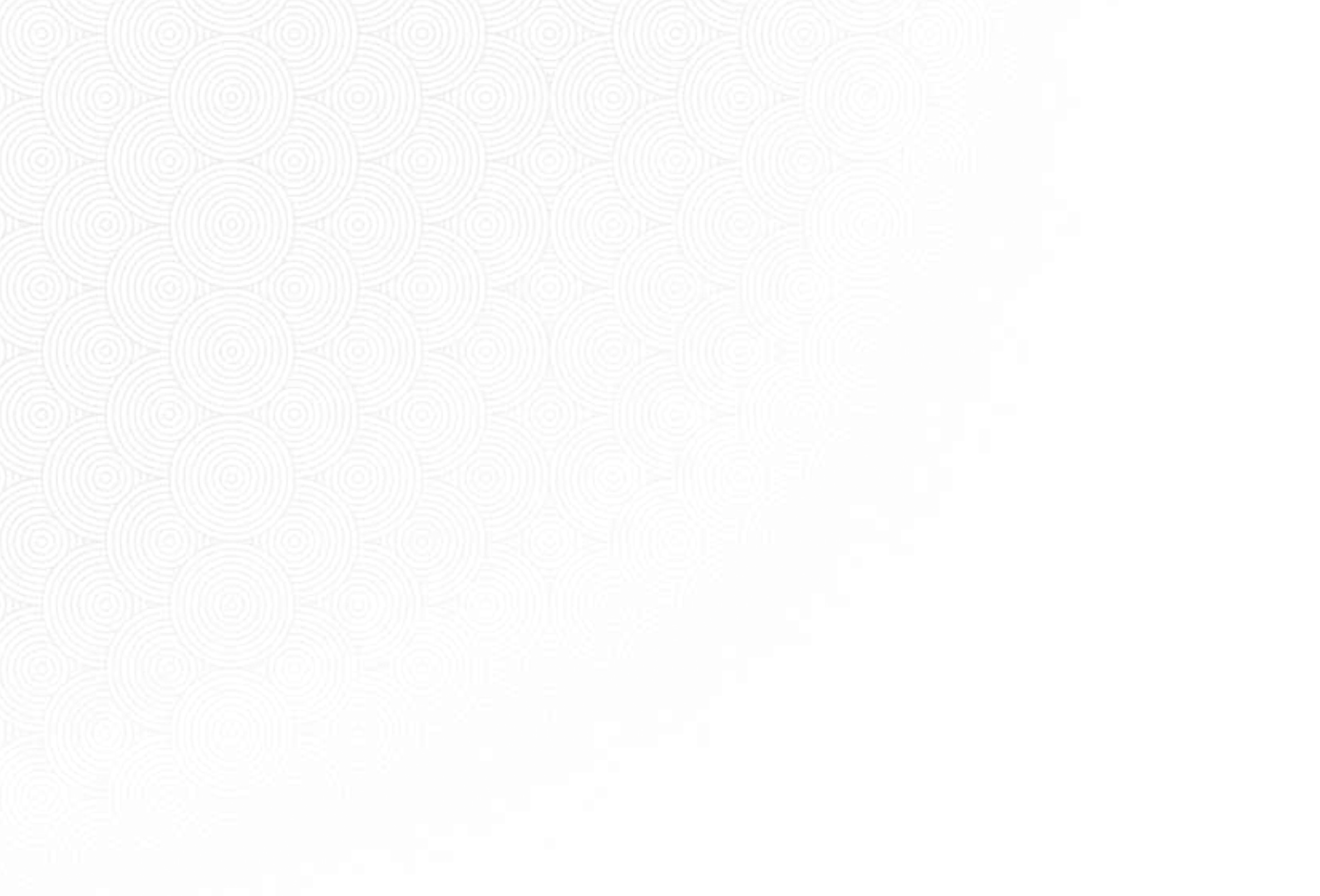
- *Based on Credit Agreement dated 17 June 2021, the credit facilities period by PT Bank OCBC NISP Tbk will be expired in 20 March 2022. Up to the date of these consolidated financial statements, PKY is still in the process of extending this credit agreement.*

PSG

Based on Credit Agreement dated 24 June 2021, the credit facilities period by PT Bank Pan Indonesia Tbk will be expired in 25 March 2022. Up to the date of these consolidated financial statements, PSG is still in the process of extending this credit agreement.

**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 28 March 2022.



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PETROKIMIA GRESIK

LAPORAN TAHUNAN
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