



Growth Excellence Worthwhile

GREAT FOR INDONESIA



2020

LAPORAN KEBERLANJUTAN
SUSTAINABILITY REPORT

PT PETROKIMIA GRESIK
SOLUSI AGROINDUSTRI

"GREAT FOR INDONESIA"

GROWTH, EXCELLENCE WORTHWHILE

Tumbuh, Berkembang dan Bermanfaat untuk Indonesia

Petrokimia Gresik bisa dikatakan layaknya seorang anak kecil yang penuh potensi untuk tumbuh dan berkembang, dan bertekad menjadi perusahaan yang terus bertransformasi, berinovasi menjadi perusahaan agroindustri. Bertahan di zona nyaman bukanlah pilihan bagi Petrokimia Gresik untuk saat ini, ditambah lagi dengan stausi Covid-19 yang belum berakhir. Selalu ada ruang untuk meningkatkan pelayanan, kualitas dan dedikasi untuk menjadi perusahaan yang lebih besar dan lebih bermanfaat untuk rakyat 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 can be said to be like a child who is full of potential to grow and develop, and is determined to be a company that continues to transform, innovate into an agro-industry company. Staying in the comfort zone is not an option for Petrokimia Gresik for now, plus the Covid-19 situation is not over yet. There is always room to improve service, quality and dedication to become a bigger and more useful company for the people of Indonesia.

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.

KINERJA **KEBERLANJUTAN**

SUSTAINABILITY PERFORMANCE

MELESTARIKAN SUMBER DAYA Preserving Resources



Total penggunaan air untuk proses produksi di tahun 2020 sebesar 31.917.109 m³ / Total water use for the production process in 2020 is 31,917,109 m³

1,82%

Total Air yang Didaur Ulang dan digunakan kembali tahun 2020 sebesar 1,82% dari total pengambilan air sungai.
Total Recycled and Reused Water in 2020 is 1.82% of the total river water intake.



Intensitas Energi dalam Proses Produksi PT Petrokimia Gresik tahun 2020
Energy Consumption in Production Process of PT Petrokimia Gresik in 2020

Pupuk / Fertilizer

3,32 GJ/Ton

Non-Pupuk / Non-Fertilizer

5,74 GJ/Ton



Penurunan emisi Gas Rumah Kaca tahun 2020 sebesar 19.700 ton CO₂. / Reducing Greenhouse Gas Emissions in 2020 by 19,700 tons CO₂



Memperoleh **PROPER HIJAU** dari Kementerian Lingkungan Hidup (KLHK) Republik Indonesia. / Obtained GREEN PROPER from the Ministry of Environment (KLHK) of the Republic of Indonesia

ASPEK LINGKUNGAN Environmental Aspect



Memperoleh sertifikasi Sistem Manajemen Lingkungan **ISO 14001:2004**.
Obtained **ISO 14001:2004** Environmental Management System certification

ASPEK COMMUNITY DEVELOPMENT

Community Development Aspect



Investasi Sosial Masyarakat bernilai Rp45,1 miliar.

Social Investment is valued at Rp45.1 billion.



Menyalurkan dana Program Kemitraan senilai Rp38,25 miliar kepada 299 mitra binaan.

Distributed Rp38.25 billion to 299 fostered partners in the Partnership Program.



Merealisasikan penyaluran dana Program Bina Lingkungan senilai Rp6,84 miliar. / Channeled Rp6.84 billion of funds in the Community Development program.



Nilai Survei Kepuasan Lingkungan 86.53% - Sangat Puas.

Environmental Satisfaction Survey score - 86.53% or "Very Satisfied" category.

ASPEK KESELAMATAN KERJA

Work Safety Aspect



OCCUPATIONAL
HEALTH AND SAFETY
MANAGEMENT
SYSTEM

HASIL AUDIT SISTEM MANAJEMEN
KESELAMATAN DAN KESEHATAN
KERJA PETROKIMIA GRESIK
Management System Audit
Results PETROKIMIA GRESIK
Occupational Safety and Health

93,37%

ASPEK EKONOMI

Economic Aspect



Total nilai penjualan konsolidasi di tahun 2020 adalah Rp26.571,1 miliar.

Total consolidated revenues in 2020 amounted to Rp26,571.1 billion.

Laba bersih konsolidasi adalah sebesar Rp1,41 triliun. / Consolidated net income is Rp1.41 trillion.



Nilai Ekonomi yang Diperoleh
Economic Value Obtained

Rp **26.614,3** miliar
billion



Distribusi Nilai Ekonomi
Economic Value Distributed

Rp **25.198,1** miliar
billion

ASPEK SUMBER DAYA MANUSIA

Human Capital Aspect



Program "Sekar Mamamia" (Sekolah Kader Mama dan Pemuda Petrokimia) pemberdayaan masyarakat di bidang kesehatan melalui peningkatan kapasitas dan pembentukan kader agar mampu menjadi pioneer dalam penyampaian informasi kesehatan di masyarakat / "Sekar Mamamia" Program (Petrokimia's School for Mama and Youth Cadres) community empowerment in the health sector through capacity building and formation of cadres to be able to become pioneers in delivering health information in the community

PERISTIWA PENTING 2020

2020 EVENT HIGHLIGHTS



Jakarta 08.01.2020 | January 8, 2020

Penghargaan Program Penilaian Peringkat Kerja Perusahaan (PROPER) dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) RI. | Awards for Company Performance Rating Program (PROPER) from the Indonesian Ministry of Environment and Forestry (KLHK).

PROPER HIJAU | GREEN PROPER

Acara ini merupakan acara penghargaan tahunan kepada perusahaan yang memiliki manajemen pengelolaan lingkungan yang baik, dimana Petrokimia Gresik memperoleh penghargaan PROPER Hijau yang diberikan langsung oleh Menteri KLHK Siti Nurbaya Bakar dan Direktur Petrokimia Rahmad Pribadi di Jakarta, 8 Januari 2020.

This event was an annual award ceremony for companies that have good environmental management, where Petrokimia Gresik received the Green PROPER award given directly by the Minister of Environment and Forestry, Siti Nurbaya Bakar and the Director of Petrokimia, Rahmad Pribadi in Jakarta, on January 8th, 2020.

Penandatanganan kerjasama Petrokimia Gresik dan Kangean Energy Indonesia untuk kepastian gas untuk produksi.

An agreement signing between Petrokimia Gresik and Kangean Energy Indonesia to ensure gas production.

KESEPAKATAN BERSAMA PENYALURAN GAS

GAS DISTRIBUTION AGREEMENT

Merupakan acara penandatanganan kerjasama antara PT Petrokimia Gresik dan Kangean Energy untuk mendapatkan kesediaan gas untuk produksi yang mulai berlaku pada tanggal 6 Februari 2020.

This was an agreement signing event between PT Petrokimia Gresik and Kangean Energy to obtain gas availability for production which has been in effect since February 6th, 2020.



Bali, 06.02.2020 | February 6, 2020



Lampung, 19.02.2020 | February 19, 2020

Penandatanganan kerjasama Kartu Petani Berjaya (KPB) dengan Pemerintah Provinsi Lampung. | An Agreement signing of Successful Farmer Card (KPB) with the Government of Lampung Province.

PENANDATANGANAN MOU KARTU PETANI

BERJAYA | THE SIGNING OF THE MOU ON THE SUCCESSFUL FARMER CARD

Merupakan acara penandatanganan kerjasama antara Petrokimia Gresik dan Pemerintah Provinsi Lampung dalam memberikan subsidi pupuk melalui Kartu Petani Berjaya (KPB). | This was an agreement signing event between Petrokimia Gresik and the Government of Lampung Province in providing subsidized fertilizers through Successful Farmer Card (KPB)

Penandatanganan kerjasama (MoU) dalam program diversifikasi produk Petrokimia Gresik dengan SBRC IPB beserta dukungan marketing dan technical assistance dari Komunitas Migas Indonesia (KMII). | An agreement signing (MoU) in the product diversification program of Petrokimia Gresik with SBRC IPB, as well as marketing support and technical assistance from the Indonesian Oil and Gas Community (KMII)

MoU UJI COBA MINI PLANT SURFAKTAN MERAH PUTIH

MoU FOR TRIAL OF RED AND WHITE SURFACTANT MINI PLANT

Merupakan acara penandatanganan kerjasama (MoU) antara Petrokimia Gresik dan Surfactant Bioenergy Research Center Institut Pertanian Bogor (SBRC IPB) dalam program pengembangan dan diversifikasi produk pada tanggal 10 Maret 2020. | This was an agreement signing (MoU) between Petrokimia Gresik and the Surfactant Bioenergy Research Center of Bogor Agricultural University (SBRC IPB) in product development and diversification program on March 10th, 2020.



10.03.2020 | March 10, 2020



12.03.2020 | March 12, 2020

Sarana Olahraga (SOR) Tridarma Petrokimia Gresik

Pengenalan produk baru sebagai solusi untuk petani atas kebutuhan pupuk NPK dan organik dalam satu produk.

The introduction of new products as a solution for farmers on the need for NPK and organic fertilizers in one product.

TOWN HALL MEETING 2020 | 2020 TOWN HALL MEETING

Acara ini merupakan acara pertemuan antara manajemen dan karyawan yang bertujuan untuk evaluasi sekaligus memperkenalkan produk baru sebagai solusi bagi petani yang diselenggarakan di SOR Petrokimia Gresik pada tanggal 12 Maret 2020. | This event was a meeting between the board of management and employees aimed at evaluating as well as introducing new products as solutions for farmers which was held at Petrokimia Sports Center Gresik on March 12th, 2020.

Penerapan komitmen Tata Kelola Perusahaan Anti Suap melalui SMAP ISO 3700 : 2016 | The implementation of Anti-Bribery Corporate Governance commitment through SMAP ISO 3700 : 2016

PENERAPAN SISTEM MANAJEMEN ANTI PENYUAPAN (SMAP) ISO 37001 : 2016 | IMPLEMENTATION OF ANTI-BRIBERY MANAGEMENT SYSTEM (SMAP) ISO 37001 : 2016

Merupakan acara penerapan Tata Kelola Perusahaan dengan SMAP ISO 37001 : 2016 untuk pengendalian praktik penyuapan di lingkungan perusahaan yang disahkan pada tanggal 17 Maret 2020.

This was an implementation of Good Corporate Governance utilizing SMAP ISO 37001 : 2016 for controlling bribery practices in the company environment which was ratified on March 17th, 2020.



Jakarta, 17.03.2020 | March 17, 2020

PERISTIWA PENTING 2020

2020 EVENT HIGHLIGHTS



Jakarta, 18.03.2020 | Gresik March 18, 2020

Penganugerahan 4 penghargaan Indonesia Green Award (IGA) 2020 kepada PT Petrokimia Gresik. | The awarding of 4 awards to PT Petrokimia Gresik in 2020 Indonesian Green Award (IGA)

INDONESIAN GREEN AWARD (IGA)

Merupakan acara penganugerahan 4 penghargaan Indonesian Green Award (IGA) kepada PT Petrokimia Gresik atas komitmen pengelolaan lingkungan hidup pada tanggal 18 Maret 2020. | This was an event awarding 4 Indonesian Green Awards (IGA) to PT Petrokimia Gresik for its commitment to environmental management on March 18th, 2020.

Pembukaan "Posko Command Center BUMN Jawa Timur"

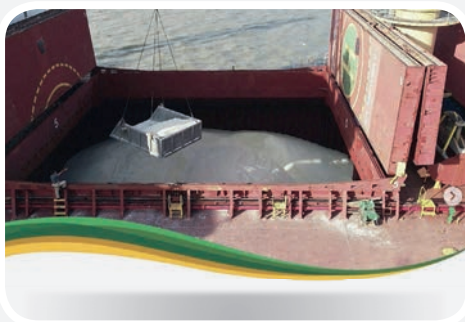
The opening of "East Java State-Owned Enterprise Command Center"

PEMBUKAAN POSKO COMMAND CENTER BUMN JAWA TIMUR | OPENING OF EAST JAVA STATE-OWNED ENTERPRISE COMMAND CENTER

Merupakan acara pembukaan "Posko Command Center BUMN Jawa Timur" di SOR Tri Dharma Petrokimia Gresik pada tanggal 30 Maret 2020. | This was the opening ceremony of the "East Java State-Owned Enterprise Command Center" at Tri Dharma Sports Center of Petrokimia Gresik on March 30th, 2020.



30.03.2020 | March 30, 2020
Sarana Olahraga (SOR) Tridarma Petrokimia Gresik



16.06.2020 | June 16, 2020

Rekor baru ekspor pupuk terbesar kepada Petrokimia Gresik yang berhasil ekspor 50.000 ton pupuk NPS ke India. | New record for the largest fertilizer export to Petrokimia Gresik which succeeded in exporting 50,000 tons of NPS fertilizer to India.

PETROKIMIA GRESIK CETAK REKOR EKSPOR PUPUK TERBESAR | PETROKIMIA GRESIK RECORDS THE LARGEST FERTILIZER EXPORT

Merupakan peristiwa dimana PT Petrokimia Gresik berhasil memecahkan rekor baru dalam bidang ekspor, yakni ekspor sebanyak 50.000 ton pupuk NPS ke India. | This was an event where PT Petrokimia Gresik managed to break a new record in the export sector, i.e. exporting 50,000 tons of NPS fertilizer to India.

Perolehan sertifikat Sistem Manajemen Anti Penyuapan (SMAP) SNI 370001 : 2016 oleh Badan Sertifikasi PT ASR International Indonesia Certification (ASRICERT). | The acquisition of Anti-Bribery Management System (SMAP) certificate SNI 370001 : 2016 by PT ASR International Indonesia Certification Body (ASRICERT).

PEROLEHAN SERTIFIKAT SISTEM MANAJEMEN ANTI PENYUAPAN (SMAP) SNI ISO 37001 2016

ACQUISITION OF ANTI-BRIBERY MANAGEMENT SYSTEM (SMAP) CERTIFICATE SNI ISO 37001 2016

Merupakan acara penyerahan sertifikat Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001 : 2016 yang dikeluarkan oleh Badan Sertifikasi PT ASR International Indonesia Certification (ASRICERT Indonesia) kepada Petrokimia Gresik pada tanggal 1 Juli 2020 atas komitmen Petrokimia Gresik dalam mengoptimalkan Good Corporate Governance (GCG) | This was an event to award the certificate of Anti-Bribery Management System (SMAP) SNI ISO 37001: 2016 issued by the PT ASR International Indonesia Certification Body (ASRICERT Indonesia) to Petrokimia Gresik on July 1st, 2020 for Petrokimia Gresik's commitment in optimizing Good Corporate Governance (GCG).



1.07.2020 | July 1, 2020



Gorontalo, 04.07.2020 | July 4, 2020

Petrokimia Gresik Bersama Wakil Ketua DPR RI Rachmat Gobel menggelar panen raya tanaman hortikultura di Desa Tolotio, Kecamatan Tibawa, Kabupaten/Provinsi Gorontalo. | Petrokimia Gresik, along with the Deputy Chairman of the Indonesian House of Representatives, Rachmat Gobel, held a large harvest of horticultural crops in Tolotio Village, Tibawa Sub-District, Gorontalo Regency/Province.

PANEN RAYA BERSAMA WAKIL KETUA DPR RI

LARGE HARVEST WITH THE DEPUTY CHAIRMAN OF THE INDONESIAN HOUSE OF REPRESENTATIVES

Merupakan acara panen raya tanaman hortikultura, diantaranya; Jagung, Cabai dan Tomat bersama Wakil Ketua DPR RI Rachmat Gobel untuk mempercepat produktivitas di Desa Tolotio, Kecamatan Tibawa, Kabupaten Gorontalo. | This was a large harvest event of horticultural crops, including; Corn, Chili and Tomato, along with the Deputy Chairman of the Indonesian House of Representatives, Rachmat Gobel, to accelerate productivity in Tolotio Village, Tibawa Sub-District, Gorontalo Regency.

PERISTIWA PENTING 2020

2020 EVENT HIGHLIGHTS



10.07.2020 | July 10, 2020

Peraian 2 penghargaan di acara Anugerah BUMN ke-9 tahun 2020 kepada Petrokimia Gresik sebagai anak perusahaan BUMN.

The winning of 2 awards at the 9th BUMN Award in 2020 by Petrokimia Gresik as a subsidiary of a State-Owned Enterprise.

ANUGERAH BUMN KE-9 TAHUN 2020

THE 9th BUMN AWARD 2020

Merupakan acara penghargaan Anugerah BUMN ke-9 tahun 2020 kepada Petrokimia Gresik kategori Corporate sebagai anak perusahaan BUMN dengan tingkat transformasi terbaik dan sebagai perusahaan BUMN dengan pengembangan SDM terbaik nomor 2, penghargaan ini diberikan pada tanggal 9 Juli 2020. | This was the 9th BUMN Award event held in 2020, awarding Petrokimia Gresik in the Corporate category as a State-Owned Enterprise subsidiary with the best level of transformation and as a State-Owned enterprise with the second best HR development, this award was given on July 9th, 2020.

Peresmian Ruang Isolasi Mandiri GOR (Rismagor) Tri Dharma dan Petrokimia Gresik Covid-19 Testing Center. | The official opening of the Tri Dharma Sports Center Self-Isolation Room (Rismagor) and Petrokimia Gresik Covid-19 Testing Center.

PERESMIAN RUANG ISOLASI MANDIRI GOR (RISMAGOR) TRI DHARMA DAN PETROKIMIA GRESIK COVID-19 TESTING CENTER

OFFICIAL OPENING OF TRI DHARMA SPORTS CENTER SELF-ISOLATION ROOM (RISMAGOR) AND PETROKIMIA GRESIK COVID-19 TESTING CENTER
Petrokimia Gresik meresmikan Ruang Isolasi Mandiri GOR (Rismagor) Tri Dharma dan Petrokimia Gresik Covid-19 Testing Center sebagai upaya peningkatan kualitas layanan RSKP dan antisipasi peningkatan kasus positif di Surabaya Raya, termasuk Gresik. | Petrokimia Gresik officially opened the Tri Dharma Sports Center Self-Isolation Room (Rismagor) and the Petrokimia Gresik Covid-19 Testing Center as an effort to improve the quality of the services of Lung Specialist Hospital and anticipate an increase in positive cases in Greater Surabaya, including Gresik.



15.07.2020 | July 15, 2020

Sarana Olahraga (SOR) Tridarma Petrokimia Gresik

Petrokimia Gresik berhasil memperoleh penghargaan TOP CSR Award #Star 4 dan TOP Leader on CSR Commitment 2020

Petrokimia Gresik won the TOP CSR Award #Star 4 and TOP Leader on 2020 CSR Commitment.

TOP CSR AWARD | TOP CSR Award

Merupakan acara penghargaan TOP CSR Award #Star 4 dari Majalah TOP Bussiness dan TOP Leader on CSR Commitment 2020 atas komitmennya dalam penerapan ISO 26000 dan konsisten dalam pengembangan program CSR perusahaan. | This was the TOP CSR Award #Star 4 award ceremony from TOP Business Magazine and 2020 TOP Leader on CSR Commitment for their commitment to the implementation of ISO 26000 and being consistent in developing the company's CSR program.



Jakarta, 29 Juli 2020 | July 29, 2020



Online, 3.08.2020 | August 3, 2020

Penerapan program magang BUMN atau praktik kerja industri (parakerin) berbasis digital pertama. | The implementation of the first digital-based State-Owned Enterprise internship or industrial work practice (parakerin) program.

PENERAPAN PROGRAM MAGANG ATAU PRAKTIK KERJA INDUSTRI PETROKIMIA GRESIK

IMPLEMENTATION OF THE PETROKIMIA GRESIK INDUSTRIAL INTERNSHIP OR WORK PRACTICE PROGRAM

Merupakan acara pembukaan program magang mahasiswa atau praktik kerja industri berbasis digital yang diterapkan pada tanggal 3 Agustus 2020, ini merupakan program magang berbasis digital pertama di antara perusahaan BUMN lainnya untuk mencegah

penyebaran Covid-19 namun tetap melakukan proses pembelajaran dengan efektif. | This was the opening event for student internship program or digital-based industrial work practice that was implemented on August 3rd, 2020, this was the first digital-based internship program among other state-owned enterprises to prevent the spread of Covid-19 while still carrying out the learning process effectively.

Peluncuran 11 unit Mobil Uji Tanah yang disebarakan ke 8 provinsi di Indonesia. | The launching of 11 units of Soil Testing Vehicle which were distributed to 8 provinces in Indonesia

PELUNCURAN 11 UNIT MOBIL UJI TANAH

LAUNCHING OF 11 UNITS OF SOIL TESTING VEHICLE

Merupakan acara peluncuran Mobil Uji Tanah yang disebarakan ke 8 provinsi di Indonesia dalam rangka mendorong penngkaran kesejahteraan petani di Indonesia. | This was the launching of Soil Testing Vehicles that were distributed to 8 provinces in Indonesia in order to promote the welfare of farmers in Indonesia.



Gresik, 15 Agustus 2020 | August 15, 2020

PERISTIWA PENTING 2020 2020 EVENT HIGHLIGHTS



Mustikarasa Café and Resto
17.08.2020 | August 17, 2020

Petrokimia Gresik meresmikan perluasan Area Uji Aplikasi Produk Riset seluas 1,4 hektare di kompleks kebun Percobaan Petrokimia Gresik. | Petrokimia Gresik officially launched the expansion of the Research Product Application Test Area of 1.4 hectares in the Experimental garden complex of Petrokimia Gresik

PERSMIAN PERLUASAN AREA UJI APLIKASI PRODUK RISET PETROKIMIA GRESIK

OFFICIAL EXPANSION OF PETROKIMIA GRESIK'S RESEARCH
PRODUCT APPLICATION TEST AREA

Merupakan acara peresmian dan perluasan Area Uji Aplikasi Produk Riset seluas 1,4 hektare di Komplek Kebun Percobaan Petrokimia Gresik di Mustikarasa Café and Resto. | This was the official launching of expansion of the Research Product Application Test Area covering an area of 1.4 hectares at the Experimental garden complex of Petrokimia Gresik at Mustikarasa Café and Resto.

Penyambutan Direktur Utama Petrokimia Gresik, Dwi Satriyo Annurogo. | The welcoming of the President Director of Petrokimia Gresik, Dwi Satriyo Annurogo

PENYAMBUHAN DIREKTUR UTAMA PETROKIMIA GRESIK DWI SATRYO ANNUROGO

WELCOMING THE PRESIDENT DIRECTOR OF PETROKIMIA GRESIK
DWI SATRYO ANNUROGO

Merupakan acara penyambutan Direktur Utama Petrokimia yang baru, yakni Dwi Satriyo Annurogo pada tanggal 28 Agustus 2020. This was a welcoming ceremony for the new President Director of Petrokimia, Dwi Satriyo Annurogo on August 28th, 2020.



28.08.2020 | August 28, 2020



Kalimantan Selatan
31.08.2020 | August 31, 2020

Kunjungan Menteri Pertanian, Syahrul Yasin Limpo resmikan pengoperasian Mobil Uji Tanah Petrokimia Gresik di Kalimantan Selatan. | The visit of the Minister of Agriculture, Syahrul Yasin Limpo to officially launch the operation of Soil Testing Vehicle of Petrokimia Gresik in South Kalimantan

PERESMIAN MOBIL UJI TANAH PETROKIMIA GRESIK

OFFICIAL LAUNCHING OF PETROKIMIA GRESIK'S SOIL TESTING
VEHICLE

Merupakan kunjungan Menteri Pertanian, Syahrul Yasin Limpo yang resmikan pengoperasian Mobil Uji Tanah Petrokimia Gresik kepada Kelompok Tani Tunas Harapan, Desa Sumber Mulia, Kecamatan Pelaihari, Kalimantan Selatan pada 28 Agustus 2020. | This was a visit of the Minister of Agriculture, Syahrul Yasin Limpo who officially launched the operation of Soil Testing Vehicle of Petrokimia Gresik to the Tunas Harapan Farmers Group, Sumber Mulia Village, Pelaihari Sub-District, South Kalimantan on August 31th, 2020.

Kunjungan Menteri Pertanian, Syahrul Yasin Limpo meninjau ketersediaan pupuk bersubsidi. | The visit of the Minister of Agriculture, Syahrul Yasin Limpo to check the availability of subsidized fertilizers

KUNJUNGAN MENTERI PERTANIAN, SYAHRUL YASIN LIMPO MENINJAU KETERSEDIAAN PUPUK BERSUBSIDI | THE VISIT OF THE MINISTER OF AGRICULTURE, SYAHRUL YASIN LIMPO TO REVIEW THE AVAILABILITY OF SUBSIDIZED FERTILIZERS

Merupakan acara kunjungan Menteri Pertanian, Syahrul Yasin Limpo meninjau ketersediaan pupuk bersubsidi menjelang musim tanam pada bulan Oktober 2020 sampai Maret 2021. | This was a visit of the Minister of Agriculture, Syahrul Yasin Limpo to monitor the availability of subsidized fertilizers ahead of the planting season from October 2020 to March 2021.



Gresik, 4.09.2020 | September 4, 2020



Online 3.08.2020 | August 3, 2020

Pelepasan Direktur Utama sebelumnya, Rahmad Pribadi oleh insan Petrokimia Gresik. | The farewell ceremony of the previous President Director, Rahmad Pribadi by Petrokimia Gresik personnel

PELEPASAN DIREKTUR UTAMA SEBELUMNYA, RAHMAD PRIBADI | FAREWELL CEREMONY OF THE PREVIOUS PRESIDENT DIRECTOR, RAHMAD PRIBADI

Merupakan acara pelepasan Direktur Utama sebelumnya, Rahmad Pribadi dan rasa terima kasih oleh insan Petrokimia Gresik yang pernah beiau pimpin. | This was a farewell ceremony of the previous President Director, Rahmad Pribadi and an expression of gratitude by the personnel of Petrokimia Gresik who he had led.

Petrokimia Gresik raih penghargaan BUMN Marketeers Award 2020 sebagai The Most Promising Company in Strategy Marketing. | Petrokimia Gresik won the 2020 BUMN Marketeers Award as The Most Promising Company in Strategy Marketing

MARKETEERS AWARD 2020 | 2020 MARKETEERS AWARD
Merupakan momen di mana Petrokimia Gresik meraih 5 penghargaan sekaligus dalam acara BUMN Marketeers Award 2020 sebagai The Most Promising Company in Strategy Marketing. | This was a moment where Petrokimia Gresik won 5 awards at the same time at the 2020 BUMN Marketeers Award event as The Most Promising Company in Strategy Marketing



16.09.2020 | September 16, 2020

PERISTIWA PENTING 2020
2020 EVENT HIGHLIGHTS



Online, **22.09.2020** | September 22, 2020

Petrokimia Gresik sabet 14 penghargaan dalam Asia Pacific Award (APSA 2020). | Petrokimia Gresik won 14 awards in the Asia Pacific Award (2020 APSA)

PETROKIMIA GRESIK SABET 14 PENGHARGAAN DALAM ASIA PACIFIC AWARD (APSA 2020)

PETROKIMIA GRESIK WON 14 AWARDS IN THE ASIA PACIFIC AWARD (2020 APSA)

Merupakan acara penganugerahan penghargaan dalam Asia Pacific Award (APSA 2020) dalam upayanya membantu pemerintah membantu menjaga ketahanan pangan nasional. | This was an award ceremony at the Asia Pacific Award (2020 APSA) in the efforts to help the government maintain national food security.

Petrokimia Gresik berhasil menyabet 2 penghargaan bergengsi di ajang BUMN Branding & Marketing Award tahun 2020.

Petrokimia Gresik won 2 prestigious awards at the 2020 BUMN Branding & Marketing Award in.

PETROKIMIA SABET DUA PENGHARGAAN SEKALIGUS DI AJANG BUMN BRANDING & MARKETING AWARD 2020

PETROKIMIA WON TWO AWARDS AT THE SAME TIME AT THE 2020 BUMN BRANDING & MARKETING AWARD

Merupakan acara penganugerahan penghargaan di ajang BUMN Branding & Marketing Award tahun 2020, di mana Petrokimia Gresik berhasil menyabet 2 penghargaan sekaligus di acara tersebut.

An award ceremony at the 2020 BUMN Branding & Marketing Award, where Petrokimia Gresik managed to win 2 awards at the same time at the event.



Jakarta, **5.11.2020** | November 5, 2020



Lombok, **18.11.2020** | November 18, 2020

Petrokimia Gresik meresmikan "Kampung Petrokimia Gresik" yang berlokasi di Kedai Sawah Sembalun untuk majukan sektor pertanian di Pulau Lombok. | Petrokimia Gresik officially open "Petrokimia Gresik Village" located at Kedai Sawah Sembalun to empower the agricultural sector in Lombok island.

PERESMIAN "KAMPUNG PETROKIMIA GRESIK" DI LOMBOK | OFFICIAL OPENING OF "PETROKIMIA GRESIK VILLAGE" IN LOMBOK

Merupakan acara peresmian yang dilakukan oleh Petrokimia Gresik dalam memajukan sektor pertanian di Pulau Lombok dengan membangun Kampung Petrokimia Gresik di Kedai Sawah Sembalun, Lombok. | This was an official opening ceremony carried out by Petrokimia Gresik in empowering the agricultural sector in Lombok island by building Petrokimia Gresik Village at Kedai Sawah Sembalun, Lombok.

Petrokimia Gresik Kembali ukir prestasi dengan meraih penghargaan, diantaranya 4 diamond, 11 platinum, dan 5 gold pada ajang TKMPN-XXIV. | Petrokimia Gresik once again made achievements by winning awards, including 4 diamonds, 11 platinum, and 5 golds at the TKMPN-XXIV event

TEMU KARYA MUTU & PRODUKTIVITAS NASIONAL (TKMPN) | NATIONAL QUALITY & PRODUCTIVITY WORK MEETING (TKMPN)

Merupakan acara penganugerahan penghargaan kepada Petrokimia Gresik yang diselenggarakan oleh TKMNP secara virtual pada tanggal 16 hingga 18 November 2020, dalam acara tersebut Petrokimia Gresik berhasil memperoleh 4 diamond, 11 platinum dan 5 gold. | This was an award ceremony for Petrokimia Gresik which was held by TKMNP virtually on November 16th to 18th, 2020, in this event Petrokimia Gresik managed to get 4 diamonds, 11 platinum and 5 golds.



16-18.11.2020 | November 16-18, 2020



Lombok Timur, 19.11.2020 | November 19, 2020

Petrokimia Gresik bersama barisan terdepan (Distributor, SPDP dan PPD) berhasil memaksimalkan penyaluran pupuk bersubsidi melalui program "Roadshow Siaga Musim Tanam" | Petrokimia Gresik, along with the front liners (Distributors, Regional Sales Representative Staffs and Regional Sales Officers) succeeded in maximizing the distribution of subsidized fertilizers through the "Planting Season Alert Roadshow " program.

ROADSHOW SIAGA MUSIM TANAM KE BERBAGAI DAERAH | PLANTING SEASON ALERT ROADSHOW TO VARIOUS REGIONS

Merupakan acara penyaluran pupuk bersubsidi bersama barisan terdepan (Distributor, SPDP dan PPD) melalui program "Roadshow Siaga Musim Tanam" yang dilaksanakan pada bulan Oktober 2020 ke berbagai daerah di Indonesia, seperti Yogyakarta, Jawa Timur, Jawa Tengah dan NTB. | This was an event for distributing subsidized fertilizers with the front liners (Distributors, Regional Sales Representative Staffs and Regional Sales Officers) through the "Planting Season Alert Roadshow " program which was held in October 2020 to various regions in Indonesia, such as Yogyakarta, East Java, Central Java and West Nusa Tenggara.

PERISTIWA PENTING 2020

2020 EVENT HIGHLIGHTS



28.11.2020 | November 28, 2020

Petrokimia Gresik raih skor 89% atau Skor Gold pada audit Sistem Manajemen Pengamanan sebagai hasil dari komitmen menjaga keamanan aset perusahaan. | Petrokimia Gresik achieved a score of 89% or Gold Score in the audit on the Security Management System as a result of the commitment to maintain the security of company assets.

AUDIT IMPLEMENTASI SISTEM MANAJEMEN PENGAMANAN (SMP) PT PETROKIMIA GRESIK

AUDIT ON THE IMPLEMENTATION OF SECURITY MANAGEMENT SYSTEM (SMP) OF PT PETROKIMIA GRESIK

Merupakan acara penghargaan yang dilakukan oleh Mabes Polri kepada PT Petrokimia Gresik atas capaiannya memperoleh skor 89% atau Skor Gold dalam audit Sistem Manajemen Pengamanan yang diberikan pada tanggal 28 November 2020 di Wisma Kebomas Petrokimia Gresik. | This was an award ceremony conducted by the National Police Headquarters to PT Petrokimia Gresik for its achievement of obtaining a score of 89% or Gold Score in the audit on the Security Management System given on November 28th, 2020 at Wisma Kebomas Petrokimia Gresik.

Petrokimia Gresik kembali raih Penghargaan Proper Hijau dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) tahun 2020
Petrokimia Gresik once again won the Green Proper Award from the Ministry of Environment and Forestry (KLHK) in 2020

PROGRAM PENILAIAN PERINGKAT KERJA PERUSAHAAN (PROPER)

COMPANY PERFORMANCE RATING PROGRAM (PROPER)

Merupakan acara penghargaan yang diberikan oleh Kementerian Hidup dan Kehutanan (KLHK) tahun 2020 kepada Petrokimia Gresik atas kontribusinya dalam menjaga kelestarian lingkungan dengan kategori HIJAU. | This was an award ceremony given by the Ministry of Environment and Forestry (KLHK) in 2020 to Petrokimia Gresik for its contribution in preserving the environment in the GREEN category.



14.12.2020 | December 14, 2020

Petrokimia Gresik raih pengakuan atas kinerja pengelolaan teknologi melalui 3 penghargaan sekaligus dalam ajang IT Works TOP Digital Award 2020. | Petrokimia Gresik was recognized for its technology management performance by winning 3 awards at the same time at the 2020 IT Works TOP Digital Award

IT WORKS TOP DIGITAL AWARD 2020

2020 IT WORKS TOP DIGITAL AWARD

Merupakan acara pemberian 3 penghargaan kepada Petrokimia Gresik atas kinerja pengelolaan teknologi di ajang IT Works TOP Digital Award 2020 di Raffles Hotel Jakarta, Jakarta Selatan pada tanggal 22 Desember 2020. | This was an event awarding 3 awards to Petrokimia Gresik for its technology management performance at the 2020 IT Works TOP Digital Award event at Raffles Hotel Jakarta, South Jakarta on December 22nd, 2020



Jakarta, 22.12.2020 | December 22, 2020



23.12.2020 | December 22, 2020

Petrokimia Gresik melaksanakan Commitment Meeting dengan Distributor Pupuk Bersubsidi seluruh Indonesia 2021. | Petrokimia Gresik held Commitment Meeting with Subsidized Fertilizer Distributors throughout Indonesia in 2021

COMMITMENT MEETING | COMMITMENT MEETING

Merupakan acara penandatanganan antara Petrokimia Gresik dengan distributor terkait sejumlah komitmen penting pegimplementasian Good Corporate Governance (GCG). | This was a signing ceremony between Petrokimia Gresik and distributors regarding a number of important commitments to the implementation of Good Corporate Governance (GCG)

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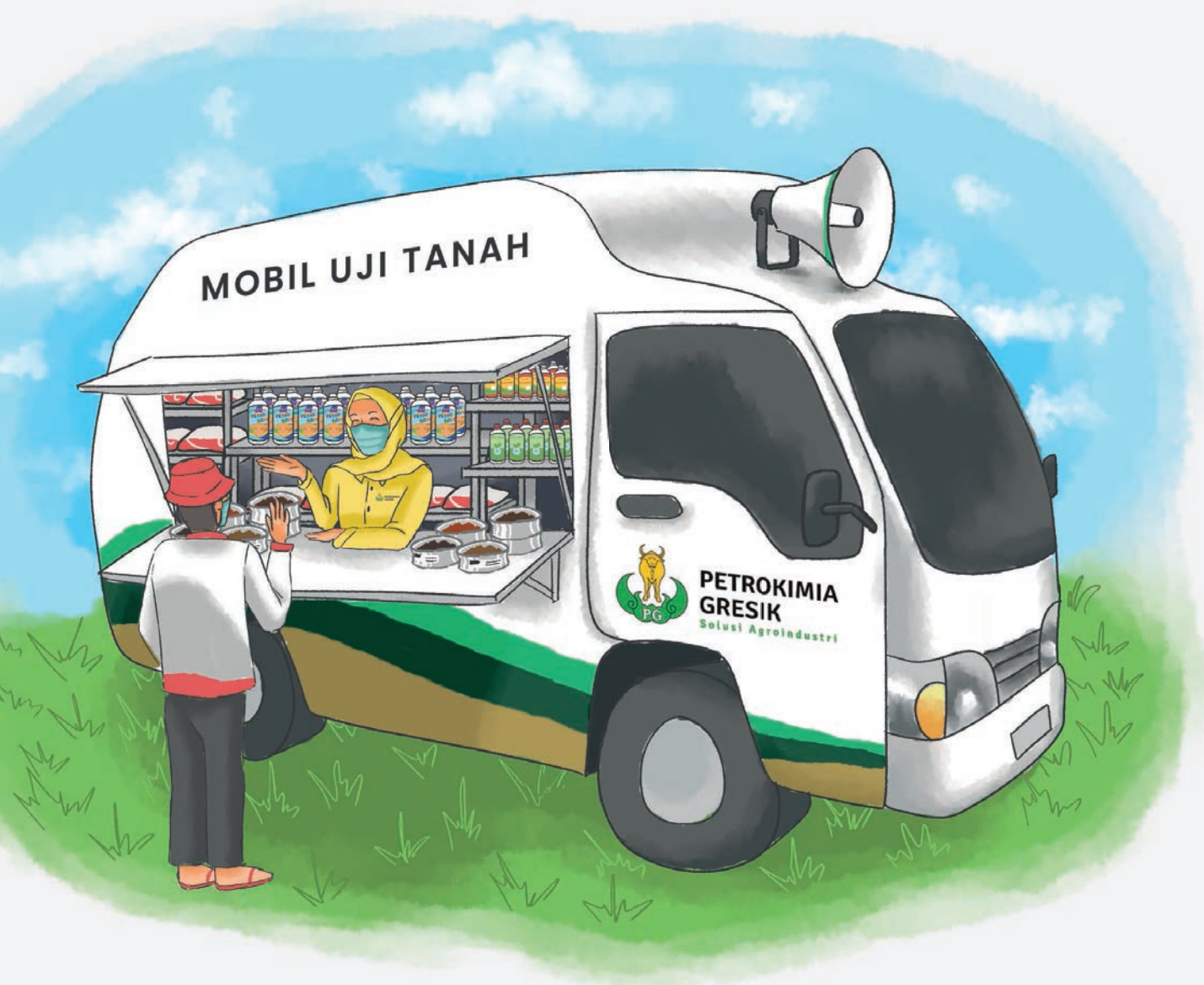
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**PETROKIMIA
GRESIK**
Solusi Agroindustri



Dwi Satriyo Annurogo
Direktur Utama | President Director

LAPORAN DIREKSI [GRI 102-14, GRI 102-15] BOARD OF DIRECTORS' REPORT

Pencapaian kinerja tahun 2020 menjadi landasan Perseroan untuk dapat meningkatkan kinerja pada tahun 2021 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.

The achievement of performance in 2020 is the basis for the Company to be able to improve performance in 2021 through business innovation efforts in optimizing its resources by prioritizing efficient cost management, in order to create positive added value for shareholders and stakeholders.

Izinkan kami menyampaikan Laporan Keberlanjutan PT Petrokimia Gresik 2020 yang memuat kinerja keberlanjutan Perseroan selama tahun 2020. Laporan ini menjadi bagian tak terpisahkan dari pelaporan setiap tahun secara berkala bersamaan dengan Laporan Tahunan PT Petrokimia Gresik.

Laporan Keberlanjutan PT Petrokimia Gresik 2020 menjadi sebuah wujud komitmen kami dalam mengintegrasikan seluruh aspek bisnis Perseroan guna mendukung penuh kinerja keberlanjutan di bidang lingkungan, ekonomi, dan sosial.

TINJAUAN EKONOMI DAN INDUSTRI

Perekonomian global 2020 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 2020 berkontraksi 3,8% (yoy), melemah tajam dibandingkan pertumbuhan tahun sebelumnya sebesar 2,8% (yoy).

Pertanian sekarang mampu menjadi sektor unggulan. Dimana ketika perekonomian nasional pada dua kuartal 2020 melambat akibat wabah Covid-19 sehingga mengalami resesi, justru sektor pertanian berhasil tumbuh dan naik daun. Pertanian di Indonesia tumbuh hingga 16 persen pada kuartal II dan kuartal III. Sedangkan secara tahunan, sektor

Allow us to present the 2020 PT Petrokimia Gresik Sustainability Report that details the Company's sustainability performance in 2020. This report is an integral part of the periodic annual reporting along with PT Petrokimia Gresik's Annual Report.

The 2020 PT Petrokimia Gresik Sustainability Report is a manifestation of our commitment to integrating all aspects of the Company's business to fully support environmental, economic, and social sustainability performance.

ECONOMY AND INDUSTRY OVERVIEW

The 2020 global economy was marked by the Covid-19 pandemic which caused extraordinary impacts on health, humanity, economy, and financial system stability. Overall global economic growth in 2020 contracted 3.8% (yoy), a sharp decline compared to the previous year's growth of 2.8% (yoy).

Agriculture is now able to become a leading sector, where when the national economy in the two quarters of 2020 slowed down due to the Covid-19 pandemic which caused a recession, the agricultural sector managed to grow and prosper. Agriculture in Indonesia grew by 16 percent in the second and third quarters. Meanwhile, on an annual basis,

pertanian juga tumbuh sekitar 2 persen. 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 2020, ketahanan pangan nasional menunjukkan penurunan yang tercermin dari Indeks Ketahanan Pangan Global (Global Food Security Index/GFSI) Indonesia menjadi 59,5 pada 2020 dibanding tahun 2019 sebesar 62,6. Dengan skor tersebut, di tingkat global Indonesia turun dari peringkat 62 menjadi peringkat 65 dari 113 negara.

Penilaian indeks ketahanan pangan terdiri atas tiga aspek. Pertama Affordability terkait dengan cara memotong rantai pasok yang panjang. Kedua, Availability yaitu terjaganya penawaran serta ketiga, Quality and Safety terkait kualitas dan keamanan standar nutrisi dan pengawasan impor. Ketahanan pangan Indonesia dari aspek keterjangkauan memperoleh skor 73,5 (posisi ke-55). Kemudian skor dari aspek ketersediaan 64,7 (posisi ke-34) serta dari aspek kualitas dan keamanan memperoleh skor 34,1 (posisi ke-89).

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 2019 sebesar Rp. 25,2 Triliun atau setara kuantum subsidi 9,1 juta ton. Adapun jumlah alokasi pupuk bersubsidi tersebut di antaranya terdiri dari pupuk Urea, SP-36, ZA, NPK dan Pupuk Organik. Kementan mencatatkan rincian alokasi pupuk Urea sebesar 4,16 juta ton, SP-36 sebesar 640 ribu ton, ZA sebesar 784 juta ton, NPK sebesar 2,66 juta ton dan pupuk organik sebesar 770 ribu ton.

Untuk tahun 2020, Kementan tengah berupaya untuk meningkatkan pengawasan untuk mengantisipasi penyelewengan pupuk bersubsidi. Salah satu upaya yang diterapkan untuk menekan penyelewengan tersebut yaitu melalui pemberian reward and punishment terhadap distributor dan kios yang merupakan ujung tombak distribusi pupuk bersubsidi. Sebagai hasilnya, pada tahun 2020 kasus penyelewengan pupuk bersubsidi mengalami penurunan, dengan pengecualian sejumlah daerah di luar Pulau Jawa.

the agricultural sector also grew by around 2 percent. For this reason, agriculture must continue to be developed, so that this sector can be at the forefront in dealing with the processes of overcoming and recovering the economy from the impacts of Covid-19.

In 2020, national food security showed a decline as reflected in Indonesia's Global Food Security Index (GFSI) to 59.5 in 2020 compared to 2019 which was 62.6. With this score, at the global level, Indonesia dropped from rank 62 to rank 65 out of 113 countries.

The food security index assessment consists of three aspects. First, Affordability, which is related to how to cut a long supply chain. Second, Availability, that is maintaining supply and third, Quality and Safety, which is related to the quality and safety of nutritional standards and import supervision. Indonesia's food security based on the aspect of affordability obtained a score of 73.5 (55th position). The score from the availability aspect was 64.7 (34th position) and from the quality and safety aspect it obtained a score of 34.1 (89th position).

Through the Ministry of Agriculture (Kementan), the Government positions 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. Taking food security into account, the Government allocated a budget for subsidized fertilizers in 2019 as much as Rp. 25.2 Trillion or the equivalent of 9.1 million tons of subsidized quantum. The allocation of subsidized fertilizers included Urea, SP-36, ZA, NPK and Organic Fertilizers. The Ministry of Agriculture recorded the details of the allocation of Urea fertilizer at 4.16 million tons, SP-36 at 640 thousand tons, ZA at 784 million tons, NPK at 2.66 million tons and organic fertilizer at 770 thousand tons.

For 2020, the Ministry of Agriculture was taking efforts to improve supervision to anticipate the misuse of subsidized fertilizers. One of the efforts implemented to minimize such misuse is through the provision of rewards and punishments to distributors and kiosks who are the spearheads of the distribution of subsidized fertilizers. As a result, in 2020 the cases of subsidized fertilizers misuse decreased, with the exception of a number of areas outside Java.

LAPORAN DIREKSI
BOARD OF DIRECTORS' REPORT

KINERJA [GRI 103-3]

Sepanjang tahun 2020, 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 Perseroan yang menjadi solusi agroindustri di Indonesia. Hasil kinerja Perseroan sepanjang tahun 2020 dapat dilihat dari hasil perbandingan dengan target RKAP 2020 dan realisasi kinerja di tahun 2020.

Realisasi produksi pupuk yang menjadi produk utama Perseroan di tahun 2020 adalah sebesar 4,71 juta ton atau 102% dari RKAP sebesar 4,61 juta ton. Unit Produksi yang mampu melampaui target RKAP 2020 adalah Pabrik Urea sebesar 1.003,84 ribu ton atau 112% dari target, Pabrik ZA sebesar 795,93 ribu ton atau 105% dari target, serta Pabrik NPK Kebomas sebesar 447,51 ribu ton atau 173% dari target. Adapun unit produksi lain yang belum memenuhi target RKAP mayoritas disebabkan karena adanya perbaikan critical equipment yang dilakukan bersamaan dengan jadwal Turn Around, pengaturan ketersediaan stock bahan baku, serta pengaturan stock pupuk secara nasional.

PG membukukan produksi non-pupuk di tahun 2020 adalah sebesar 3,02 juta ton atau 105% dari RKAP 2020 sebesar 2,85 juta ton. Berdasarkan RKAP 2020, produksi Amoniak mencapai 1,09 juta ton atau 105% dari target sebesar 1,01 juta ton. Begitu juga dengan Asam Sulfat yang mencapai 853,11 ribu ton atau 105% dari target RKAP sebesar 813 ribu ton.

PG membukukan jumlah penjualan di tahun 2020 sebesar Rp 26.571,11 miliar yang apabila dibandingkan dengan target RKAP 2020 yang ditetapkan sebesar Rp 26.640,59 miliar, nilai penjualan tersebut hanya tercapai sebesar 99,7%. Secara kuantum penjualan, sektor pupuk non subsidi mampu melewati target RKAP sebesar 161% dengan kuantum 850.049 ton dari target 527.777 ton sedangkan penjualan non pupuk mencapai 1.540,71 ribu ton atau 115% dari target RKAP 2020 sebesar 1.338,98 ribu ton.

PERFORMANCE [GRI 103-3]

Throughout 2020, PG managed to gain positive performance achievements, both in operational and financial aspects. This certainly 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 performance throughout 2020 can be seen from the comparison results with the 2020 Company's Work and Budgeting Plan target and the 2020 performance realization.

Realization of fertilizer production which is the Company's main product in 2020 was 4.71 million tons or 102% of the Company's Work and Budgeting Plan of 4.61 million tons. Production units that were able to exceed the 2020 Company's Work and Budgeting Plan target were the Urea Plant with 1,003.84 thousand tons or 112% of the target, the ZA Plant with 795.93 thousand tons or 105% of the target, as well as Kebomas NPK Plant with 447.51 thousand tons or 173% of the target. The other production units that have not met the Company's Work and Budgeting Plan target were mostly due to critical equipment repairs carried out along with the Turn Around schedule, regulation of availability of the stock of raw materials, and regulation of national fertilizer stocks.

PG recorded non-fertilizer production in 2020 as much as 3.02 million tons or 105% of the 2020 Company's Work and Budgeting Plan of 2.85 million tons. Based on the 2020 Company's Work and Budgeting Plan, Ammonia production reached 1.09 million tons or 105% of the target which was 1.01 million tons. Likewise, Sulfuric Acid reached 853.11 thousand tons or 105% of the Company's Work and Budgeting Plan target which was 813 thousand tons.

PG recorded total sales in 2020 as much as Rp 26,571.11 billion, which when compared to the 2020 Company's Work and Budgeting Plan target which was set at Rp 26,640.59 billion, such sales amount was only achieved at 99.7%. In terms of sales quantum, the non-subsidized fertilizer sector was able to exceed the Company's Work and Budgeting Plan target of 161% with a quantum of 850,049 tons from the target set at 527,777 tons, while non-fertilizer sales reached 1,540.71 thousand tons or 115% of the 2020 Company's Work and Budgeting Plan target which was 1,338.98 thousand tons.

Untuk perolehan profitabilitas, PG mencatatkan perolehan laba bersih di tahun 2020 sebesar Rp 1,41 Triliun atau mencapai 117% dari target RKAP 2020 yang ditetapkan sebesar Rp 1,2 Triliun dan meningkat 8,6% dari realisasi laba bersih tahun 2019 yang tercatat sebesar Rp 1,3 Triliun. Adapun Net Profit Margin (NPM) tahun 2020 sebesar 5,33% atau melampaui target RKAP 2020 sebesar 4,52% maupun realisasi tahun 2019 sebesar 4,51% sedangkan Return on Equity (ROE), Return on Assets (ROA), dan Return on Investment (ROI) di tahun 2020 masing-masing sebesar 8,55%, 3,42%, dan 11,45% lebih tinggi dari RKAP 2020 yang sebesar 6,68%, 2,52%, dan 11,09%

Sampai dengan akhir tahun 2020, Perseroan membukukan liabilitas sebesar Rp 23,13 Triliun mengalami penurunan senilai Rp. 3,94 Triliun atau 16,3% dari nilai tahun 2019 sebesar Rp 27,64 Triliun dan membukukan ekuitas sebesar Rp 18,26 Triliun mengalami peningkatan sebesar 2,7% dari tahun sebelumnya yang tercatat Rp 17,78 Triliun. Jumlah Aset PG mengalami penurunan hampir 9% dari tahun 2019, sehingga menjadi Rp 41,39 Triliun di tahun 2020. Hal ini disebabkan karena adanya pembayaran piutang subsidi dari Pemerintah.

Jika dibandingkan dengan target yang ditetapkan dalam RKAP 2020, jumlah aset, liabilitas, dan ekuitas Perseroan terealisasi masing-masing sebesar 86,5%, 81,7%, dan 93,4%.

Selain kinerja operasi, kami juga berhasil dalam menyelesaikan berbagai inisiatif sesuai target yang ada. Sebagai contoh, dalam aspek pengelolaan lingkungan, pada tahun 2020, Perseroan meraih penghargaan Program Penilaian Peringkat Kinerja Perseroan (PROPER) Hijau. Penghargaan tersebut membuktikan bahwa pengelolaan lingkungan dan kegiatan produksi di PG sudah berjalan dengan baik dan efisien, serta Perseroan dapat memberikan manfaat terhadap pemberdayaan masyarakat baik di sekitar maupun luar wilayah operasi. Bagi kami, kepedulian terhadap lingkungan merupakan bagian dari upaya untuk meningkatkan daya saing. Karena komitmen terhadap lingkungan sudah menjadi tuntutan seiring dengan semakin tingginya kepedulian pasar akan kelestarian lingkungan dan pembangunan berkelanjutan.

Pencapaian kinerja tahun 2020 menjadi landasan Perseroan untuk dapat meningkatkan kinerja pada tahun 2021 melalui upaya inovasi bisnis dalam mengoptimalkan sumber daya yang dimiliki dengan mengedepankan pengelolaan biaya

For profitability, PG recorded a net profit in 2020 as much as Rp 1.41 trillion or 117% of the 2020 Company's Work and Budgeting Plan target which was set at Rp 1.2 trillion and increased 8.6% from the realization of net profit in 2019 which was recorded at Rp. 1.3 Trillion. The Net Profit Margin (NPM) in 2020 was 5.33% or exceeded the 2020 Company's Work and Budgeting Plan target set at 4.52% and the realization in 2019 which was 4.51% while Return on Equity (ROE), Return on Assets (ROA), and Return on Investment (ROI) in 2020 were 8.55%, 3.42%, and 11.45% respectively, higher than the 2020 Company's Work and Budgeting Plan which were 6.68%, 2.52%, and 11.09%

Until the end of 2020, the Company recorded a liability as much as Rp. 23.13 Trillion, a decrease of Rp. 3.94 Trillion or 16.3% from 2019 which was IDR 27.64 Trillion and recorded equity as much as IDR 18.26 Trillion, an increase of 2.7% from the previous year which was recorded at IDR 17.78 Trillion. Total Assets of PG decreased by almost 9% from 2019, to Rp 41.39 Trillion in 2020. This was due to the payment of receivable subsidy from the Government.

If compared to the target set in the 2020 Company's Work and Budgeting Plan, the Company's total assets, liabilities and equity were realized at 86.5%, 81.7%, and 93.4%, respectively.

In addition to operational performance, we have also succeeded in completing various initiatives according to the existing targets. For example, in the aspect of environmental management, in 2020, the Company won the Green Company Performance Rating Program (PROPER) award. The award proves that environmental management and production activities at PG have been running well and efficiently, and the Company has been able to provide benefits for community empowerment both around and outside the operational area. For us, caring for the environment is part of efforts to increase competitiveness, because commitment to the environment has become a demand along with the increasing market awareness of environmental sustainability and sustainable development.

The achievement of performance in 2020 is the basis for the Company to be able to improve performance in 2021 through business innovation efforts in optimizing its resources by prioritizing efficient cost management, in

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yang efisien, guna menciptakan nilai tambah yang positif bagi pemegang saham dan pemangku kepentingan.

Kinerja ekspor mengantarkan Petrokimia Gresik (PG) meraih penghargaan sebagai Asean Market Expansion Champion dari ajang internasional ASEAN Marketing Summit (AMS) 2020 Penghargaan ini diberikan terhadap PG karena dinilai berhasil meningkatkan ekspor di tengah wabah Covid-19 yang menghantam dunia. PG terbukti berhasil menangkap peluang ekspor di tengah wabah Covid-19. Dimana saat wabah ini melanda hampir di seluruh belahan dunia, sehingga banyak negara yang menghentikan ekspor karena produksinya terganggu. Namun PG mampu memenuhi demand dari pasar global yang masih tetap tinggi.

Kinerja ekspor Petrokimia Gresik di tengah wabah Covid-19 masih membukukan catatan rekor antara lain, pada bulan Juni atau 4 (empat) bulan Covid-19 melanda Indonesia awal Maret, PG mencatat ekspor pupuk terbesar dalam sekali pengiriman, yaitu 50 ribu ton pupuk NPS ke India. Sebulan berikutnya atau Juli, PG mencatat sejarah baru, untuk pertama kali menjual Kapur Pertanian (Kaptan) Kebomas ke pasar internasional.

KOMITMEN DALAM MEWUJUDKAN NILAI KEBERLANJUTAN

Komitmen di bidang lingkungan ditunjukkan dengan adanya keberlanjutan program berkelanjutan pemberdayaan masyarakat (community development), diantaranya Program "Literasi" (Lingkungan Peternakan Sapi Terintegrasi) yang merupakan pemberdayaan masyarakat ternak dalam hal peningkatan kapasitas agar dapat mengembangkan usaha ternak maupun usaha lainnya. Lalu Program "Kampung Pisang" yakni mengoptimalkan potensi lokal tanaman pisang yang ada melalui pemanfaatan buah, daun hingga batangnya untuk diolah menjadi olahan makanan dan kerajinan serta pelibatan kelompok tani dalam pengelolaan tanaman pisang. Adapun Program "Journey Mengare", pemberdayaan masyarakat pesisir Gresik melalui konservasi ekosistem pesisir untuk mengurangi laju abrasi dan Program "Ekowisata Mangrove Kali Lamong" sebagai program pengembangan masyarakat sempadan sungai melalui pengembangan ekowisata di wilayah industri perkotaan. Adapun Program "Sekar Mamamia" (Sekolah Kader Mama dan Pemuda Petrokimia) yang merupakan pengembangan dari kegiatan rutin Kampung Sehat Perseroan yakni, pemberdayaan masyarakat di bidang kesehatan melalui peningkatan kapasitas dan pembentukan

order to create positive added value for the shareholders and stakeholders.

Export performance led Petrokimia Gresik (PG) to win an award as the ASEAN Market Expansion Champion in 2020 ASEAN Marketing Summit (AMS) international event. This award was given to PG because it was considered successful in increasing exports in the midst of the Covid-19 pandemic that hit the world. PG has proven successful in obtaining export opportunities in the midst of the Covid-19 pandemic, where when this epidemic hit almost all parts of the world, so many countries ceased exports since their production was disrupted. However, PG was able to meet the demand from the global market which was still high.

Petrokimia Gresik's export performance in the midst of the Covid-19 pandemic still broke records, among others, in June or 4 (four) months after Covid-19 hit Indonesia in early March, PG recorded the largest fertilizer export in one shipment, namely 50 thousand tons of NPS fertilizer to India. In the following month or in July, PG made a new history, for the first time selling Kebomas Agricultural Lime (Kaptan) to the international market.

COMMITMENT TO CREATING SUSTAINABILITY VALUE

Commitment in the environmental sector is demonstrated by the sustainability of community development programs, including the "Literacy" Program (Integrated Cattle Farming Environment) which is an empowerment of livestock communities in terms of capacity building in order to develop livestock businesses and other businesses. There is also "Kampung Pisang" Program which optimizes the local potential of existing banana plants through the use of banana fruit, leaves and stems to be processed into processed foods and crafts as well as the involvement of farmers' groups in the management of banana plants. "Journey Mengare" Program, is empowering the Gresik coastal community through conservation of coastal ecosystems to reduce abrasion rate and "Kali Lamong Mangrove Ecotourism" program as a river border community development program through the development of ecotourism in urban industrial areas. There is also "Sekar Mamamia" Program (Petrokimia's School for Mama and Youth Cadres) which is a development of the Company's Healthy Village routine activities, namely, community empowerment in the health sector through capacity building and formation of cadres to be able to

kader agar mampu menjadi pioneer dalam penyampaian informasi kesehatan di masyarakat dari sumber yang kredibel.

Kami secara konsisten melakukan serangkaian program CSR, yang terdiri dari Community Development, Program Kemitraan, Bina Lingkungan dan Pengelolaan Lingkungan Hidup sebagai bagian komitmen Perseroan untuk memberikan kontribusi yang positif terhadap kesejahteraan dan kemandirian masyarakat serta pengelolaan lingkungan hidup.

Sebagai komitmen pengembangan PG sebagai Perseroan 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 yang diresmikan pada 17 Agustus 2020. 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).

KINERJA TANGGUNG JAWAB PERSEROAN DI BIDANG SOSIAL

Dalam pelaksanaan tanggung jawab sosial Perseroan, kami memahami betapa pentingnya proses komunikasi yang dilakukan dengan para pemangku kepentingan. Hal ini penting untuk menunjang segala aktivitas PG mulai dari perencanaan strategis, implementasi, sampai dengan evaluasi inisiatif yang dilakukan Perseroan. Mekanisme yang berjalan untuk memastikan berjalannya komunikasi yang efektif dengan pemangku kepentingan diantaranya dilakukan melalui kegiatan community development dan community relations, forum Bipartit dan Tripartit, serta Musyawarah Perencanaan dan Pengembangan Pembangunan. Adapun Program "Sekar Mamamia" (Sekolah Kader Mama dan Pemuda Petrokimia) yang merupakan pengembangan dari kegiatan rutin Kampung Sehat Perseroan yakni, pemberdayaan masyarakat di bidang kesehatan melalui peningkatan kapasitas dan pembentukan kader agar mampu menjadi pioneer dalam penyampaian informasi kesehatan di masyarakat dari sumber yang kredibel.

Kegiatan-kegiatan Program Kemitraan dan Bina Lingkungan (PKBL) terus dilakukan PG secara berkesinambungan. Program-program ini difokuskan pada bidang pendidikan,

become pioneers in delivering health information in the community from credible sources.

We consistently carry out a series of CSR programs, consisting of Community Development, Partnership Programs, Environmental Development and Environmental Management as part of the Company's commitment to creating positive contribution to the welfare and independence of the communities 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 Experiment Plantation complex which was officially opened on August 17, 2020. This expansion was intended to be a means of agro-ecotourism for the surrounding communities so that they can enjoy the plantation atmosphere in the midst of a dense industrial city, as well as gain education about agricultural cultivation so that people can get new customer experiences.

COMPANY'S RESPONSIBILITY PERFORMANCE IN SOCIAL SECTOR

In implementing the Company's social responsibility, we understand how important the communication process with all stakeholders is. This is important to support all PG activities starting from strategic planning, implementation, to evaluation of initiatives carried out by the Company. The 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 Forum. There is also "Sekar Mamamia" Program (Petrokimia's School for Mama and Youth Cadres) which is a development of the Company's Healthy Village routine activities, namely, community empowerment in the health sector through capacity building and formation of cadres to be able to become pioneers in delivering health information in the community from credible sources.

The Partnership and Environmental Development Program (PKBL) activities are continuously carried out by PG on an ongoing basis. These programs are focused on education,

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kesehatan, sarana dan prasarana umum, sarana ibadah, bantuan bencana alam, upaya pelestarian alam, dan lain-lain. Pada tahun 2020, PG menyalurkan Rp 38,25 miliar untuk program kemitraan. Atas capaian tersebut, tingkat efektivitas penyaluran pinjaman mencapai 99,29% atau mendapat skor 3 dan tingkat kolektibilitas penyaluran pinjaman mencapai 80,34% atau mendapat skor 3 dari Kinerja Program Kemitraan Keputusan Menteri BUMN No. KEP-100/MBU/2002. Pada tahun 2020, PG juga menyalurkan bantuan program Bina Lingkungan mencapai Rp 6,84 miliar yang tersebar di 19 kabupaten/kota di 4 provinsi.

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 2020. Satgas ini melibatkan kurang lebih 19 BUMN yang berkedudukan atau memiliki kantor perwakilan/cabang di Jatim dan dalam pelaksanaannya, telah menyalurkan bantuan sebesar Rp34,88 miliar. Selain itu, Petrokimia Gresik sebagai bagian dari Satgas Bencana Nasional BUMN Jawa Timur juga melaksanakan program "Plasma BUMN Untuk Indonesia". Program yang diikuti oleh 300 penyintas Covid-19 wilayah Jawa Timur tersebut digelar untuk merespon tingginya permintaan plasma konvalesen sebagai salah satu upaya BUMN dalam penanganan Covid-19

KINERJA TANGGUNG JAWAB PERSEROAN DI BIDANG LINGKUNGAN

Komitmen di bidang lingkungan ditunjukkan dengan adanya keberlanjutan program berkelanjutan pemberdayaan masyarakat (community development), diantaranya Program "Literasi" (Lingkungan Peternakan Sapi Terintegrasi) yang merupakan pemberdayaan masyarakat ternak dalam hal peningkatan kapasitas agar dapat mengembangkan usaha ternak maupun usaha lainnya. Lalu Program "Kampung Pisang" yakni mengoptimalkan potensi lokal tanaman pisang yang ada melalui pemanfaatan buah, daun hingga batangnya untuk diolah menjadi olahan makanan dan kerajinan serta pelibatan kelompok tani dalam pengelolaan tanaman pisang. Adapun Program "Journey Mengare", pemberdayaan masyarakat pesisir Gresik melalui

health, public facilities and infrastructure, religious facilities, natural disaster relief, nature conservation efforts, etc. In 2020, PG disbursed Rp 38.25 billion for the partnership program. For this achievement, the effectiveness level of loan disbursement reached 99.29% or obtained a score of 3 and the collectability level of the loan disbursement reached 80.34% or got a score of 3 from the Partnership Program Performance, Ministerial Decree of State-Owned Enterprises Number KEP-100/MBU/2002. In 2020, PG also distributed Environmental Development program aid up to Rp 6.84 billion spread across 19 regencies/cities in 4 provinces.

In addition, 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's National Disaster Task Force (Satgas) for East Java region which commenced with the opening of the East Java BUMN Command Center at Tri Dharma Sports Facility (SOR) on March 30, 2020. This task force involved approximately 19 BUMNs domiciled or had representative offices/branches in East Java and in its implementation, distributed aid of Rp. 34. 88 billion. In addition, Petrokimia Gresik as part of the BUMN's National Disaster Task Force for East Java is also implementing the "BUMN Plasma for Indonesia" program. The program, which was attended by 300 Covid-19 survivors in East Java region, was held to respond to the high demand for convalescent plasma as one of the BUMN's efforts in dealing with Covid-19.

COMPANY'S RESPONSIBILITY PERFORMANCE IN ENVIRONMENTAL SECTOR

The commitment in the environmental sector is demonstrated by the sustainability of community development programs, including the "Literacy" Program (Integrated Cattle Farming Environment) which is an empowerment of livestock communities in terms of capacity building in order to develop livestock businesses and other businesses. There is also "Kampung Pisang" Program which optimizes the local potential of existing banana plants through the use of banana fruit, leaves and stems to be processed into processed foods and crafts as well as the involvement of farmers' groups in the management of banana plants. "Journey Mengare" Program, is empowering the Gresik coastal community through conservation of coastal ecosystems to reduce

konservasi ekosistem pesisir untuk mengurangi laju abrasi dan Program "Ekowisata Mangrove Kali Lamong" sebagai program pengembangan masyarakat sempadan sungai melalui pengembangan ekowisata di wilayah industri perkotaan.

Pelaksanaan tanggung jawab Perseroan di bidang lingkungan didasari oleh pemahaman bahwa pelaksanaan proses bisnis senantiasa memberikan dampak terhadap lingkungan sekitar. Untuk itu, Perseroan secara konsisten terus berupaya dalam mengurangi dampak negatif yang ada dengan menanamkan dan menerapkan praktik-praktik ramah lingkungan sesuai dengan standar yang berlaku.

Integrasi Perseroan dalam memberikan dampak positif terhadap lingkungan tercermin dari kelengkapan perangkat-perangkat kebijakan ramah lingkungan, diantaranya kebijakan penggunaan bahan baku, efisiensi konsumsi air dan energi, pemeliharaan keanekaragaman hayati, pengelolaan limbah dan emisi, kepatuhan terhadap peraturan lingkungan, hingga mekanisme pengaduan masalah lingkungan. Komitmen terhadap kelestarian lingkungan diperkuat dengan perolehan sertifikasi Sistem Manajemen Lingkungan ISO 14001:2004 yang membuktikan bahwa seluruh proses dan kegiatan bisnis Perseroan telah memenuhi prinsip keberlanjutan dan kebermanfaatannya lingkungan.

PENUTUP DAN APRESIASI

Menutup laporan ini, kami mewakili seluruh jajaran Direksi menyampaikan terima kasih kepada Dewan Komisaris, seluruh karyawan, pemegang saham, mitra kerja, pelanggan, dan pemangku kepentingan lainnya atas loyalitas dan kepercayaannya sehingga kami mampu merealisasikan pembangunan usaha yang berkelanjutan. Kami bertekad untuk menjalin kerjasama dan sinergi yang harmonis serta mewujudkan nilai kebermanfaatannya yang lebih baik bagi seluruh pemangku kepentingan PG.

Atas nama Direksi,
On behalf of the Board of Directors,



Dwi Satriyo Annurogo
Direktur Utama | President Director

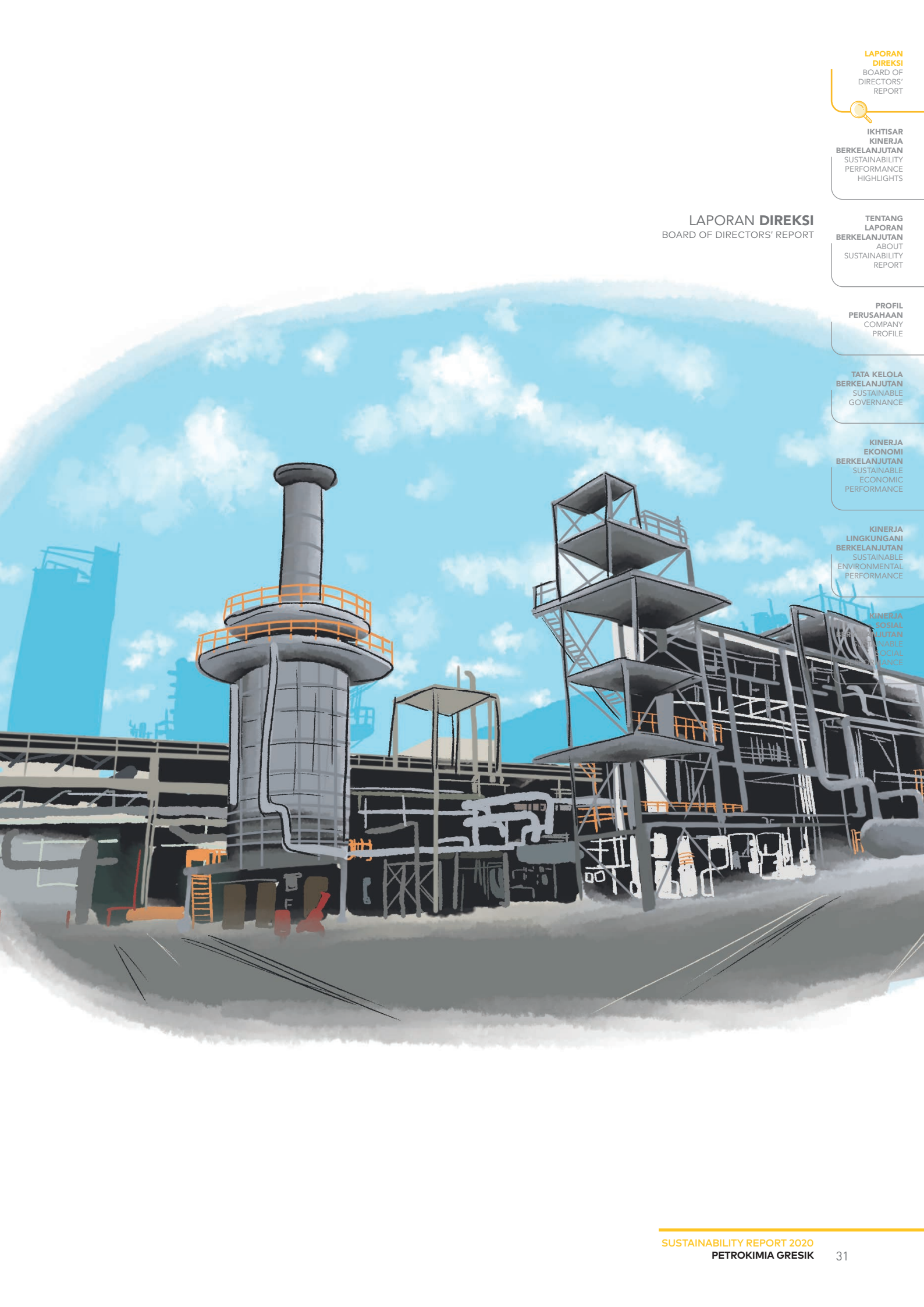
abrasion rate and "Kali Lamong Mangrove Ecotourism" program as a river border community development program through the development of ecotourism in urban industrial areas.

The implementation of the Company's responsibilities in the environmental sector is based on the understanding that the implementation of business processes always has impacts on the surrounding environment. To that end, the Company consistently strives to reduce the existing negative impacts by instilling and implementing environmentally friendly practices in accordance with applicable standards.

The Company's integration in providing positive impacts on the environment is reflected in the completeness of environmentally friendly policy instruments, including policies on the use of raw materials, efficiency in water and energy consumption, preservation of biodiversity, waste and emission management, compliance with environmental regulations, and complaint mechanism for environmental problems. The commitment to environmental sustainability is strengthened by obtaining ISO 14001:2004 Environmental Management System certification which proves that all of the Company's business processes, and activities have complied with the principles of environmental sustainability and benefit.

CLOSING AND APPRECIATION

To conclude this report, on behalf of the entire Board of Directors, we would like to extend our gratitude to the Board of Commissioners, all employees, shareholders, business partners, customers, and other stakeholders for their loyalty and trust so that we are able to realize sustainable business development. We are determined to establish harmonious cooperation and synergies and to create better values for all PG stakeholders



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SUSTAINABLE
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KINERJA
EKONOMI
BERKELANJUTAN
SUSTAINABLE
ECONOMIC
PERFORMANCE

KINERJA
LINGKUNGAN
BERKELANJUTAN
SUSTAINABLE
ENVIRONMENTAL
PERFORMANCE

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SOSIAL
BERKELANJUTAN
SUSTAINABLE
SOCIAL
PERFORMANCE

TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN TAHUN 2020 PT PETROKIMIA GRESIK [GRI 102-32]

RESPONSIBILITY FOR 2020 SUSTAINABILITY REPORT
PT PETROKIMIA GRESIK

Pernyataan Dewan Komisaris tentang Tanggung Jawab atas Laporan Keberlanjutan 2020 Statement of the Board of Commissioners on the Responsibility for the 2020 Sustainability Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Petrokimia Gresik tahun 2020 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi laporan tahunan Perusahaan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We the undersigned hereby declare that all the information contained within the 2020 Sustainability Report of PT Petrokimia Gresik has been presented completely and we are thus fully responsible for the truthfulness of the contents of this annual report.

This statement has been made truthfully.

Gresik, 31 Januari 2021 | January 31, 2021

DEWAN KOMISARIS BOARD OF COMMISSIONERS



T. Nugroho Purwanto
Komisaris Utama
President Commissioner



Mahmud Nurwindu
Komisaris Independen
Independent Commissioner



Achmad Sigit Dwiwahjono
Anggota Dewan Komisaris
Member of Commissioners



Indira Chunda Thita
Komisaris Independen
Independent Commissioner



Yoke Candra Katon
Anggota Dewan Komisaris
Member of Commissioners



Heriyono Harsoyo
Anggota Dewan Komisaris
Member of Commissioners

TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN TAHUN 2020 PT PETROKIMIA GRESIK [GRI 102-32]

RESPONSIBILITY FOR 2020 SUSTAINABILITY REPORT
PT PETROKIMIA GRESIK

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DIREKSI BOARD OF DIRECTORS



Dwi Satriyo Annurogo
Direktur Utama
President Director



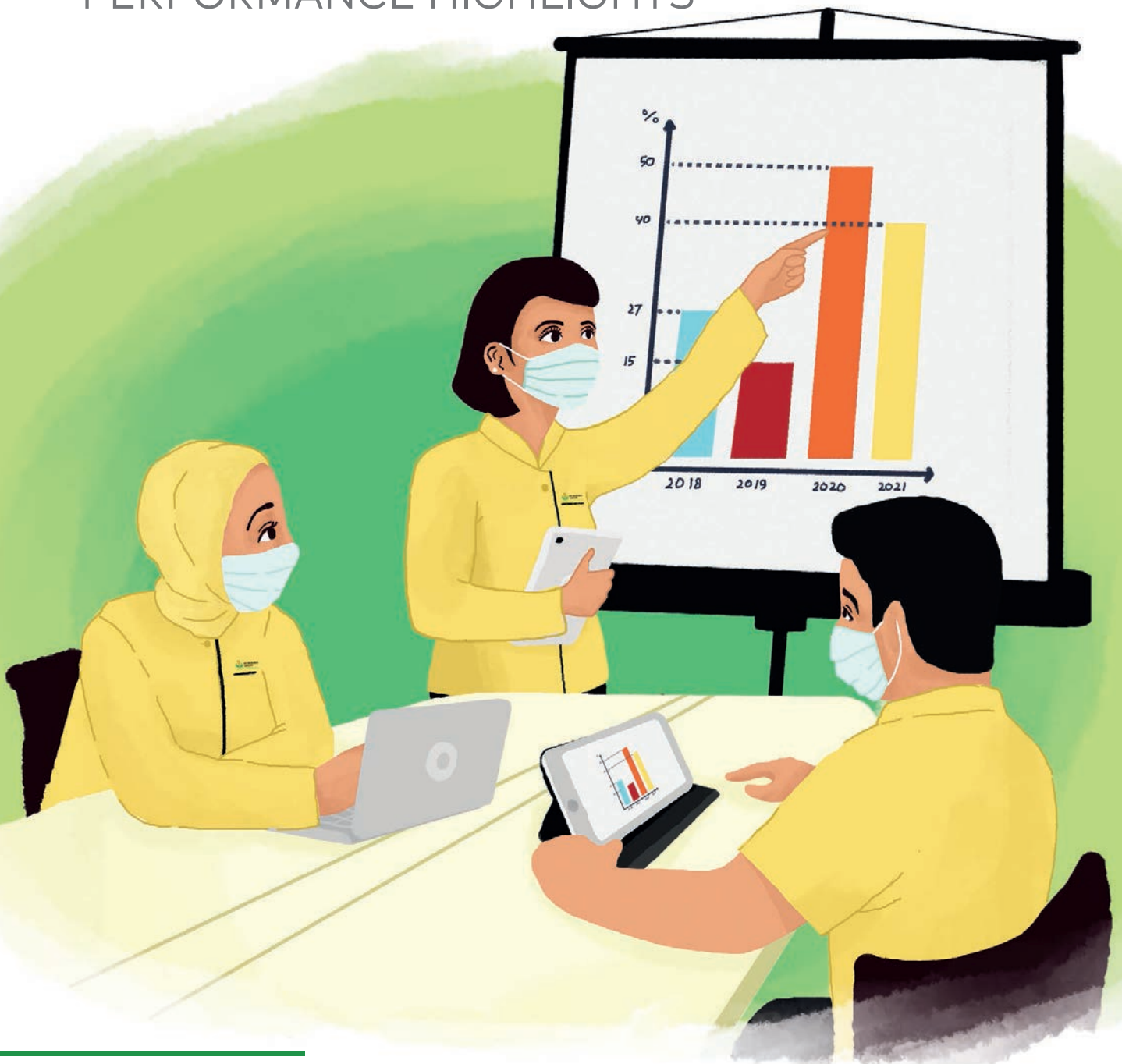
Digna Jatningsih
Direktur Operasi dan Produksi
Director of Operations and Production



Dwi Ary Purnomo
Direktur Keuangan dan Umum
Director of Finance and General

IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY
PERFORMANCE HIGHLIGHTS



Sebagai bagian dari entitas global, PG berkomitmen untuk turut berkontribusi dalam menyelesaikan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*) melalui pemenuhan tanggung jawab terhadap 3 (tiga) aspek keberlanjutan, yang meliputi aspek ekonomi, sosial, dan lingkungan.

As part of a global entity, PG is committed to contributing in achieving Sustainable Development Goals through the fulfillment of 3 (three) sustainability aspects, namely economic, social, and environmental aspects.

PETROKIMIA GRESIK DALAM SKALA EKONOMI

PETROKIMIA GRESIK IN ECONOMIC SCALE

| Uraian | 2020 | 2019 | Description |
|--|------------|------------|---|
| Jumlah Pabrik | 31 | 31 | Total factory |
| Total Aset (Juta Rp) | 41,396,433 | 45.430.620 | Total Asset (Rp Million) |
| Liabilitas (Juta Rp) | 23,130,705 | 27.646.439 | Liabilities (Rp Million) |
| Ekuitas (Juta Rp) | 18,265,728 | 17.784.181 | Equity (Rp Million) |
| Total Liabilitas dan Ekuitas (Juta Rp) | 41,396,433 | 45.430.620 | Total Liabilities and Equity (Rp Million) |
| Nilai Penjualan (Juta Rp) | 26,571,112 | 28.932.149 | Sales (Rp Million) |
| Kuantum Penjualan (ton) | 7.117.433 | 7.350.728 | Sales Quantity (ton) |
| Kuantum Produksi (ton) | 7.735.512 | 7.620.296 | Production Quantity (ton) |

(dalam ton - in tonnes)

| Total Operasi Total Operation | 2020 | 2019 | Description |
|---------------------------------|-----------|-----------|---------------------------|
| Kuantitas Produk | | | Product Quantity |
| Produksi Pupuk | 5.325.656 | 5.140.985 | Fertilizer Production |
| Produksi Non-Pupuk | 3.020.207 | 3.003.433 | Non-Fertilizer Production |
| Penjualan Bersih | 7.017.195 | 7.256.186 | Net sales |

KINERJA EKONOMI

ECONOMIC PERFORMANCE

(dalam Jutaan Rupiah - in million Rupiah)

| Uraian | 2020 | 2019 | Description |
|------------------------------------|------------|------------|-----------------------------|
| Nilai Ekonomi yang Diperoleh | 26.614.341 | 29.028.523 | Economic Value Earned |
| Nilai Ekonomi yang Didistribusikan | 25.198.129 | 27.724.589 | Distributed Economic Value |
| Nilai Ekonomi yang Ditahan | 1.416.212 | 1.303.934 | Retained Economic Value |
| Kontribusi kepada Negara | 310.145 | 538.522 | Contribution to the Country |

IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

KINERJA LINGKUNGAN

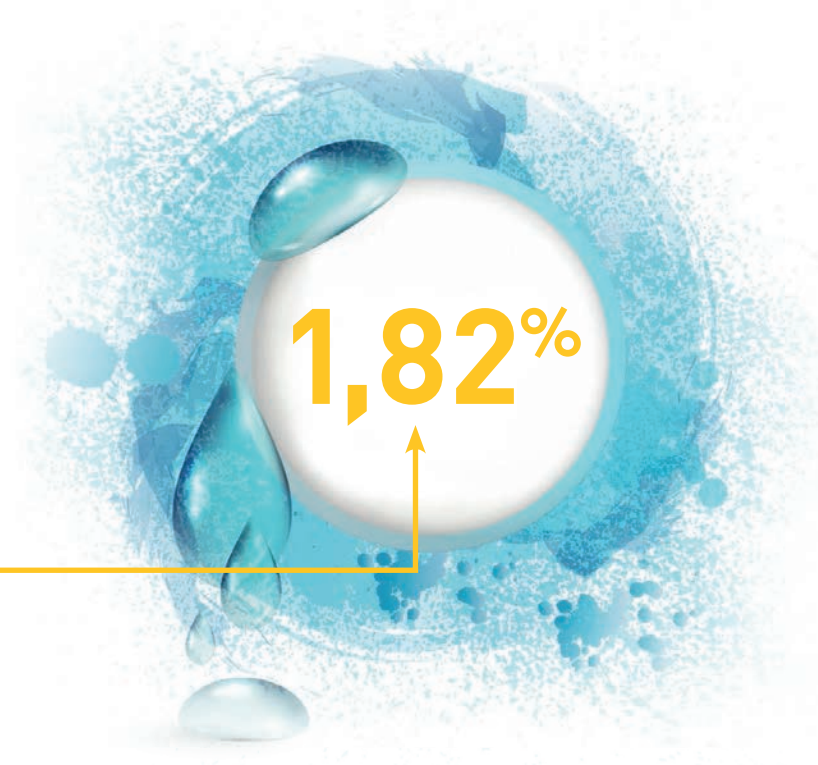
ENVIRONMENTAL PERFORMANCE

| Uraian Description | Keterangan Explanation |
|---|--|
| Pengelolaan Limbah Waste Management | <ul style="list-style-type: none"> PT Petrokimia Gresik memiliki izin pengecualian limbah B3 gipsum oleh KLHK dengan Nomor SK. 238/MENLHK/SETJEN/PLB.3/5/2021 tentang Penetapan Pengecualian Limbah Gypsum Hasil Kegiatan Industri Pupuk dan Bahan Kimia pada PT Petrokimia Gresik dari Pengelolaan Limbah Bahan Berbahaya dan Beracun. Untuk limbah B3 non dominan, pengelolaannya melalui pengelola limbah B3 yang telah memiliki izin dari KHLK. PT Petrokimia Gresik has a gypsum B3 waste exemption permit by the Ministry of Environment and Forestry with a SK number. 238/MENLHK/SETJEN/PLB.3/5/2021 concerning the Determination of Exclusion of Gypsum Waste Resulting from Fertilizer and Chemical Industry Activities at PT Petrokimia Gresik from Hazardous and Toxic Waste Management. For non-dominant B3 waste, the management is through a B3 waste manager who already has a permit from the KHLK. |
| Pengukuran Air Limbah Waste water measurement | Pengukuran Air Limbah dilakukan oleh pihak eksternal dan pihak internal setiap bulan di dua titik penataan (poin L dan poin UBB). Pengukuran pihak eksternal dilakukan oleh Laboratorium Independen yang sudah terakreditasi KAN sedangkan pengukuran oleh pihak internal dilakukan oleh Laboratorium Uji Kimia PT Petrokimia Gresik. Measurement of wastewater is carried out by external and internal parties every month at two regulation points (point L and point UBB). Measurement by external party is carried out by Independent Laboratory that is accredited by KAN, while measurement of internal party is carried out by the Chemical Test Laboratory of PT Petrokimia Gresik. |
| Penggunaan Air (m ³) Water usage (m ³) | Penggunaan air untuk proses produksi sebesar 31.917.109 m ³ . Water usage for production process amounted to 31,917,109 m ³ . |
| Konsumsi Energi (gigajoule) Energy consumption (gigajoule) | Konsumsi energi yang digunakan sebesar 17.159.551 GJ. Energy consumption used amounted to 17.159.551 GJ. |
| Pengukuran Emisi Udara Air emission measurement | Pengukuran Emisi dilakukan oleh pihak eksternal dan internal. Pengukuran oleh pihak eksternal dilakukan oleh Laboratorium Independen yang sudah terakreditasi KAN dan dilakukan setiap 6 (enam) bulan sekali untuk masing-masing sumber emisi. Pengukuran oleh pihak internal dilakukan oleh Laboratorium Uji Kimia PT Petrokimia Gresik dan dilakukan setiap bulan untuk masing-masing sumber emisi. Emission measurement is carried out by external and internal parties. Measurement by external party is carried out every 6 (six) months for each emission source by Independent Laboratory that is accredited by KAN, while measurement of internal party is carried out every month for each emission source by the Chemical Test Laboratory of PT Petrokimia Gresik. |
| Penghargaan di Bidang Lingkungan Awards in environment sector | <ul style="list-style-type: none"> Penghargaan PROPER HIJAU dari Kementerian Lingkungan Hidup dan Kehutanan. GREEN PROPER Award from the Ministry of Environment and Forestry. Penghargaan Indonesia Green Award sebanyak 4 trophi. Indonesia Green Award as many as 4 trophies |

IKHTISAR KINERJA KEBERLANJUTAN
SUSTAINABILITY PERFORMANCE HIGHLIGHTS

| Uraian Description | Keterangan Explanation |
|--|---|
| Jumlah Hukuman Denda dan Sanksi akibat Ketidapatuhan terkait Lingkungan Total fines and penalties due to non-compliance related to environment | Selama tahun 2020, tidak ada hukuman/denda/sanksi yang diterima oleh Perseroan terkait ketidapatuhan terhadap lingkungan. Throughout 2020, there was no punishment/ fine/sanction imposed to the Company related to environmental non-compliance. |
| Jumlah Pohon yang Ditanam | Selama tahun 2020, Perseroan telah melakukan penanaman pohon sebanyak 1.203 pohon. Throughout 2020, the Company has planted 1,203 trees. |

Total Air yang Didaur Ulang dan Digunakan Kembali Tahun 2020 sebesar 1,82% dari total pengambilan air sungai.
Total Recycled and Reused Water in 2020 is 1.82% of the total river water intake.



IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

KINERJA SOSIAL

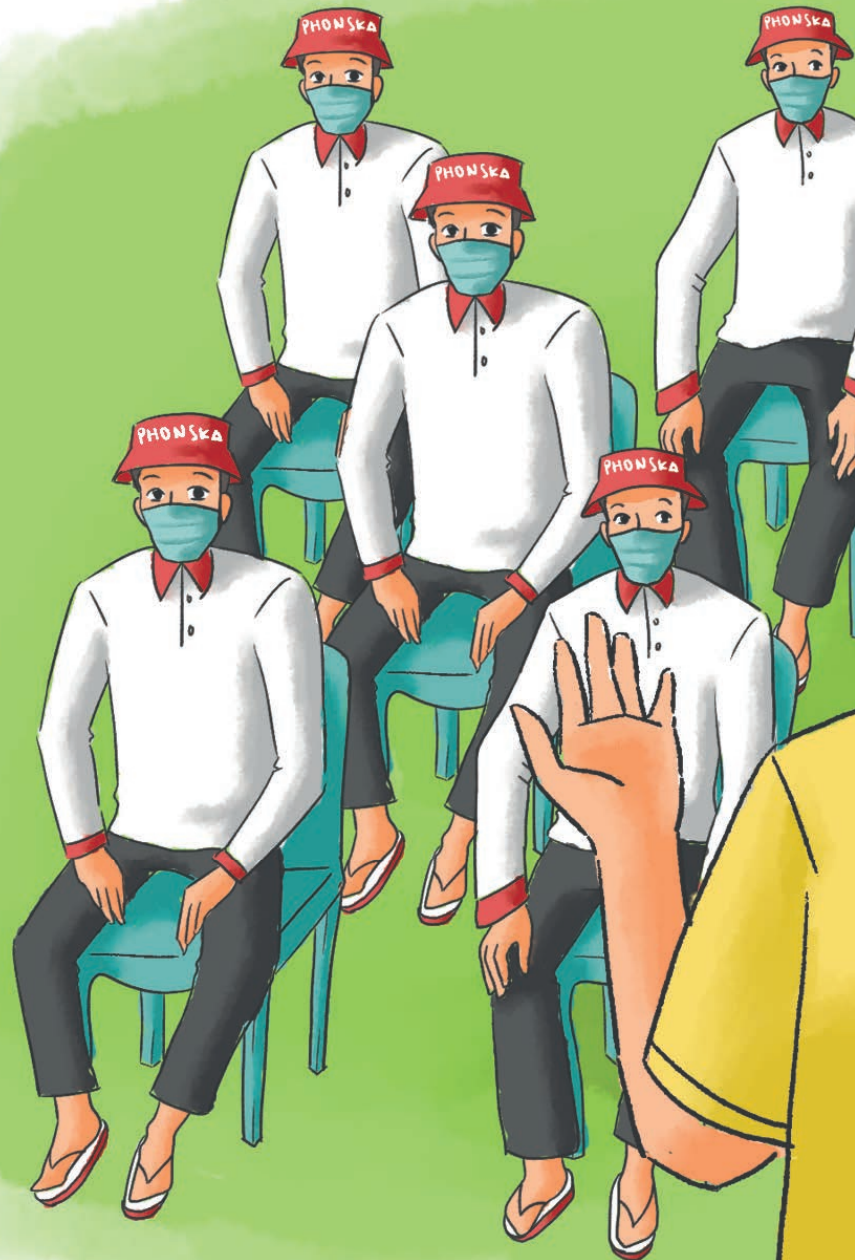
SOCIAL PERFORMANCE

| Produktivitas Pegawai Employee Productivity | | | |
|--|------------------------|------------------------|---|
| Uraian Description | 2020 | 2019 | Satuan Unit |
| Produktivitas Pegawai Employee productivity | 11.685 | 11.279 | Rp Juta /Karyawan Rp Million / Employees |
| Indeks Keterikatan Pegawai Employee Engagement Index (EEI) | 85,54% | 83,3% | Skor Score |
| Kriteria Penilaian Kinerja Unggul (KPKU) Performance Excellence Assessment Criteria | 675,75 | 648,25 | Skor Score |
| Keselamatan dan Kesehatan Kerja (K3) Employee Productivity | | | |
| Uraian Description | 2020 | 2019 | Satuan Unit |
| Jumlah Tenaga Kerja Total employees | 2.429 | 2.577 | orang / person |
| Tingkat Kecelakaan Kerja Occupational accident rate | - | - | jam/orang / hour/person |
| Rasio Kecelakaan Kerja Occupational accident ratio | - | - | tenaga kerja / employee |
| Tingkat Kehilangan Hari Kerja Working hour loss rate | - | - | jam / hour |
| Jumlah Kematian Akibat Kerja Total fatality due to work | - | - | orang / person |
| Masyarakat Community | | | |
| Uraian Description | 2020 | 2019 | Satuan Unit |
| Jumlah Mitra Binaan Total fostered partner | 299 | 387 | Mitra / Partner |
| Investasi Sosial Kemasyarakatan Social community investment | 45,1 | 62,3 | Rp miliar / Rp billion |
| Jumlah Pengaduan/Keluhan Masyarakat Total report/complaint from community | 71 | 66 | Pengaduan / Complaint |
| Fasilitas Umum yang Dibangun Public facilities built | - | - | Bangunan / Building |
| Survei Kepuasan Lingkungan Total fatality due to work | 86,53 (sangat puas) | 86,01 (sangat puas) | Skor Score |
| Produk dan Pelanggan Product and Customer | | | |
| Uraian Description | 2020 | 2019 | Satuan Unit |
| • Jumlah Pelanggan Total customer | 1557 | 14.885 | orang / person |
| • Indeks Kepuasan Pelanggan Customer satisfaction index | | | |
| Petani Farmers | 86,3 | 82,44 | Skor Score |
| Kios Kiosk | 89,1 | 82,56 | Skor Score |

Jumlah karyawan Perseroan per 31 Desember 2020 tercatat sebanyak 2.429 orang. Jumlah tersebut mengalami penurunan dibandingkan tahun 2019 sebanyak 148 orang. Informasi persebaran komposisi karyawan berdasarkan gender, kontrak kerja, dan wilayah kerja disajikan dalam tabel berikut: [\[GRI 102-8\]](#)

The number of employees of the Company as of December 31, 2020 was recorded at 2,429 people. This number has decreased compared to 2019 as many as 148 people. Information on the distribution of employee composition by gender, work contract, and work area is presented in the following table: [\[GRI 102-8\]](#)





TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

Selamat datang di Laporan Keberlanjutan PT Petrokimia Gresik tahun 2020. Laporan ini memuat laporan kinerja, kebijakan, strategi, inisiatif, serta dampak kegiatan Perseroan terhadap aspek keberlanjutan, yaitu ekonomi, sosial, dan lingkungan sebagai wujud kontribusi Perseroan dalam mendukung pencapaian tujuan pembangunan berkelanjutan (*Sustainable Development Goals*).

Laporan Keberlanjutan merupakan satu jenis laporan berbasis prinsip (*principle-based report*) yang

Welcome to the 2020 Sustainability Report of PT Petrokimia Gresik. This report contains the performance report, policies, strategy, initiatives, as well as impacts of the Company's activities on sustainability aspects, namely economy, society, and environment as a manifestation of the Company's contribution in supporting the achievement of Sustainable Development Goals.

Sustainability Report is a type of principle-based report that is used to disclose the sustainability performance of



digunakan untuk mengungkapkan kinerja keberlanjutan suatu organisasi dalam kerangka Pembangunan Berkelanjutan (*Sustainable Development*). Pengungkapan kinerja ini berada dalam dimensi yang selanjutnya disebut sebagai *Triple Bottom Line*, yaitu *Profit* (ekonomi), *Planet* (lingkungan), dan *People* (sosial). Dimensi ini selaras dengan konsep Pembangunan Berkelanjutan sebagai suatu konsep pembangunan dimana untuk memenuhi kebutuhan hidup manusia saat ini tidak boleh mengganggu kemampuan generasi berikutnya.

an organization in Sustainable Development framework. Disclosure of this performance is within dimensions hereinafter referred to as *Tripe Bottom Lines*, namely *Profit* (economy), *Planet* (environment), and *People* (society). This dimension is in accordance with the Sustainable Development concept, where the fulfillment of current needs of human living shall not disrupt the ability of the upcoming generations.

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

Tema yang diusung dalam Laporan Keberlanjutan 2020 adalah **Tumbuh, Berkembang dan Bermanfaat untuk Indonesia ("Great For Indonesia" Growth, Excellence Worthwhile)**. Tema ini bertujuan 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.

The theme of the 2020 Sustainability Report is **Growing, Developing and Beneficial for Indonesia ("Great For Indonesia" Growth, Excellence Worthwhile)**. This theme aims 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.

PERIODE, CAKUPAN, SIKLUS, DAN STANDAR PELAPORAN PERIOD, SCOPE, CYCLE, AND STANDARDS OF REPORTING

Laporan Keberlanjutan PT Petrokimia Gresik 2020 merupakan laporan ke-10 (kesepuluh) yang diterbitkan Perseroan dan pelaporannya dilakukan sejak tahun 2010. Ruang lingkup pelaporan meliputi kinerja dan dampak keberlanjutan Perseroan tercatat sejak 1 Januari 2020 hingga 31 Desember 2020. Laporan ini merupakan bagian tak terpisahkan dari penerbitan Laporan Tahunan yang menjadi rutinitas Perseroan setiap tahun.

[GRI 102-50, GRI 102-51, GRI 102-52]

Cakupan pelaporan meliputi data dan informasi material terkait kinerja PT Petrokimia Gresik di bidang ekonomi, lingkungan, dan sosial. Cakupan pelaporan tidak meliputi data dan informasi material terkait kegiatan operasional *outsourcing*, mitra bisnis, dan pemasok yang berada di luar kendali Perseroan.

Struktur laporan keberlanjutan PT Petrokimia Gresik telah mengacu pada standar pelaporan *Global Reporting Initiatives (GRI) Standards* dengan menggunakan opsi "*Comprehensive*". GRI Standards adalah standar internasional tertinggi dalam pembuatan laporan keberlanjutan yang mengatur mekanisme penulisan konten dan pengungkapan material. Pengungkapan yang diterapkan akan diberi indeks pencantuman pengungkapan (*disclosure*) sebagaimana diatur dalam pedoman GRI Standards yang diberi tanda kurung dan font berwarna **Orange**. Untuk mengetahui aspek-aspek disclosure yang tercantum dalam Laporan Keberlanjutan ini secara keseluruhan dapat dilihat pada bagian "Referensi Silang *Disclosure GRI Standards* "*Comprehensive*". [GRI 102-54, GRI 102-55]

The 2020 Sustainability Report of PT Petrokimia Gresik is the 8th (eighth) report issued by the Company, where the reporting is carried out since 2010. The reporting scope includes the sustainability performance and impacts of the Company from January 1, 2020 to December 31, 2020. This report is an integral part of the issuance of Annual Report that is regularly carried out by the Company every year.

[GRI 102-50, GRI 102-51, GRI 102-52]

The reporting scope covers material data and information related to the performance of PT Petrokimia Gresik in the scope of economy, environment, and society. It does not include material data and information related to *outsourcing* operational activity, business partners, and suppliers that are beyond the Company's control.

The structure of the PT Petrokimia Gresik sustainability report has referred to the Global Reporting Initiatives (GRI) Standards reporting standard using the "*Comprehensive*" option. The GRI Standards are the highest international standards in the preparation of sustainability reports that govern the mechanism for content writing and material disclosure. Disclosures that are applied will be given a disclosure index as set out in the GRI Standards guidelines which are bracketed and font in **Orange**. To find out the disclosure aspects listed in this Sustainability Report as a whole, see the "*Comprehensive*" section of the "*Cross Reference Disclosure GRI Standards*" section.

[GRI 102-54, GRI 102-55]

TENTANG LAPORAN KEBERLANJUTAN ABOUT SUSTAINABILITY REPORT

Adapun data keuangan dalam Laporan ini menggunakan nominasi Rupiah, kecuali diindikasikan lain. Seluruh data keuangan yang kami sampaikan dalam Laporan ini merujuk pada Laporan Tahunan PT Petrokimia Gresik yang sudah diaudit oleh Kantor Akuntan Publik (KAP). Laporan dibuat dalam dua bahasa, yaitu Bahasa Indonesia dan Bahasa Inggris. Dalam rangka mendukung nilai keberlanjutan, Laporan ini dicetak dalam kertas dalam jumlah terbatas. Pembaca yang ingin mengakses Laporan ini dapat mengunduhnya di situs resmi Perseroan, yaitu www.petrokimia-gresik.com

The financial data in this Report are in Rupiah unless otherwise stated. All financial data delivered in this Report refer to the Annual Report of PT Petrokimia Gresik that has been audited by Public Accounting Firm (KAP). The report is presented bilingually in Indonesian and English languages. In order to support sustainability value, this Report is printed in a limited amount of hard copies. Readers that wish to access this Report can download the Report from the Company's official website, namely www.petrokimia-gresik.com

DAFTAR ENTITAS YANG TERKONSOLIDASI DALAM PELAPORAN

LIST OF CONSOLIDATED ENTITIES IN THE REPORTING [GRI 102-45]

Pelaporan kinerja keberlanjutan PT Petrokimia Gresik melibatkan penyertaan mayoritas di dua anak perusahaan, penyertaan minoritas di tujuh Perseroan, dan satu Perseroan *joint venture* yang memiliki rantai kinerja keberlanjutan yang saling berhubungan. Adapun entitas yang dilibatkan dalam Laporan Keberlanjutan PG 2020 ini meliputi PT Petrokimia Gresik selaku entitas induk dan dua Anak Perseroan, yaitu PT Petrosida Gresik dan PT Petrokimia Kayaku.

The sustainability performance reporting of PT Petrokimia Gresik involves majority investment in two subsidiaries, minority investment in seven companies, and one joint venture company with interconnected sustainability performance cycle. The entities involved in the 2020 Sustainability Report of PG include PT Petrokimia Gresik as the parent entity and two Subsidiaries, namely PT Petrosida Gresik and PT Petrokimia Kayaku.

Adapun yang dilibatkan dalam pelaporan keuangan konsolidasi yaitu PT Petrosida Gresik, PT Petrokimia Kayaku, PT Petro Jordan Abadi, PT Kawasan Industri Gresik, PT Petronika, PT Pupuk Indonesia Energi, PT Pupuk Indonesia Pangan, PT Puspetindo, PT Petrocentral, dan PT Petrowidada.

The entities involved in the consolidated financial statements include PT Petrosida Gresik, PT Petrokimia Kayaku, PT Petro Jordan Abadi, PT Kawasan Industri Gresik, PT Petronika, PT Pupuk Indonesia Energi, PT Pupuk Indonesia Pangan, PT Puspetindo, PT Petrocentral, and PT Petrowidada

PENETAPAN ISI LAPORAN DAN BATASAN TOPIK

DETERMINATION OF CONTENTS AND TOPIC BOUNDARIES [GRI 102-46]

Dalam menentukan isi laporan dan batasan topik, terdapat 4 (empat) unsur yang menjadi pertimbangan sebagaimana ditetapkan dalam GRI Standards. Keempat unsur tersebut meliputi:

1. Keterlibatan Pemangku Kepentingan (*Stakeholders Inclusiveness*)
Faktor keterlibatan pemangku kepentingan merupakan salah satu indikator penilaian keberlanjutan sebuah Perseroan. Proses identifikasi inklusivitas pemangku kepentingan meliputi kepentingan masing-masing pihak dengan kegiatan usaha Perseroan.

In determining the report contents and topic boundaries, there are 4 (four) elements of consideration as stipulated in the GRI Standards. The four elements include:

1. Stakeholders Inclusiveness
The stakeholder involvement factor is one of the assessment indicators of the sustainability of a company. The process of identifying stakeholder inclusiveness includes the interests of each party with the Company's business activities.

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

2. Konteks Keberlanjutan (*Sustainability Context*)
Konteks keberlanjutan meliputi kinerja Perseroan dilihat dari aspek keberlanjutan yang meliputi aspek ekonomi, lingkungan, dan sosial.
3. Materialitas (*Materiality*)
Aspek materialitas berkenaan dengan dampak ekonomi, lingkungan, dan sosial yang disebabkan oleh kegiatan usaha Perseroan dan bersifat signifikan dalam evaluasi dan penilaian pemangku kepentingan.
4. Kelengkapan (*Completeness*)
Aspek kelengkapan berkenaan dengan pengungkapan semua aspek berkelanjutan yang material sehingga pemangku kepentingan dapat mengevaluasi nilai keberlanjutan sebuah Perseroan.

Adapun proses penentuan aspek material dan batasan (*boundary*) terdiri dari 4 prosedur utama:

- 1) Langkah Identifikasi (penentuan topik relevan yang mencerminkan dampak ekonomi, lingkungan, dan sosial baik di dalam maupun di luar Perseroan);
- 2) Langkah Prioritas (penentuan prioritas terhadap aspek mana saja yang akan dilaporkan di dalam dua sudut pandang yang digunakan dalam menentukan prioritas yaitu pengaruh terhadap penilaian dan keputusan pemangku kepentingan dan dampak ekonomi, lingkungan, dan sosial);
- 3) Langkah *Validasi* (memastikan laporan memberikan representasi yang wajar dan seimbang mengenai kinerja keberlanjutan Perseroan); dan
- 4) Langkah *Review* (peninjauan dan pertimbangan masukan pemangku kepentingan terhadap pelaporan yang telah diterbitkan sebelumnya).

2. Sustainability Context
The sustainability context includes the performance of the Company viewed from the aspect of sustainability which involves economic, environmental and social aspects.
3. Materiality
The materiality aspect relates to the economic, environmental and social impacts caused by the Company's business activities and is significant in stakeholder evaluation and assessment.
4. Completeness
The completeness aspect relates to the disclosure of all material sustainability aspects so that stakeholders can evaluate the sustainability value of a company.

The process of determining material aspects and the boundary consists of 4 main procedures:

- 1) Identification Step (determining relevant topics that reflect economic, environmental and social impacts both inside and outside the Company);
- 2) Prioritization Step (prioritizing which aspects will be reported in the two perspectives used in determining priorities, namely the influence on the stakeholders' assessments and decisions and economic, environmental and social impacts);
- 3) Validation Step (ensuring the report provides a reasonable and balanced representation of the Company's sustainability performance); and
- 4) Review Step (reviewing and considering the stakeholders' input on previously published reports).

Alur penetapan topik material dalam pelaporan kinerja keberlanjutan disajikan dalam bagan sebagai berikut. / The flow of material topic determination in sustainability performance reporting is presented in the following chart



TENTANG LAPORAN KEBERLANJUTAN
ABOUT SUSTAINABILITY REPORT

PROSES PENENTUAN MATERIALITAS DAN OBYEK PELAPORAN
PROCESS OF DETERMINING MATERIALITY AND REPORTING OBJECTS

Aspek material dalam Laporan ini merupakan isu-isu penting yang memiliki dampak ekonomi, sosial, dan lingkungan bagi bisnis Perseroan dan yang memengaruhi *assessment* serta keputusan para pemangku kepentingan secara substantif.

Penetapan dan penentuan aspek materialitas dilakukan dengan mempertimbangkan topik-topik relevan yang sesuai dengan *GRI Standards*. Penentuan prioritas topik dilaksanakan oleh tim penyusun internal berdasarkan signifikansi pengaruh topik tersebut kepada pemangku kepentingan dan terhadap keberlanjutan PT Petrokimia Gresik.

Perseroan berupaya dalam melakukan diseminasi pemahaman pelaporan keberlanjutan berdasarkan standar GRI dan penentuan aspek material dan *boundary* dilakukan melalui *workshop GRI Standards*. *Workshop* dihadiri perwakilan dari berbagai unit kerja dan disiplin ilmu di PT Petrokimia Gresik. Selanjutnya, penentuan aspek material dan *boundary* ditentukan oleh peserta *workshop* melalui *Forum Group Discussion (FGD)* dengan memberikan pengujian terhadap aspek yang ada di *GRI Standards*. **[GRI 102-46]**

Hasil FGD menunjukkan terdapat 32 topik material yang bersifat signifikan untuk disampaikan kepada Pemangku Kepentingan Perseroan. Daftar topik material dan batasan topik pelaporan disajikan dalam tabel berikut:

The material aspects in this report are important issues that have economic, social and environmental impacts for the Company's business and that substantially affect stakeholder assessments and decisions.

Determination of materiality aspects is carried out by considering relevant topics that are in accordance with the *GRI Standards*. Determination of priority topics is carried out by the internal preparation team based on the significance of the influence of the topic to stakeholders and on the sustainability of PT Petrokimia Gresik.

The Company strives to disseminate understanding of sustainability reporting based on *GRI standards* and determine the material aspects and the boundary through *GRI Standards workshop*. The workshop was attended by representatives from various work units and scientific disciplines at PT Petrokimia Gresik. Furthermore, the determination of the material aspects and the boundary was carried out by the workshop participants through *Forum Group Discussion (FGD)* by testing aspects that exist in the *GRI Standards*. **[GRI 102-46]**

FGD result shows that there are 32 significant material topics to be delivered to the Company's Stakeholders. The list of material topics and boundary of reporting topics is presented in the table below:

| Topik Material Material Topic [GRI 102-47] | Disclosure (Nomor Pengungkapan) | Batasan Topik Topic Boundary | |
|---|---|--------------------------------|---|
| | | Perusahaan Company | Di Luar Perusahaan Outside the Company |
| EKONOMI ECONOMIC | | | |
| Kinerja Ekonomi Economic Performance | GRI 201-1, GRI 201-2, GRI 201-3, GRI 201-4 | ✓ | - |
| Keberadaan Pasar Market Presence | GRI 202-1 | ✓ | - |
| Dampak Ekonomi Tidak Langsung Indirect Economic Impact | GRI 203-1, GRI 203-2 | ✓ | ✓ |
| Praktek Pengadaan Procurement Practice | GRI 204-1 | | ✓ |
| Anti-Korupsi Anti- Corruption | GRI 205-2, GRI 205-3 | ✓ | ✓ |
| Perilaku Anti-Persaingan Anti-Competitive Behavior | GRI 206-1 | ✓ | ✓ |

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

| Topik Material Material Topic [GRI 102-47] | Disclosure (Nomor Pengungkapan) | Batasan Topik Topic Boundary | |
|---|--|--------------------------------|---|
| | | Perusahaan Company | Di Luar Perusahaan Outside the Company |
| LINGKUNGAN ENVIRONMENT | | | |
| Bahan Baku Raw material | GRI 301-1, GRI 301-2 | √ | - |
| Konsumsi Energi Energy Consumption | GRI 302-1, GRI 302-3 | √ | - |
| Penggunaan Air Water Usage | GRI 303-1 | √ | - |
| Keanekaragaman Hayati Biodiversity | GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4 | √ | - |
| Emisi Emission | GRI 305-1, GRI 305-2, GRI 305-5, GRI 305-7 | √ | √ |
| Efluen dan Limbah Effluent and Waste | GRI 306-1, GRI 306-2, GRI 306-3 | √ | √ |
| Kepatuhan Lingkungan Environmental Compliance | GRI 307-1 | √ | - |
| Penilaian Lingkungan Pemasok Supplier Environmental Assessment | GRI 308-1, GRI 308-2 | | √ |
| SOSIAL SOCIETY | | | |
| Kepegawaian Employment | GRI 401-1, GRI 401-2, GRI 403-3 | √ | - |
| Keselamatan dan Kesehatan Kerja Occupational Health and Safety | GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-6 | √ | √ |
| Pelatihan dan Pendidikan Training and Education | GRI 404-1, GRI 404-2, GRI 404-3 | √ | - |
| Keanekaragaman dan Kesempatan Setara Diversity and Equal Opportunity | GRI 405-2 | √ | - |
| Non-Diskriminasi Non- Discrimination | GRI 406-1 | √ | - |
| Kebebasan Berserikat dan Perundingan Kolektif Freedom of Association and Collective Bargaining | GRI 407-1 | √ | - |
| Pekerja Anak Child Labor | GRI 408-1 | √ | - |
| Kerja Paksa atau Wajib Kerja Forced Labor or Compulsory Work | GRI 409-1 | √ | - |
| Praktik Pengamanan Security Practices | GRI 410-1 | √ | - |
| Hak-hak Masyarakat Adat Rights of Indigenous Peoples | GRI 411-1 | √ | √ |
| Penilaian Hak Asasi Manusia Human Rights Assessment | GRI 412-1, GRI 412-2, GRI 412-3 | | √ |
| Masyarakat Lokal Local Communities | GRI 413-1, GRI 413-2 | √ | √ |
| Penilaian Sosial Pemasok Supplier Social Assessment | GRI 414-1, GRI 414-2 | √ | √ |
| Kebijakan Publik Public Policy | GRI 415-1 | √ | √ |
| Kesehatan dan Keselamatan Pelanggan Customer Health and Safety | GRI 416-1, GRI 416-2 | √ | √ |
| Pemasaran dan Pelabelan Marketing and Labeling | GRI 417-1, GRI 417-2, GRI 417-3 | √ | √ |
| Privasi Pelanggan Customer Privacy | GRI 418-1 | √ | - |
| Kepatuhan Sosial Ekonomi Socioeconomic Compliance | GRI 419-1 | √ | - |

TENTANG LAPORAN BERKELANJUTAN
ABOUT SUSTAINABILITY REPORT

Pemetaan klasifikasi tingkat materialitas topik material berdasarkan tingkat prioritas dan kepentingannya bagi Perseroan dan pemangku kepentingan disusun sebagai berikut:
The mapping of materiality level classification of material topics based on the priority level and importance for the Company and stakeholders is prepared as follows:

| Pemetaan Tingkat Materialitas Topik / Topic Materiality Level Mapping [GRI 103-1] | | | | | |
|--|--------|--|--|---|---|
| Pengaruh terhadap penilaian dan keputusan pemangku kepentingan Influence on stakeholder assessments and decisions | High | | <ul style="list-style-type: none"> • Kinerja Ekonomi / Economic Performance • Keberadaan Pasar / Presence of Market • Dampak Ekonomi Tidak Langsung / Indirect Economic Impact • Anti-Korupsi / Anti Corruption • Keanekaragaman Hayati / Biodiversity • Bahan Baku / Raw material • Konsumsi Energi Penggunaan Air / Energy Consumption Water Usage • Emisi Efluen dan Limbah / Emissions of Effluent and Waste • Masyarakat Lokal / Local Community | Puncak prioritas topik material / Top priority material topic | |
| | Medium | <ul style="list-style-type: none"> • Pekerja Anak / Child Labor • Kerja Paksa atau Wajib Kerja / Forced or Compulsory Labor • Hak-hak Masyarakat Adat / Rights of Indigenous Peoples • Penilaian Hak Asasi Manusi / Assessment of Human Rights | <ul style="list-style-type: none"> • Praktek Pengadaan Procurement Practice | <ul style="list-style-type: none"> • Perilaku Anti-Persaingan / Anti-Competitive Conduct • Kesehatan dan Keselamatan Pelanggan Customers' Health and Safety | Topik material lainnya / Other material topics |
| | Low | <ul style="list-style-type: none"> • Penilaian Lingkungan Pemasok / supplier Environmental Assessment • Penilaian Sosial Pemasok / Supplier Social Assessment • Kebijakan Publik / Public policy | <ul style="list-style-type: none"> • Kepegawaian / Employment • Pelatihan dan Pendidikan / Training and Education • Keanekaragaman dan Kesempatan Setara / Diversity and Equal Opportunity • Non-Diskriminasi / Non-Discrimination • Kebebasan Berserikat dan Perundingan Kolektif / Freedom of Association and Collective Bargaining • Praktik Pengamanan / Security Practices | <ul style="list-style-type: none"> • Kepatuhan Lingkungan / Environmental Compliance • Kepatuhan Sosial Ekonomi / Socio-Economic Compliance • Keselamatan dan Kesehatan Kerja / Occupational Health and Safety • Pemasaran dan Pelabelan / Marketing and Labeling • Privasi Pelanggan / Customer Privacy | Topik yang dikelola sebagai bagian dari tanggung jawab bisnis / Topics managed as part of business responsibilities |
| | Low | Medium | High | | |

Pengaruh terhadap penilaian dan keputusan pemangku kepentingan
Influence on stakeholder assessments and decisions

TENTANG LAPORAN KEBERLANJUTAN

ABOUT SUSTAINABILITY REPORT

PERNYATAAN ULANG DAN PERUBAHAN DARI LAPORAN SEBELUMNYA

RESTATEMENT AND CHANGES FROM THE PREVIOUS REPORT [GRI 102-49]

Dalam Laporan ini, terdapat perubahan dari Laporan Keberlanjutan tahun sebelumnya. Perubahan terletak pada jumlah topik material yang diungkapkan dalam Laporan Keberlanjutan. Laporan Keberlanjutan tahun 2020 tercatat memiliki 32 topik material.

Perseroan memastikan bahwa tidak terdapat pernyataan ulang yang bersifat memperbaiki Laporan sebelumnya dalam Laporan ini. [GRI 102-48]

In this report, there are changes from the Sustainability Report in the previous year. The changes are in the number of material topics disclosed in the Sustainability Report. The 2020 Sustainability Report includes 32 material topics as follows:

The Company ensures that this Report contains no restatement that is an improvement in nature of the previous Report. [GRI 102-48]

ASSURANCE EKSTERNAL DAN KEANDALAN LAPORAN

EXTERNAL ASSURANCE AND REPORT RELIABILITY [GRI 102-56]

Laporan Keberlanjutan PT Petrokimia Gresik tahun 2020 telah melalui proses *assessment* oleh *assurer* pihak ketiga. Perseroan memastikan keandalan dan keakuratan informasi yang diungkapkan dalam laporan ini karena telah mengacu kepada aspek-aspek GRI Standards. Keandalan laporan juga didukung oleh proses verifikasi oleh Dewan Komisaris, Direksi, dan manajemen internal PT Petrokimia Gresik.

The 2020 PT Petrokimia Gresik Sustainability Report has gone through an assessment process by a third party assurer. The Company ensures the reliability and accuracy of the information disclosed in this report because it refers to aspects of the GRI Standards. The reliability of the report is also supported by a verification process by the Board of Commissioners, the Board of Directors, and the internal management of PT Petrokimia Gresik.

KETERLIBATAN PEMANGKU KEPENTINGAN

STAKEHOLDERS ENGAGEMENT

Perseroan sepenuhnya menyadari bahwa pemangku kepentingan memiliki dampak secara langsung maupun tidak langsung terhadap keberlangsungan usaha Perseroan. Dalam hal ini, pemangku kepentingan turut menjadi salah satu faktor yang menentukan keberhasilan Perseroan dalam menciptakan nilai berkelanjutan dan mendukung tujuan pembangunan berkelanjutan (*sustainable development goals*). Untuk itu, Perseroan senantiasa melibatkan pemangku kepentingan menjaga keharmonisan dan sinergi sekaligus mencegah terjadinya benturan kesepahaman melalui pemeliharaan komunikasi yang baik.

Perseroan mempunyai mekanisme untuk menampung dan menindaklanjuti saran dan keluhan dari pemangku kepentingan melalui media atau saluran yang telah ditetapkan dengan Sekretaris Perseroan sebagai pejabat eksekutif penghubung dan unit kerja lain yang ditunjuk sesuai ketentuan yang berlaku diantaranya unit kerja pemasaran, unit kerja komunikasi korporat, unit kerja CSR, unit kerja lingkungan, unit kerja pemasaran, unit kerja pengadaan serta melaporkannya kepada Direksi, Dewan Komisaris dan institusi lain sesuai ketentuan yang berlaku. **[GRI 102-21] [GRI 103-3]**

Pemangku kepentingan PT Petrokimia Gresik yang memiliki dampak terhadap Perseroan disajikan ke dalam tabel sebagai berikut:

The Company is fully aware that stakeholders have direct and indirect impact on the Company's business continuity. In this case, stakeholders also become one of the factors that determine the success of the Company in creating sustainability values and supporting sustainable development goals. To that end, the Company always engages stakeholders in maintaining harmony and synergy while preventing conflicts of understanding by maintaining good communication.

The Company has a mechanism to accommodate and follow up on suggestions and complaints from stakeholders through the media or channels that have been determined with the Corporate Secretary as the liaison executive officer and other work units appointed in accordance with applicable regulations including marketing work units, corporate communication work units, CSR work units., environmental work unit, marketing work unit, procurement work unit and report it to the Board of Directors, Board of Commissioners and other institutions in accordance with applicable regulations. **[GRI 102-21] [GRI 103-3]**

Stakeholders of PT Petrokimia Gresik that have impact on the Company are presented in the table as follows:

| Pemangku Kepentingan Stakeholder [GRI 102-40] | Dasar Penetapan Basis of Determination [GRI 102-42] | Pendekatan Approach | | Topik yang Muncul Arising Topic [GRI 102-44] |
|---|--|--|---|--|
| | | Metode Pelibatan Engagement Method [GRI 102-43] | Frekuensi Frequency [GRI 102-43] | |
| Konsumen (Kelompok Tani) Consumers (Farmer Groups) | Ketergantungan Dependence | Program Demplot Demplot Program Sosialisasi dan GP3K Dissemination and GP3K Survei Kepuasan Pelanggan Customer Satisfaction Survey | Berkala Periodic | <ul style="list-style-type: none"> Masukan perbaikan produk dan layanan Input on product and service quality Kepuasan dari kualitas pelayanan PT Petrokimia Gresik Satisfaction with service quality of PT Petrokimia Gresik Keberlangsungan produk dan pelayanan PT Petrokimia Gresik Product and service continuity of PT Petrokimia Gresik |

KETERLIBATAN PEMANGKU KEPENTINGAN

STAKEHOLDERS ENGAGEMENT

| Pemangku Kepentingan Stakeholder [GRI 102-40] | Dasar Penetapan Basis of Determination [GRI 102-42] | Pendekatan Approach | | Topik yang Muncul Arising Topic [GRI 102-44] |
|---|--|--|--|--|
| | | Metode Pelibatan Engagement Method [GRI 102-43] | Frekuensi Frequency [GRI 102-43] | |
| Karyawan Employees | Tanggung Jawab Responsibility | Rapat rutin Regular Meeting Rekreasi Keluarga Family Recreation | Berkala Periodic | <ul style="list-style-type: none"> Iklm kerja yang kondusif untuk mendukung pencapaian target Favorable working climate to support target achievement Arah dan pengembangan karir yang jelas dan terencana Clear and planned career development and direction Kesetaraan dan kesempatan kerja yang sama Equality and equal work opportunity |
| Pemegang Saham / Investor Shareholders / Investors | Keterwakilan Representation Tanggung Jawab Responsibility | RUPS GMS Paparan Kerja Performance Exposure | Sesuai dengan keperluan Pemegang Saham As required by Shareholders | <ul style="list-style-type: none"> Penerapan Tata Kelola Perseroan Corporate Governance implementation Terpenuhinya hak-hak pemegang saham Fulfillment of shareholders rights Perolehan dividen Dividend payment Penghormatan hak-hak pemegang saham sesuai UU, Peraturan, dan AD/ART Respecting shareholders rights in accordance with Laws, Regulations, and Articles of Association |
| Regulator (Kementerian Pertanian, Kementerian Perdagangan dan Kementerian Lingkungan Hidup & Kehutanan) Regulators (Ministry of Agriculture, Ministry of Trade, and Ministry of Environment & Forestry) | Pengaruh Influence Tanggung Jawab Responsibility | Paparan Kerja Performance Exposure | Berkala Periodic | <ul style="list-style-type: none"> Kinerja bisnis Perseroan Business performance of the Company Kepatuhan pada aspek peraturan dan ketentuan yang telah ditetapkan Compliance with regulations and stipulated provisions Produksi dan distribusi produk yang tepat Appropriate production and distribution Pengelolaan limbah dan efluen Waste and effluent management |
| Pemasok Suppliers | Ketergantungan Dependence | Briefing | Sesuai kebutuhan As required | <ul style="list-style-type: none"> Praktik rantai pasokan yang baik Good supply chain practices Pengadaan secara adil dan transparan Fair and transparent procurement Seleksi dan evaluasi secara objektif dalam pemilihan mitra Selection and evaluation objectively in partner selection |

KETERLIBATAN PEMANGKU KEPENTINGAN
STAKEHOLDERS ENGAGEMENT

| Pemangku Kepentingan Stakeholder [GRI 102-40] | Dasar Penetapan Basis of Determination [GRI 102-42] | Pendekatan Approach | | Topik yang Muncul Arising Topic [GRI 102-44] |
|---|---|---|----------------------------------|---|
| | | Metode Pelibatan Engagement Method [GRI 102-43] | Frekuensi Frequency [GRI 102-43] | |
| Masyarakat Community | Ketergantungan Dependence | Website Petrokimia Gresik Website of Petrokimia Gresik Media Jejaring Sosial Petrokimia Gresik Social Media Network of Petrokimia Gresik Berita tentang Petrokimia Gresik News on PT Petrokimia Gresik | Insidental Incidental | <ul style="list-style-type: none"> • Kebutuhan akan lapangan pekerjaan Employment needs • Kerjasama dalam pelaksanaan program CSR/PKBL Cooperation in CSR/PKBL program implementation |
| Distributor Distributors | Ketergantungan Dependence | Evaluasi Distributor | Berkala Periodic | <ul style="list-style-type: none"> • Ketersediaan produk Product availability |
| Media Media | Pengaruh Influence Kedekatan Proximity | Website Petrokimia Gresik Website of Petrokimia Gresik Media Jejaring Sosial Petrokimia Gresik Social Media Network of Petrokimia Gresik Pendistribusian Siaran Pers Press Release Distribution Press Gathering Wawancara Interview | Sesuai kebutuhan As required | <ul style="list-style-type: none"> • Narasumber berita yang terpercaya Trusted news source • Pemberitaan yang akurat Accurate reporting |

KETERLIBATAN PEMANGKU KEPENTINGAN STAKEHOLDERS ENGAGEMENT

UMPAN BALIK DAN KONTAK PERSONAL FEEDBACK AND PERSONAL CONTACT [GRI 102-53] [GRI 103-3]

Perseroan memberikan kesempatan dan akses bagi seluruh pemangku kepentingan untuk menyampaikan saran, pertanyaan, ide, kritik, dan tanggapan dalam rangka meningkatkan kualitas pelaporan di masa mendatang. Penyampaian umpan balik (*feedback*) dapat disalurkan melalui Formulir Tanggapan Pemangku Kepentingan yang tercantum pada bagian akhir laporan ini atau dapat menghubungi:

The Company provides opportunities and access for all stakeholders to submit suggestions, questions, ideas, criticisms, and responses in order to improve the quality of reporting in the future. Submission of feedback can be channeled through the Stakeholder Response Form provided at the end of this report or by contacting:

PT Petrokimia Gresik
VP Corporate Social Responsibility

Kantor Pusat | Head Office:

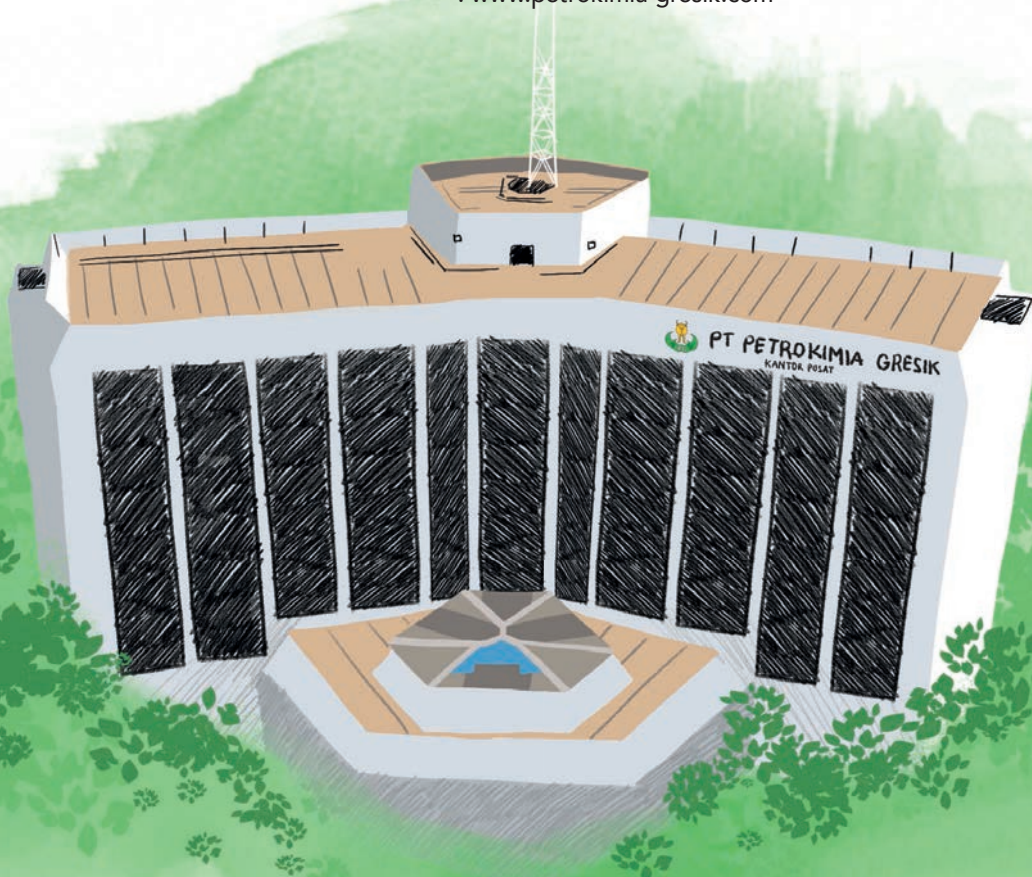
Jalan Jend. A. Yani - Gresik, 61119

Tel. : (62-31) 3981811, 3981814, 3982100, 3982200

Fax. : (62-31) 3981722, 3892272

Email : pkbl@petrokimia-gresik.com

Web : www.petrokimia-gresik.com



KONTRIBUSI TERHADAP TUJUAN PEMBANGUNAN BERKELANJUTAN (SDG's)

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

PT Petrokimia Gresik sebagai bagian dari entitas global turut berkontribusi menyukseskan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*) sebagai sebuah inisiatif keberlanjutan global yang dicanangkan oleh PBB. Tujuan dan target Tujuan Pembangunan Berkelanjutan (SDG's) mencakup tiga dimensi pembangunan berkelanjutan, yaitu lingkungan, sosial, dan ekonomi. Ketiga aspek tersebut telah menjadi satu integritas dengan tujuan pembangunan berkelanjutan Perseroan. Berikut pemetaan topik material dan pengaruhnya terhadap 17 Goal SDG's

PT Petrokimia Gresik as part of global entities also contributes in achieving Sustainable Development Goals as a global sustainability initiative set forth by the United Nations. The objectives and targets of the Sustainable Development Goals (SDGs) include three sustainable development dimensions, namely environment, society, and economy. These three aspects have been integrated with the sustainable development goals of the Company. The following is a mapping of material topics and their effects on the 17 SDG's Goals

Untuk mencapai tujuan ekonomi, lingkungan dan sosial memerlukan tata kelola yang baik dan kemitraan dengan pemangku kepentingan. / Achieving economic, environmental and social objectives requires good governance and partnerships with stakeholders



KONTRIBUSI TERHADAP TUJUAN PEMBANGUNAN BERKELANJUTAN (SDG's)

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Dimulai awal tahun 2016 hingga akhir tahun 2030 seluruh negara di dunia telah sepakat untuk mulai menerapkan konsep pembangunan berkelanjutan skala global sebagaimana dirumuskan dalam *Sustainable Development Goals* (SDGs), sebagai kelanjutan rumusan *Millenium Development Goals* (MDGs) yang diterapkan pada tahun 2000-2015. Rumusan tujuan pembangunan berkelanjutan skala global dalam SDGs dibahas dan ditetapkan oleh hampir seluruh negara dunia yang menjadi anggota PBB.

Indonesia menjadi salah satu dari banyak negara yang telah menyatakan komitmennya untuk bersama-sama warga dunia lainnya, berupaya mencapai beragam rumusan tujuan pembangunan berkelanjutan skala global dalam SDGs. Rumusan tujuan pembangunan dimaksud, disebut juga Global Goals, meliputi lima aspek dasar dalam prinsip keberlanjutan, 5-P, *People, Planet, Partnership, Peace* dan *Prosperity*, yang kemudian dijabarkan kedalam 17 rumusan tujuan, sebagai berikut.

Beginning in 2016 until the end of 2030, all countries in the world have agreed to start implementing the concept of global scale sustainable development as formulated in Sustainable Development Goals (SDGs), as a continuation of the Millennium Development Goals (MDGs) formulation implemented in 2000-2015. The formulation of global scale sustainable development goals in the SDGs is discussed and determined by almost all countries of the world that are members of the United Nations.

Indonesia is one of the many countries that has stated its commitment to be with other world citizens, trying to achieve various formulations of global scale sustainable development goals in the SDGs. The formulation of the intended development objectives, also called Global Goals, covers five basic aspects in the principles of sustainability, 5-P, *People, Planet, Partnership, Peace* and *Prosperity*, which are then broken down into 17 goal formulations, as follows.



| | | |
|---|--|--|
|  | <p>Tanpa Kemiskinan - Mengakhiri kemiskinan dalam bentuk apapun di seluruh penjuru dunia.</p> | <p>No Poverty - End poverty in all its forms everywhere.</p> |
|  | <p>Tanpa Kelaparan - Mengakhiri kelaparan, mencapai ketahanan pangan dan peningkatan gizi, dan mempromosikan pertanian berkelanjutan.</p> | <p>Without Hunger - End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.</p> |
|  | <p>Kesehatan dan Kesejahteraan - Menjamin kehidupan yang sehat dan mempromosikan kesejahteraan untuk seluruh masyarakat di segala usia.</p> | <p>Good health and well-being - Ensure healthy lives and promote well-being for all at all ages.</p> |
|  | <p>Pendidikan Berkualitas - Menjamin kualitas pendidikan inklusif dan adil dan mempromosikan kesempatan belajar seumur hidup untuk semua orang.</p> | <p>Quality Education - Ensure inclusive and equitable quality education and promote life-long learning opportunities for all.</p> |
|  | <p>Kesetaraan Gender - Mencapai kesetaraan gender dan memberdayakan kaum ibu dan anak perempuan.</p> | <p>Gender Equality - Achieve gender equality and empower all women and girls.</p> |

KONTRIBUSI TERHADAP TUJUAN
PEMBANGUNAN BERKELANJUTAN (SDG's)
CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (SDG's)

| | | |
|--|--|---|
| | <p>Air Bersih dan Sanitasi - Menjamin ketersediaan air bersih dan sanitasi yang berkelanjutan untuk semua orang.</p> | <p>Clean Water and Sanitation - Ensure availability and sustainable management of water and sanitation for all.</p> |
| | <p>Energi Bersih dan Terjangkau - Menjamin akses terhadap sumber energi yang terjangkau, terpercaya, berkelanjutan, dan modern untuk semua orang.</p> | <p>Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable and modern energy for all.</p> |
| | <p>Pertumbuhan Ekonomi dan Pekerjaan yang Layak - Mendukung pertumbuhan ekonomi yang berkelanjutan dan inklusif, membuka kesempatan kerja seluas-luasnya, produktif serta menciptakan pekerjaan yang layak untuk semua.</p> | <p>Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent jobs for all.</p> |
| | <p>Industri, Inovasi dan Infrastruktur - Membangun infrastruktur tangguh, mempromosikan industrialisasi inklusif dan berkelanjutan dan mendorong inovasi.</p> | <p>Industry, Innovation and Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p> |
| | <p>Mengurangi Kesenjangan - Mengurangi kesenjangan di dalam sebuah Negara maupun di antara negara-negara di dunia.</p> | <p>Reduced Inequalities - Reduce income inequality within and among countries.</p> |
| | <p>Keberlanjutan Kota dan Komunitas - Membangun kota-kota dan pemukiman yang inklusif, aman, berkualitas, berketahanan dan berkelanjutan.</p> | <p>Sustainable Cities and Communities - Make cities and human settlements inclusive, safe, resilient and sustainable.</p> |
| | <p>Konsumsi dan Produksi Bertanggung Jawab - Menjamin keberlangsungan konsumsi dan pola produksi.</p> | <p>Responsible Consumption and Production - Ensure sustainable consumption and production patterns.</p> |
| | <p>Aksi Terhadap Iklim - Bertindak cepat untuk memerangi perubahan iklim dan dampaknya.</p> | <p>Climate Action - Take urgent action to combat climate change and its impacts.</p> |
| | <p>Kehidupan di Air - Melestarikan dan menjaga keberlangsungan laut dan kehidupan sumber daya laut untuk pengembangan pembangunan yang berkelanjutan.</p> | <p>Life below Water - Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> |
| | <p>Kehidupan di Darat - Melindungi, memulihkan dan meningkatkan pemanfaatan keberlangsungan pemakaian ekosistem darat, mengelola hutan secara berkelanjutan, mengurangi tanah tandus serta tukar guling tanah, memerangi penggundulan hutan, menghentikan dan memulihkan degradasi lahan, serta menghentikan hilangnya keanekaragaman hayati.</p> | <p>Life on Land - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.</p> |
| | <p>Institusi Peradilan yang Kuat dan Perdamaian - Mempromosikan masyarakat yang damai dan inklusif untuk pembangunan berkelanjutan, menyediakan akses terhadap keadilan bagi semua pihak termasuk untuk lembaga, membangun institusi yang efektif, akuntabel dan inklusif di semua tingkatan.</p> | <p>Peace, Justice, and Strong Institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels.</p> |
| | <p>Kemitraan untuk Mencapai Tujuan - Memperkuat implementasi dan merevitalisasi kemitraan global untuk pembangunan berkelanjutan.</p> | <p>Partnerships for the Goals - Strengthen the means of implementation and revitalize the global partnerships for sustainable development.</p> |

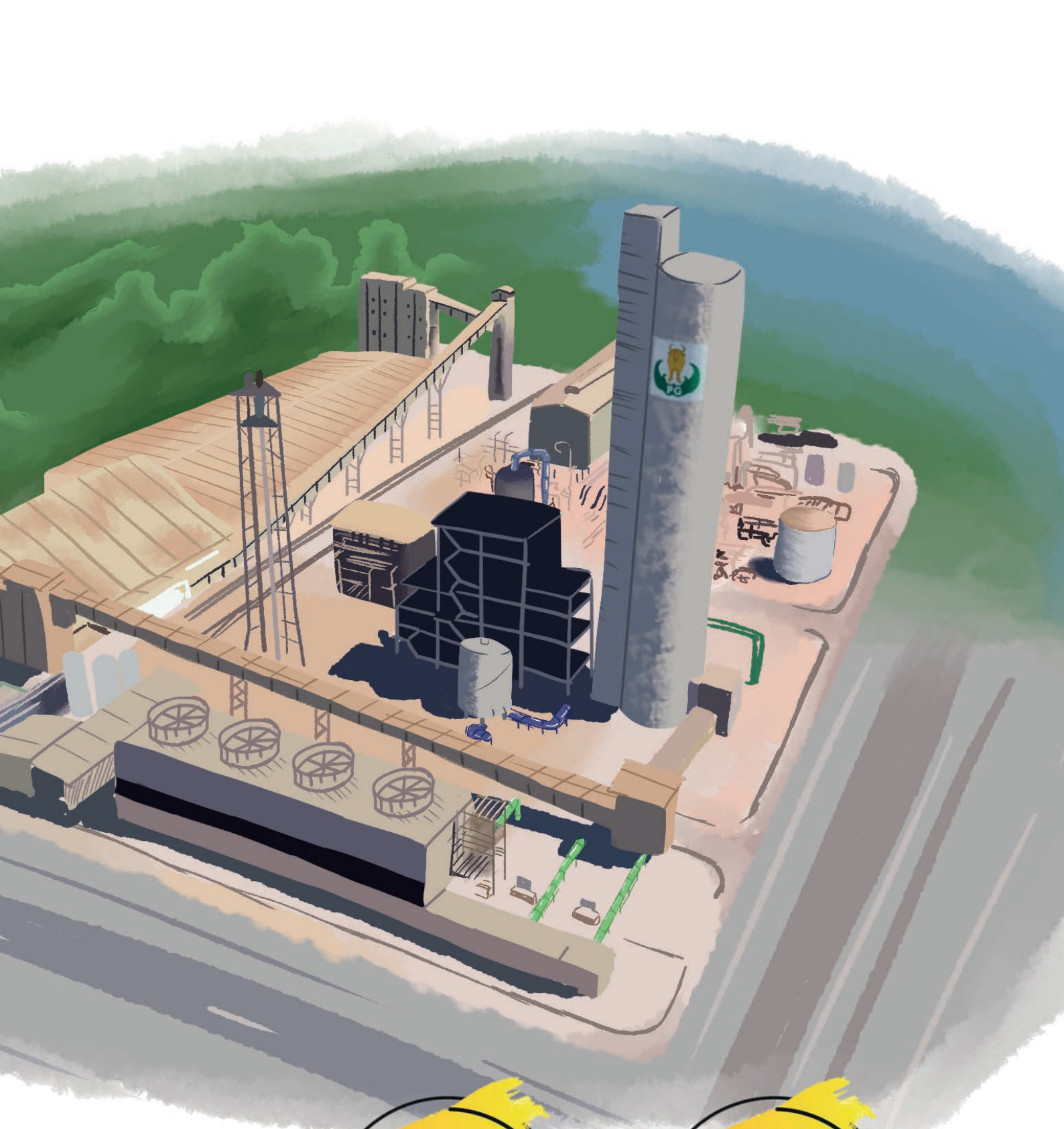
PROFIL PERUSAHAAN

COMPANY PROFILE

Sebagai salah satu produsen pupuk terlengkap di Indonesia menempati areal lebih dari 450 hektar di Kabupaten Gresik, Jawa Timur. Petrokimia Gresik saat ini memiliki 17 Pabrik Pupuk dan 14 Pabrik Non-Pupuk, dengan pengalaman mumpuni dalam memproduksi dan mendistribusikan pupuk bersubsidi maupun non-subsidi. Petrokimia Gresik bersama-sama Group Pupuk Indonesia, siap menyongsong era industri baru, meningkatkan efisiensi dan daya saing dalam rangka mendukung pencapaian kemandirian pangan, mensejahterakan para petani.

As one of the most complete fertilizer producers in Indonesia, it occupies an area of more than 450 hectares in Gresik Regency, East Java. Petrokimia Gresik currently has 17 fertilizer factories and 14 non-fertilizer factories, with good experience in producing and distributing subsidized and non-subsidized fertilizers, Petrokimia Gresik along with the Pupuk Indonesia Group, stands ready to embrace the new industry era, improving efficiency and competitiveness toward achieving food self-sufficiency, bringing greater welfare to farmers.





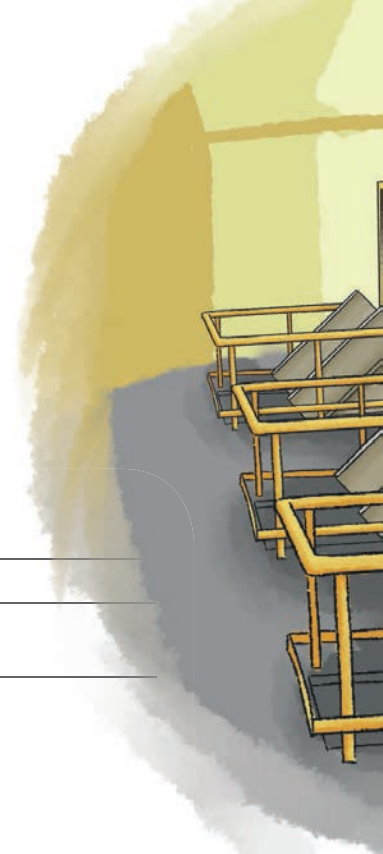
17 
PABRIK PUPUK
FERTILIZER FACTORY

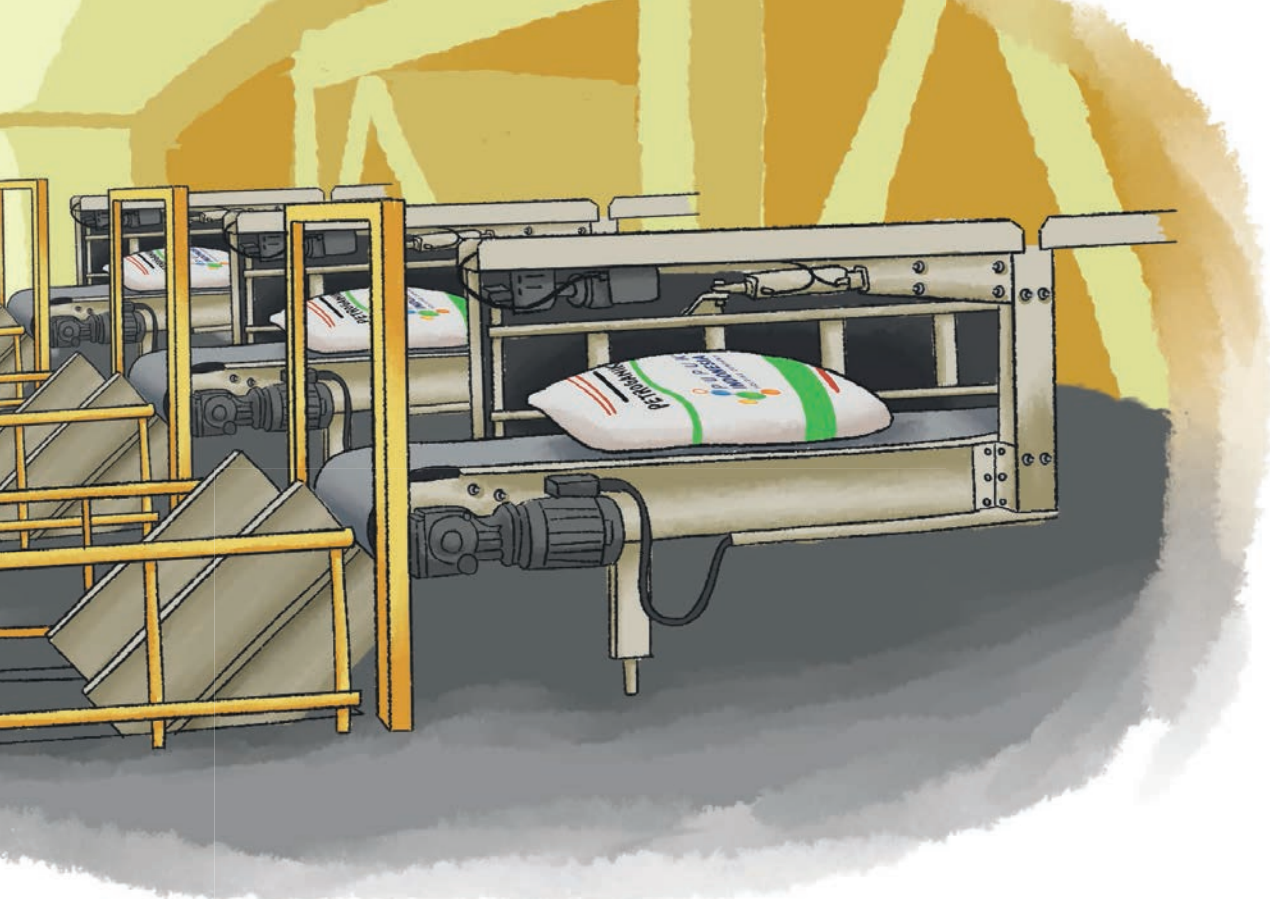
14 
PABRIK NON-PUPUK
NON-FERTILIZER FACTORY

IDENTITAS PERUSAHAAN

CORPORATE IDENTITY

| | |
|--|--|
| <p>Nama Perusahaan [GRI 102-1] Company Name</p>  | <p>PT PETROKIMIA GRESIK</p> |
| <p>Nama Panggilan Nickname</p> | <p>PG</p> |
| <p>Tanggal Pendirian Date of Establishment</p>  | <p>10 Juli 1972 July 10, 1972</p> |
| <p>Dasar Hukum Pendirian [GRI 102-5] Legal Basis of Establishment</p>  | <p>Ketetapan MPRS No. II/MPRS/1960 MPRS Decree No. II/MPRS/1960 Peraturan Pemerintah No. 55/1971 Government Regulation No. 55/1971 Peraturan Pemerintah No. 35/1974 Government Regulation No. 35/1974 Peraturan Pemerintah No. 28/1997 Government Regulation No. 28/1997</p> |
| <p>Alamat Kantor Pusat [GRI 102-3] 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 [GRI 102-2] 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 Perencanaan 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 [GRI 102-4] Company Network</p>  | <ul style="list-style-type: none"> • Perusahaan Anak Subsidiary : 2 • Perusahaan Patungan Joint Venture : 1 • Perusahaan Asosiasi Associate : 8 • Distribution Center : 7 • Gudang Penyangga Supporting Warehouse : 340 • Distributor : 672 • Kios Pengecer Resmi Authorized Retail Store : 27.541 • Staf Perwakilan Daerah Penjualan (SPDP) Staff of Regional Sales Representative : 68 • Asisten Staf Perwakilan Daerah Penjualan Assistant Staff of Regional Sales Representative : 158 |

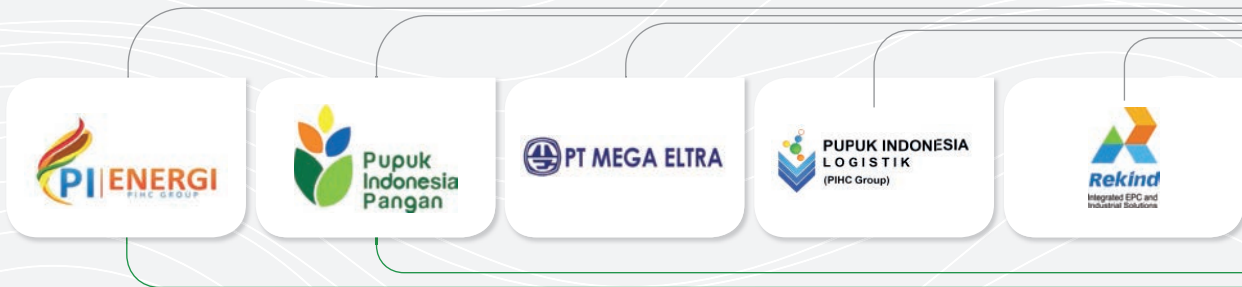




| | | |
|--|--|---|
| <p>Status Perusahaan Company Status</p> | | <p>Anak Perusahaan Badan Usaha Milik Negara (BUMN) Subsidiary of State-Owned Enterprise</p> |
| <p>Kepemilikan Saham [GRI 102-5] Share Ownership</p> | | <ul style="list-style-type: none"> • PT Pupuk Indonesia (Persero) sebanyak 6.599.835 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% |
| <p>Pusat Layanan Pelanggan Customer Service Center</p> | | <p>Telp : +62 31 3977001-3; 3979975 Telp Bebas Pulsa : 0800-1-636363 : 0800-1-888777 Fax : +62 31 3979976 SMS : 0811 344 774 Email : konsumen@petrokimia-gresik.com</p> |
| <p>Modal Dasar Authorized Capital</p> | | <p>Rp 9.572.372.000.000,00</p> |
| <p>Modal Ditempatkan dan Disetor Penuh Issued and Fully Paid-In Capital</p> | | <p>Rp 6.600.000.000.000,00</p> |
| <p>Jumlah Pegawai Number of Employees</p> | | <p>2.577 orang person</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>website</p> | | <p>www.petrokimia-gresik.com</p> |
| <p>Media Sosial Social media</p> | | <p> @petrogresik Petrokimiagresik_official Petrokimia Gresik PT Petrokimia Gresik Official </p> |

STRUKTUR GRUP KEPEMILIKAN SAHAM PADA ANAK PERUSAHAAN DAN AFILIASI [GRI 102-5, GRI 102-45]

CORPORATE OWNERSHIP GROUP STRUCTURE ON
SUBSIDIARIES AND AFFILIATES

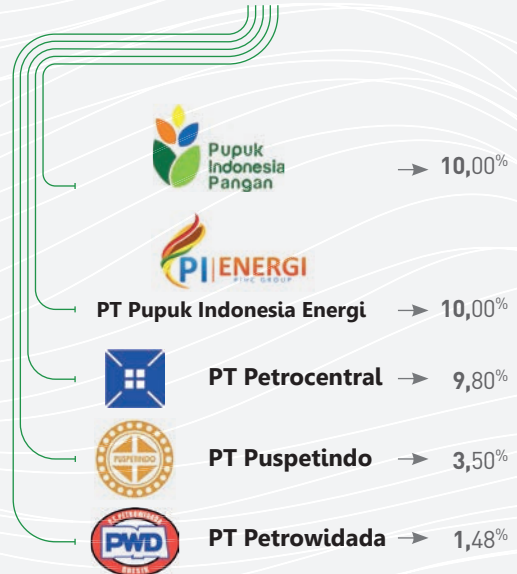


ANGGOTA HOLDING
PT PUPUK INDONESIA (PERSERO)
SK Kementerian Hukum dan HAM Republik Indonesia
Nomor : AHU-17695.AH.01.02 Tahun 2012

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

Penyertaan Entitas Lain

Investment in Other Entities





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

99,9975%



YAYASAN PETROKIMIA GRESIK
0,0025%



Entitas Anak

Subsidiaries



Entitas Asosiasi

Associates



Joint Venture



ENTITAS ANAK, PATUNGAN DAN ASOSIASI

SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PERSEROAN ASOSIASI | ASSOCIATE COMPANY

Beroperasi | Operate



PETROSIDA GRESIK

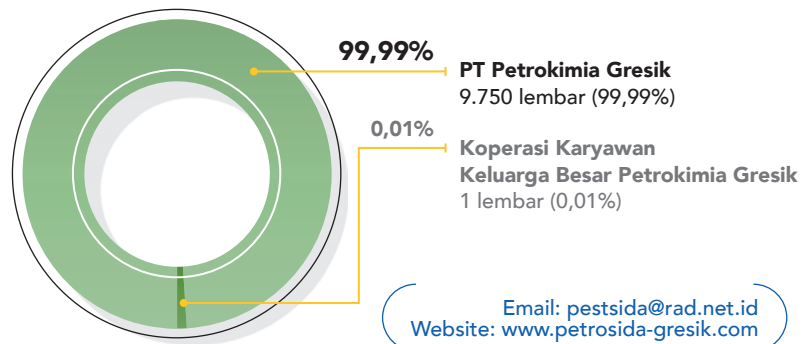
Kantor Pusat | Head office :
Jalan KIG Raya Utara Kavling O, Nomor 5 Gresik 61151
Telp : (031) 3985541 – 3985542
Fax : (031) 3981653 – 3982761
Kantor Perwakilan | Representative Office
Jl. Tanah Abang III No. 16 Jakarta 10160, Indonesia
Telepon: (021) 3446459, 3446645
Fax. (021) 3841994

Bidang Usaha | Business Fields :

Formulator, Industri, Perdagangan Pestisida dan Pupuk serta penyediaan jasa litbang di bidang produk perlindungan tanaman dan industri kimia. | Formulator, Industry, Trade in Pesticides and Fertilizers as well as providing R&D services in the field of plant protection products and the chemical industry

PT PETROSIDA GRESIK

Pendirian Perusahaan | Company Establishment :
Berdasarkan Akta Notaris Frederik Alexander Tumbuan, SH No. 43 tanggal 24 Juni 1983 | Based on the Notary Deed of Frederik Alexander Tumbuan, SH No. 43 dated 24 June 1983.



ENTITAS ANAK | SUBSIDIARIES

Beroperasi | Operate



PETROKIMIA KAYAKU

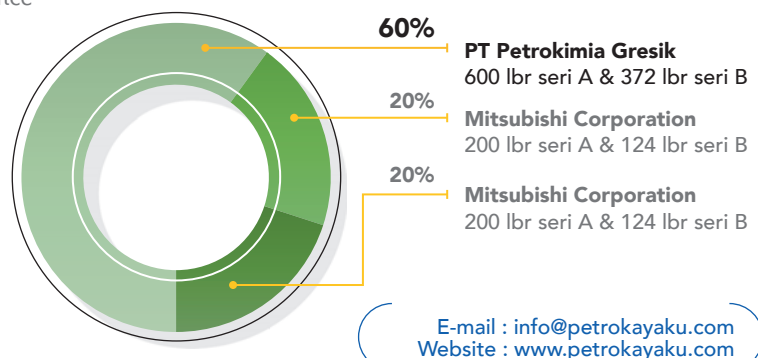
Kantor Pusat | Head office :
Jl. Jenderal A. Yani PO BOX 107 Gresik 61119, Indonesia
Telp : (031) 3981815-3981831
Fax : (031) 3981830
Kantor Perwakilan | Representative Office
Jl. Cisanggiri I/16 Blok Q-IV
Keb. Baru Jakarta 12170, Indonesia
Telepon: (021) 7205453, 7251244
Fax. (021) 7251244

Bidang Usaha | Business Fields :

Formulator, Industri Pestisida
Formulator, Industry Pesticides

PT PETROKIMIA KAYAKU

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



ENTITAS ANAK, PATUNGAN, DAN ASOSIASI
SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

VENTURA BERSAMA | JOINT VENTURE

Beroperasi | Operate



PT Petro Jordan Abadi

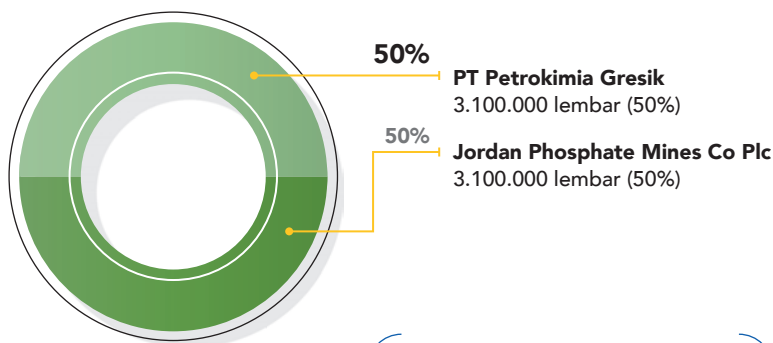
Alamat | Address :
Jl. Raya Roomo, Gresik 61151, Indonesia
Telp : (031) 3991887. Fax : (031) 3991886

PT PETRO JORDAN ABADI

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

Bidang Usaha | Business Fields :

Produsen Asam Fosfat
Phosphoric Acid Producers



E-mail: info@petrojordanabadi.com
Website: www.petrojordanabadi.com

PERSEROAN ASOSIASI | ASSOCIATE COMPANY

Beroperasi | Operate



PT Kawasan Industri Gresik

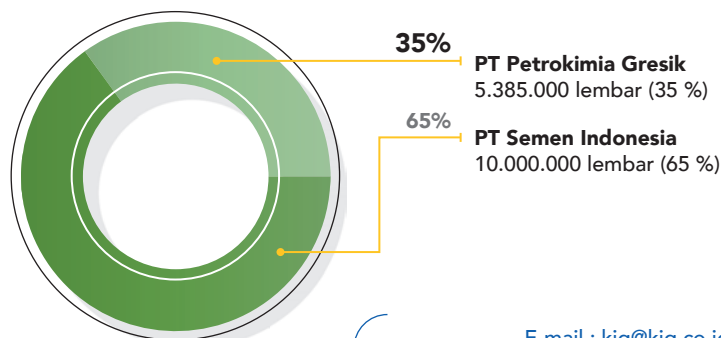
Alamat | Address :
Jl. Tridharma No.3 Gresik 61121, Indonesia
Telp : (031) 3984472. Fax : (031) 3982117

PT KAWASAN INDUSTRI GRESIK

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

Bidang Usaha | Business Fields :

Pengelolaan kawasan industri,
properti, perdagangan umum, serta
jasa konsultan di bidang kawasan
industri dan properti. | Management
of industrial estates, property, general
trading, as well as consulting services
in the field of industrial estates and
property.



E-mail : kig@kig.co.id
Website : www.kig.co.id

ENTITAS ANAK, PATUNGAN DAN ASOSIASI

SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PERSEROAN ASOSIASI | ASSOCIATE COMPANY

Beroperasi | Operate



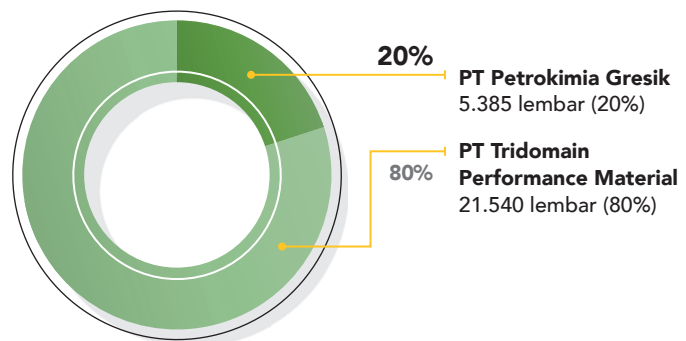
PT PETRONIKA

Alamat | Address :
Jl. Prof Dr. Moch Yamin, SH
PO BOX 129 Gresik 61119, Indonesia
Telp : (031) 3951956. Fax : (031) 3951955

Bidang Usaha | Business Fields :
Produsen Dioctyl Pthalate (DOP)
Produsen Dioctyl Pthalate (DOP).

PT PETRONIKA

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



E-mail : pnkgs@petronika.co.id

PERSEROAN AFILIASI | AFFILIATED COMPANY

Beroperasi | Operate

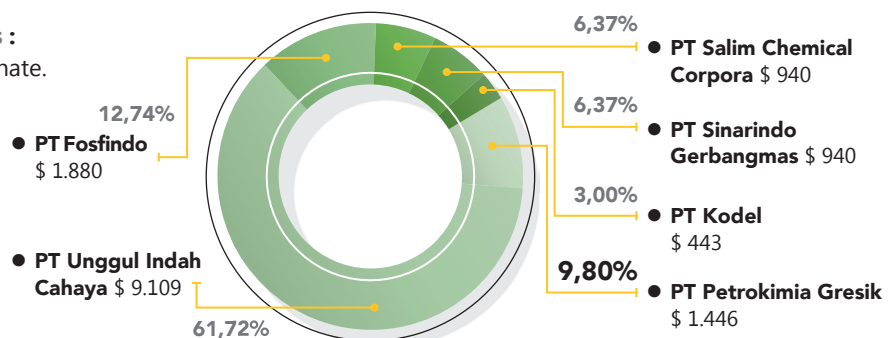


Alamat | Address :
Jl. Raya Roomo – Gresik
Telp : (031) 3982536, 3981736
Fax : (031) 3982776

Bidang Usaha | Business Fields :
Produsen Sodium Tri Poli Phosphate.

PT PETROCENTRAL

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



ENTITAS ANAK, PATUNGAN, DAN ASOSIASI
SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PERSEROAN AFILIASI | AFFILIATED COMPANY Beroperasi | Operate

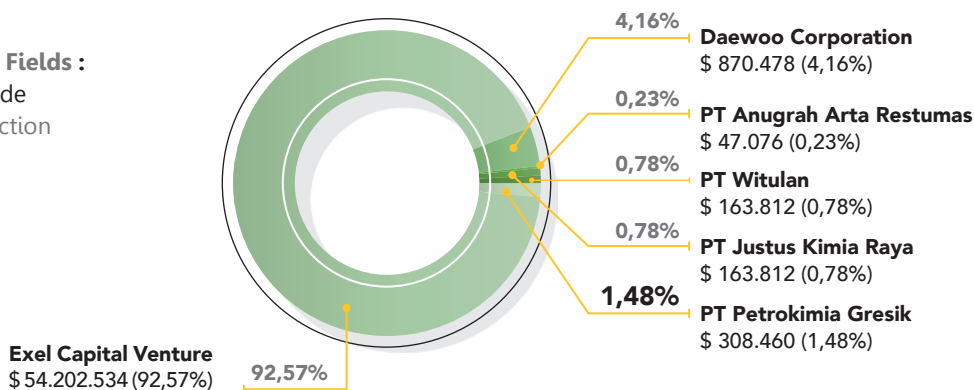


Alamat | Address :
Jalan Prof Moch. Yamin, SH., Gresik 61118
Telp : (031) 3951945. Fax : (031) 3951950

Bidang Usaha | Business Fields :
Produksi Phthalic Anhydride
Phthalic Anhydride Production

PT PETROWIDADA

Pendirian Perusahaan | Company Establishment :
Berdasarkan Akta Notaris Abdul Kohar Djoefri, SH, No. 17 tanggal 16 Oktober 1985.
Based on the Notary Deed of Abdul Kohar Djoefri, SH, No. 17 dated 16 October 1985.



PERSEROAN AFILIASI | AFFILIATED COMPANY Beroperasi | Operate

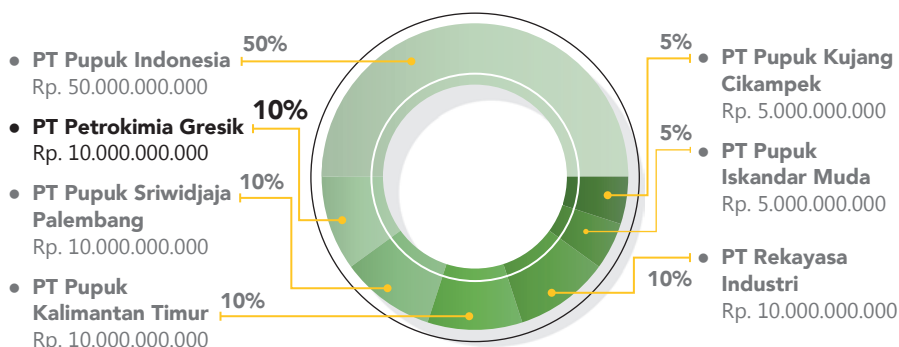


Alamat | Address :
Gedung PT. Petrokimia Gresik Lt. 3
Jalan Tanah Abang III No. 16, Jakarta Pusat
Telp : (021) 3446678 Fax : (021) 3452609

Bidang Usaha
Business Fields :
Industri di bidang pembangkitan tenaga listrik dan instalasi pembangkit uap
Industry in the field of electric power generation and water steam installation

PT PUPUK INDONESIA ENERGI

Pendirian Perusahaan | Company Establishment :
Berdasarkan Akta Notaris Nanda Fauz Iwan, SH, M.Kn No. 11 tanggal 18 Agustus 2014
Based on the Notary Deed of Nanda Fauz Iwan, SH, M.Kn No. 11 dated 18 August 2014



ENTITAS ANAK, PATUNGAN DAN ASOSIASI

SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PERSEROAN AFILIASI | AFFILIATED COMPANY

Beroperasi | Operate



Alamat | Address :

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

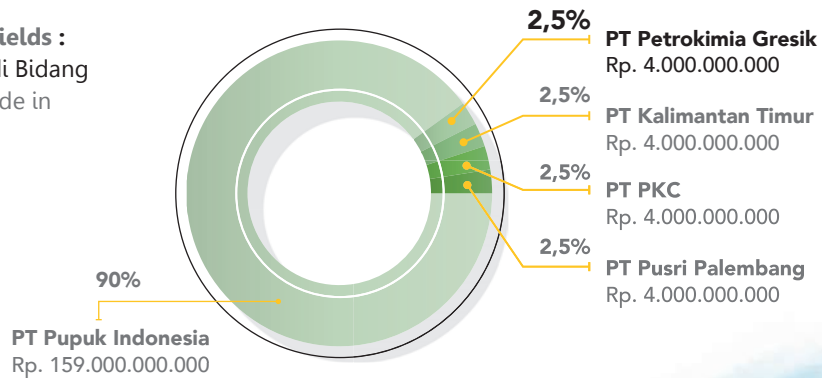
Bidang Usaha | Business Fields :
Industri dan Perdagangan di Bidang
Pertanian | Industry and Trade in
Agriculture

PT PUPUK INDONESIA PANGAN

Pendirian Perusahaan | Company Establishment :

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

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



ENTITAS ANAK, PATUNGAN, DAN ASOSIASI
SUBSIDIARIES, JOINT VENTURES, AND ASSOCIATES

PERSEROAN AFILIASI | AFFILIATED COMPANY

Beroperasi | Operate

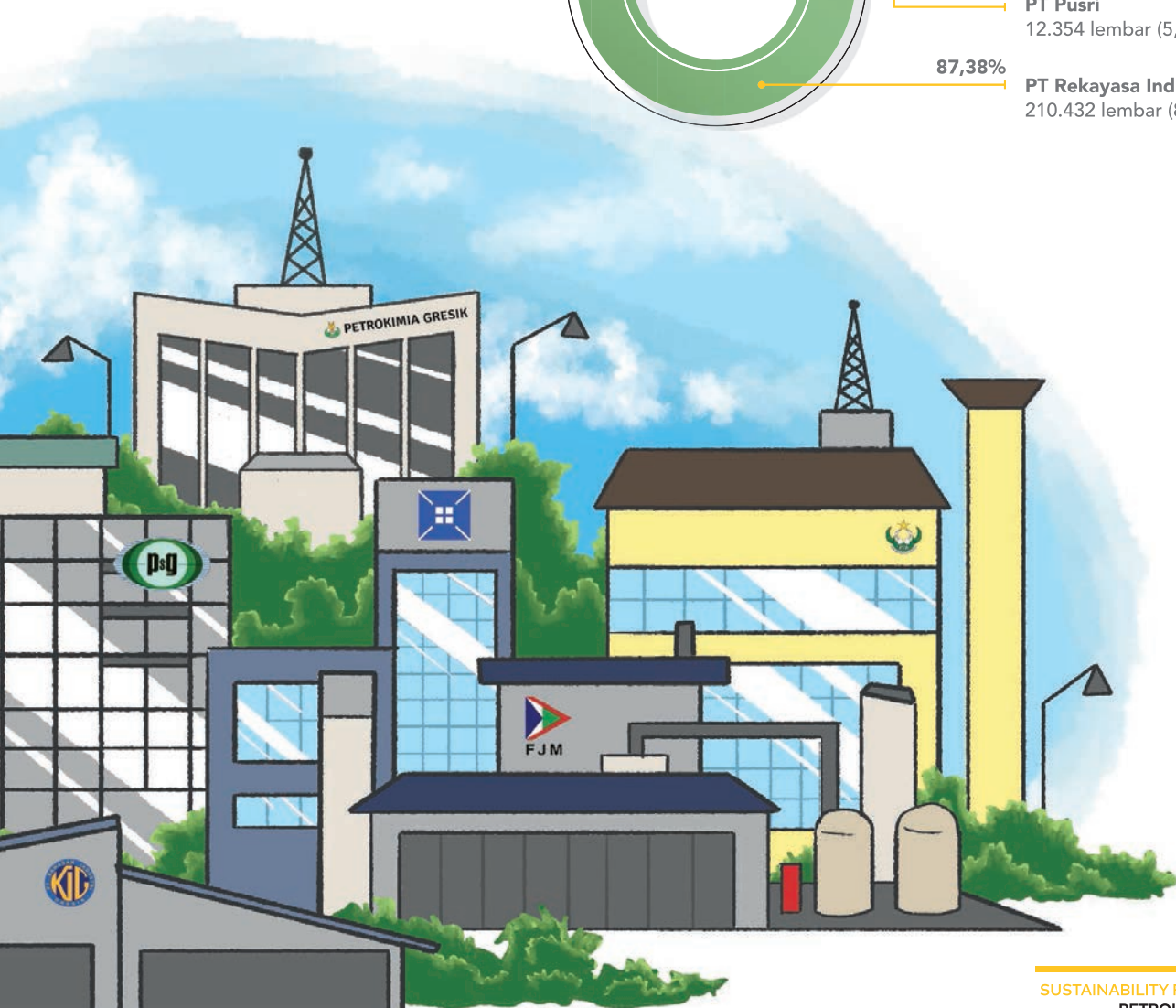
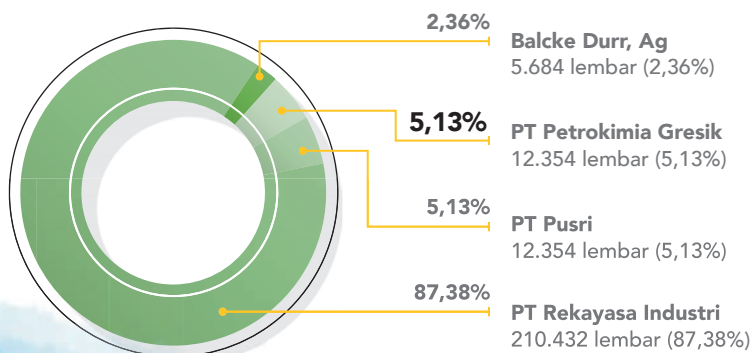


Alamat | Address :
Manyar Raya Resort Blok A1/07
Jalan Raya Sukomulyo Gresik 61101
Telp : (031) 99103048

Bidang Usaha | Business Fields :
Industri Pressure Vessel, Heat
Exchanger, Platwork / Structure

PT PUSPETINDO

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



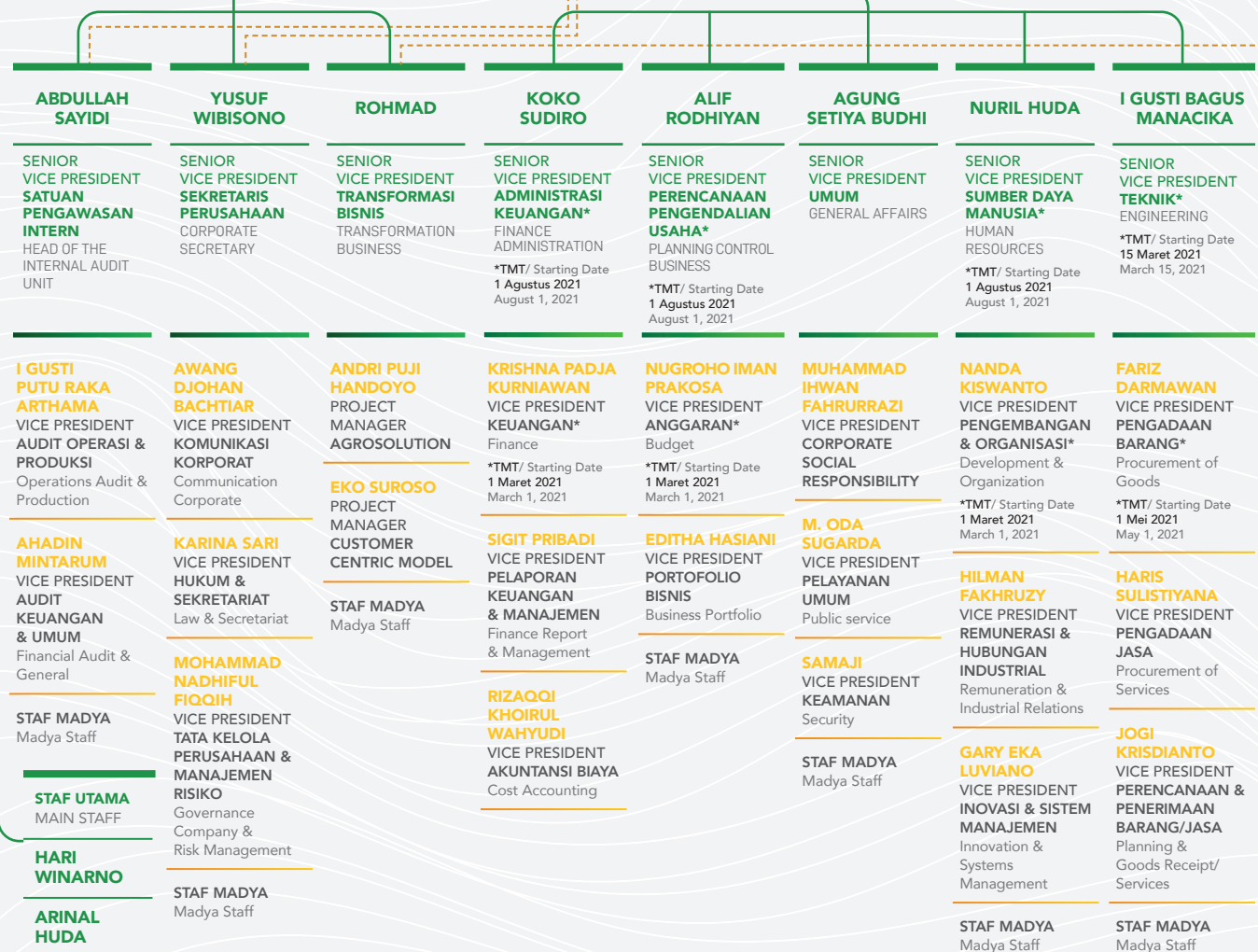
STRUKTUR ORGANISASI [GRI 102-18] ORGANISATION STRUCTURE

PERIODE : 25 Agustus 2020 - 31 Desember 2020
PERIOD : August 25, 2020 - December 31, 2020



DWI ARY PURNOMO

DIREKTUR KEUANGAN DAN UMUM
DIRECTOR OF FINANCE AND GENERAL



Struktur organisasi Perusahaan telah beberapa kali mengalami perubahan seiring dengan perkembangan bisnis yang dijalankan oleh Perusahaan. Surat Keputusan Direksi PT Petrokimia Gresik 0256/B/OT.00.02/30/SK/2020 tanggal 26 Juni 2020 tentang Struktur Organisasi PT Petrokimia Gresik dan Surat Keputusan Direksi PT Petrokimia Gresik No. 0328/B/OT.00.02/30/SK/2020 tanggal 28 Agustus 2020 tentang Perubahan Sementara atas Pembagian Kewenangan Direksi PT Petrokimia Gresik

The organizational structure of the Company has undergone several changes in line with the business development run by the Company. Decree of the Board of Directors of PT Petrokimia Gresik 0256 / B / OT.00.02 / 30 / SK / 2020 dated 26 June 2020 concerning the Organizational Structure of PT Petrokimia Gresik and Decree of the Board of Directors of PT Petrokimia Gresik No. 0328 / B / OT.00.02 / 30 / SK / 2020 dated 28 August 2020 concerning Temporary Amendments to the Distribution of Authority of the Directors of PT Petrokimia Gresik



DWI SATRIYO ANNUROGO

DIREKTUR UTAMA
PRESIDENT DIRECTOR



I KETUT RUSNAYA

SENIOR EXECUTIVE
VICE PRESIDENT OPERASI
SENIOR EXECUTIVE
VICE PRESIDENT OPERATIONS



DIGNA JATINGSIH

DIREKTUR OPERASI DAN PRODUKSI
DIRECTOR OF OPERATIONS AND PRODUCTION

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

*TMT/ Starting Date
15 Maret 2021
March 15, 2021

WISMO BUDIONO

SENIOR
VICE PRESIDENT
MITRA BISNIS
BUSINESS
PARTNER

SOLIKAN

SENIOR
VICE PRESIDENT
PERENCANAAN
PEMELIHARAAN
PLANNING
CONTROL
MAINTENANCE

MISADI SUMARGO

SENIOR
VICE PRESIDENT
JASA
PELAYANAN
PABRIK*
SERVICES SERVICE
FACTORY

*TMT/ Starting Date
15 Maret 2021
March 15, 2021

JOKO RAHARJO

SENIOR
VICE PRESIDENT
TEKNOLOGI*
TECHNOLOGY

*TMT/ Starting Date
7 Februari 2021
February 7, 2021

MUHAMMAD SUFRADAY

SENIOR
VICE PRESIDENT
PENGEMBANGAN
DEVELOPMENT

RULLY EKO ARDIANTO

VICE PRESIDENT
PRODUKSI I A
Production I A

SEBASTIAN NABABAN

VICE PRESIDENT
PRODUKSI I B*
Production I B

*TMT/ Starting Date
15 Februari 2021
February 15, 2021

STAF MADYA
Madya Staff

ERINTO

VICE PRESIDENT
PRODUKSI II A
Production II A

YUDHI WIJAYA

VICE PRESIDENT
PRODUKSI II B*
Production II B

*TMT/ Starting Date
15 Maret 2021
March 15, 2021

STAF MADYA
Madya Staff

STAF MADYA
SHIFT OPERASI*
MADYA STAFF
OPERATING SHIFT

ADITYO DWIPUTRA
SUNARTO

JAWAD FARISI

MUHAMMAD MAKKI
MAULANA

AHMAD DZAKIL FIKRI

*TMT/ Starting Date
15 Februari 2021
February 15, 2021

IWAN SETIYAWAN

VICE PRESIDENT
PRODUKSI III A
Production III A

IQBAL WAHYUDI

VICE PRESIDENT
PRODUKSI III B
Production III B

STAF MADYA
Madya Staff

RIZKI CANDRA SAKTI

VICE PRESIDENT
ADMINISTRASI
PEMASARAN
Administration
Marketing

DEDI MAWARDI

VICE PRESIDENT
ADMINISTRASI &
PENJUALAN
Administration &
Sales

DENI DWIGUNA SULAEMAN

VICE PRESIDENT
PENGELOLAAN
MITRA PRODUKSI
Partner
Management
Production

CATUR PRIYOATMOJO

VICE PRESIDENT
PENGELOLAAN
PELABUHAN
Management Port

STAF MADYA
Madya Staff

TEGUH RACHMADI

VICE PRESIDENT
INSPEKSI TEKNIK
Engineering
Inspection

DAVID MUNDOVI

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

STAF MADYA
Madya Staff

RM ISTIADJI PRAWIJATNO

VICE PRESIDENT
JASA BENGKEL
& FABRIKASI
Workshop
Services &
Fabrication

KUSRIJANTO

VICE PRESIDENT
PEMELIHARAAN I
Maintenance I

BUDI HARTONO

VICE PRESIDENT
PEMELIHARAAN II
Maintenance II

IRWAN DARUL HERDIMAN

VICE PRESIDENT
PEMELIHARAAN III*
Maintenance III

*TMT/ Starting Date
1 April 2021
April 1, 2021

TENDRA DWI SAPUTRA

VICE PRESIDENT
TEKNIK & BISNIS
Engineering &
Business

IWAN FEBRIANTO

VICE PRESIDENT
JASA OPERASI &
PEMELIHARAAN
Operations &
Services
Maintenance

STAF MADYA
Madya Staff

MUH. RIZAL

VICE PRESIDENT
PERENCANAAN
PRODUKSI &
PENGELOLAAN
ENERGI
Planning
Production &
Energy Management

BAMBANG ARIWIBOWO

VICE PRESIDENT
PROSES &
PENGELOLAAN
KUALITAS
Process & Control
Quality

ACH. ZAID

VICE PRESIDENT
KESELAMATAN &
KESEHATAN KERJA
Safety &
Occupational Health

I KOMANG WIRANATA

VICE PRESIDENT
LINGKUNGAN
Environment

STAF MADYA
Madya Staff

WIDODO HERU SULISTYO

VICE PRESIDENT
PENGEMBANGAN
KORPORAT
Development
Corporate

MUAMMAR MA'ARIF

VICE PRESIDENT
RISET
Research

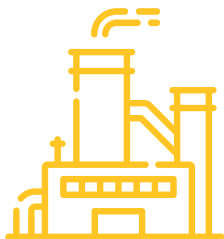
ABDUL KOHAR

VICE PRESIDENT
RANCANG
BANGUN
Design &
Engineering

STAF MADYA
Madya Staff

SEJARAH SINGKAT PERUSAHAAN

COMPANY INFORMATION



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

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.

SEJARAH SINGKAT PERUSAHAAN COMPANY INFORMATION

RIWAYAT SINGKAT PERUSAHAAN

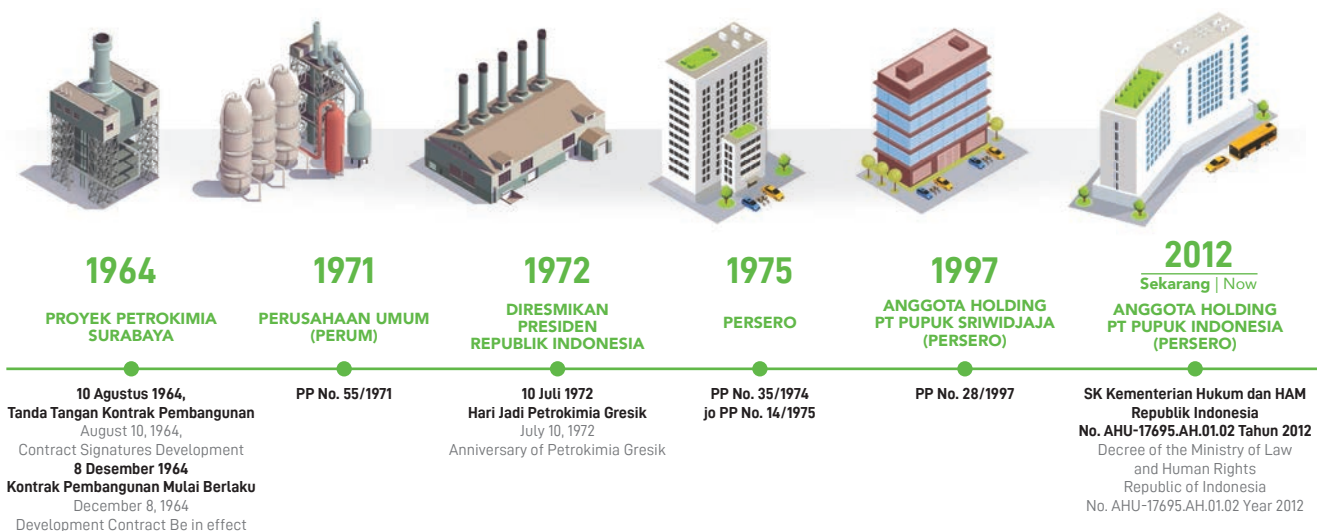
Industri pupuk merupakan industri yang strategis mengingat Negara Indonesia merupakan Negara agraris dengan jumlah penduduk yang besar dan laju pertumbuhannya setiap tahun cukup tinggi. Dalam rangka memenuhi kebutuhan pangan pemerintah berupaya memajukan sektor pertanian dengan cara meningkatkan produktivitas 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, Perseroan mengalami perubahan status pada tahun 1971 sesuai PP Nomor 35/1971 menjadi Perum, pada tahun 1974 sesuai PP Nomor 35/1974 jo PP Nomor 14/1975 berubah menjadi Perseroan Terbatas. Berdasarkan PP Nomor 28/1997, PT Petrokimia Gresik menjadi anggota holding PT Pupuk Sriwidjaja (Persero). PT Petrokimia Gresik berlokasi di Kabupaten Gresik, Provinsi Jawa Timur dengan menempati lahan seluas 450 hektar. Pada awal berdirinya, Perseroan memproduksi Amoniak, Pupuk Urea dan Pupuk ZA. Hingga saat ini, PT Petrokimia Gresik telah memiliki berbagai bidang usaha dan fasilitas pabrik tertentu.

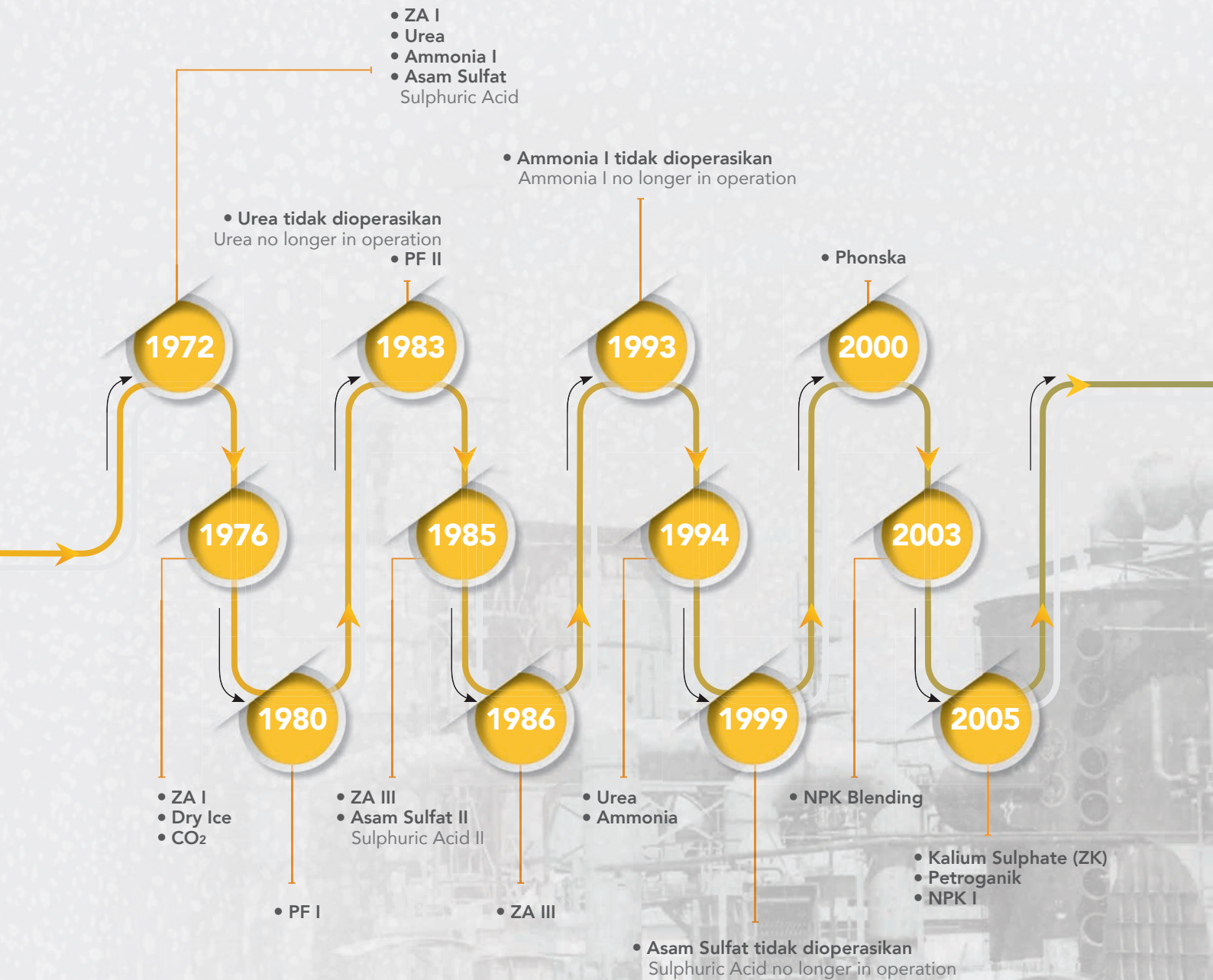
BRIEF HISTORY OF THE COMPANY

The fertilizer industry is a strategic industry considering that Indonesia is an agrarian country with a large number of population and rapid population growth. To meet the need for food in achieving public welfare, the Government strives to promote the agricultural sector through the fulfillment of good quality fertilizer. In accordance with Presidential Decree No. 260 of 1960 and MPRS Decree No. Nomor II/MPRS/1960, the initial establishment of PT Petrokimia Gresik was marked by the presence of Petrokimia Surabaya Project as Priority Project in the National Development Plan Semesta Berencana Phase I (1961-1969). The project development contract was signed on August 10, 1964 and the project was commenced on December 8, 1964. Petrokimia Surabaya Project was inaugurated by the President of the Republic of Indonesia on July 10, 1972, which is then commemorated as the anniversary date of PT Petrokimia Gresik.

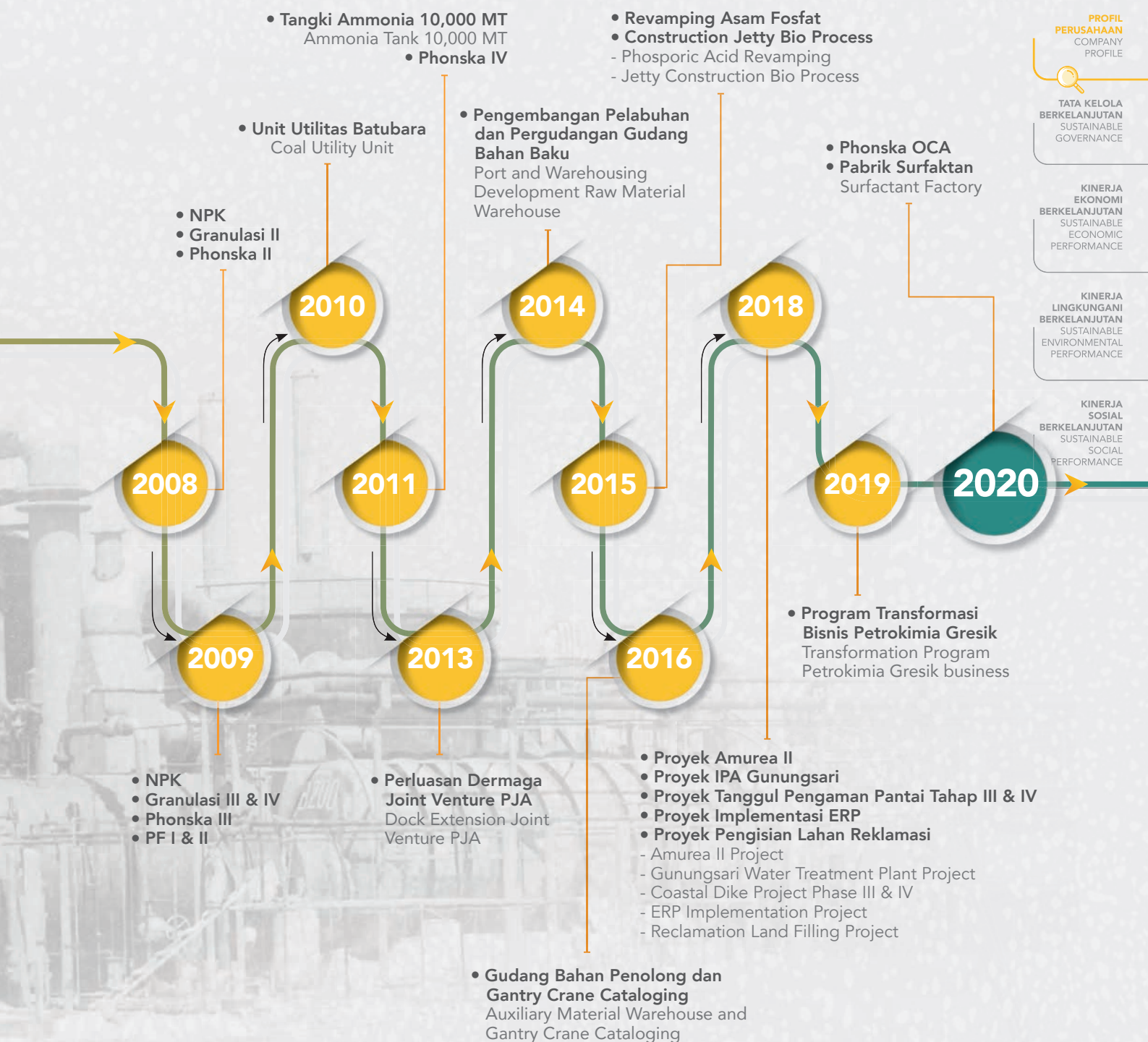
Along its journey, the Company underwent status change in 1971 according to PP No. 35/1971, becoming Perum, and subsequently in 1974 according PP No. 35/1974 jo PP No. 14/1975, becoming Limited Liability Company. Based on PP No. 28/1997, PT Petrokimia Gresik became part of the Holding PT Pupuk Sriwidjaja (Persero). PT Petrokimia Gresik is located in Gresik Regency, East Java Province, occupying 450 hectares of land. At its initial establishment, the Company produced Ammonia, Urea Fertilizer, and ZA Fertilizer. To date, PT Petrokimia Gresik already has various business fields and integrated plant facilities.



JEJAK LANGKAH MILESTONES



JEJAK LANGKAH MILESTONES



PENJELASAN BRAND LOGO PERUSAHAAN

BRAND EXPLANATION CORPORATE LOGO

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. Logo PG terdiri dari 4 (empat) elemen dengan masing-masing elemen memiliki makna dan arti tersendiri.

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. The PG logo consists of 4 (four) elements where each element has certain significance and meaning.



**PETROKIMIA
GRESIK**
Solusi Agroindustri

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

- 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.

PETROKIMIA GRESIK

TRANSFORMASI LOGO PERSEROAN

TRANSFORMATION OF COMPANY LOGO



PERUM
PETROKIMIA GRESIK

10 Juli 1972 | July 10, 1972

24 Juni 1976 | June 24, 1976



PT PETROKIMIA GRESIK

25 Juni 1976 | June 25, 1976

31 Mei 1979 | May 31, 1979



PT PETROKIMIA GRESIK

1 April 1979 | April 1, 1979

9 Juli 2014 | July 9, 2014



PETROKIMIA
GRESIK
Solusi Agroindustri

14 Juli 2014 | July 14, 2014

Sampai saat ini | To Date

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 was an ammonia tank with a long chimney flanked by two rice stalk

PT Petrokimia Gresik memperbaiki 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).

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.

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.

BIDANG USAHA DAN KEGIATAN USAHA

LINE OF BUSINESS AND ACTIVITY

BIDANG USAHA [GRI 102-2]

Menempati area seluas lebih dari 450 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 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, *purified gypsum*, *CO₂ Liquid*, dan Asam Klorida.

BUSINESS FIELD [GRI 102-2]

Occupying more than 450 hectares of land area, PT Petrokimia Gresik manages an integrated industrial estate that produces fertilizer and non-fertilizer products. PT Petrokimia Gresik operates 31 plants which consist of 17 plants producing Urea, Phosphate, Za, Phonska compound, NPK Kebomas compound, and Zk fertilizers as well as 14 plants producing non-fertilizer products that include ammonia, sulfuric acid, phosphoric acid, cement retarder, Aluminium Fluoride, purified gypsum, Liquid CO₂, and Hydrochloric Acid.

KEGIATAN USAHA

Sesuai Anggaran Dasar Perusahaan, maksud dan tujuan Perseroan adalah melakukan usaha di bidang industri, perdagangan dan jasa di bidang perpupukan, petrokimia, agrokimia, agroindustri, dan kimia lainnya serta optimalisasi pemanfaatan sumber daya Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan dan mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

Untuk mencapai maksud dan tujuan tersebut, Perseroan dapat 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:

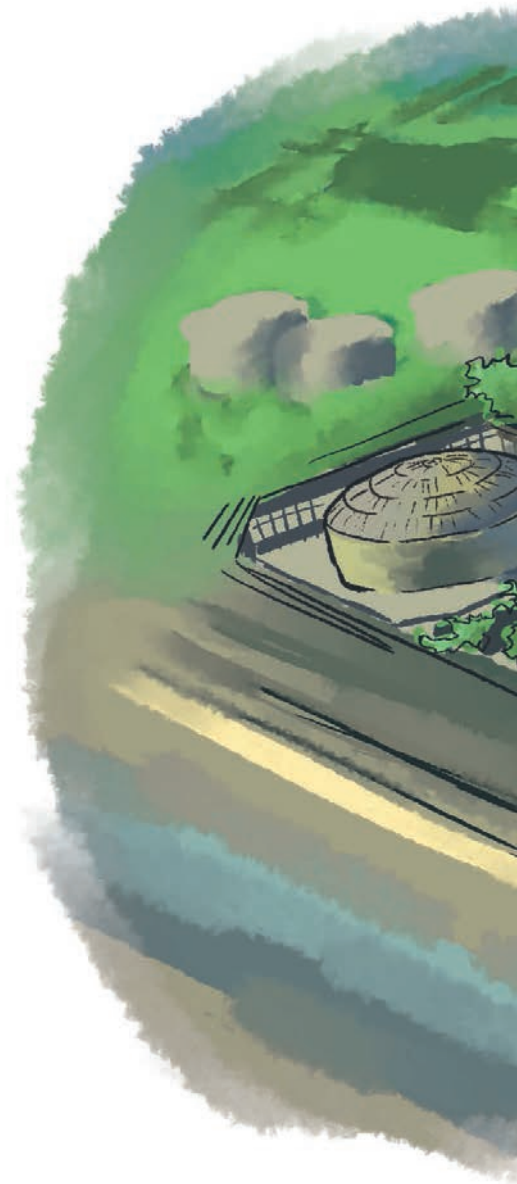
BUSINESS ACTIVITY

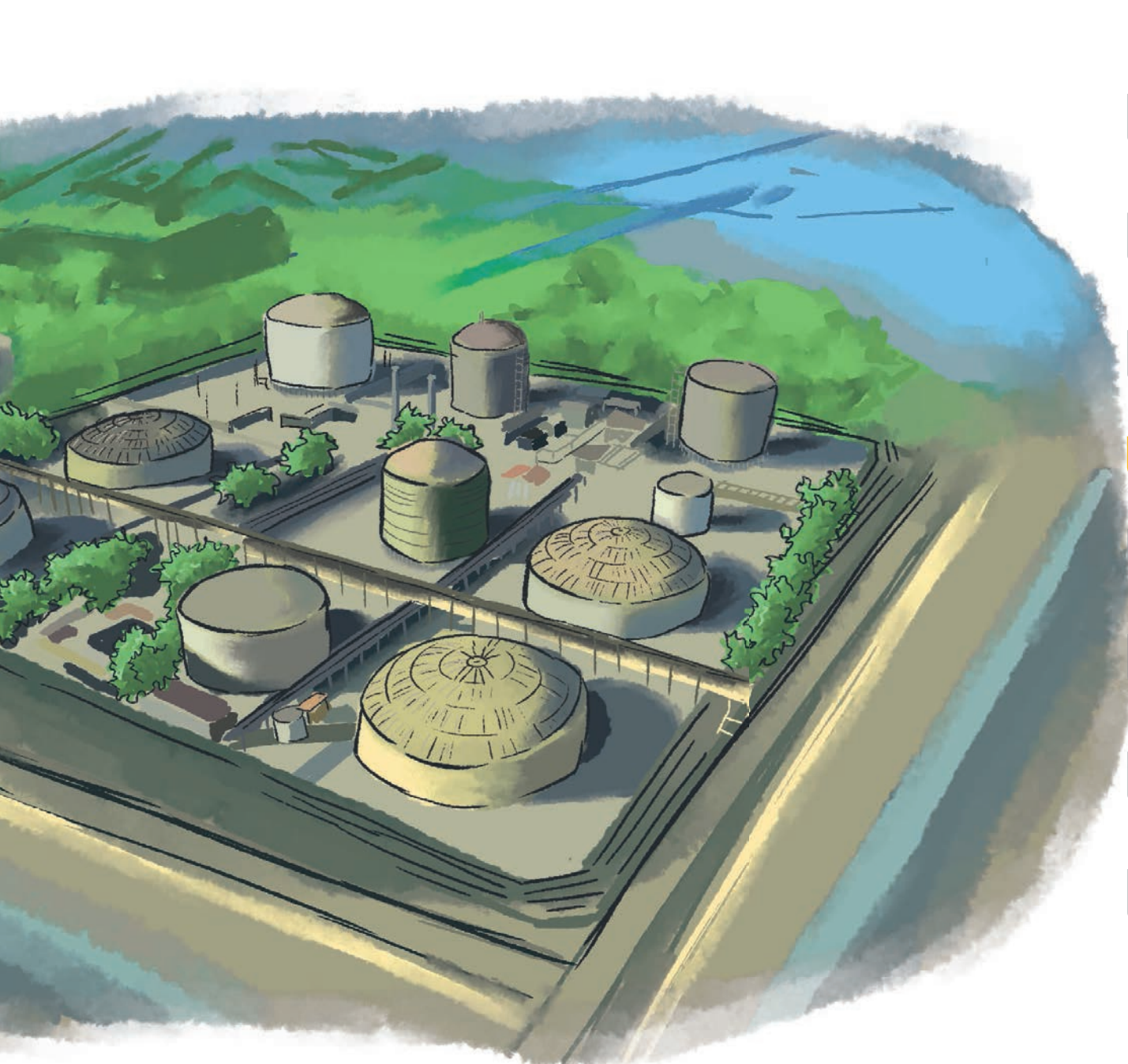
In accordance with the Company's Articles of Association, the purpose and objective of the Company is to conduct business in the fields of industry, trade, and service relating to fertilizer, petrochemical, agrochemical, agroindustry, and other chemicals as well as to optimize the utilization of the Company's resources to produce high quality goods and/or service with strong competitive power to obtain and pursue profit in order to improve the Company's value by applying the principles of Limited Liability Company.

To achieve the aforementioned objectives, the Company may carry out the following business activities:

a) Industry

Processing certain raw materials into staple materials needed for the manufacture of petrochemical fertilizer, agrochemical, agroindustry, and other chemicals, and processing the staple material into various types of fertilizers and other chemical products and its derivative products, among others:





- 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 yang antara lain berupa bahan baku, barang dagangan, bahan penolong/pembantu, peralatan produksi, dan bahan kimia lainnya.

- 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

Carrying out distribution and trade activities of products both domestically and abroad regarding the aforementioned products and other products related to fertilizer, petrochemical, agrochemical, agroindustry, and other chemicals, as well as the activity of importing goods that include raw materials, merchandise, auxiliary/supporting materials, production equipment, and other chemicals.

BIDANG USAHA DAN KEGIATAN USAHA

BUSINESS FIELD AND ACTIVITY

c) Jasa Pengelolaan Perusahaan dan Jasa Konsultasi Manajemen

d) 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.

Selain kegiatan usaha di atas, Perseroan juga dapat melakukan kegiatan usaha:

a) Kegiatan Penunjang Utama

- Pengangkutan
Menjalankan kegiatan usaha dalam bidang angkutan dan pergudangan serta kegiatan lainnya yang merupakan sarana perlengkapan guna melancarkan dan melaksanakan kegiatan-kegiatan usaha tersebut.
- Pertanian dan Perkebunan
Menjalankan kegiatan usaha dalam bidang pertanian dan perkebunan seperti produksi benih/bibit tanaman padi serta industri pengolahan hasil pertanian dan perkebunan.
- Pertambangan
Menjalankan usaha dalam bidang pertambangan dalam rangka pemenuhan bahan baku dan bahan penunjang produksi pupuk, petrokimia serta industri kimia lainnya.

b) Dalam Rangka Melakukan Optimalisasi Pemanfaatan Sumber daya yang dimiliki untuk kawasan industri, antara lain berupa air baku industri, listrik, *steam* (uap kukus) dan nitrogen; perusahaan pergudangan, olahraga, rumah sakit, pelatihan sumber daya manusia (*human resources*), penelitian, penyimpanan gas, dan bahan bakar minyak, perkebunan, jasa penyewaan sarana dan prasarana yang dimiliki dan/atau dikuasai Perseroan, serta kegiatan lainnya yang merupakan sarana pelengkap dan penunjang guna kelancaran pelaksanaan kegiatan usaha tersebut.

c) Melaksanakan penugasan dalam rangka pelaksanaan penyaluran pupuk bersubsidi sesuai dengan prinsip korporasi dan peraturan perundang-undangan.

c) Corporate Management Services And Management Consulting Services

d) Other Services

Carry out research, education, development, design and engineering, packaging, construction, management, education and training, improvement or repair, maintenance, consulting, and other technical services in the sector of fertilizer, petrochemical, agrochemical, agroindustry, other chemicals industry as well as services in agriculture and plantation.

In addition to the aforementioned business activities, the Company may also conduct business activities of:

a) Main Supporting Activities

- Transportation
Conducting business activities in transportation and warehousing as well as other complementary activities that facilitates the flow and implementation of such activities.
- Agriculture and Plantation
Conducting business activities in agriculture and plantation such as rice seeds production as well as the processing of agricultural and plantation harvest.
- Mining
Conducting business in mining in order to provide staple materials and supporting materials for fertilizer production, petrochemical, as well as other chemical industry.

b) Optimizing Utilization, Resources owned for the industrial estate, among others industrial raw water, electricity, steam, and nitrogen; concession of warehousing, sport, hospital, human resources training, research, gas storage, and fuel oil, plantation, rental services of facilities and infrastructure owned and/or controlled by the Company, as well as other complementary activities that support the implementation of such activities.

c) Conducting assignment in order to distribute subsidized fertilizer in accordance with the principles of corporation and legislation.

PRODUK PETROKIMIA GRESIK PRODUCTS OF PETROKIMIA GRESIK [GRI 102-2]

PRODUK PUPUK FERTILIZER PRODUCT

Tahun / Year **2020**



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.

Make plants greener and fresher, accelerate and increase plant growth (plant height, number of branches & number of tillers), increase the protein content of crops.



Pupuk ZA ZA Fertilizer

Meningkatkan produksi hasil tebu & hablur gula (rendemen), meningkatkan kualitas hasil panen, tanaman lebih sehat dan tahan terhadap hama.

Increasing the production of sugarcane & sugar crystal (yield), increasing the quality of the harvest, healthier plants and more 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.

Promote good root growth and root systems, promote flower formation and ripeness of fruit / seeds, accelerate harvest, increase 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.

Increase the efficiency and effectiveness of the use of fertilizers, Increase the number and quality of crop yields, resulting in a homogeneous product mix quality.



Pupuk NPK Kebomas NPK Kebomas Fertilizer

Memacu pertumbuhan akar dan membentuk akar yang baik, membuat tanaman lebih hijau segar, meningkatkan daya tahan terhadap serangan hama penyakit dan kekeringan, meningkatkan mutu benih dan bibit.

Promote root growth and form good roots, make plants greener and fresher, increase resistance to pests and drought, improve the quality of seeds and seedlings

PRODUK PETROKIMIA GRESIK

PRODUCTS OF PETROKIMIA GRESIK

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 straighter and stronger, improve color, aroma, taste, and reduce shrinkage during storage, calcium 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 plants, improves color, aroma, taste and stimulates the growth of tubers and fruit, 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 PETROKIMIA GRESIK
PRODUCTS OF PETROKIMIA GRESIK

Tahun / Year 2020

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 Phonska Oca, pupuk organik cair yang diperkaya mikroba, mudah larut dalam air dan ramah lingkungan. Sangat baik digunakan untuk tanaman pangan, palawija, perkebunan dan hortikultura, mempercepat pertumbuhan dan perkembangan tanaman. | Phonska Oca fertilizer, a liquid organic fertilizer that is enriched with microbes, is easy to dissolve in water and is environmentally friendly. Very well used for food crops, secondary crops, plantations and horticulture, accelerating plant growth and development.



Pupuk Hayati PETRO BIO FERTIL
Petro Bio Fertil Fertilizer

Petro Bio Fertil adalah pupuk hayati (biofertilizer) mengefektifkan penggunaan pupuk anorganik khususnya N&P dalam tanah sehingga meningkatkan hasil panen, ramah lingkungan karena dibuat dari bahan alami. | Petro Bio Fertil is a biological fertilizer (biofertilizer) which makes the use of anorganic fertilizers, especially N&P in the soil, effectively increases yields, is environmentally friendly because they are made from natural ingredients.

PRODUK PETROKIMIA GRESIK

PRODUCTS OF PETROKIMIA GRESIK

PRODUK NON-PUKUK

NON-FERTILIZER PRODUCT



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.



Petro Ponic

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

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

PRODUK PETROKIMIA GRESIK
PRODUCTS OF PETROKIMIA GRESIK

Tahun / Year 2020

PRODUK NON-PUPUK
NON-FERTILIZER PRODUCT



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



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

PRODUK PETROKIMIA GRESIK

PRODUCTS OF PETROKIMIA GRESIK

PRODUK NON-PUKUK

NON-FERTILIZER PRODUCT



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 KIMIA

CHEMICAL PRODUCTS



(SNI 06-0045-1987)

Amoniak

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.



(SNI 06-0030-1996)

Asam Sulfat

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.



(SNI 06-2575-1992)

Asam Fosfat

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.



(SNI 06-2603-1992)

Alumunium Flouride

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.

PRODUK PETROKIMIA GRESIK
PRODUCTS OF PETROKIMIA GRESIK

Tahun / Year **2020**

PRODUK KIMIA
CHEMICAL PRODUCTS



(SNI 715 : 2016)

Purified Gypsum

Purified Gypsum merupakan bahan baku pembuatan semen, plasterboard, dan bata ringan. | Purified Gypsum is a raw material for making cement, plasterboard and light brick.



(SNI 06-0126-1987)

Dry Ice

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.



(SNI 06-2603-1992)

CO₂ Cair

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.



(SNI 06-0042-1987)

Nitrogen

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.



(SNI 06-0041-1987)

Hidrogen Gas

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)



(SNI 06-0041-1987)

Cement Retarder

Cement Retarder merupakan salah satu bahan dalam semen yang berfungsi untuk memperlambat pengerasan semen. } Cement retarder is one of the ingredients in cement which functions to slow cement hardening.

WILAYAH OPERASIONAL DAN PANGSA PASAR

OPERATIONAL AREA AND MARKET SHARE [GRI 102-6]

JALUR DISTRIBUSI DISTRIBUTION CHANNEL



PUPUK | FERTILIZER

- Urea** : Filipina (Philippines), India, Malaysia, Vietnam,
- ZA** : Korea Selatan (South Korea), Timor Leste
- ZK** : Afrika Selatan (South Africa), Afrika Utara (North Africa), Arab, Australia, India, Jepang (Japan), Kenya, Korea Selatan (South Korea), Pakistan, Thailand, Vietnam, Jordan
- KCL** : Timor Leste
- NPK** : Brasil, Filipina (Philippines), India, Myanmar, Nigeria, Thailand, Vietnam
- Petroganik** : Filipina (Philippines)
- RNP** : Filipina (Philippines)



NON-PUPUK | NON - FERTILIZER

- Aluminium Florida** : India, Jepang (Japan), Montenegro
- Crude Gypsum** : Taiwan
- Asam Sulfat** : Venezuela



WILAYAH PEMASARAN MARKETING AREA



WILAYAH OPERASIONAL DAN PANGSA PASAR

OPERATIONAL AREA AND MARKET SHARE

PANGSA PASAR

Secara umum, produk PG menjangkau seluruh wilayah di Indonesia. Berdasarkan sektor usahanya, pelanggan PG secara umum dapat dikategorikan menjadi:

1. Sektor pertanian ritel, meliputi:
 - a) Sub sektor tanaman pangan (Urea PI, ZA Petro, SP-36 Petro, NPK Phonska, Petroganik, Phonska Plus, Petro Biofertil, Kaptan Kebomas, Petro Cas);
 - b) Sub sektor hortikultura (Ura PI, ZA Petro, SP-36 Petro, NPK Phonska, Petroganik, Phonska Plus, Petro Biofertil, Kaptan Kebomas, Petro Cas, Petro Nitrat, Petro Ningrat);
 - c) Sub sektor perkebunan (NPK Kebomas);
 - d) Sub sektor peternakan (Petro Bio Feed);
 - e) Sub sektor perikanan (Petro Fish)
2. Sektor pertanian komersil, meliputi pasar dalam negeri (Perseroan perkebunan) dan ekspor, dengan produk NPK Kebomas berbagai komposisi, ZK petro, dan Urea Petro;
3. Sektor industri, meliputi industri dalam negeri dan ekspor, dengan produk Asam Sulfat, Asam Fosfat, Amoniak, Asam Klorida, Gypsum, dan CO₂ Cair/Padat.

Berdasarkan kategori produk, produk-produk PG dapat dikelompokkan menjadi:

1. Pupuk Subsidi (Urea PI, ZA Petro, SP-36 Petro, Phonska, Petroganik);
2. Pupuk Non Subsidi (Phonska Plus, NPK Kebomas, Petro Nitrat);
3. Produk Pengembangan (Kaptan Petro, Petro Cas, Petro Biofertil, Petro Gladiator, Petro Bio Feed, Petro Fish, Petro Hibrid, Petro Seed, dan Petro Hicorn);
4. Produk Kimia (Asam Sulfat, Asam Fosfat, Amoniak, Asam Klorida, Gypsum, dan CO₂ Cair/Padat).

MARKET SHARE

In general, PG products cover all regions in Indonesia. Based on its business sector, PG customers can generally be categorized into:

1. Retail agricultural sector, including:
 - a) Food crop sub-sector (Urea PI, ZA Petro, SP-36 Petro, NPK Phonska, Petroganik, Phonska Plus, Petro Biofertil, Kaptan Kebomas, Petro Cas);
 - b) Horticulture sub sector (Urea PI, ZA Petro, SP-36 Petro, NPK Phonska, Petroganik, Phonska Plus, Petro Biofertil, Kaptan Kebomas, Petro Cas, Petro Nitrat);
 - c) Plantation sub-sector (NPK Kebomas);
 - d) Livestock sub sector (Petro Bio Feed);
 - e) Fisheries sub-sector (Petro Fish)
2. Commercial agriculture sector, covering domestic markets (plantation companies) and exports, with NPK Kebomas products in various compositions, ZK petro, and Urea Petro;
3. Industrial sectors, including domestic and export industries, with products of Sulfuric Acid, Phosphoric Acid, Ammonia, Chloric Acid, Gypsum, and Liquid/Solid CO₂.

Based on product categories, PG products can be grouped into:

1. Subsidized Fertilizers (Urea PI, ZA Petro, SP-36 Petro, Phonska, Petroganik);
2. Non-Subsidized Fertilizers (Phonska Plus, NPK Kebomas, Petro Nitrat);
3. Innovation Products (Kaptan Petro, Petro Cas, Petro Biofertil, Petro Gladiator, Petro Bio Feed, Petro Fish, Petro Hibrid, Petro Seed, dan Petro Hicorn);
4. Chemical Products (Sulfuric Acid, Phosphoric Acid, Ammonia, Chloric Acid, Gypsum, and Liquid/Solid CO₂).

KEANGGOTAAN PERSEROAN DALAM ASOSIASI

COMPANY MEMBERSHIP IN THE ASSOCIATION [GRI 102-13]

Hingga 31 Desember 2020, PT Petrokimia Gresik merupakan anggota dari sejumlah organisasi baik dalam lingkup nasional maupun internasional di industri terkait. Keanggotaan asosiasi menjadi sarana yang baik bagi Perseroan dalam mempererat keharmonisan dengan pemangku kepentingan, memperkaya dan memperdalam wawasan industri, serta mengembangkan kompetensi dan keunggulan. Keanggotaan asosiasi yang diikuti Perseroan antara lain sebagai berikut:

As of December 31, 2020, PT Petrokimia Gresik is a member of a number of organizations both nationally and internationally in related industries. Association membership is a good means for the Company to strengthen harmony with stakeholders, enrich and deepen industry insight, and develop competence and excellence. The membership of associations that the Company participates in include the following:

| No. | Nama Asosiasi Association Name | Keterangan Description | Status Keanggotaan Membership status |
|-----|--|---|---|
| 1. | IFA (International Fertilizer Industry Association) | IFA adalah organisasi non-profit yang mewakili industri pupuk seluruh dunia. Pembahasan IFA berada pada ruang lingkup yang berkaitan dengan gizi tanaman, pengembangan operasional pelaku usaha di industri perpupukan, dan informasi industri terkait. / IFA is a non-profit organization that represents the fertilizer industry worldwide. The discussion of IFA is in the scope related to plant nutrition, operational development of business actors in the fertilizer industry, and related industry information. | Anggota Member |
| 2. | APPI (Asosiasi Produsen Pupuk Indonesia) Indonesian Fertilizer Manufacturers Association | APPI merupakan asosiasi dan perhimpunan produsen pupuk seluruh Indonesia. / APPI is an association and association of fertilizer producers throughout Indonesia. | Anggota Member |
| 3. | Forum Komunikasi Satuan Pengawasan Internal (FKSPI) Internal Oversight Unit Communication Forum | FKSPI merupakan organisasi sekaligus wadah komunikasi dan konsultasi antar Satuan Pengawas Intern dan/atau Satuan Audit Internal di bawah naungan FKSPI pusat di Jakarta. Internal Oversight Unit Communication Forum (FKSPI) is an organization as well as a forum for communication and consultation between the Internal Audit Unit and/or the Internal Audit Unit under the auspices of the central FKSPI in Jakarta. | Anggota Member |
| 4. | APINDO (Asosiasi Pengusaha Indonesia) | APINDO adalah organisasi independen non partisan para pengusaha Indonesia yang bergerak di bidang perekonomian. / APINDO is an independent non-partisan organization of Indonesian entrepreneurs engaged in the economy. | Anggota Member |
| 5. | AKIDA (Asosiasi Kimia Dasar Anorganik Indonesia) | AKIDA adalah satu-satunya Asosiasi Kimia Dasar Anorganik yang terbesar di Indonesia, saat ini memiliki 7 (tujuh) kelompok kerja (Pokja) yaitu, Pokja Klor Alkali, Pokja Asam Sulfat, Pokja Sodium Silikat, Pokja Seng Oksida, Pokja Hidrogen Peroksida, Pokja Lain-lain, dan Pokja Pengembangan. / AKIDA is the only and the largest Inorganic Basic Chemistry Association in Indonesia, currently has 7 (seven) working groups (Pokja) namely, Chlorine Alkali Working Group, Sulfuric Acid Working Group, Sodium Silicate Working Group, Zinc Oxide Working Group, Hydrogen Peroxide Working Group, Other Working Groups -others, and the Development Working Group | Anggota Member |

KEANGGOTAAN PERSEROAN DALAM ASOSIASI

COMPANY MEMBERSHIP IN THE ASSOCIATION

| No. | Nama Asosiasi Association Name | Keterangan Description | Status Keanggotaan Membership status |
|-----|--|---|---|
| 6. | KADIN (Kamar Dagang Industri) | KADIN adalah suatu badan atau organisasi yang anggotanya terdiri atas para pengusaha atau gabungan usaha nasional dari berbagai sektor, baik itu badan usaha milik swasta, koperasi maupun badan usaha milik pemerintah. / KADIN is an agency or organization whose members consist of entrepreneurs or a combination of national businesses from various sectors, be it private-owned enterprises, cooperatives or government-owned enterprises. | |
| 7. | RCI (Responsible Care Indonesia) | RCI adalah inisiatif sukarela industri kimia di Indonesia yang dibentuk oleh Perseroan-Perseroan kimia untuk terus meningkatkan kinerja keselamatan, kesehatan dan lingkungan (SHE). / RCI is a voluntary initiative of the chemical industry in Indonesia formed by chemical companies to continuously improve safety, health and environment (SHE) performance. | |
| 8. | GINSI (Gabungan Importir Nasional Seluruh Indonesia) | GINSI adalah asosiasi yang beranggotakan Perseroan importir dari seluruh Indonesia / Ginsi is an association consisting of importing companies from all over Indonesia | |

KOMPOSISI KARYAWAN

EMPLOYEE COMPOSITION [GRI 102-7]

| Uraian / Description | Satuan / Unit | 2020 | 2019 |
|---|----------------|-------|-------|
| Jumlah Karyawan Tetap / Number of Permanent Employees | orang / person | 2.429 | 2.577 |

KOMPOSISI KARYAWAN BERDASARKAN GENDER

EMPLOYEE COMPOSITION BY GENDER

| Uraian / Description | Satuan / Unit | 2020 | 2019 |
|-----------------------|----------------|-------------|--------------|
| Pria / Male | orang / person | 2311 | 2.459 |
| Wanita / Female | orang / person | 118 | 118 |
| Jumlah / Total | orang / person | 2429 | 2.577 |

KOMPOSISI KARYAWAN BERDASARKAN TINGKAT PENDIDIKAN

EMPLOYEE COMPOSITION BASED ON EDUCATION LEVEL

| Pendidikan / Education | 2020 | | | 2019 | | |
|--------------------------|--------------|-----------------|----------------|--------------|-----------------|----------------|
| | Pria / Male | Wanita / Female | Jumlah / Total | Pria / Male | Wanita / Female | Jumlah / Total |
| S2 / Master's Degree | 87 | 5 | 92 | 81 | 5 | 86 |
| S1 / Bachelor's Degree | 409 | 81 | 490 | 419 | 76 | 495 |
| D3 / Diploma | 143 | 20 | 163 | 152 | 20 | 172 |
| SMA / Senior High School | 1.610 | 12 | 1.622 | 1.706 | 17 | 1.723 |
| SMP / Junior High School | 62 | 0 | 62 | 101 | 0 | 101 |
| Jumlah / Total | 2.311 | 118 | 2.429 | 2.459 | 118 | 2.577 |

KOMPOSISI KARYAWAN BERDASARKAN KONTRAK KERJA

EMPLOYEE COMPOSITION BASED ON EMPLOYMENT CONTRACT

| Pendidikan / Education | 2020 | | | 2019 | | |
|---|-------------|-----------------|----------------|--------------|-----------------|----------------|
| | Pria / Male | Wanita / Female | Jumlah / Total | Pria / Male | Wanita / Female | Jumlah / Total |
| Pegawai Tetap / Permanent Employees | 2311 | 118 | 2429 | 2.459 | 118 | 2.577 |
| Pegawai Kontrak (Outsource) Contract Employees | 630 | 28 | 658 | 648 | 28 | 676 |
| Honorer / Honorary Employees | - | - | - | - | - | - |
| Jumlah / Total | 2941 | 146 | 3087 | 3.107 | 146 | 3.253 |

PENGHARGAAN DAN SERTIFIKASI

AWARDS AND CERTIFICATION



Ajang | Event - **PROPER HIJAU**
 Penghargaan | Awards - Proper Hijau
 Pemberi Penghargaan | Appreciator - **Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia** | Ministry of Environment and Forestry of the Republic of Indonesia
 Tempat | Place - Jakarta
 Tanggal | Date - 8 Januari 2020 | January 8, 2020



Ajang | Event - **P2HIV-AIDS**
 Penghargaan | Awards - Penghargaan Program Pencegahan dan Penanggulangan HIV-AIDS | HIV-Aids Prevention and Control Program Award
 Pemberi Penghargaan | Appreciator - **Gubernur Jawa Timur**
 Governor of East Java
 Tempat | Place - Surabaya
 Tanggal | Date - 13 Januari 2020 | January 13, 2020



Ajang | Event - **ECONOMIC REVIEW**
 Penghargaan | Awards - Peringkat Pertama di Bidang The Best Indonesia Corporate Secretary & Corporate Communication 2020 | First Rank in The Best Indonesia Corporate Secretary & Corporate Communication 2020
 Pemberi Penghargaan | Appreciator - **Economic Review**
 Tempat | Place - Jakarta
 Tanggal | Date - 7 Februari 2020 | February, 2020



Ajang | Event - **9th INDONESIA INHOUSE MAGAZINE AWARDS (InMa)**
 Penghargaan | Awards - GOLD - The Best of E-Magazine State Own Enterprise Inhouse Magazin.
 - GOLD - The Best of Government Inhouse Magazine
 Pemberi Penghargaan | Appreciator - **SPS**
 Tempat | Place - Banjarmasin
 Tanggal | Date - 7 Februari 2020 | February 7, 2020

PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION

Ajang | Event - **INDONESIA GREEN AWARD (IGA) 2020**
Penghargaan | Awards

- **Kategori Mempelopori Pencegahan Polusi** (Program Pengurangan Emisi Gas Rumah Kaca) | Category Pioneering Pollution Prevention (Greenhouse Gas Emission Reduction Program)
- **Kategori Mengembangkan Keanekaragaman Hayati** (Program Konservasi Jejak Terakhir Pulau Bawean) | Category Promoting Biodiversity (Bawean Island's Last Traces Conservation Program)
- **Kategori Rekayasa Teknologi dalam Menghemat Energi/Penggunaan Energi Baru Terbarukan** (Program Efisiensi Energi Melalui Pemanfaatan Purge Gas Sebagai Bahan Bakar Boiler) | Category of Engineering Technology in Saving Energy/Use of New Renewable Energy (Energy Efficiency Program Through Utilization of Purge Gas as Boiler Fuel)
- **Kategori Mengembangkan Pengolahan Sampah Terpadu** (Produk Pupuk Organik – Petroganik) | Category Developing Integrated Waste Management (Organic Fertilizer Products – Petroganik)

Pemberi Penghargaan - **La Tofi (Chairman School of CSR)**

Appreciator

Tempat | Place - Jakarta

Tanggal | Date - 18 Maret 2020 | March 18, 2020

Ajang | Event - **PR INDONESIA AWARD 2020**

Penghargaan | Awards

- **BRONZE WINNER** – Subkategori E-Magazine GEMA Edisi No. 313 Oktober 2019 BRONZE WINNER – E-Magazine Subcategory GEMA Edition No. 313 October 2019
- **SILVER WINNER** – Subkategori Media Cetak GEMA Edisi No. 305 Februari 2019 | SILVER WINNER – Print Media Subcategory GEMA Edition No. 305 February 2019
- **SILVER WINNER** – Subkategori Website | SILVER WINNER – Website Subcategory
- **SILVER WINNER** – Kategori Media Sosial | SILVER WINNER – Social Media Category
- **SILVER WINNER** – Subkategori Corporate PR (Lomba Semarak Transformasi) | SILVER WINNER – Corporate PR Subcategory (Transformation Lively Contest)
- **SILVER WINNER** – Subkategori Corporate PR (Cerdas Berplastik) | SILVER WINNER – Subcategory of Corporate PR (Smart Plastic)
- **SILVER WINNER** – Subkategori Government PR (Disko Master) | SILVER WINNER – Sub Category Government PR (Disko Master)
- **SILVER WINNER** – Sub kategori DEPARTEMEN PR | SILVER WINNER – Sub category DEPARTMENT OF PR
- **GOLD WINNER** – Sub Kategori Annual Report | GOLD WINNER – Annual Report Sub Category
- **Best Presenter** Kategori Anak Perusahaan BUMN – Muhammad Ihwan F. | Best Presenter for BUMN Subsidiary Category – Muhammad Ihwan F.
- **The Most Populer** in Media Kategori Anak Perusahaan BUMN | The Most Popular in Media Category BUMN Subsidiaries
- **PLATINUM WINNER** Kategori Anak Perusahaan BUMN | PLATINUM WINNER Category BUMN Subsidiary

Pemberi Penghargaan - **Majalah PR Indonesia**

Appreciator

Tempat | Place - Jakarta

Tanggal | Date - 20 April 2020 | April 20, 2020



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



- Ajang | Event - **ANUGERAH BUMN 2020**
 Penghargaan | Awards - **Nomor 1 Sebagai Anak Perusahaan BUMN** dengan Transformasi Organisasi Terbaik
 Number 1 As a SOE Subsidiary with the Best Organizational Transformation
 - **Nomor 2 Sebagai Anak Perusahaan BUMN** dengan Pengembangan SDM Unggul Terbaik
 Number 2 As a SOE Subsidiary with the Best Superior HR Development
 Pemberi Penghargaan - **BUMN Track**
 Appreciator
 Tempat | Place - Jakarta
 Tanggal | Date - 9 Juli 2020 | July 9, 2020



- Ajang | Event - **TOP CSR AWARDS 2020**
 Penghargaan | Awards - **TOP CSR AWARDS #Star4**
 - **TOP Leader on CSR Commitment 2020**
 Pemberi Penghargaan - **Majalah Top Business**
 Appreciator
 Tempat | Place - Jakarta
 Tanggal | Date - 27 Juli 2020 | July 27, 2020



- Ajang | Event - **BUMN MARKETING AWARD 2020**
 Penghargaan | Awards - **The Most Promising Company in Strategy Marketing**
 - **Strategic Marketing CMO of The Year 2020 "Digna Jatingsih"**
 Pemberi Penghargaan - **Markplus.Inc**
 Appreciator
 Tempat | Place - Online
 Tanggal | Date - 16 September 2020 | September 16, 2020



- Ajang | Event - **MARKETING OMNI BRAND OF THE YEAR 2020**
 Penghargaan | Awards - **East Java Marketing Champion 2020**
 Pemberi Penghargaan - **Marketeer**
 Appreciator
 Tempat | Place - Online
 Tanggal | Date - 18 September 2020 | September 18, 2020

PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION

- Ajang | Event - **INDONESIA CONTENT MARKETING AWARD (ICMA) 2020**
- Penghargaan | Awards - 1st Winner The Best Inhouse Magazine in State Owned Enterprises Category | 1st Winner The Best Inhouse Magazine in State Owned Enterprises Category
- 3rd Winner The Best Content Marketing Implementation in Industrial Product Category
- 3rd Winner The Best Content Marketing Implementation in Industrial Product Category
- Pemberi Penghargaan - **Indonesia Content Marketing Forum (ICMF)**
- Appreciator
- Tempat | Place - Online
- Tanggal | Date - 21 Oktober 2020 | October 21, 2020



- Ajang | Event - **APSA 2020**
- Penghargaan | Awards
- **Gold Winner** Kategori Award for Innovation in Non-Profit/ NGO Events "Petrokimia Gresik's Millennial Teaching and Millennial Charity"
 - **Gold Winner** Kategori Award for Innovation in Transportation & Logistics "NEW ROCKING VIBRATION LIMIT SENSOR (RVLS) FOR CONTINUOUS SHIP UNLOADER"
 - **Gold Winner** Kategori Award for Innovation in Corporate Websites The Trusted Reference www.petrokimia-gresik.com
 - **Silver Winner** Kategori Award for Innovation in Non-Profit/NGO Events "Short Story About Circular Economy Concept Based on Banana-Creativepreneur"
 - **Silver Winner** Kategori Award for Innovation in Internal (Corporate) Events "PMMB : Petrokimia's Commitment to Support Triple Helix Coordination Between Ministry, School, and Company"
 - **Bronze Winner** Kategori Award for Innovation in House/Internal Organs and Publications "Effective Internal Communication Through Integrated Inhouse Magazine GEMA"
 - **Bronze Winner** Kategori Award for Innovation in Media Relations "PETROKIMIA MEDIA AWARDS 2019: Appreciation for Local Journalist to Increase Positive Media Coverage"
 - **Bronze Winner** Kategori Most Innovative Communications Team of the Year "PUBLIC RELATION (PR) DEPARTEMEN OF PETROKIMIA GRESIK 2019"
 - **Bronze Winner** Kategori Award for Innovation in Human Resources Management, Planning & Practice "MOVE FORWARD" Most Productive Sales Force Award : Appreciation Program for Sales Force"
 - **Bronze Winner** Kategori Award for Innovation in Human Resources Management, Planning & Practice "Petrokimia Gresik Millennial - An Initiative to Boost Young Employee Engagement"
 - **Bronze Winner** Kategori Award for Innovation in Internal (Corporate) Events "LESAT (Lomba Semarak Transformasi)"
 - **Bronze Winner** Kategori Award for Innovative Management in Manufacturing Industries "Landmark Transformation of PT Petrokimia Gresik Towards Agroindustry Solutions"
 - **Bronze Winner** Kategori Most Innovative Communications Professional of the Year "MUHAMMAD IHWAN : MOST INNOVATIVE COMMUNICATIONS PROFESSIONALS OF THE YEAR"



- Pemberi Penghargaan - **Stevie**
- Appreciator
- Tempat | Place - Online
- Tanggal | Date - 22 September 2020 | September 22, 2020

PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION



Ajang | Event - **APSA 2020**
 Penghargaan | Awards - **Bronze Winner** Kategori Award for Innovation in the Use of Social Media "INSTAGRAM @ PETROKIMIAGRESIK_OFFICIAL TO MAXIMIZE THE REBRANDING OF PETROKIMIA GRESIK AS AGROINDUSTRY SOLUTIONS"

Pemberi Penghargaan - **Stevie**
 Appreciator
 Tempat | Place - Jakarta
 Tanggal | Date - 22 September 2020 | September 22, 2020



Ajang | Event - **BUMN BRANDING & MARKETING AWARD 2020**
 Penghargaan | Awards - The Best CMO Anak Perusahaan BUMN Kategori Corporate Marketing Performance | The Best CMO for BUMN Subsidiaries in the Corporate Marketing Performance Category
 - Marketing Award Anak Perusahaan Kategori Corporate Communication | Subsidiary Marketing Award for Corporate Communication Category

Pemberi Penghargaan - **BUMN Track**
 Appreciator
 Tempat | Place - Jakarta
 Tanggal | Date - 6 November 2020 | November 6, 2020



Ajang | Event - **TKMPN XXIV**
 Penghargaan | Awards

- **Diamond Winner** - GIO Digital Office
- **Diamond Winner** - SS Sludur Sludur
- **Diamond Winner** - SS Diode 1
- **Platinum Winner** - Gio Fleksi
- **Platinum Winner** - SS Biuret
- **Platinum Winner** - SS Kuantitatif
- **Platinum Winner** - SS Poros 1 2019
- **Platinum Winner** - Gio Gypsum
- **Platinum Winner** - Gio CSU-UP
- **Platinum Winner** - Gio Sinergi
- **Platinum Winner** - SS GGMU Great
- **Gold Winner** - Gio Kingdom
- **Best Performance** Gio Digital Office
- **Best Performance** Gio Digital Office

Pemberi Penghargaan - **Wahana Kendali Mutu**
 Appreciato
 Tempat | Place - Online
 Tanggal | Date - 18 November 2020 | November 18, 2020



PENGHARGAAN DAN SERTIFIKASI AWARDS AND CERTIFICATION

- Ajang | Event - **ANUGERAH HUMAS INDONESIA 2020**
 Penghargaan | Awards - Anak BUMN Terpopuler di Media Digital 2020
 The Most Popular SOEs in Digital Media 2020
 - Pemimpin Anak BUMN Terpopuler di Media Digital 2020 | The Most Popular SOE Child Leader in Digital Media 2020

- Pemberi Penghargaan | Appreciator - **PR Indonesia**
 Tempat | Place - Online
 Tanggal | Date - 26 November 2020 | November 26, 2020



- Ajang | Event - **INDONESIA CONSUMER PROTECTION AWARD (ICPA) 2020**
 Penghargaan | Awards - Raksa Nugraha Indonesia Consumer Protection Award (ICPA) 2020 dengan level tertinggi Diamond untuk Kategori Entitas Privat
 Raksa Nugraha Indonesia Consumer Protection Award (ICPA) 2020 with the highest level Diamond for the Private Entity Category

- Pemberi Penghargaan | Appreciator - **Badan Perlindungan Konsumen Nasional (BPKN)**
 National Consumer Protection Agency
 Tempat | Place - Online
 Tanggal | Date - 30 November 2020 | November 30, 2020



- Ajang | Event - **45th INTERNATIONAL CONVENTION ON QUALITY CONTROL CIRCLES (ICQCC) 2020**
 Penghargaan | Awards - **PLATINUM** ☆ SS Azka (Departemen Produksi IIB)
 - **PLATINUM** ☆ SS Jangan Digoyang (Departemen Pengelolaan Pelabuhan)
 - **PLATINUM** ☆ GIO All New 555 (Departemen Pemeliharaan II dan Produksi IIa)

- Pemberi Penghargaan | Appreciator - **Bangladesh Society for Total Quality Management (BSTQM)**
 Tempat | Place - Online
 Tanggal | Date - 3 Desember 2020 | December 3, 2020



PENGHARGAAN DAN SERTIFIKASI

AWARDS AND CERTIFICATION



Ajang | Event - **PROPER NASIONAL**
 Penghargaan | Awards - **PROPER HIJAU**
 Pemberi Penghargaan | Appreciator - **Kementerian Lingkungan Hidup dan Kehutanan (KLHK) Republik Indonesia | Ministry of Environment and Forestry REPUBLIC OF INDONESIA**

Tempat | Place - Online
 Tanggal | Date - 14 Desember 2020 | December 14, 2020



Ajang | Event - **IT Works TOP Digital Awards 2020**
 Penghargaan | Awards - TOP Digital Implementation 2020 on Manufacture Sector (Level 4 Stars)
 - TOP Digital Transformation Readiness 2020
 - TOP Leader on Digital Implementation 2020

Pemberi Penghargaan | Appreciator - **Majalah It Works**

Tempat | Place - Jakarta
 Tanggal | Date - 22 Desember 2020 | December 22, 2020

PENGHARGAAN DAN SERTIFIKASI
AWARDS AND CERTIFICATION

| No. | Nama Sertifikasi / Certification Name | Masa Berlaku / Validity Period | Lembaga Pemberi Sertifikasi Certifying Institution |
|-----|---|--|--|
| 1. | SNI ISO 9001:2015 | 7 April 2021- 7 Maret 2024 April 7, 2021 - March 7, 2021 | Sucofindo ICS |
| 2. | Sertifikat Halal Beras Rice Halal Certificate | 25 Juni 2020 - 25 Juni 2024 June 25, 2020 - June 25, 2024 | BPJPH Kemenag Jatim / East Java Ministry of Religion |
| 3. | Sertifikat Halal Bahan Kimia Chemical Halal Certificate | 25 Juni 2020 - 25 Juni 2024 June 25, 2020 - June 25, 2024 | BPJPH Kemenag Jatim / East Java Ministry of Religion |
| 4. | FSSC 22000 Version 5 | 10 Nov 2020 – 7 Nov 2024 November 10, 2020 - November 7, 2024 | LRQA |
| 5. | SNI ISO/IEC 17025:2017 (Lab Pengujian / Test Lab) | 25 Oktober 2017 - 24 Oktober 2021 October 25, 2017 - October 24, 2021 | KAN |
| 6. | SNI ISO/IEC 17025:2017 (Lab Kalibrasi / Calibration Lab) | 19 November 2019 - 18 November 2024 November 19, 2019 - November 18, 2024 | KAN |
| 7. | SNI ISO 50001:2018 | 12 Desember 2018 – 11 Desember 2021 December 12, 2018 - December 11, 2024 | LRQA |
| 8. | SNI ISO 14001:2015 | 7 April 2021 – 07 Maret 2024 April 7, 2021 - March 7, 2024 | Sucofindo ICS |
| 9. | SMK3 PP 50 Tahun 2012 | 29 Maret 2019 – 29 Maret 2022 March 29, 2019 - March 29, 2022 | Kemenaker via Sucofindo Ministry of Manpower through Sucofindo |
| 10. | IFA Protect & Sustain Management System | 19 Februari 2018 – 18 Februari 2021 February 19, 2018 - February 18, 2021 | SGS |
| 11. | ISPS Code | 1 April 2019 – 28 Oktober 2024 April 1, 2019 - October 28, 2024 | Direktorat Jenderal Perhubungan Laut / Directorate General Sea Transportation |
| 12. | ISO 45001:2018 | 28 April 2020 – 28 April 2023 April 28, 2020 - April 28, 2023 | SGS |
| 13. | ISO 37001:2016 | 30 Juni 2021 – 30 Juni 2023 June 30, 2021 - June 30 2023 | Asricert |
| 14. | Proper Hijau / Green Proper | 2019 - 2020 | KLHK |
| 15. | Perkap No. 24 Tahun 2007 | 18 Desember 2020 – 18 Desember 2021 December 18, 2020 - December 18, 2021 | Mabes Polri (Kabaharkam Polri) / Police Headquarters (Kabaharkam Polri) |
| 16. | SNI 2803:2012 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 17. | SNI 2801:2010 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 18. | SNI 02-3769-2005 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 19. | SNI 02-3776-2005 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 20. | SNI 02-1760-2005 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 21. | SNI 0030:2011 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 22. | SNI 2809:2014 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |
| 23. | SNI 715:2016 | 12 Juli 2018 – 11 Juli 2022 July 12, 2018 - July 11, 2022 | LSPro BPSMB-LT Surabaya |

PENGHARGAAN DAN SERTIFIKASI

AWARDS AND CERTIFICATION



PENGHARGAAN | AWARD
ASR CERT CERTIFICATE Anti Penyuaan [1-2] - Penghargaan PROPER peringkat Hijau [3] - RESPONSIBLE CARE VERIFICATION Management Practices [4] - Certificate of Approval by Lloyd's Register Food Safety Management System ISO22000:2018, ISO/TS 22002-12009 [5] - Certificate of Approval by Lloyd's Register Food Safety Management System ISO22000:2018, ISO/TS 22002-12009 [6] - Sertifikat HALAL (Badan Penyelenggara Jaminan Produk Halal) [7,8,9] Sertifikat KEAMANAN FASILITAS PEABUHAN dari Direktorat Jenderal Perhubungan Laut [10]



PENGHARGAAN | AWARD

KOMITE AKREDITASI NASIONAL [11] - Lembaga Sertifikasi Produk BPSMB-LT Surabaya [12,13,14] - Sertifikat Akreditasi Laboratorium Kalibrasi [15] - Certificate Environmental Management Systems-Requirements SNI ISO 14001:2015 [16] Sertifikat Akreditasi Laboratorium Penguji [17] - Certificate Quality Management Systems-Requirements SNI ISO 9001:2015 [18] - Sertifikat Audit Sistem Manajemen Pengamanan Kepolisian Republik Indonesia [19] Certificate IFA Protrct & Sustain Product (Ammonia and Urea) [20] - Certificate ISO 45001:2018 [21] Sertifikat SMK3 Meteri Ketenagakerjaan Republik Indonesia [22]

TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

Perseroan menempatkan hakikat tata kelola Perseroan yang baik (*Good Corporate Governance*) sebagai sebuah perangkat yang menjamin keberlangsungan usaha yang berkelanjutan melalui kejelasan fungsi seluruh organ Perseroan serta perlindungan hak bagi seluruh pemangku kepentingan. Pemahaman tersebut direalisasikan melalui penerapan praktik-praktik terbaik (*best practices*) di seluruh perangkat kebijakan GCG demi terwujudnya dan terpeliharanya akuntabilitas dan profesionalisme Perseroan serta kepercayaan seluruh pemangku kepentingan Perseroan. **[GRI 103-1]**

Penerapan GCG PG telah dilengkapi dengan keberadaan *soft structure* GCG, yang meliputi *Self-Assessment* GCG, Panduan Tata Kelola, Pedoman Perilaku (*Code of Conduct*) bagi Dewan Komisaris dan Direksi, Tata Kerja Dewan Komisaris, Tata Kerja Direksi, Piagam Komite, Kebijakan *Whistleblowing System*, Pedoman Penanganan Gratifikasi, Kepatuhan LHKPN, dan Pengungkapan dan Keterbukaan Informasi Publik. Dalam mengukuhkan akuntabilitas proses bisnis yang dijalankan, Perseroan telah menerapkan standar dan sertifikasi bertaraf internasional, antara lain ISO 9001:2008 (Sistem Manajemen Mutu), ISO 14001:2004 (Sistem Manajemen Lingkungan), SMK3 (Sistem Manajemen Kesehatan dan Keselamatan Kerja), ISO 31000 (Manajemen Risiko), ISO 26000 (Tanggung Jawab Sosial Perseroan), dan Kriteria Baldrige.

Aspek lain yang menjadi fokus PG dalam mewujudkan implementasi prinsip GCG terutama prinsip transparancy dan fairness adalah penerapan Sistem Pelaporan Pelanggaran atau *Whistleblowing System* (WBS) dalam rangka meminimalisir terjadinya tindakan pelanggaran atau penyimpangan terhadap peraturan perundangundangan. Sampai dengan akhir tahun 2020, 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 Perseroan yang Baik, serta nilai-nilai etika yang berlaku di PG dengan berdasarkan bukti-bukti yang dapat dipertanggungjawabkan.

The Company places the essence of Good Corporate Governance as a tool that ensures sustainable business continuity through clarity of functions of all Company organs and protection of rights for all stakeholders. This understanding is realized through the application of best practices in all GCG policy tools for the realization and maintenance of the Company's accountability and professionalism as well as the trust of all the Company's stakeholders. **[GRI 103-1]**

PG's GCG implementation has been complemented by the presence of GCG soft structure, which includes GCG Self-Assessment, Governance Guidelines, Code of Conduct for the Board of Commissioners and Board of Directors, Manual of the Board of Commissioners, Manual of the Board of Directors, Committee Charters, Whistleblowing System Policy, Guidelines for Handling Gratification, Compliance with LHKPN, and Disclosure and Transparency of Public Information. In establishing business process accountability, the Company has implemented international standards and certifications, including ISO 9001: 2008 (Quality Management System), ISO 14001:2004 (Environmental Management System), SMK3 (Occupational Health and Safety Management System), ISO 31000 (Risk Management), ISO 26000 (Corporate Social Responsibility), and Baldrige Criteria.

Another aspect that is the focus of PG in realizing the implementation of GCG principles, especially the principles 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 2020, PG continues 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 at PG with based on reliable evidence.



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 Perseroan yang berpotensi menimbulkan kerugian finansial termasuk hal-hal yang dapat merusak citra Perseroan. Pandangan tersebut dilatarbelakangi oleh adanya kenyataan bahwa dalam proses pelaksanaan kinerja, seringkali muncul pengaduan pelanggaran dari pihak stakeholders yang apabila tidak diselesaikan dengan baik maka akan memunculkan sengketa berkepanjangan sehingga mengganggu fokus Perseroan dalam mencapai target kinerja yang telah ditetapkan.

Sepanjang tahun 2020, PG tidak menerima laporan pengaduan WBS, baik yang masuk melalui sarana yang disediakan berupa surat elektronik (pgbersih@petrokimiagresik.com), Faximile, SMS, dan Kotak Surat, maupun yang diterima langsung oleh Unit Pengelola WBS. PG akan terus melanjutkan 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. [GRI 102-12]

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, so as to prevent all forms of irregularities in the Company that have the potential to cause financial losses, including things that can damage the Company's image. This view is motivated by the fact that in the process of implementing performance, complaints of violations from stakeholders often arise 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.

Throughout 2020, PG did not receive reports of WBS complaints, whether they were received through the facilities provided in the form of electronic mail (pgClean@petrokimiagresik.com), Faximile, SMS, and Mailboxes, as well as those received directly by the WBS Management Unit. PG will continue the effectiveness of WBS management by focusing on preventive efforts through targeted and regular socialization, so as to minimize the risks and negative impacts of ethical violations by employees at all levels of office. [GRI 102-12]

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 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.



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 PERUSAHAAN [GRI 102-16] CORPORATE VALUE AND CULTURE

Perseroan telah menetapkan Comprehensive values **AKHLAK** sebagai panduan perilaku dan budaya Perseroan menyelaraskan dengan tujuan BUMN dalam mencetak talenta unggul dan Go Global.

The Company has established Comprehensive values of **AKHLAK** as a guide for the behavior and culture of the Company in line with the SOE's goal of producing superior talent and Go Global.

AKHLAK

HARMONIC | **HARMONIS**
Saling peduli dan menghargai perbedaan
Caring for each other and respecting differences



LOYAL | **LOYAL**
Berdedikasi dan mengutamakan kepentingan bangsa dan negara
Dedicated and put interests first nation and state

COMPETENT | **KOMPETEN**
Terus belajar dan mengembangkan kapabilitas
Continue to learn and develop capabilities



ADAPTIF | **ADAPTIVE**
Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan
Continue to innovate and be enthusiastic in moving or face change

TRUST | **AMANAH**
Memegang teguh kepercayaan yang diberikan
Uphold the trust given



KOLABORATIF | **COLLABORATIVE**
Membangun kerjasama yang sinergis
Build synergistic cooperation



TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE

ROADMAP PENERAPAN GCG

Perseroan 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:

GCG IMPLEMENTATION ROADMAP

The Company has prepared a roadmap as a guide to implement GCG for a more directed and measured application. Broadly speaking, PG has a GCG implementation strategy with the roadmap as follows:



Uraian mengenai sasaran, ukuran, kegiatan, dan capaian hasil sebagaimana tercantum dalam roadmap GCG disajikan dalam tabel berikut:

Description of the target, measurement, activities, and outcomes according to the GCG roadmap is presented in the following table:

| Aspek / Aspect | 2011 – 2015 | 2015 – 2020 | 2021 – 2025 |
|---------------------------|---|---|---|
| SASARAN TARGET | Tahapan Komitmen menerapkan Tata Kelola dengan baik (<i>Corporate Governance Commitment</i>) / Stages of Commitment to implement Good Corporate Governance (Corporate Governance Commitment). | Pembentukan manajemen pengendalian internal (<i>internal control</i>) yang lebih baik dalam menangani risiko bisnis yang efektif melalui pelaksanaan manajemen risiko yang tepat. / Establishment of internal control that is better in handling business risks effectively through appropriate risk management | Penguatan Fungsi Tata Kelola Strengthening the Governance Function. Penilaian Penerapan GCG Kategori "Sangat Baik" / GCG Implementation Assessment Category "Very Good" |
| | Penilaian penerapan GCG memperoleh kriteria "Sangat Baik" / GCG Implementation Assessment under 'Good' category. | | Mereviu GCG Manual / Reviewing GCG Manual |
| UKURAN MEASUREMENT | Semua GCG manual telah selesai / All GCG manual are completed | Semua SOP adalah berdasarkan risiko dan prinsip-prinsip berdasarkan GCG / All SOPs are based on risks and GCG principles | Mereviu GCG Manual Reviewing GCG Manual |

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE

| Aspek / Aspect | 2011 – 2015 | 2015 – 2020 | 2021 – 2025 |
|------------------------|--|---|---|
| | Peningkatan kesadaran terhadap GCG / Improved GCG awareness | Operasi bisnis dikendalikan secara efektif / Business operation is controlled effectively | GCG diimplementasikan dalam kegiatan sehari-hari di seluruh kegiatan operasional perusahaan / GCG is implemented in daily activities of all Company operations |
| UKURAN MEASUREMENT | Kepatuhan terhadap peraturan dan perundangan yang berlaku telah meningkat / Improved compliance with prevailing laws and regulations | Budaya risiko mulai ditumbuhkan Instilling risk culture | <ul style="list-style-type: none"> Membentuk fungsi kepatuhan Establishing compliance function. Penandatanganan Pernyataan Kepatuhan melalui Website Pakta Integritas Online (PION-PG) / Signing Compliance Statement via Online Integrity Pact Website (PION-PG) |
| | Struktur pengendalian internal (<i>internal control</i>) mulai dibentuk / Starting establishment of internal control structure. | | Membentuk <i>Governance Officer/ Integrity Officer</i> / Establishing a Governance Officer/Integrity Officer |
| KEGIATAN ACTIVITIES | Pelaksanaan penilaian GCG untuk mendapatkan status implementasi GCG / GCG assessment to obtain GCG implementation status | Sosialisasi GCG yang intensif dan ekstensif dan juga penilaian yang berkala Intensive and extensive GCG dissemination and periodical assessment | Pelaksanaan penilaian GCG berbasis IT untuk mendapatkan kualitas implementasi GCG / IT-based GCG assessment to obtain GCG implementation quality |
| | Perumusan dan penetapan GCG manuals / Formulation and stipulation of GCG manuals: <ul style="list-style-type: none"> GCG Code Board Manual Committee's Charter (Audit Committee, GCG Committee, etc.) Code of Conduct GCG Self-Assessment Sosialisasi dan implementasi | Aplikasi prinsip-prinsip GCG ke dalam proses bisnis SOP Application of GCG principles on business process SOP Pembentukan kerangka sistem pengendalian internal (<i>internal control</i>) yang terintegrasi dengan program manajemen risiko / Establishment of internal control system framework that is integrated with risk management program Pembentukan program etika dan kepatuhan Establishment of ethics and compliance program | Menyusun perangkat GCG lainnya untuk mendukung implementasi GCG secara konsisten dan berkelanjutan / Developing other GCG instruments to support consistent and sustainable GCG implementation: <ul style="list-style-type: none"> Menyusun Kebijakan Anti-Fraud Developing Anti-Fraud Policy Menyusun Pedoman Kepatuhan Developing Compliance Guidelines Menyusun Pedoman Pengungkapan Informasi Publik / Developing Public Information Disclosure Guidelines Membangun Integrasi GCG dengan kesisteman lain / Developing GCG Integration with other systems Membangun sistem berbasis IT untuk menunjang implementasi GCG yaitu Developing IT-based system to support GCG implementation: <ul style="list-style-type: none"> GCG Assessment Online WBS Online Gratifikasi Online / Online Gratification Sosialisasi dan Implementasi Dissemination and Implementation |
| CAPAIAN HASIL OUTCOMES | Meningkatkan skor penilaian GCG dan kepatuhan yang berdampak pada peningkatan kinerja Improving GCG assessment score and compliance which affect performance improvement | Kinerja perusahaan meningkat dan juga rating credit meningkat / Improved company performance and credit rating | Capaian skor penilaian GCG sejalan dengan peningkatan kinerja dalam rangka menuju <i>Good Corporate Citizen (GCC)</i> / GCG assessment score achievement in line with improved performance towards Good Corporate Citizen (GCC) |

TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE

KODE ETIK PERSEROAN [GRI 102-16]

PT Petrokimia Gresik 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 Perseroan. Sebagai Perseroan yang terus berkembang dan beradaptasi dalam lingkungan bisnis yang makin terbuka (pasar bebas), maka perlu diciptakan iklim usaha yang etis dan bertanggungjawab terhadap semua pemangku kepentingan serta lingkungan Perseroan melalui implementasi Etika Bisnis dan Etika Kerja.

Pelaksanaan Pedoman Etika Bisnis dan Etika Kerja (PEBK) diharapkan dapat mencegah tindak korupsi, kecurangan dan perbuatan melanggar hukum lainnya. Keberadaan kebijakan Etika Bisnis & Etika Kerja berperan sebagai pedoman standar perilaku bisnis dan standar perilaku kerja bagi seluruh Insan PG dalam menjalankan aktivitas dan proses bisnis Perseroan.

ISI PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

Perseroan harus menghormati hak stakeholder yang timbul berdasarkan perundang-undangan yang berlaku, dan/atau perjanjian yang dibuat oleh Perseroan dengan karyawan, pelanggan, pemasok, dan kreditur serta masyarakat sekitar tempat usaha Perseroan dan pemangku kepentingan lainnya. Pedoman Etika Bisnis & Etika kerja memuat standar etika Perseroan dan standar perilaku sebagai acuan moral dan etika bagi segenap insan PG dalam menerapkan nilai-nilai dasar Perseroan untuk meraih dan menjaga reputasi sebagai Perseroan yang unggul dan memiliki integritas.

RUANG LINGKUP PEDOMAN ETIKA BISNIS DAN ETIKA KERJA

ETIKA BISNIS :

1. Hubungan dengan Insan Petrokimia Gresik

Untuk mencapai target kinerja terbaik, Perseroan melibatkan seluruh insan Perseroan melalui:

- **Penciptaan keamanan dan kenyamanan di tempat kerja**

Perseroan memastikan terpenuhinya keamanan dan kenyamanan kerja seluruh insan PG dengan membangun fasilitas dan penerapan sistem

COMPANY CODE OF CONDUCT [GRI 102-16]

PT Petrokimia Gresik 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 develop 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 Business Ethics and Work Ethics.

The implementation of the Guidelines for Business Ethics and Work Ethics (PEBK) is expected to prevent acts of corruption, fraud and other unlawful acts. The existence of a Business Ethics & Work Ethics policy serves as a guideline for business behavior standards and work behavior standards for all PG Personnel in carrying out the Company's business activities and processes.

CONTENTS OF GUIDELINES FOR BUSINESS ETHICS AND WORK ETHICS

The Company must respect the rights of stakeholders that arise based on the applicable laws and/or agreements made by the Company with employees, customers, suppliers, and creditors as well as the community around the Company's business premises and other stakeholders. The Code of Business Ethics & Work Ethics contains the Company's ethical standards and standards of behavior as a moral and ethical reference for all PG personnel in applying the Company's basic values to achieve and maintain a reputation as a superior and integrity Company.

SCOPE OF THE CODE OF BUSINESS ETHICS AND WORK ETHICS

BUSINESS ETHICS :

1. Relationship with Gresik Petrochemical Personnel

To achieve the best performance targets, the Company involves all of the Company's personnel through:

- **Creation of safety and comfort in the workplace**

The Company ensures the fulfillment of work safety and comfort for all PG employees by building facilities and implementing a security system that refers to the applicable laws and regulations as well

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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 Perseroan.

- **Terpenuhinya Keselamatan dan Kesehatan Kerja (K3)**

Perseroan memastikan terpenuhinya keselamatan dan kesehatan kerja Insan PG dengan membangun fasilitas dan penerapan sistem K3 yang mengacu pada peraturan dan perundang-undangan yang berlaku serta melakukan penilaian dan evaluasi efektivitas sistem K3 secara berkala.

Oleh karena itu, setiap insan PG berkewajiban memahami dan melaksanakan berbagai persyaratan K3 sesuai Golden Safety Rules dan tuntutan pekerjaannya.

- **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.

Hubungan harmonis antara pimpinan dan bawahan harus senantiasa dibangun baik secara formal maupun informal dalam upaya pencapaian keberhasilan unit kerja dan tujuan Perseroan secara menyeluruh.

- **Menjamin hak berserikat dan berpolitik [GRI 407-1]**

Perseroan menjamin hak setiap insan Perseroan untuk berserikat dan menyalurkan aspirasi politiknya selama tidak bertentangan dengan peraturan dan peraturan perundang-undangan yang berlaku.

Sebaliknya, dalam memberi kontribusi kepada Perseroan, seluruh insan PG dalam melaksanakan tugas sehari-hari selalu bersandar pada Tata Nilai Perseroan.

2. Hubungan dengan Pelanggan

Perseroan mengutamakan kepuasan pelanggan dan mengembangkan hubungan jangka panjang dengan berdasarkan kepercayaan (*trust*) dan integritas dengan melakukan:

as evaluating and evaluating the effectiveness of the work security system on a regular basis so that a sense of security and comfort in the workplace is a shared responsibility. among the Company's Personnel.

- **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 employee is obliged to understand and implement various K3 requirements in accordance with the Golden Safety Rules and the demands of their work.

- **Creation of a conducive working environment**

Harmonious relationships between PG people 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.

Harmonious relationships between leaders and subordinates must always be built both formally and informationally in an effort to achieve the success of work units and the overall objectives of the Company.

- **Guarantee the right of association and politics [GRI 407-1]**

The Company guarantees the rights of every employee of the Company to associate and channel their political aspirations as long as they do not conflict with the applicable laws and regulations.

On the other hand, in contributing to the Company, all PG personnel in carrying out their daily tasks always rely on the Company's Values.

2. Customer Relations

The Company prioritizes customer satisfaction and develops long-term relationships based on trust and integrity by doing:

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- 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:
 - Menangani produk dan jasa yang bermutu tinggi dan aman untuk digunakan sesuai fungsinya;
 - Menyediakan produk dan jasa yang bermutu tinggi dan aman untuk digunakan sesuai fungsinya;
 - Memberikan pelayanan yang baik dengan memperlakukan para pelanggan secara jujur dan adil;
 - Mempromosikan produk secara baik dan benar;
 - Berterimakasih terhadap masukan dari pelanggan.

3. Hubungan dengan pemasok

Perseroan 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 dengan prinsip-prinsip GCG;
- Menghindari benturan kepentingan dan melarang mengarahkan kepada pemasok yang pemilik atau pengurusnya memiliki hubungan afiliasi dengan Perseroan.

4. Hubungan dengan kreditur

Perseroan mengembangkan hubungan dengan kreditur atas dasar sikap saling percaya, saling menghormati, dan saling membutuhkan, bertindak profesional, jujur, dan adil dalam setiap tahapan proses transaksi dengan kreditur. Oleh karena itu, perilaku yang harus dilakukan insan PG adalah:

- Memastikan seluruh transaksi dan bentuk hubungan bisnis didasari dengan perjanjian atau kesepakatan

- Provide products with the right 6 principles, namely the right type, the right quantity, the right quality, the right place, the right price, and the right time;
- Fostering good relationship with customers by doing:
 - Handle products and services that are of high quality and safe to use according to their function;
 - Provide high quality and safe products and services for use according to their function;
 - Providing good service by treating customers honestly and fairly;
 - Promote the product properly and correctly;
 - Thank you for feedback from customers.

3. Relationship with suppliers

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 applicable regulations for the procurement of goods and services in accordance with the principles of GCG;
- Avoid conflicts of interest and prohibit directing to suppliers whose owners or management have an affiliated relationship with the Company.

4. 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 behavior that must be carried out by PG people is:

- Ensuring that all transactions and forms of business relationships are based on clear, non-burdensome,

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- yang jelas, tidak memberatkan, adil dan berimbang;
- Memenuhi kewajiban kepada kreditur sesuai dengan syarat dan ketentuan yang telah disepakati bersama.

5. Hubungan dengan pesaing

PT Petrokimia Gresik berkeyakinan bahwa kompetisi yang sehat dapat memacu Perusahaan untuk menghasilkan yang terbaik. Oleh karena itu, perilaku yang 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.

6. Hubungan dengan Pemerintah

Dalam menjalankan bisnisnya, PT Petrokimia Gresik berprinsip untuk selalu mematuhi peraturan perundang-undangan yang berlaku yang diterbitkan oleh Pemerintah selaku regulator. Perseroan 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.

7. Hubungan dengan masyarakat

PT Petrokimia Gresik mempunyai keyakinan bahwa Perseroan tidak akan bisa tumbuh dan berkembang tanpa mengikutsertakan masyarakat sekitar untuk ikut tumbuh dan berkembang secara bersama-sama sebagai wujud tanggung jawab sosial Perseroan kepada masyarakat yang harus dipenuhi secara berkelanjutan sesuai ketentuan dan peraturan perundang-undangan yang berlaku.

Oleh karena itu, untuk menjalin hubungan yang harmonis dengan masyarakat, Perseroan senantiasa akan:

- Menegakkan komitmen di manapun Perseroan beroperasi untuk selalu menjalin hubungan baik dan mengembangkan masyarakat sekitar;
- Menghargai setiap aktivitas kemitraan yang memberikan kontribusi kepada masyarakat serta meningkatkan nilai sosial dan citra Perseroan;
- Membantu masyarakat yang terkena musibah dan bencana alam;
- Tulus dan bertanggungjawab saat menjalankan tanggung jawab sosial masyarakat;
- Ikut berpartisipasi dalam membangun harkat dan martabat, sesuai dengan kondisi sosial dan budaya

fair and balanced agreements or agreements;

- Fulfill obligations to creditors in accordance with mutually agreed terms and conditions.

5. Relations with competitors

PT Petrokimia Gresik believes that a healthy competition can spur the Company to produce the best. Therefore, the behavior that must be carried out by every PG person is:

- Encouraging healthy and socially beneficial competition and mutual respect between competitors;
- Respect the copyrights and intellectual works of competitors.

6. Relations with the 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 doing:

- Obey and comply with all applicable laws and regulations;
- Establish harmonious, transparent, and constructive relationships with Government agencies.

7. 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 the Company's social responsibility to the community which must be fulfilled in a sustainable manner in accordance with 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 establish good relations and develop the surrounding community;
- Appreciate every partnership activity that contributes to society and enhances the social value and image of the Company;
- Assist communities 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

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- masyarakat setempat;
- Menjadi panutan bagi warga masyarakat sekitar.

8. Hubungan dengan pemegang saham

PT Petrokimia Gresik menghormati kepercayaan yang diberikan oleh Pemegang Saham baik mayoritas maupun minoritas sesuai peraturan perundang-undangan dengan melakukan:

- Memenuhi hak setiap Pemegang Saham untuk mendapatkan perlakuan yang adil dan wajar sesuai peraturan perundang-undangan;
- Memenuhi setiap Pemegang Saham untuk memberikan suaranya sesuai dengan klasifikasi dan jumlah saham yang dimilikinya;
- Memberikan informasi material yang lengkap dan akurat mengenai Perseroan melalui berbagai saluran yang tersedia;
- Melindungi hak Pemegang Saham minoritas atas dominasi Pemegang Saham mayoritas;
- Menjamin pencapaian kinerja yang optimal membangun citra Perseroan dalam rangka memberikan nilai tambah bagi Pemegang Saham;
- Memastikan penetapan deviden diputuskan oleh Pemegang Saham dalam Rapat Umum Pemegang Saham yang didasarkan pada kepentingan Perseroan dengan melihat berbagai hal seperti kelangsungan usaha, strategi yang akan dan sedang dijalankan serta rencana investasi.

ETIKA KERJA

1. Kepatuhan terhadap hukum

Terkait kepatuhan terhadap hukum, Perseroan mewajibkan kepada setiap insan Perseroan 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 Perseroan dan Daftar Khusus sesuai ketentuan yang berlaku;
- Mencatat Daftar Khusus pada setiap perubahannya;
- Mematuhi Etika Bisnis & Etika Kerja;
- Mematuhi pedoman-pedoman yang berlaku di Perseroan.

- the local community;
- Be a role model for the local community.

8. Relationship with shareholders

PT Petrokimia Gresik respects the trust given by both majority and minority Shareholders in accordance with the 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 each shareholder to cast his vote in accordance with the classification and number of shares owned;
- Provide complete and accurate material information about the Company through various available channels;
- Protecting the rights of minority Shareholders over the domination of the majority Shareholders;
- Ensure the achievement of optimal performance to build the image of the Company 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.

WORK ETHICS

1. Compliance with the law

Regarding compliance with the law, the Company requires every employee of the Company to know, understand, and comply with all legal and regulatory provisions relevant to their field of work.

For that, the behavior that must be carried out by every PG person is:

- Obligation to report their assets in accordance with applicable regulations;
- Obligation to report annual tax;
- Mandatory to maintain and maintain a Register of Shareholders of the Company and a Special Register in accordance with applicable regulations;
- Keeping a Special List on any changes;
- Comply with Business & Work Ethics;
- Comply with the applicable guidelines in the Company.

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2. Transparansi Komunikasi dan Informasi

Terkait dengan transparansi dan informasi, berikut perilaku yang wajib dilakukan oleh setiap insan PG:

- Mengungkapkan informasi Perseroan 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 Perseroan atau yang disampaikan kepada pemangku kepentingan;
- Selalu menjaga distribusi informasi Perseroan yang material dari potensi kebocoran.

3. Penanganan Benturan Kepentingan [GRI 102-25]

Perseroan berkomitmen menerapkan tata kelola yang baik untuk menghindari benturan kepentingan dan mengelola benturan kepentingan melalui saluran Whistle Blowing System (WBS) sebagaimana diatur dalam Pedoman Nomor PG-PD-10-0015 dan Pedoman Penanganan Benturan Kepentingan Nomor PG-PD-10-0025. Seluruh insan Perseroan group dan atau para pemangku kepentingan lainnya yang berlandaskan pada itikad baik dapat menyampaikan laporan situasi benturan kepentingan yang telah disosialisasikan kepada para pemangku kepentingan serta melaporkan kepada para pihak sebagaimana ketentuan yang berlaku.

4. Pengendalian Gratifikasi [GRI 205-2]

Setiap insan Perseroan dilarang menerima segala bentuk gratifikasi sebagaimana yang telah diatur dalam Pedoman Pengendalian Gratifikasi. Pedoman Gratifikasi merupakan bentuk komitmen Perseroan dalam mewujudkan integritas insan Petrokimia Gresik. Hal ini didasari oleh semangat untuk mengambil sikap yang tegas terhadap pengendalian gratifikasi yang melibatkan insan Petrokimia dalam kegiatan Perseroan. Perseroan menyadari, Gratifikasi dalam kondisi tertentu dapat melanggar UU Pemberantasan Tindak Pidana Korupsi. Pedoman Pengendalian Gratifikasi PT Petrokimia Gresik telah disusun sesuai dengan Surat Keputusan Direksi Nomor: 0261/LI.00.05/14/SK/2015 tanggal 1 Oktober 2015 tentang Pedoman

2. Transparency of Communication and Information

Regarding transparency and information, the following behaviors must be carried out by every PG employee:

- Disclosing the Company's 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 the 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 the Company's personnel or submitted to stakeholders;
- Always maintain the distribution of material Company information from potential leaks.

3. Handling Conflicts of Interest [GRI 102-25]

The Company is committed to implementing good governance to avoid conflicts of interest and manage conflicts of interest through the Whistle Blowing System (WBS) channel as regulated in Guidelines Number PG-PD-10-0015 and Guidelines for Handling Conflicts of Interest Number PG-PD-10-0025. All personnel of the Company group and or other stakeholders based on good faith can submit reports on conflict of interest situations that have been socialized to stakeholders and report to the parties according to applicable regulations.

4. Gratuity Control [GRI 205-2]

Every employee of the Company is prohibited from accepting any form of gratification as stipulated in the Gratification Control Guidelines. The Gratification Guidelines are a form of the Company's commitment to realizing the integrity of Petrokimia Gresik's people. This is based on the spirit to take a firm stance on the control of gratuities involving Petrochemical personnel in the Company's activities. The Company realizes that gratification under certain conditions may violate the Corruption Eradication Act. Guidelines for Gratification Control of PT Petrokimia Gresik have been prepared in accordance with the Decree of the Board of Directors Number: 0261/LI.00.05/14/SK/2015 dated October 1, 2015 concerning Guidelines for Gratification Control of

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Pengendalian Gratifikasi PT Petrokimia Gresik. Pedoman Pengendalian Gratifikasi PT Petrokimia Gresik telah disesuaikan dengan Surat Keputusan Direksi No. SK-DIR/023A/2015 tanggal 3 Agustus 2015 melalui Surat Edaran Direktur Utama PT Pupuk Indonesia (Persero) Nomor: SE-06/VIII/2015. Sehubungan dengan hal itu, setiap insan PG harus berperilaku:

- Dalam memberikan gratifikasi atas nama Perseroan, jumlah dan frekuensi tidak melebihi dari yang ditetapkan Perseroan atau yang ditetapkan lain oleh Perseroan;
- Dalam memberikan donasi atas nama Perseroan untuk tujuan sosial atau tujuan lain yang tidak bertentangan dengan peraturan perundang-undangan yang berlaku, harus tidak melebihi batas yang ditetapkan dalam Pengendalian Gratifikasi;
- Membuat laporan pengungkapan (disclosure) atas setiap penerimaan/pemberian gratifikasi sesuai dengan tata cara yang ditetapkan dalam Pedoman Pengendalian Gratifikasi.

Pengelola Pengendalian Gratifikasi

Organisasi Pengelola Pengendalian Gratifikasi dilaksanakan oleh Unit Pengendali Gratifikasi (UPG) di bawah Departemen Tata Kelola Perseroan & Manajemen Risiko yang diperjelas penugasannya di dalam UP (Uraian Pekerjaan) Manager Tata Kelola Perseroan & Manajemen Risiko dan Staf Tata Kelola Perseroan (TKP). 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);
4. Menyampaikan hasil pengelolaan laporan Gratifikasi dan usulan Kebijakan Pengendalian Gratifikasi kepada Direksi
5. Memberikan rekomendasi tindak lanjut kepada Kompartemen Audit Intern (KAI) jika terjadi pelanggaran atas Peraturan ini oleh insan PG.
6. Bersama dengan Unit Kerja mengidentifikasi titik rawan potensi terjadinya Gratifikasi di lingkungan Perseroan .

PT Petrokimia Gresik. PT Petrokimia Gresik Gratification Control Guidelines have been adjusted to the Decree of the Board of Directors No. SK-DIR/023A/2015 dated August 3, 2015 through the Circular Letter of the President Director of PT Pupuk Indonesia (Persero) Number: SE-06/VIII/2015. In this regard, every PG person must behave:

- In granting gratuities on behalf of the Company, the amount and frequency shall 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 Gratification Control;
- Make a disclosure report on each acceptance/granting of gratuities in accordance with the procedures set out in the Guidelines for Gratification Control.

Gratuity Control Manager

The Gratification Control Management Organization is carried out by the Gratification Control Unit (UPG) under the Corporate Governance & Risk Management Department whose assignments are clarified in the UP (Job Description) Manager of Corporate Governance & Risk Management and Corporate Governance Staff (TKP). The executor of this gratification control function has the following duties and authorities:

1. Receiving, reviewing, and administering reports of acceptance, rejection and granting of Gratification from PG personnel
2. Distributing reports of acceptance, rejection and granting of gratuities to the KPK for analysis and determination of the status of ownership of the gratification by the KPK;
3. Distributing Gratification goods to the KPK and or Orphans/Orphanages (Gratification in the form of food);
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 Compartment (KAI) in the event of a violation of this Regulation by PG personnel.
6. Together with the Work Units to identify potential vulnerable points for Gratification within the Company's environment.

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7. Mengusulkan Kebijakan/Pedoman pengelolaan, pembentukan lingkungan anti Gratifikasi dan pencegahan korupsi di lingkungan Perseroan.
8. Mengkoordinasikan kegiatan diseminasi aturan etika Gratifikasi kepada pihak internal dan eksternal Perseroan.

Upaya yang dilakukan PG tahun 2020 yaitu memperkuat komitmen seluruh Insan PG melalui program PG Bersih untuk mencegah terjadinya praktik korupsi di Perseroan melalui program penandatanganan komitmen Anti Gratifikasi untuk level Direksi, Dewan Komisaris dan Pejabat Grade I dan Grade II serta mewajibkan seluruh SPDP (Staf Perwakilan Daerah Penjualan) untuk menggunakan Pin Anti Gratifikasi yang secara simbolis telah dilaksanakan pada saat acara penandatanganan SPJB (Surat Perjanjian Jual Beli) dengan Distributor di seluruh Indonesia serta berbagai kegiatan yang mendukung penerapan tata kelola Perseroan yang baik.

Perlindungan terhadap Aset Perseroan

Perlindungan terhadap aset Perseroan ditujukan untuk memastikan seluruh aset fisik, keuangan, hak intelektual dan aset yang lain, digunakan dan dilindungi secara optimal.

Sehubungan dengan hal tersebut, perilaku yang harus dilakukan oleh insan PG adalah:

- Menggunakan aset Perseroan secara efektif dan efisien untuk mencapai tujuan Perseroan
- Seluruh aset Perseroan 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 Perseroan 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 Perseroan secara dini, kepada atasan langsung atau Sekretaris Perseroan atau pihak-pihak yang telah ditunjuk Direksi.

5. Perlindungan terhadap rahasia Perseroan

Perseroan terus berupaya untuk menjamin keamanan informasi dan memastikan bahwa informasi yang perlu diungkapkan telah secara adil dan merata disampaikan kepada pihak-pihak yang berkepentingan.

7. Propose management policies/guidelines, establishment of an anti-gratification environment and prevention of corruption within the Company.
8. Coordinate the dissemination of Gratification ethical rules to internal and external parties of the Company.

Efforts made by PG in 2020 are 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 signing of the Anti Gratification commitment program for the levels of the Board of Directors, Board of Commissioners and Grade I and Grade II Officers as well as requiring all SPDP (Regional Representatives Staff) Sales) to use the Anti Gratification Pin which was symbolically carried out at the signing of the SPJB (Sales and Purchase Agreement) with Distributors throughout Indonesia as well as various activities that support the implementation of good corporate governance.

Protection of Company Assets

Protection of the Company's assets is aimed at ensuring that all physical, financial, intellectual rights and other assets are used and protected optimally.

In this regard, the behaviors that must be carried out by PG people are:

- Use the Company's assets effectively and efficiently to achieve the Company's objectives
- All of the Company's assets, both physical, financial and other, must be protected from unauthorized uses such as embezzlement and fraud.
- Implement an effective and efficient control process over the use of the Company's assets to avoid possible losses
- 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 the Corporate Secretary or parties appointed by the Board of Directors.

5. 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.

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Untuk itu, perilaku yang harus dilakukan oleh insan PG adalah:

- Melindungi data, informasi dan dokumen Perseroan yang bersifat rahasia sejak dibuat hingga pemusnahannya;
- Menggunakan data, informasi dan dokumen Perseroan yang bersifat rahasia sesuai dengan batasan kewenangan yang telah ditetapkan;
- Melaporkan dengan segera kepada pimpinan saat mengetahui adanya penyalahgunaan data, informasi, dan dokumen Perseroan yang bersifat rahasia;
- Melindungi kepentingan Pemegang Saham yang berpotensi dirugikan oleh tindakan perdagangan yang dilakukan oleh orang dalam (insider trading);
- Memastikan pengumpulan informasi dari Perseroan lain harus dilaksanakan dengan sepengetahuan atasan langsung atau Sekretaris Perseroan;
- Menghubungi Sekretaris Perseroan, apabila ada keraguan ataupun masalah informasi Perseroan.

6. Perlindungan terhadap lingkungan

PT Petrokimia Gresik menjalankan bisnisnya tidak semata-mata memfokuskan diri pada aspek ekonomi, tetapi juga memberikan perhatian penuh pada aspek lingkungan. Oleh karena itu, perilaku insan PG harus:

- Mengoperasikan alat produksi sesuai prosedur yang tidak bertentangan dengan peraturan perundang-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.

7. Penanganan atas pelanggaran yang dilakukan oleh karyawan [GRI 102-17]

- Atasan langsung atau atasan dari atasan langsung sedapat mungkin memberi jawaban konsultasi secara langsung, termasuk mengkaji dan memberi teguran dan/atau memberi peringatan sesuai peraturan Perseroan atau ketentuan yang berlaku.

Bagi karyawan yang terbukti telah melanggar dan apabila terdapat hal-hal yang belum dapat dijawab atau ditangani segera meneruskannya kepada Sekretaris Perseroan.

For that, the behavior that must be carried out by PG people is:

- Protecting the Company's confidential data, information and documents from the time it was created until its destruction;
- Using confidential Company data, information and documents in accordance with the established authority limits;
- Report immediately to the management upon learning of any misuse of confidential Company data, information, and documents;
- Protect the interests of Shareholders who are potentially harmed by insider trading;
- Ensure that the collection of information from other companies must be carried out with the knowledge of the direct supervisor or the Corporate Secretary;
- Contacting the Corporate Secretary, if there is any doubt or problem with the Company's information.

6. Protection of the environment

PT Petrokimia Gresik runs its business not only focusing on economic aspects, but also paying full attention to environmental aspects. Therefore, the behavior of PG people must:

- Operate production equipment according to procedures that do not conflict with laws and regulations regarding the environment, especially exhaust emissions and noise;
- Be responsible and actively participate in environmental conservation programs at both national and international levels;
- Conduct various activities that add value to the economy and business ecosystem.

7. Handling of violations committed by employees [GRI 102-17]

- The direct supervisor or the supervisor of the direct supervisor as far as possible provide direct consultation answers, including reviewing and giving warnings and/or giving warnings in accordance with Company regulations or applicable regulations.

For employees who are proven to have violated and if there are matters that cannot be answered or handled immediately, they will be forwarded to the Corporate Secretary.

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- Atasan langsung atau atasan dari atasan langsung wajib melaporkan tentang konsultasi dan jawabannya termasuk apabila terbukti ada pelanggaran berikut penanganannya (teguran dan/atau peringatan) kepada Sekretaris Perseroan dan Kompartemen Audit Intern;
- Apabila dari masalah yang dilaporkan terdapat pelanggaran yang telah diberikan teguran dan/atau peringatan (I, II, III) namun diulangi kembali atau merupakan pelanggaran berat, pelanggaran hukum atau merugikan Perseroan, maka harus dilakukan pemeriksaan lebih mendalam;
- Direksi menjatuhkan sanksi terhadap karyawan termasuk dalam hal sanksi menyangkut Pemutusan Hubungan Kerja (PHK) sesuai dengan ketentuan dan perundang-undangan yang berlaku;
- Dalam hal pelanggaran menyangkut tindak pidana umum, Direksi dapat menyerahkan permasalahan kepada pihak yang berwajib sesuai hukum dan peraturan perundang-undangan yang berlaku.

8. Penanganan pelanggaran yang dilakukan oleh anggota Direksi

- Direktur Utama sedapat mungkin memberi jawaban secara langsung dan bila terdapat hal-hal yang belum dapat dijawab segera meneruskannya kepada Dewan Komisaris;
- Direktur Utama wajib melaporkan tentang konsultasi termasuk jawabannya kepada Dewan Komisaris;
- Apabila dari hal-hal yang dikonsultasikan dan/atau dilaporkan terdapat indikasi pelanggaran oleh anggota Direksi, maka Dewan Komisaris melaporkannya kepada Pemegang Saham guna dilakukan pengkajian secara lebih mendalam.

MANAJEMEN RISIKO

[GRI 102-15, GRI 102-29, GRI 102-30, GRI 102-31, GRI 102-33, GRI 102-34]

Penerapan manajemen risiko didasari oleh kesadaran dan pemahaman secara inheren melekat pada seluruh fungsi, proses bisnis, hingga inisiatif-inisiatif strategi yang dijalankan Perseroan. Risiko-risiko yang dihadapi Perseroan harus senantiasa memperoleh pemantauan dan peninjauan profil risiko Perseroan guna meminimalisir tingkat eksposur risiko dan dampaknya melalui tindakan komunikasi dan penanganan risiko korporat maupun operasional untuk mendukung pencapaian sasaran kinerja Perseroan. Selain itu, implementasi manajemen risiko juga berdasarkan pada

- The direct supervisor or the supervisor of the direct supervisor must report on the consultation and the answers, including if it is proven that there is a violation and its handling (reprimand and/or warning) to the Corporate Secretary and the Internal Audit Compartment;
- If from the reported problem there is a violation that has been given a warning and/or warning (I, II, III) but is repeated or is a serious violation, violates the law or is detrimental to the Company, a more in-depth examination must be carried out;
- The Board of Directors imposes sanctions on employees, including sanctions regarding Termination of Employment (PHK) in accordance with applicable laws and regulations;
- In the event of a violation involving a general crime, the Board of Directors may submit the matter to the authorities in accordance with the applicable laws and regulations.

8. Handling of violations committed by members of the Board of Directors

- The President Director as far as possible provides direct answers and if there are matters that cannot be answered immediately forward them to the Board of Commissioners;
- The President Director is required to report on the consultation including the answers to the Board of Commissioners;
- If from the matters consulted and/or reported there are indications of violations by members of the Board of Directors, the Board of Commissioners shall report it to the Shareholders for a more in-depth study.

RISK MANAGEMENT

[GRI 102-15, GRI 102-29, GRI 102-30, GRI 102-31, GRI 102-33, GRI 102-34]

The implementation of risk management is based on awareness and understanding that is inherent in all functions, business processes, and strategic initiatives carried out by the Company. The risks faced by the Company must always obtain monitoring and review of the Company's risk profile in order to minimize the level of risk exposure and its impact through communication and handling of corporate and operational risks to support the achievement of the Company's performance targets. In addition, the implementation of risk management is

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SUSTAINABLE GOVERNANCE

Peraturan Menteri Negara BUMN No: PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perseroan yang Baik (*Good Corporate Governance*).

Langkah strategis manajemen sebagai wujud komitmen dalam penerapan Manajemen Risiko dilakukan dengan pembentukan Departemen TKP & MR sebagai pengelola pelaksanaan Manajemen Risiko pada seluruh Unit Kerja serta pembentukan Komite GCG, Pemantau Manajemen Risiko dan Investasi yang bertugas mengkaji, memonitoring, mengevaluasi, menganalisis, serta memberikan masukan terhadap penerapan manajemen risiko di Perseroan.

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 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-PM-14-0001) 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.

PT Petrokimia Gresik telah menyusun 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 bahwa manajemen risiko sudah terintegrasi sepenuhnya dengan kesisteman yang ada di Perseroan. Kebijakan manajemen risiko Perseroan juga telah dilengkapi dengan Prosedur Penerapan Manajemen Risiko (PG-PR-02-1051) untuk mengatur tata cara penerapan manajemen risiko yang berbasis pada aktivitas Unit Kerja/Perseroan agar pengelolaan risiko dapat dilakukan secara benar dan dikaji ulang secara berkala melalui proses manajemen risiko sehingga diharapkan dapat menurunkan tingkat risiko serendah mungkin, agar dapat menekan potensi kerugian untuk mencapai target Perseroan.

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.

Management's strategic steps as a form of commitment in the implementation of Risk Management are carried out by establishing the TKP & MR Department as the manager of the implementation of Risk Management in all Work Units as well as the establishment of the GCG Committee, Risk Management and Investment Monitoring in charge of reviewing, monitoring, evaluating, analyzing, and providing input to implementation of risk management in the Company.

In implementing risk management, PG establishes a framework that refers to SNI ISO 31000:2011 Risk Management Principles and Guidelines and 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 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-PM-14-0001) with the aim of providing guidelines for establishing, implementing, and developing good risk management and ensuring the clarity of the risk management governance structure is fully integrated with the existing system in the Company.

PT Petrokimia Gresik has compiled the 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 the clarity of the risk management governance structure that risk management is in place. fully integrated with the existing system in the Company. The Company's risk management policies have also been equipped with Risk Management Implementation Procedures (PG-PR-02-1051) to regulate the procedures for implementing risk management based on the activities of the Work Unit/Company so that risk management can be carried out correctly and reviewed periodically through the process. risk management so that it is expected to reduce the level of risk as low as possible, in order to reduce potential losses to achieve the Company's targets.

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Tahun 2020, PG telah melaksanakan Penilaian Tingkat Maturitas Penerapan Manajemen Risiko oleh konsultan independen. Berdasarkan hasil asesmen tersebut, kami telah mendapat nilai indeks 3,08 dengan kategori "Mature-Defined" yang berdasarkan CMMI Risk Maturity Model hal ini dapat disimpulkan bahwa sistem dan proses manajemen risiko telah diformalkan, diimplementasikan dan didokumentasikan dalam prosedur, alat, dan metode standar namun Perseroan belum menerapkan metode kuantitatif dan statistik untuk mengelola, mengukur dan mengevaluasi proses manajemen risiko. Selain itu implementasi sistem dan proses manajemen risiko digunakan untuk membangun konsistensi di seluruh organisasi melalui pendekatan terpusat sehingga penerapan proses manajemen risiko perlu ditingkatkan dari waktu ke waktu karena diindikasikan bahwa manajemen puncak memberikan dukungan kuat sementara karyawan diberdayakan untuk menerapkan proses manajemen risiko.

PERSAINGAN USAHA [GRI 206-1]

Persaingan usaha yang sehat menjadi salah satu prinsip yang melandasi PT Petrokimia Gresik dalam menjalankan kegiatan usahanya. Kebijakan ini sejalan dengan upaya Pemerintah dalam mencegah praktik bisnis monopoli dan persaingan tidak sehat yang diatur dalam Undang-Undang Nomor 5 Tahun 1999 tentang Larangan Praktik Monopoli dan Persaingan Usaha Tidak Sehat.

Selama periode pelaporan, tidak terdapat pengaduan kepada KPPU. Hasil keputusan pengaduan KPPU Tahun 2017 menyatakan bahwa PT Petrokimia Gresik tidak melanggar Pasal 22 UU No. 5 Tahun 1999 sehingga tidak ada sanksi ataupun tindakan hukum yang dilakukan terhadap PT Petrokimia Gresik.

ANTI KORUPSI

PT Petrokimia Gresik senantiasa mendukung program Pemerintah dalam menggiatkan gerakan pemberantasan praktik Korupsi, Kolusi, dan Nepotisme (KKN). Perseroan menyisipkan kebijakan anti korupsi sebagai salah satu perangkat kebijakan yang menjamin pelaksanaan prinsip korporasi yang sehat dan bersih. Komitmen tersebut salah satunya diwujudkan melalui program sosialisasi dan pelatihan anti-korupsi yang diberikan kepada seluruh karyawan Perseroan. Dalam hal ini, Perseroan bertujuan untuk melibatkan peran karyawan untuk mengawasi, memperbaiki sistem pengadaan barang dan jasa, menilai efektivitas kebijakan operasional, dan menilai efektivitas sistem pelaporan pelanggaran (whistleblowing system).
[GRI 103-1]

In 2020, PG has carried out a Risk Management Implementation Maturity Level Assessment by an independent consultant. Based on the results of the assessment, we have obtained an index value of 3.08 with the "Mature-Defined" category based on the CMMI Risk Maturity Model, 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 applied 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.

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[GRI 103-1]

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Adapun pelatihan, pendidikan, dan sosialisasi kebijakan Anti Korupsi, Anti Penyuapan, dan Anti Gratifikasi yang diikuti selama periode pelaporan 2020 ditampilkan dalam tabel berikut: **[GRI-102-27, GRI 205-2]**

Adapun pelatihan, pendidikan, dan sosialisasi kebijakan Anti Korupsi, Anti Penyuapan, dan Anti Gratifikasi yang diikuti selama periode pelaporan 2020 ditampilkan dalam tabel berikut: **[GRI-102-27, GRI 205-2]**

| No. | Nama Pelatihan Training Name | Tanggal Pelatihan Training Date | Penyelenggara Organizer | Peserta Participant |
|-----|--|---|----------------------------|---|
| 1. | Executive Briefing Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001 : 2016. Executive Briefing on Anti-Bribery Management System (SMAP) ISO 37001 : 2016. | 17 Maret 2020 March 17, 2020 | PT ASCRICERT INDONESIA | - Direksi - Pejabat Grade I dan II |
| 2. | Executive Briefing Dalam Rangka Memperingati Hari Anti Korupsi Sedunia (HAKORDIA) 2020 Executive Briefing in Commemoration of World Anti-Corruption Day (HAKORDIA) 2020 | 8 Desember 2020 December 8, 2020 Online | Visi Integritas | - Dewan Komisaris Board of Commissioners - Direksi / Directors - Pejabat Grade I & II / Grade I & II Officers - Pengurus Yayasan PT Petrokimia Gresik Management of PT Petrokimia Gresik Foundation - Direksi Anper Yayasan PT Petrokimia Gresik Directors of the Subsidiary PT Petrokimia Gresik Foundation - Direksi Anper PT Petrokimia Gresik Directors of the Subsidiary PT Petrokimia Gresik |

KASUS KORUPSI YANG TERJADI DAN PENANGANANNYA **[GRI 205-3]**

Selama periode pelaporan 2020, kasus korupsi yang ditemukan sebagian besar merupakan tindakan gratifikasi yang terjadi di lingkungan PT Petrokimia Gresik. Hingga Desember 2020, terdapat 16 kasus gratifikasi dimana 12 diantaranya merupakan kategori gratifikasi yang Wajib Dilaporkan dan 4 kasus diantaranya merupakan kategori Gratifikasi Kedinasan. Seluruh laporan gratifikasi telah ditindaklanjuti dengan dilaporkan kepada Direksi, PT Pupuk Indonesia (Persero), dan KPK-RI.

Langkah Pengendalian Korupsi dan Gratifikasi **[GRI 205-1]**

Pada lingkup internal, Perseroan senantiasa mensosialisasikan kebijakan-kebijakan anti-korupsi dan anti-gratifikasi selama tahun 2020 dengan rincian sebagai berikut:

1. Penandatanganan Insan PG Menolak Gratifikasi oleh Dewan Komisaris, Komite Komisaris, Direksi dan Pejabat Grade I. Komitmen tersebut telah dibagikan kepada Unit Kerja.

CORRUPTION CASES THAT HAPPENED AND THEIR HANDLING **[GRI 205-3]**

During the 2020 reporting period, most of the corruption cases found were acts of gratification that occurred within PT Petrokimia Gresik. Until December 2020, there were 16 cases of gratification, of which 12 were gratification categories that had to be reported and 4 of them were in the service gratification category. All gratification reports have been followed up by reporting them to the Board of Directors, PT Pupuk Indonesia (Persero), and the KPK-RI.

Steps to Control Corruption and Gratification **[GRI 205-1]**

Internally, the Company continues to disseminate anti-corruption and anti-gratification policies during 2020 with the following details:

1. Signing of PG Personnel Rejecting Gratification by the Board of Commissioners, Committee of Commissioners, Directors and Grade I Officers. The commitment has been distributed to the Work Units.

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- | | |
|---|--|
| <ol style="list-style-type: none"> 2. Instruksi Direksi tidak menerima, meminta, dan memberi Gratifikasi dari Direktur Utama kepada seluruh karyawan PT Petrokimia Gresik 3. Pengumuman untuk tidak memberikan Gratifikasi kepada Insan Petrokimia dari Direktur Utama kepada Mitra Bisnis PT Petrokimia Gresik. 4. Peningkatan awareness larangan menolak Gratifikasi pada Rapat Anggaran dan Rapat Komite-GM. 5. Pemasangan 7 X-Banner Gratifikasi dan 11 X-Banner WBS yang ditempatkan di unit kerja terkait. 6. Telah menindaklanjuti 16 laporan Gratifikasi dimana 12 laporan masuk kedalam Gratifikasi yang wajib dilaporkan dan 4 laporan masuk kedalam Gratifikasi Kedinasan. 7. Sosialisasi terkait dengan Gratifikasi kepada Mahasiswa Praktek Kerja Industri (Prakerin), Program Magang Mahasiswa Bersertifikat (PMMB) yang bekerjasama dengan Departemen Pengembangan SDM. 8. PT Petrokimia Gresik telah mendapat Sertifikat Sistem Manajemen Anti Penyuapan (SMAP) ISO 37001:2016 per tanggal 1 Juli 2020. 9. Penayangan Video Sistem Manajemen Anti Penyuapan (SMAP) PT Petrokimia Gresik yang di dalamnya terdapat Komitmen Anti Gratifikasi pada saat SPJB Distributor Wilayah II (15 Desember 2020 di Lampung dan 17 Desember 2021) dan Wilayah I (21 Desember 2020 di Surabaya dan 22 Desember 2020 di Semarang). | <ol style="list-style-type: none"> 2. Instructions from the Board of Directors not to accept, request, and give Gratification from the President Director to all employees of PT Petrokimia Gresik 3. Announcement not to give Gratification to Petrochemical Personnel from the President Director to Business Partners of PT Petrokimia Gresik. 4. Increased awareness of the prohibition of rejecting Gratification at Budget Meetings and GM-Committee Meetings. 5. Installation of 7 X-Banner Gratuities and 11 X-Banner WBS placed in the related work units. 6. Has followed up on 16 Gratification reports where 12 reports are included in Gratification which must be reported and 4 reports are included in Service Gratification. 7. Socialization related to Gratification to Industrial Work Practice Students (Prakerin), Certified Student Internship Program (PMMB) in collaboration with the Human Resources Development Department. 8. PT Petrokimia Gresik has received the ISO 37001:2016 Anti-Bribery Management System Certificate (SMAP) as of 1 July 2020. 9. Video showing of PT Petrokimia Gresik's Anti-Bribery Management System (SMAP) in which there is an Anti-Gratification Commitment during SPJB Distributor Region II (15 December 2020 in Lampung and 17 December 2021) and Region I (21 December 2020 in Surabaya and 22 December 2020 in Semarang). |
|---|--|

KEBIJAKAN LAPORAN HARTA KEKAYAAN PEJABAT NEGARA (LHKPN)

Selain program sosialisasi dan internalisasi gratifikasi, realisasi penerapan prinsip dan praktik korporasi yang bersih dan bebas KKN diwujudkan melalui Kewajiban Pelaporan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN). Komitmen tersebut diimplementasikan dengan mewajibkan Dewan Komisaris, Direksi, SEVP, Pejabat Grade I dan Grade II untuk menyampaikan LHKPN secara periodik melalui E-LHKPN KPK-RI 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 PT Petrokimia Gresik maupun yang sedang ditugaskan pada anak Perseroan, badan hukum lain di lingkungan PT Petrokimia Gresik.

Terhitung sejak tanggal 31 Mei 2016, Peraturan KPK Nomor 07 Tahun 2016 tentang Tata Cara Pendaftaran, Pengumuman

POLICY ASSETS REPORT STATE OFFICIALS (LHKPN)

In addition to the gratification socialization and internalization program, the realization of the application of clean and corruption-free corporate principles and practices is realized through the Reporting Obligation of State Administrators Assets Report (LHKPN). This commitment is implemented by requiring the Board of Commissioners, Directors, SEVP, Grade I and Grade II Officers to submit LHKPN periodically through KPK-RI E-LHKPN in accordance with the Instruction of the State Minister for SOEs No. INS-02/MBU/2007.

The official in question is an official who occupies a structural or functional position either on duty internally at PT Petrokimia Gresik or who is currently assigned to a subsidiary of the Company, another legal entity within PT Petrokimia Gresik.

As of May 31, 2016, KPK Regulation Number 07 of 2016 concerning Procedures for Registration, Announcement

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dan Pemeriksaan Harta Kekayaan Penyelenggara Negara resmi berlaku dan Peraturan KPK Nomor 07 Tahun 2016 telah diperbaharui dengan Peraturan KPK Nomor 02 Tahun 2020 per tanggal 5 Juni 2020. Peraturan tersebut secara signifikan mengubah mekanisme LHKPN terutama terkait saat munculnya kewajiban LHKPN, periode posisi harta kekayaan, batas akhir penyampaian LHKPN serta media penyampaian yang digunakan. Mengingat adanya perubahan signifikan dalam mekanisme penyampaian LHKPN dan masa peralihan peraturan, KPK menerbitkan Surat Edaran Nomor SE-08/01/10/2016 yang memuat pedoman teknis penyampaian LHKPN dan ruang lingkup partisipasi instansi bersama-sama dengan KPK dalam pengelolaan 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. Dengan adanya perubahan peraturan terkait pelaporan LHKPN oleh KPK, SK tersebut tengah dimutakhirkan sesuai dengan ketentuan KPK yang baru dan Surat Edaran PT Pupuk Indonesia (Persero) No. SE-005/VIII/2017 tentang Penyampaian Pedoman Pelaporan Kekayaan Pejabat No Dokumen: PI-PD-TKK-003.Laporan Perkembangan LHKPN.

LAPORAN PERKEMBANGAN LHKPN

Status pelaporan LHKPN Periodik Tahun 2019 sampai dengan batas akhir pelaporan 31 Maret 2020 (diperpanjang s.d. 30 April 2020 dari KPK-RI dikarenakan Pandemi Covid-19) yakni :

and Examination of State Organizers' Assets has officially taken effect and KPK Regulation Number 07 of 2016 has been updated with KPK Regulation Number 02 of 2020 as of 5 June 2020. Regulations This significantly changes the LHKPN mechanism, especially when it comes to the emergence of LHKPN obligations, the period of position of assets, the deadline for submitting LHKPN and the delivery media used. In view of the significant changes in the mechanism for submitting LHKPN and the transition period for regulations, the KPK issued Circular Letter Number SE-08/01/10/2016 which contains technical guidelines for submitting LHKPN and the scope of agency participation together with the KPK in the management of 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 of Official Assets in PG. With the change in regulations related to LHKPN reporting by the KPK, the decree is being updated in accordance with the provisions of the new KPK and Circular Letter of PT Pupuk Indonesia (Persero) No. SE-005/VIII/2017 concerning Submission of Guidelines for Reporting Official Wealth Document No.: PI-PD-TKK-003.

LHKPN PROGRESS REPORT

The status of the 2019 Periodic LHKPN reporting up to the reporting deadline of March 31, 2020 (extended to April 30, 2020 from KPK-RI due to the Covid-19 Pandemic), namely:

| 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 | 6 | 6 | 100% |
| 3. | Eselon I/Setara Echelon I/Equivalent | 26 | 26 | 100% |
| 4. | Eselon II/Setara Echelon II/Equivalent | 81 | 81 | 100% |
| TOTAL TOTAL | | 117 | 117 | 100% |

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SISTEM PELAPORAN PELANGGARAN [GRI 102-16]

PT Petrokimia Gresik sebagai Perseroan pupuk terlengkap dan terbesar di Indonesia, berkomitmen untuk menerapkan prinsip-prinsip Good Corporate Governance (GCG) secara konsisten dalam pengelolaan Perseroan. Dalam menjalankan operasional bisnisnya, Perseroan senantiasa dituntut untuk melaksanakan prinsip-prinsip GCG dengan penuh amanah, transparan dan akuntabel, serta senantiasa memenuhi ketentuan perundang-undangan yang berlaku.

Sebagai wujud komitmen Perseroan dalam menegakkan prinsip-prinsip Tata Kelola Perseroan yang Baik (Good Corporate Governance), Perseroan telah mengembangkan Sistem Pelaporan Pelanggaran (Whistleblowing System) sebagaimana ditetapkan dalam Surat Keputusan Direksi PT Petrokimia Gresik Nomor 384/TU.04.04/04/SK/2017 tanggal 10 Oktober 2017 tentang Pengelolaan Whistleblowing System (WBS) atau Sistem Pelaporan Pelanggaran (SPP). Keberadaan WBS berperan untuk memberikan kesempatan kepada segenap insan PG dan pihak eksternal lainnya untuk dapat menyampaikan laporan mengenai dugaan pelanggaran terhadap prinsip-prinsip GCG, serta nilai-nilai etika yang berlaku di Perseroan dengan berdasarkan bukti-bukti yang dapat dipertanggungjawabkan.

Sepanjang tahun 2020, tidak terdapat laporan pengaduan yang diterima oleh Tim Pengelola WBS PG. Meski demikian, Dewan Komisaris menghimbau agar penerapan WBS di lingkungan Perseroan dapat lebih efektif. Di samping itu, Dewan Komisaris juga menyarankan kepada Manajemen untuk terus melakukan 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.

Dewan Komisaris melalui Komite Audit turut melakukan pengawasan terhadap penerapan dan pengelolaan WBS di PT Petrokimia Gresik.

Unit Pengelola Pelaporan

Dalam pelaksanaan pengelolaan Sistem Pelaporan Pelanggaran (Whistleblowing System/WBS), Fungsi Pengelola WBS dilaksanakan oleh Departemen Tata Kelola Perseroan & Manajemen Risiko (TKP & MR) sedangkan

WHISTLE BLOWING SYSTEM [GRI 102-16]

PT Petrokimia Gresik as the largest and most comprehensive fertilizer company in Indonesia, is committed to consistently implementing the principles of Good Corporate Governance (GCG) in the management of the Company. In carrying out its business operations, the Company is always required to implement the principles of GCG in a trustworthy, transparent and accountable manner, and always comply with the provisions of the applicable laws and regulations.

As a form of the Company's commitment to upholding the principles of Good Corporate Governance, the Company has developed a Whistleblowing System as stipulated in the Decree of the Board of Directors of PT Petrokimia Gresik Number 384/TU.04.04/04/SK/ 2017 dated October 10, 2017 regarding the Management of the Whistleblowing System (WBS) or the Violation Reporting System (SPP). The existence of WBS plays a role in providing opportunities for all PG personnel and other external parties to be able to submit reports regarding alleged violations of GCG principles, as well as ethical values that apply in the Company based on evidence that can be accounted for.

Throughout 2020, there were no complaints reports received by the WBS PG Management Team. However, the Board of Commissioners urges the implementation of WBS in the Company's environment to be more effective. In addition, the Board of Commissioners also recommends the Management to continue to disseminate information to all organizational lines regarding the existence and mechanism of WBS implemented by PG, so that all PG Personnel can immediately report to the WBS Management Team if they see or know of any form of fraud in the business activity process Company.

The Board of Commissioners through the Audit Committee also supervises the implementation and management of WBS at PT Petrokimia Gresik.

Reporting Management Unit

In implementing the management of the Whistleblowing System (WBS), the WBS Management Function is carried out by the Corporate Governance & Risk Management (TKP & MR) Department, while the Investigation Team is

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Tim Investigasi adalah Kompartemen Audit Intern, Kompartemen SDM, Departemen Hukum & Sekretariat, dan Departemen Keamanan.

Lingkup Pengaduan

Lingkup Pengaduan/Penyingkapan yang akan ditindaklanjuti oleh Sistem Pelaporan Pelanggaran adalah tindakan yang dapat merugikan Perseroan, meliputi sebagai berikut:

- 1. Akuntansi dan Audit** yaitu Permasalahan akuntansi dan pengendalian internal atas pelaporan keuangan yang berpotensi mengakibatkan salah saji material dalam laporan keuangan serta permasalahan audit, terutama yang menyangkut independensi auditor independen.
- 2. Pelanggaran Peraturan** yaitu Pelanggaran peraturan perundangan yang berkaitan dengan operasional Perseroan maupun pelanggaran terhadap peraturan internal yang berpotensi mengakibatkan kerugian bagi Perseroan.
- 3. Kecurangan**, yaitu perbuatan tidak jujur atau tipu muslihat meliputi antara lain penipuan, pemerasan, pemalsuan, menyembunyikan atau penghancuran dokumen / laporan atau menggunakan dokumen palsu, yang dilakukan oleh seseorang / sekelompok orang yang menimbulkan potensi kerugian ataupun kerugian nyata terhadap Perseroan.
- 4. Pelanggaran Kode Etik**, yaitu Perilaku insan Petrokimia yang tidak terpuji dan berpotensi mencemarkan reputasi Perseroan atau mengakibatkan kerugian bagi Perseroan.
Perilaku Insan Petrokimia yang tidak terpuji antara lain meliputi : tidak jujur, potensi benturan kepentingan atau memberikan informasi yang menyesatkan kepada publik;
- 5. Perbuatan yang membahayakan lingkungan**, Keselamatan dan Kesehatan Kerja (K3), atau membahayakan PT Petrokimia Gresik yaitu tindakan / perbuatan pelanggaran dari Insan Petrokimia yang dapat membahayakan lingkungan kerja ataupun K3 yang akhirnya juga dapat membahayakan Perseroan.
- 6. Penyuapan / Gratifikasi**, yaitu menerima sesuatu dalam bentuk apapun dan berapapun jumlah/nilainya dari pihak lain terkait dengan jabatan / wewenang / tanggung jawabnya di Perseroan.
- 7. Pencurian**, yaitu mengambil barang atau sesuatu, baik seluruhnya atau sebagian milik Perseroan, dengan maksud untuk dimiliki secara melawan hukum.

the Internal Audit Compartment, HR Compartment, Law & Secretariat Department, and Security Department.

Scope of Complaint

Scope of Complaints/Disclosures that will be followed up by the Violation Reporting System are actions that can harm the Company, including the following:

- 1. Accounting and Auditing**, namely accounting and internal control issues over financial reporting that have the potential to result in material misstatements in the financial statements as well as audit issues, particularly those concerning the independence of the independent auditor.
- 2. Regulatory Violations**, namely violations of laws and regulations related to the Company's operations as well as violations of internal regulations that have the potential to result in losses for the Company.
- 3. Fraud**, namely dishonest acts or deceit, including among others fraud, extortion, forgery, concealment or destruction of documents/reports or using forged documents, which are committed by a person/group of people that cause potential losses or real losses to the Company.
- 4. Violation of the Code of Ethics**, namely the behavior of Petrochemical personnel that is not commendable and has the potential to defame the Company's reputation or cause losses to the Company.
Disrespectful behavior of Petrochemical Personnel includes, among others: dishonesty, potential conflict of interest or providing misleading information to the public;
- 5. Actions that endanger the environment**, Occupational Safety and Health (K3), or endanger PT Petrokimia Gresik, namely actions / violations by Petrochemical Personnel that can endanger the work environment or K3 which in the end can also endanger the Company.
- 6. Bribery / Gratification**, namely receiving something in any form and regardless of the amount / value from other parties related to the position / authority / responsibility in the Company.
- 7. Theft**, which is taking goods or something, either wholly or partly belonging to the Company, with the intention of unlawfully possessing it.

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Kewajiban Pelaporan Pelanggaran

Perseroan menekankan kepada Insan Petrokimia Gresik untuk senantiasa meningkatkan kesadaran dan berperan aktif untuk melaporkan setiap terjadinya pelanggaran yang ditemukan kepada Perseroan. Penyampaian pelanggaran adalah demi kepentingan bersama serta dapat juga mencegah kondisi yang merugikan bagi Perseroan sekaligus dapat mencegah dampak yang tidak diinginkan menyebar luas.

Mekanisme Pelaporan

Perseroan menekankan kepada Insan PG untuk senantiasa meningkatkan kesadaran dan berperan aktif untuk melaporkan setiap terjadinya pelanggaran yang ditemukan kepada Perseroan. Adapun mekanisme penyampaian pelanggaran disampaikan kepada Fungsi Pengelola WBS, dengan ketentuan sebagai berikut:

- a) Pelapor memberikan informasi mengenai data diri, yang sekurang-kurangnya memuat nama, NIK, alamat, nomor telepon/faksimili, email, dan fotokopi identitas diri;
- b) Pelaporan pelanggaran harus disertai dokumen pendukung, seperti dokumen yang berkaitan dengan transaksi yang dilakukan dan/atau pelanggaran yang dilakukan;
- c) Apabila Pelaporan Pelanggaran diajukan oleh perwakilan pemangku kepentingan, maka selain dokumen di atas juga diserahkan dokumen lainnya yaitu:
 - Fotokopi bukti identitas pemangku kepentingan dan perwakilan pemangku kepentingan;
 - Surat Kuasa dari pemangku kepentingan kepada perwakilan pemangku kepentingan yang menyatakan bahwa pemangku kepentingan terkait memberikan kewenangan bertindak untuk dan atas nama pemangku kepentingan;
 - Jika perwakilan pemangku kepentingan adalah lembaga atau badan hukum, maka harus dilampiri dengan dokumen yang menyatakan bahwa pihak yang mengajukan Pelaporan Pelanggaran berwenang untuk mewakili lembaga atau badan hukum tersebut;
 - Pelaporan pelanggaran secara tertulis tanpa identitas (anonim) diperbolehkan, namun wajib dilengkapi dengan fotokopi/salinan dokumen yang berkaitan dengan transaksi yang dilakukan dan/atau pelanggaran yang dilakukan.

Violation Reporting Obligations

The Company emphasizes to Petrokimia Gresik personnel to always increase awareness and play an active role in reporting any violations found to the Company. Submission of violations is in the common interest and can also prevent adverse conditions for the Company as well as prevent unwanted impacts from spreading.

Reporting Mechanism

The Company emphasizes to PG Personnel to always increase awareness and play an active role in reporting any violations found to the Company. The mechanism for submitting violations is submitted to the WBS Management Function, with the following provisions:

- a) The Reporting Party provides information regarding personal data, which at least contains name, NIK, address, telephone/facsimile number, email, and photocopy of personal identity;
- b) Reports of violations must be accompanied by supporting documents, such as documents related to the transactions carried out and/or the violations committed;
- c) If the Violation Report is submitted by a stakeholder representative, in addition to the above documents, other documents are also submitted, namely:
 - Photocopy of proof of identity of stakeholders and stakeholder representatives;
 - Power of attorney from a stakeholder to a stakeholder representative stating that the relevant stakeholder grants the authority to act for and on behalf of the stakeholder;
 - If the stakeholder representative is an institution or legal entity, it must be accompanied by a document stating that the party submitting the Violation Report is authorized to represent the institution or legal entity;
 - Written reports of violations without identity (anonymous) are allowed, but must be accompanied by photocopies/copies of documents related to the transactions carried out and/or the violations committed.

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d) Pelaporan pelanggaran secara tertulis tanpa identitas (anonim) diperbolehkan, namun wajib dilengkapi dengan fotokopi/salinan dokumen yang berkaitan dengan transaksi yang dilakukan dan/atau pelanggaran yang dilakukan.

Prosedur Pelaporan

- a) Pelapor membuat Pengaduan/Penyungkapan dan mengirimkannya kepada Fungsi Pengelola WBS melalui sarana/media sebagai berikut:
- Email: pgbersih@petrokimia-gresik.com
 - Fax: (031) 3981108
 - SMS: 0811 359 1385
 - Kotak Surat:
 - Gedung Graha Lt. 1
 - Lobby Gedung Adm. Lama
 - Tempat Clocking Pabrik I
 - Tempat Clocking Pabrik II
 - Gedung Adm. Pabrik III
- b) Laporan pengaduan/penyungkapan akan diterima oleh Fungsi Pengelola WBS, yaitu Departemen Tata Kelola Perseroan & Manajemen Risiko.

d) Written reports of violations without identity (anonymous) are allowed, but must be accompanied by photocopies/copies of documents related to the transactions carried out and/or the violations committed.

Reporting Procedure

- a) The Whistleblower makes a Complaint/Disclosure and sends it to the WBS Management Function through the following means/media:
- Email: pgClean@petrokimia-gresik.com
 - Fax: (031) 3981108
 - SMS: 0811 359 1385
 - Mailbox:
 - Graha Building Lt. 1
 - Adm Building Lobby. Long
 - Factory Clocking Place I
 - Factory Clocking Place II
 - Adm. Building. Factory III
- b) The complaint/disclosure report will be received by the WBS Management Function, namely the Corporate Governance & Risk Management Department.

Kotak Aduan / Kotak Aduan

- Gedung Graha Lt. 1 - Gedung Adm, Lama
- Pabrik I
- Pabrik II
- Gedung Adm, Pabrik III

Fax: **(031) 398 1108**

Text Message (SMS)
+62 811 395 1385

Telp Ext : **2773**

email :

pgbersih@petrokimiagresik.com

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Penanggung Jawab Tindak Lanjut

Pihak yang memiliki kewenangan untuk menindaklanjuti laporan Pengaduan/Penyingkapan:

- a) Tim Investigasi, jika Terlapor adalah Insan Petrokimia selain Dewan Komisaris dan Direksi.
- b) Dewan Komisaris, jika Terlapor adalah Direksi.
- c) Direktur Utama, jika Terlapor adalah Dewan Komisaris.

Perlindungan bagi Pelapor

Perseroan menjamin kerahasiaan identitas pelapor guna menghindari segala bentuk ancaman, intimidasi, ataupun tindakan tidak menyenangkan dari pihak manapun. Perlindungan juga berlaku bagi para pihak yang melaksanakan investigasi maupun pihak-pihak yang memberikan informasi terkait dengan pengaduan/pelaporan tersebut. Kebijakan perlindungan pelapor juga dimaksudkan untuk mendorong setiap insan PG dan pelapor lainnya untuk bersikap berani dalam melaporkan pelanggaran dengan Perseroan menjamin keamanan pelapor.

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STRUKTUR TATA KELOLA PERSEROAN [GRI 102-18]

Sesuai Anggaran Dasar Perseroan dan Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas (UUPT), struktur tata kelola Perseroan tercermin pada organ utama tata kelola, yaitu Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Ketiga organ utama dalam struktur GCG di PG telah menjalankan fungsi masing-masing sesuai dengan ketentuan yang berlaku atas dasar prinsip bahwa masing-masing organ bersifat independen dalam menjalankan tugas, fungsi, dan tanggung jawabnya. Guna memastikan terlaksananya pengelolaan Perseroan sesuai dengan prinsip-prinsip GCG dan peraturan perundang-undangan yang berlaku,

Responsible for Follow Up

Parties who have the authority to follow up on the Complaint/Disclosure report:

- a) Investigation Team, if the Reported Party is a Petrochemical Person other than the Board of Commissioners and Board of Directors.
- b) Board of Commissioners, if the Reported Party is the Board of Directors.
- c) President Director, if the Reported Party is the Board of Commissioners.

Protection for Whistleblowers

The Company guarantees the confidentiality of the whistleblower's identity in order to avoid all forms of threats, intimidation, or unpleasant actions from any party. Protection also applies to parties conducting investigations as well as parties providing information related to the complaint/report. The whistleblower protection policy is also intended to encourage every PG person and other whistleblowers to be brave in reporting violations with the Company to ensure the safety of the whistleblower.

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CORPORATE GOVERNANCE STRUCTURE [GRI 102-18]

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 (UUPT), the corporate governance structure is reflected in the main organs of governance, 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 PG 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. In order to ensure the implementation of the Company's management in

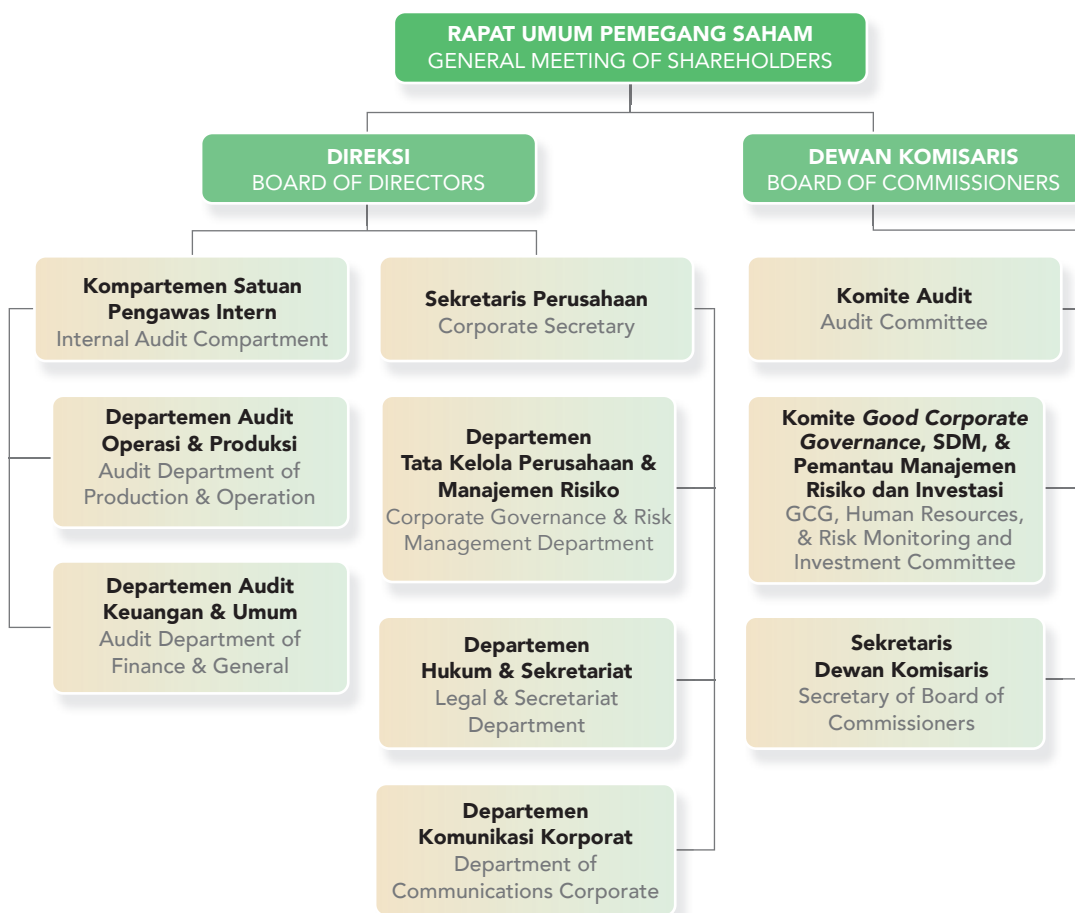
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ketiga organ Perseroan tersebut dibantu dengan organ pendukung, yaitu Komite Audit, Komite Manajemen Risiko, Unit Audit Intern, dan Sekretaris Perseroan.

accordance with GCG principles and applicable laws and regulations, the three organs of the Company are assisted by supporting organs, namely the Audit Committee, Risk Management Committee, Internal Audit Unit, and the Corporate Secretary.

Adapun struktur tata kelola Perseroan disajikan dalam bagan sebagai berikut:

The corporate governance structure is presented in the following chart:



PENDELEGASIAN KEWENANGAN

Perseroan mengelola pendelegasian tugas, wewenang RUPS, Dewan Komisaris & Direksi sebagaimana diatur dalam Pedoman Nomor PG-PD- 10-0024 Revisi 1 Tahun 2018 sebagai berikut : **[GRI 102-19]**

1. Pendelegasian wewenang RUPS
 - a. RUPS dapat mendelegasikan wewenangnya kepada Kuasa RUPS sesuai dengan ketentuan-ketentuan yang tercantum dalam Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

DELEGATION OF AUTHORITY

The Company manages the delegation of tasks, the authority of the GMS, the Board of Commissioners & Directors as regulated in the Guideline Number PG-PD-10-0024 Revision 1 of 2018 as follows: **[GRI 102-19]**

1. Delegation of GMS authority
 - a. The GMS may delegate its authority to the GMS Proxy in accordance with the provisions contained in the Articles of Association and the prevailing laws and regulations.

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- b. Untuk menjaga independensi antar Organ Perseroan, Kuasa RUPS bukan Dewan Komisaris Perseroan.
 2. Pendelegasian wewenang Dewan Komisaris
 - a. Dewan Komisaris dapat mendelegasikan wewenangnya kepada anggota Dewan Komisaris lainnya melalui Surat Kuasa dengan tidak menghilangkan sifat pertanggungjawabannya.
 - b. Dewan Komisaris dapat menugaskan hal-hal yang berkenaan dengan kewenangannya kepada Organ Pendukung Dewan Komisaris.
 3. Pendelegasian wewenang Direksi
 - a. Direksi dapat mendelegasikan wewenangnya kepada anggota Direksi lainnya melalui Surat Kuasa dan tidak menghilangkan sifat pertanggungjawabannya.
 - b. Dalam pendelegasian wewenang kepada anggota Direksi lainnya, perlu ditetapkan ketentuan mengenai bentuk-bentuk keputusan Direksi yang dapat diambil oleh :
 - i. Anggota Direksi secara individual
 - ii. Anggota Direksi yang mengatasnamakan Direksi secara kolektif
 - c. Direksi dapat menugaskan karyawan atau pihak di luar Perseroan untuk menjalankan hal-hal yang berkenaan dengan kewenangannya dengan dikukuhkan dalam suatu Surat Keputusan, Surat Edaran dan Surat Kuasa Direksi.
 - d. Direksi mendelegasikan kewenangan kepada Pejabat Grade I
 - e. Memberikan penyerahan sebagian kekuasaan/ kewenangan Direksi untuk mewakili Perseroan atau melakukan kegiatan Perseroan, kepada Pejabat Grade I (seseorang atau beberapa orang) yang ditunjuk dalam Surat Keputusan Direksi dan sesuai dengan ketentuan-ketentuan yang diatur dalam Anggaran Dasar dan yang ditetapkan oleh RUPS berdasarkan peraturan perundang-undangan yang berlaku
 - f. Jika semua Direksi tidak berada di Kantor Pusat, menugaskan kepada salah seorang Grade I untuk mewakili Direksi dalam hal ini Direktur Produksi untuk menjalankan kegiatan rutin Operasional Pabrik, dan penugasan tersebut berlaku sampai dengan salah satu Direksi sudah berada di kantor pusat, melalui surat kuasa yang diberikan oleh Direktur Produksi kepada Grade I
- b. In order to maintain the independence between the Company's organs, the Proxy of the GMS is not the Board of Commissioners of the Company.
 2. Delegation of authority of the Board of Commissioners
 - a. The Board of Commissioners may delegate its authority to other members of the Board of Commissioners through a Power of Attorney without eliminating the nature of its responsibility.
 - b. The Board of Commissioners may assign matters relating to its authority to the Supporting Organs of the Board of Commissioners.
 3. Delegation of authority of the Board of Directors
 - a. The Board of Directors may delegate its authority to other members of the Board of Directors through a Power of Attorney and does not eliminate the nature of its responsibility.
 - b. In delegating authority to other members of the Board of Directors, it is necessary to stipulate provisions regarding the forms of decisions of the Board of Directors that can be taken by:
 - i. Members of the Board of Directors individually
 - ii. Members of the Board of Directors on behalf of the Board of Directors collectively
 - c. The Board of Directors may assign employees or parties outside the Company to carry out matters relating to their authority by being confirmed in a Decree, Circular Letter and Power of Attorney of the Board of Directors.
 - d. The Board of Directors delegates authority to Grade I Officers
 - e. Give the transfer of part of the power/authority of the Board of Directors to represent the Company or carry out the Company's activities, to Grade I Officials (one or several people) appointed in the Decree of the Board of Directors and in accordance with the provisions stipulated in the Articles of Association and determined by the GMS based on the laws and regulations -applicable invitation
 - f. If all the Directors are not at the Head Office, assign one of the Grade I Directors to represent the Directors in this case the Production Director to carry out routine Factory Operations, and the assignment is valid until one of the Directors is at the head office, through a power of attorney granted by Production Director to Grade I

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PEJABAT PENGHUBUNG PERSEROAN [GRI 102-20]

Pedoman Perseroan Nomor PG-PD- 10-0024 Revisi 1 Tahun 2018 menetapkan pejabat penghubung antara Perseroan dengan para pemangku kepentingan adalah Sekretaris Perseroan atau Departemen Humas atau Pejabat lain yang ditunjuk untuk mengelola topik ekonomi, sosial dan lingkungan dan melaporkan berdasarkan ketentuan yang berlaku.

RAPAT UMUM PEMEGANG SAHAM [GRI 102-23]

Rapat Umum Pemegang Saham (RUPS) adalah organ Perseroan yang memiliki wewenang yang tidak diberikan kepada Dewan Komisaris atau Direksi dalam batas yang ditentukan dalam Undang-Undang Perseroan Terbatas dan/atau Anggaran Dasar. Dalam RUPS, Dewan Komisaris dan Direksi wajib menyampaikan informasi yang berkaitan dengan pengelolaan Perseroan kepada pemegang saham.

Anggota Dewan Komisaris dan Direksi diangkat oleh RUPS. Seperti melakukan pengambilan keputusan tentang perubahan Anggaran Dasar Perseroan, penggabungan, peleburan, pengambilalihan, kepailitan, dan pembubaran Perseroan. Wewenang tersebut pada dasarnya hanya dibatasi oleh Undang-Undang Perseroan Terbatas dan/atau Anggaran Dasar Perseroan.

Keputusan yang diambil dalam RUPS harus dilakukan secara wajar dan transparan dengan memperhatikan kepentingan usaha Perseroan dalam jangka panjang, namun tidak terbatas pada penunjukan anggota Dewan Komisaris dan Direksi, keputusan menerima atau menolak laporan Dewan Komisaris dan Direksi, penunjukan auditor eksternal, serta kesesuaian antara remunerasi dan dividen. Sesuai dengan Pedoman Tata Kelola Perseroan yang Baik PT Petrokimia Gresik, RUPS terdiri dari RUPS Tahunan dan RUPS Luar Biasa.

- **Rapat Umum Pemegang Saham Tahunan (RUPST)**
RUPS Tahunan terdiri dari:
 1. RUPS Tahunan Kinerja
RUPS Tahunan Kinerja merupakan RUPS Tahunan untuk menyetujui laporan tahunan dan mengesahkan perhitungan tahunan. Pengesahan perhitungan tahunan oleh RUPS berarti memberikan pelunasan

COMPANY LIAISON OFFICER [GRI 102-20]

Company Guidelines Number PG-PD-10-0024 Revision 1 of 2018 stipulates that the liaison officer between the Company and stakeholders is the Corporate Secretary or Public Relations Department or other officials appointed to manage economic, social and environmental topics and report based on applicable regulations.

GENERAL MEETING OF SHAREHOLDERS [GRI 102-23]

The General Meeting of Shareholders (GMS) is an organ of the Company which has authority not granted to the Board of Commissioners or the Board of Directors within the limits specified in the Limited Liability Company Law and/or Articles of Association. In the GMS, the Board of Commissioners and the Board of Directors are required to submit information related to the management of the Company to shareholders.

Members of the Board of Commissioners and the Board of Directors are appointed by the GMS. Such as making decisions regarding amendments to the Company's Articles of Association, merger, consolidation, acquisition, bankruptcy, and dissolution of the Company. This authority is basically only limited by the Limited Liability Company Law and/or the Company's Articles of Association.

Decisions taken at the GMS must be carried out fairly and transparently by taking into account the long-term business interests of the Company, but not limited to the appointment of members of the Board of Commissioners and the Board of Directors, the decision to accept or reject the reports of the Board of Commissioners and the Board of Directors, the appointment of an external auditor, as well as the compatibility between remuneration and dividend. In accordance with PT Petrokimia Gresik's Good Corporate Governance Guidelines, the GMS consists of the Annual GMS and Extraordinary GMS.

- **Annual General Meeting of Shareholders (AGMS)**
The Annual GMS consists of:
 1. Annual GMS Performance
Annual GMS of Performance is the Annual GMS to approve the annual report and ratify the annual calculation. The approval of the annual calculation by the GMS means granting full settlement and

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dan pembebasan sepenuhnya (acquit de charge) kepada para anggota Direksi dan anggota Dewan Komisaris atas pengurusan dan pengawasan yang telah diajukan selama tahun buku yang lalu, sejauh tindakan tersebut ternyata dalam perhitungan tahunan.

Waktu pelaksanaan RUPS Tahunan untuk menyetujui laporan tahunan dan mengesahkan perhitungan tahunan diadakan setiap tahun selambat-lambatnya pada bulan Juni, setelah penutupan tahun buku yang bersangkutan.

- RUPS Tahunan Rencana Kerja dan Anggaran Perseroan (RKAP)
RUPS Tahunan untuk mengesahkan Rencana Kerja dan Anggaran Perseroan tahun buku berikutnya. Waktu RUPS Tahunan tentang RKAP tahun buku berikutnya diadakan selambat-lambatnya pada hari ke-30 (ketiga puluh) bulan pertama setelah tahun buku baru dimulai.

- Rapat Umum Pemegang Saham Luar Biasa (RUPSLB)**

Rapat Umum Pemegang Saham Luar Biasa dapat diadakan setiap waktu berdasarkan kebutuhan untuk kepentingan Perseroan.

Waktu dan pemanggilan RUPSLB yaitu sebagai berikut:

- Direksi menyelenggarakan RUPS-LB dengan didahului pemanggilan RUPS.
- Penyelenggaraan RUPS-LB dapat pula dilakukan atas permintaan seorang atau lebih Pemegang Saham yang mewakili paling sedikit 1/10 (satu per sepuluh) bagian dari jumlah seluruh saham yang telah dikeluarkan Perseroan dengan hak suara yang sah; atau Dewan Komisaris yang diajukan kepada Direksi dengan surat tercatat disertai dengan alasannya.
- Jika Direksi lalai untuk menyelenggarakan rapat tersebut dalam waktu 30 (tiga puluh) hari setelah permintaan tersebut diterima, maka yang menandatangani surat permintaan itu berhak untuk memanggil sendiri rapat itu atas biaya Perseroan setelah mendapat izin dari Ketua Pengadilan Negeri yang daerah hukumnya meliputi tempat kedudukan Perseroan dan pelaksanaan rapatnya harus memperhatikan penetapan Ketua Pengadilan Negeri yang memberikan izin tersebut.

release (acquit de charge) to members of the Board of Directors and members of the Board of Commissioners for the management and supervision that have been proposed during the last financial year, as long as the action is in the annual calculation.

The time for the Annual GMS to approve the annual report and ratify the annual calculation is held annually no later than June, after the close of the financial year concerned.

- Annual GMS Work Plan and Budget of the Company (RKAP)

Annual GMS to ratify the Company's Work Plan and Budget for the following financial year.

When the Annual GMS regarding the RKAP for the next financial year is held no later than the 30th (thirtieth) day of the first month after the new financial year begins.

- Extraordinary General Meeting of Shareholders (EGMS)**

An Extraordinary General Meeting of Shareholders may be held at any time based on the need for the benefit of the Company.

The time and invitation for the EGMS are as follows:

- The Board of Directors convenes the EGMS preceded by the invitation to the GMS.
- The EGMS may also be held at the request of one or more Shareholders who represent at least 1/10 (one tenth) of the total number of shares issued by the Company with valid voting rights; or the Board of Commissioners submitted to the Board of Directors by registered letter along with the reasons.
- If the Board of Directors fails to convene the meeting within 30 (thirty) days after the request is received, the person who signs the request has the right to summon the meeting himself at the expense of the Company after obtaining permission from the Chairman of the District Court whose jurisdiction covers the domicile of the Company and the implementation of the meeting must take into account the determination of the Chairman of the District Court who gave the permit.

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Pada tahun 2020, PT Petrokimia Gresik telah menyelenggarakan RUPS sebanyak 2 (dua) kali yang terdiri dari RUPS Tahunan sebanyak 1 (satu) kali dan RUPS Luar Biasa sebanyak 1 (satu) kali, dengan rincian sebagai berikut :

i. RUPS Tahunan 2020

RUPS Tahunan 2020 yakni RUPS Kinerja Tahun Buku 2019 yang diselenggarakan pada tanggal 6 Agustus 2020.

Pelaksanaan RUPS Kinerja Tahun Buku 2019 dihadiri oleh Direktur Utama PT Pupuk Indonesia dan Ketua Pengurus Yayasan Petrokimia Gresik yang bertindak untuk dan atas nama Pemegang Saham. RUPS Kinerja Tahun Buku 2019 juga dihadiri seluruh jajaran Direksi PT Pupuk Indonesia (Persero) serta Dewan Komisaris dan Direksi PT Petrokimia Gresik yang menjabat sampai dengan pada saat RUPS ini diselenggarakan, sebagaimana tercantum dibawah ini :



DEWAN KOMISARIS | BOARD OF COMMISSIONERS

| No | Nama Name | Jabatan Position |
|----|-------------------------|---|
| 1. | M. Djohan Safri | Komisaris Utama / President Commissioner |
| 2. | Heriyono Harsoyo | Komisaris / Commissioner |
| 3. | Sarwo Edhy | Komisaris / Commissioner |
| 4. | Achmad Sigit Dwiwahjono | Komisaris / Commissioner |
| 5. | Mahmud Nurwindu | Komisaris Independen / Independent Commissioner |
| 6. | Yoke Candra Katon | Komisaris Independen / Independent Commissioner |

masa jabatan berakhir pada 25 Agustus 2020 | the term of office has ended since August 25, 2020

In 2020, PT Petrokimia Gresik has held 2 (two) GMS consisting of 1 (one) Annual GMS and 1 (one) Extraordinary GMS, with details as follows:

i. 2020 Annual GMS

The 2020 Annual GMS is the 2019 Fiscal Year Performance GMS which was held on August 6, 2020.

The implementation of the 2019 Fiscal Year Performance GMS was attended by the President Director of PT Pupuk Indonesia and the Chairperson of the Petrokimia Gresik Foundation Management who acted for and on behalf of the Shareholders. The 2019 Fiscal Year Performance GMS was also attended by the entire Board of Directors of PT Pupuk Indonesia (Persero) as well as the Board of Commissioners and Directors of PT Petrokimia Gresik who served until the time this GMS was held, as listed below:



DIREKSI | DIRECTORS

| No | Nama Name | Jabatan Position |
|----|------------------|--|
| 1. | Rahmad Pribadi | Direktur Utama / President Director |
| 2. | Digna Jatningsih | Direktur Pemasaran / Director of Marketing |
| 3. | I Ketut Rusnaya | Direktur Produksi / Director of Production |
| 4. | Dwi Ary Purnomo | Direktur Keuangan, SDM dan Umum Director of Finance, Human Resources, and General Affairs |
| 5. | Arif Fauzan | Direktur Teknik dan Pengembangan Director of Engineering & Development |

masa jabatan berakhir pada 25 Agustus 2020 | the term of office has ended since August 25, 2020

Hasil keputusan RUPS Kinerja Tahun Buku 2020

Hingga laporan tahunan 2020 ini diterbitkan, seluruh keputusan RUPS Kinerja Tahun 2019 telah seluruhnya dilaksanakan. Adapun penjelasan atas setiap mata acara RUPS Kinerja Tahun 2019 sebagaimana tercantum dalam tabel dibawah ini :

Results of the GMS resolutions for the 2020 Financial Year Performance

Until this 2020 annual report is published, all decisions of the 2019 Performance GMS have been implemented. The explanation for each agenda item of the 2019 Performance GMS is as listed in the table below:

| No | Mata Acara Agenda | Keputusan Decision |
|----|--|--|
| 1. | Persetujuan laporan tahunan dan pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2019 serta Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2019. Approval of the annual report and ratification of the Company's Consolidated Financial Statements for Fiscal Year 2019 as well as Report on the Supervisory Duties of the Board of Commissioners for Fiscal Year 2019. | 1. Menyetujui Laporan Tahunan PKG mengenai keadaan dan jalannya PKG selama tahun buku 2019 sesuai nomor : 3035/B/RC.03.03/18/DR/2020 tanggal 9 Mei 2019 dan Laporan Tugas Pengawasan Dewan Komisaris untuk tahun buku 2019 sesuai surat Dewan Komisaris PKG nomor : 0041/TU.00.01/99/TU/2020 tanggal 9 Juni 2019. Approved the PKG Annual Report regarding the state and course of PKG during the 2019 financial year according to the number: 3035/B/RC.03.03/18/DR/2020 dated 9 May 2019 and the Board of Commissioners' Supervisory Duty Report for the 2019 financial year according to the letter of the PKG Board of Commissioners number : 0041/TU.00.01/99/TU/2020 dated June 9, 2019. |

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| No | Mata Acara Agenda | Keputusan Decision |
|----|---|---|
| 1. | <p>Persetujuan laporan tahunan dan pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2019 serta Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2019. Approval of the annual report and ratification of the Company's Consolidated Financial Statements for Fiscal Year 2019 as well as Report on the Supervisory Duties of the Board of Commissioners for Fiscal Year 2019.</p> | <p>2. Mengesahkan Laporan Keuangan Konsolidasian PKG tahun buku 2019 yang telah diaudit oleh KAP Amir Abadi Jusuf, Aryanto, Mawar dan Rekan, yang terdiri dari</p> <p>I Ratify the PKG Consolidated Financial Statements for the 2019 financial year which has been audited by KAP Amir Abadi Jusuf, Aryanto, Mawar and Partners, consisting of :</p> <ol style="list-style-type: none"> Laporan Auditor Independen atas Laporan Keuangan Konsolidasian No : 00011/3.0310/AU.1/04/0500-2/1/III/2020 tanggal 30 Maret 2020 dengan pendapat : "Wajar, dalam semua hal yang material, sesuai dengan Standar Akuntansi Keuangan di Indonesia"; / Independent Auditor's Report on the Consolidated Financial Statements No: 00011/3.0310/AU.1/04/0500-2/1/III/2020 dated March 30, 2020 with the opinion: "Fair, in all material respects, in accordance with the Financial Accounting Standards in Indonesia"; Laporan Auditor Independen atas Laporan Evaluasi Kinerja No : R/030.AAT/epw/2020 tanggal 8 April 2020 dengan Kategori "A" tingkat penggolongan "SEHAT" dengan total skor 77,50 dari RKAP dengan kategori "SEHAT", tingkat penggolongan "A" dengan skor 73,50; / Independent Auditor's Report on Performance Evaluation Report No: R/030.AAT/epw/2020 dated April 8, 2020 with Category "A" the level of classification is "Healthy" with a total score of 77.50 from the RKAP with the category "HEALTH", the level of classification is "A " with a score of 73.50; Laporan Auditor Independen atas Laporan atas Kepatuhan terhadap Perundang-undangan dan Pengendalian Internal No : R/028.AAT/epw/2020 tanggal 31 Maret 2020; / Independent Auditor's Report on Report on Compliance with Legislation and Internal Control No : R/028.AAT/epw/2020 dated March 31, 2020; Laporan Auditor Independen atas Laproan key Performance Indicators (KPI) No : R/032.AAT/epw/2020 tanggal 8 April 2020 dengan predikat "SUKSES" dengan total skor 100,63 dari RKAP dengan predikat "BAIK" dengan total skor 100. / Independent Auditor Report on Key Performance Indicators (KPI) Report No: R/032.AAT/epw/2020 dated April 8, 2020 with the predicate "SUCCESS" with a total score of 100.63 from the RKAP with the predicate "GOOD" with a total score of 100. Laporan Auditor Independen atas Laporan Evaluasi Status Tindak Lanjut atas Arahan dan Keputusan RUPS RKAP 2019 dan RUPS Laporan Kinerja Tahunan 2019 No : R/031.AAT/epw/2020 tanggal 8 April 2020. / Independent Auditor's Report on the Follow-up Status Evaluation Report on the Directions and Decisions of the 2019 RKAP GMS and 2019 Annual GMS Performance Report No: R/031.AAT/epw/2020 dated April 8, 2020. |

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| No | Mata Acara Agenda | Keputusan Decision |
|----|---|--|
| | <p>Persetujuan laporan tahunan dan pengesahan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2019 serta Laporan Tugas Pengawasan Dewan Komisaris Tahun Buku 2019. Approval of the annual report and ratification of the Company's Consolidated Financial Statements for Fiscal Year 2019 as well as Report on the Supervisory Duties of the Board of Commissioners for Fiscal Year 2019.</p> | <p>3. Memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris atas tindakan pengurusan dan pengawasan PKG yang telah dijalankan selama Tahun Buku 2019, sepanjang Provide full discharge and discharge of responsibilities (<i>volledig acquit et de charge</i>) to the Board of Directors and the Board of Commissioners for the management and supervision of PKG that have been carried out during the 2019 Financial Year, as long as :</p> <ol style="list-style-type: none"> Tindakan tersebut termuat dalam Laporan Tahunan atau Laporan Keuangan yang telah diaudit oleh KAP; / Such actions are contained in the Annual Report or Financial Statements that have been audited by KAP; Tindakan tersebut bukan merupakan tindak pidana dan tidak melanggar kode etik dan/atau ketentuan peraturan perundang-undangan yang berlaku; 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; Catatan KAP ditindaklanjuti dan diselesaikan secara tuntas; dan / KAP records are followed up and completed thoroughly; and Laporan Tahunan dan Laporan Keuangan yang disajikan tersebut telah memuat hal-hal dan kejadian-kejadian yang sesungguhnya sehingga tidak mengakibatkan kerugian bagi PKG di kemudian hari. The Annual Reports and Financial Reports presented have included actual things and events so that they do not cause losses to PKG in the future. <p>4. Menyetujui usulan ratifikasi terhadap realisasi biaya atas pagu anggaran dalam RKAP tahun 2019 yang telah disetujui dalam RUPS RKAP tahun 2019 berdasarkan surat PKG nomor : 3129/B/KU.00.01/18/DR/2020 tanggal 13 Mei 2002. Biaya-biaya yang sifatnya controllable tidak boleh melebihi pagu anggarannya sebelum memperoleh persetujuan dari Pemegang Saham. /Approved the proposed ratification of the realization of the cost of the budget ceiling in the 2019 RKAP which was approved in the 2019 RKAP GMS based on the PKG letter number: 3129/B/KU.00.01/18/DR/2020 dated 13 May 2002. The costs incurred its controllable nature may not exceed the budget ceiling before obtaining approval from the Shareholders.</p> |
| 2. | <p>Persetujuan dan pengesahan Laporan Program Kemitraan dan Bina Lingkungan (PKBL) Perseroan Tahun Buku 2019. Approval and ratification of the Company's Partnership and Community Development Program (PKBL) Report for the 2019 Financial Year.</p> | <p>Menyetujui dan mengesahkan Laporan tahunan PKBL Tahun Buku 2019 termasuk Laporan Keuangan Program Kemitraan dan Bina Lingkungan yang telah diaudit oleh KAP Amir Abadi Jusuf, Aryanto, Mawar dan Rekan sesuai laporannya Nomor : 00012/3.0310/AU.2/11/0500-2/1/IV/2020 tanggal 8 April 2020 dengan pendapat "Wajar dalam semua hal yang material, serta memberikan pelunasan dan pembebasan tanggung jawab (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris atas tindakan pengurusan dan pengawasan Program Kemitraan dan Bina Lingkungan (PKBL) Tahun Buku 2019, sepanjang tindakan tersebut bukan merupakan tindak pidana dan/atau melanggar ketentuan peraturan perundang-undangan yang berlaku dan tercermin dalam laporan tersebut / Approved and ratified the PKBL Annual Report for the 2019 Financial Year including the Financial Statements of the Partnership and Community Development Program which had been audited by KAP Amir Abadi Jusuf, Aryanto, Mawar and Partners according to their report Number: 00012/3.0310/AU.2/11/0500-2/1 /IV/2020 dated April 8, 2020 with the opinion "Reasonable in all material respects, as well as providing settlement and release of responsibility (<i>volledig acquit et de charge</i>) to the Board of Directors and the Board of Commissioners for the management and supervision of the Partnership and Community Development Program (PKBL) Year Book 2019, as long as the action is not a criminal act and/or violates the provisions of the applicable laws and regulations and is reflected in the report.</p> |

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| No | Mata Acara Agenda | Keputusan Decision |
|----|---|---|
| 3. | <p>Penetapan penggunaan Laba Bersih Konsolidasian Perseroan Tahun Buku 2019.</p> <p>Determination of the use of the Company's Consolidated Net Profit for the 2019 Fiscal Year.</p> | <p>Menyetujui dan menetapkan penggunaan laba bersih tahun berjalan konsolidasi yang dapat didistribusikan kepada pemilik entitas induk PKG untuk tahun buku yang berakhir pada tanggal 31 Desember 2019 yaitu sebesar Rp. 1.344.230.000.000,00 (satu triliun tiga ratus empat puluh empat miliar dua ratus tiga puluh juta Rupiah) dengan rincian sebagai berikut / Approved and determined the use of consolidated net income for the year that can be distributed to owners of PKG's parent entity for the financial year ended December 31, 2019 in the amount of Rp. 1,344,230,000,000.00 (one trillion three hundred forty-four billion two hundred and thirty million Rupiah) with the following details :</p> <ol style="list-style-type: none"> 1. Deviden sebesar Rp564.576.600.000,00 (lima ratus enam puluh empat miliar lima ratus tujuh puluh enam juta enam ratus ribu Rupiah). / Dividend of Rp564,576,600,000.00 (five hundred sixty four billion five hundred seventy six million six hundred thousand Rupiah). 2. Sisanya ditetapkan sebagai laba ditahan untuk cadangan dalam mendukung kegiatan operasional dan pengembangan PKG. / The remainder is determined as retained earnings for reserves to support the operational activities and development of PKG. |
| 4. | <p>Penetapan Gaji/ Honorarium berikut fasilitas dan tunjangan Tahun Buku 2020, Tantiem untuk Direksi dan Dewan Komisaris serta Jasa Operasi Karyawan atas Kinerja Tahun Buku 2019 / Determination of Salary/Honorarium along with facilities and allowances for Fiscal Year 2020, Tantiem for the Board of Directors and Board of Commissioners as well as Employee Operational Services for Fiscal Year 2019 Performance</p> | <ol style="list-style-type: none"> a. Tantiem untuk Direksi dan Dewan Komisaris Tahun Buku 2019 serta gaji Direksi dan Honorarium Dewan Komisaris untuk Tahun Buku 2020 akan ditetapkan kemudian secara terpisah dan tersendiri oleh Pupuk Indoensia selaku Pemegang Saham Mayoritas. / The bonus for the Board of Directors and the Board of Commissioners for the 2019 Fiscal Year as well as the salaries of the Directors and the Board of Commissioners' Honorarium for the 2020 Fiscal Year will be determined later separately and separately by Pupuk Indonesia as the Majority Shareholder. b. Tantiem Dewan Komisaris yang berasal dari Direksi Pupuk Indonesia harus disetor langsung ke rekening Bank Mandiri KCP Pusri Jakarta a.n. PT Pupuk Indonesia (Persero) Nomor : 116.00.9000.554.8, sebagai pendapatan lain-lain Pupuk Indonesia. / Tantiem from the Board of Commissioners from the Directors of Pupuk Indonesia must be deposited directly into the account of Bank Mandiri KCP Pusri Jakarta a.n. PT Pupuk Indonesia (Persero) Number: 116.00.9000.554.8, as other income of Pupuk Indonesia. c. Menyetujui dan menetapkan Jasa Operasi Karyawan sebesar Rp. 227.209.000.000,00 (dua ratus dua puluh tujuh miliar dua ratus Sembilan juta Rupiah) sudah termasuk pajak. Jasa operasi agar diberikan kepada karyawan (termasuk karyawan penugasan) secara proporsional dengan memperhatikan masa kerja, kinerja dan tugas serta tanggung jawab. / Approve and determine the Employee Operational Service amounting to Rp. 227,209,000,000.00 (two hundred and twenty-seven billion two hundred and nine million Rupiah) including tax. Operational services should be provided to employees (including assigned employees) proportionally by taking into account years of service, performance and duties and responsibilities. |
| 5. | <p>Penetapan Kantor Akuntan Publik (KAP) untuk mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Kemitraan dan Program Bina Lingkungan Tahun Buku 2020. / The appointment of a Public Accounting Firm (KAP) to audit the Company's Consolidated Financial Statements and the Financial Statements of the Partnership Program and Community Development Program for the Financial Year 2020.</p> | <p>Kantor Akuntan Publik (KAP) yang akan mengaudit Laporan Keuangan Konsolidasian Perseroan dan Laporan Keuangan Program Kemitraan dan Program Bina Lingkungan Tahun Buku 2020 akan ditetapkan kemudian secara terpisah oleh RUPS berdasarkan usulan Dewan Komisaris berdasarkan seleksi yang dilaksanakan sesuai dengan Good Corporate Governance (GCG) dan ketentuan peraturan perundang-undangan yang berlaku. / The Public Accounting Firm (KAP) which will audit the Company's Consolidated Financial Statements and the Financial Statements of the Partnership Program and Community Development Program for the Financial Year 2020 will be determined later separately by the GMS based on the recommendation of the Board of Commissioners based on a selection carried out in accordance with Good Corporate Governance (GCG) and other provisions, applicable laws and regulations.</p> |

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SUSTAINABLE GOVERNANCE**RUPS Luar Biasa Tahun 2020**

Selama tahun 2020 RUPS LB PT Petrokimia Gresik diselenggarakan 1 (satu) kali yaitu :

- **RUPS Luar Biasa tanggal 25 Agustus 2020**

Pada tahun 2020, terjadi perubahan komposisi anggota Dewan Komisaris PG, yaitu pergantian M. Djohan Safri dan Bapak Sarwo Edhy yang digantikan oleh Bapak T. Nugroho Purwanto dan Ibu Indira Chunda Thita berdasarkan Rapat Umum Pemegang Saham Luar Biasa PT Petrokimia Gresik tanggal 25 Agustus 2020. Dengan demikian, komposisi Dewan Komisaris PT Petrokimia Gresik periode 31 Desember 2020 adalah sebagai berikut:

Extraordinary GMS 2020

During 2020 the EGMS of PT Petrokimia Gresik was held 1 (one) time, namely:

- **Extraordinary GMS on August 25, 2020**

In 2020, there was a change in the composition of PG's Board of Commissioners, namely the replacement of M. Djohan Safri and Mr. Sarwo Edhy who were replaced by Mr. T. Nugroho Purwanto and Mrs. Indira Chunda Thita based on the Extraordinary General Meeting of Shareholders of PT Petrokimia Gresik on August 25, 2020. Thus, the composition of the Board of Commissioners of PT Petrokimia Gresik for the period of December 31, 2020 is as follows:

| No | Nama Name | Jabatan Position | Domisili Position | Dasar Pengangkatan Basis of Appointment |
|----|-----------------------------|--|----------------------|---|
| 1. | T. Nugroho Purwanto | Komisaris Utama President Commissioner | Gresik | Akta Notaris Lumassia,S.H. No. 14, tanggal 25 Agustus 2020 Deed of Notary Lumassia, S.H. No. 14, dated August 25, 2020 |
| 2. | Mahmud Nurwindu | Komisaris Independen Independent Commissioner | Surabaya | Akta Notaris Lumassia,S.H. No. 4, tanggal 20 April 2016 Deed of Notary Lumassia, S.H. No. 4, dated April 20, 2016 |
| 3. | Heriyono Harsoyo | 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 |
| 4. | 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 |
| 5. | Yoke C. Katon | Komisaris Commissioner | Semarang | Akta Notaris Lumassia,S.H. No. 14, tanggal 25 Agustus 2020 Deed of Notary Lumassia, S.H. No. 14, dated August 25, 2020 |
| 6. | 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 |

masa jabatan berakhir pada 25 Agustus 2020 | the term of office has ended since August 25, 2020

TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

PERUBAHAN SIGNIFIKAN SELAMA PERIODE PELAPORAN

[GRI 102-10]

Pada tahun 2020, terjadi perubahan komposisi anggota Dewan Komisaris PG, yaitu pergantian M. Djohan Safri dan Bapak Sarwo Edhy yang digantikan oleh Bapak T. Nugroho Purwanto dan Ibu Indira Chunda Thita berdasarkan Rapat Umum Pemegang Saham Luar Biasa PT Petrokimia Gresik tanggal 25 Agustus 2020. Selain itu perubahan juga terjadi pada komposisi anggota Dewan Komisaris yaitu pengangkatan Bapak Dwi Satriyo Annurogo menggantikan Bapak Rahmad Pribadi sebagai Direktur Utama, pengunduran diri Bapak Arif Fauzan dan Bapak I Ketut Rusnaya masing-masing dari jabatan Direktur Teknik dan Pengembangan dan Direktur Produksi untuk pelaksanaan restrukturisasi manajemen Anak Usaha Holding PT Pupuk Indonesia (Persero) berdasarkan Rapat Umum Pemegang Saham (RUPS) PT Petrokimia Gresik pada tanggal 25 Agustus 2020.

DEWAN KOMISARIS

Dewan Komisaris merupakan organ Perseroan yang bertugas dan bertanggungjawab secara kolektif untuk melakukan pengawasan dan memberikan nasihat kepada Direksi serta memastikan bahwa Perseroan melaksanakan GCG. Namun demikian, Dewan Komisaris tidak boleh turut serta dalam mengambil keputusan operasional Perseroan. 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 dengan pemberhentian sementara.

SIGNIFICANT CHANGES DURING THE REPORTING PERIOD

[GRI 102-10]

In 2020, there was a change in the composition of PG's Board of Commissioners, namely the replacement of M. Djohan Safri and Mr. Sarwo Edhy who were replaced by Mr. T. Nugroho Purwanto and Mrs. Indira Chunda Thita based on the Extraordinary General Meeting of Shareholders of PT Petrokimia Gresik on August 25, 2020. In addition, changes also occurred in the composition of the members of the Board of Commissioners, namely the appointment of Mr. Dwi Satriyo Annurogo to replace Mr. Rahmad Pribadi as President Director, the resignation of Mr. Arif Fauzan and Mr. I Ketut Rusnaya respectively from the positions of Director of Engineering and Development and Director of Production for the implementation of management restructuring. Holding Subsidiary of PT Pupuk Indonesia (Persero) based on the General Meeting of Shareholders (GMS) of PT Petrokimia Gresik on August 25, 2020.

BOARD OF COMMISSIONERS

The Board of Commissioners is the Company's organ that is collectively tasked 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 operational decisions of the Company. 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 so that they can 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 functions of the Board of Commissioners include preventive, corrective, and temporary dismissal.

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE**Jumlah dan Komposisi
Dewan Komisaris [GRI 405-1]**

Jumlah anggota Dewan Komisaris PT Petrokimia Gresik adalah 6 (enam) orang. Dewan Komisaris ditetapkan melalui Rapat Umum Pemegang Saham (RUPS) Luar Biasa. Selama tahun 2020, terdapat pergantian anggota Dewan Komisaris.

**Number and Composition
of the Board of Commissioners [GRI 405-1]**

The number of members of the Board of Commissioners of PT Petrokimia Gresik is 6 (six) people. The Board of Commissioners is appointed through the Extraordinary General Meeting of Shareholders (GMS). During 2020, there was a change in the members of the Board of Commissioners.

KOMPOSISI DEWAN KOMISARIS PERIODE 1 JANUARI 2020 – 25 AGUSTUS 2020 :
COMPOSITION OF THE BOARD OF COMMISSIONERS FOR THE PERIOD OF JANUARY 1, 2020 – AUGUST 25, 2020

| No | Nama Name | Jabatan Position | Domisili Position | Dasar Pengangkatan Basis of Appointment |
|----|-------------------------|--|----------------------|--|
| 1. | M. Djohan Safri* | Komisaris Utama President 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 |
| 2. | 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 |
| 3. | Sarwo Edhy* | 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 |
| 4. | 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 |
| 5. | 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 |
| 6. | Yoke Candra Katon | Komisaris Independen Independent Commissioner | Surabaya | Akta Notaris Lumassia, S.H. No. 4, tanggal 20 April 2016 Deed of Notary Lumassia, S.H. No. 4, dated April 20, 2016 |

* masa jabatan berakhir pada 25 Agustus 2020 | the term of office has ended since August 25, 2020

Pada tahun 2020, terjadi perubahan komposisi anggota Dewan Komisaris PG, yaitu pergantian M. Djohan Safri dan Bapak Sarwo Edhy yang digantikan oleh Bapak T. Nugroho Purwanto dan Ibu Indira Chunda Thita berdasarkan Rapat Umum Pemegang Saham Luar Biasa PT Petrokimia Gresik tanggal 25 Agustus 2020.

In 2020, there was a change in the composition of PG's Board of Commissioners, namely the replacement of M. Djohan Safri and Mr. Sarwo Edhy who were replaced by Mr. T. Nugroho Purwanto and Mrs. Indira Chunda Thita based on the Extraordinary General Meeting of Shareholders of PT Petrokimia Gresik on August 25, 2020.



KOMPOSISI DEWAN KOMISARIS PERIODE 25 AGUSTUS 2020 – 31 DESEMBER 2020 :

COMPOSITION OF THE BOARD OF COMMISSIONERS FOR THE PERIOD OF AUGUST 25, 2020 – DECEMBER 31, 2020

| No | Nama Name | Jabatan Position | Domisili Position | Dasar Pengangkatan Basis of Appointment |
|----|--------------------------------|--|-------------------|---|
| 1. | T. Nugroho Purwanto | Komisaris Utama President Commissioner | Gresik | Akta Notaris Lumassia,S.H. No. 14, tanggal 25 Agustus 2020 Deed of Notary Lumassia, S.H. No. 14, dated August 25, 2020 |
| 2. | Mahmud Nurwindu | Komisaris Commissioner | Surabaya | Akta Notaris Lumassia,S.H. No. 4, tanggal 20 April 2016 Deed of Notary Lumassia, S.H.No. 4, dated April 20, 2016 |
| 3. | Heriyono Harsoyo | 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 |
| 4. | 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 |
| 5. | Yoke C. Katon | Komisaris Independen Independent Commissioner | Semarang | Akta Notaris Lumassia,S.H. No. 14, tanggal 25 Agustus 2020 Deed of Notary Lumassia, S.H.No. 14, dated August 25, 2020 |
| 6. | 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 |

* mulai menjabat sejak 25 Agustus 2020 | started serving since August 25, 2020

DIREKSI

Direksi sebagai salah satu organ Perseroan bertugas dan bertanggung jawab secara kolegal. Masing-masing anggota Direksi dapat melaksanakan tugas dan mengambil keputusan sesuai dengan pembagian tugas dan wewenangnya. Namun, pelaksanaan tugas oleh masing-masing anggota Direksi tetap merupakan tanggung jawab bersama.

BOARD OF DIRECTORS

The Board of Directors as one of the organs of the Company has a collegiate duty and responsibility. Each member of the Board of Directors can carry out their duties and make decisions in accordance with the division of tasks and authorities. However, the implementation of duties by each member of the Board of Directors remains a shared responsibility.

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE

Kedudukan masing-masing anggota Direksi termasuk Direktur Utama adalah setara. Direksi wajib dan beritikad baik, serta bertanggung jawab penuh menjalankan tugas pengelolaan Perseroan dengan tetap memperhatikan keseimbangan kepentingan seluruh pihak yang berkepentingan dengan aktivitas Perseroan. Direksi wajib tunduk kepada ketentuan, peraturan perundang-undangan yang berlaku, Anggaran Dasar, tata kelola perusahaan dan keputusan RUPS.

Board Policy Manual (BPM) mengatur tugas dan kewajiban direksi terkait strategi dan rencana kerja untuk merumuskan Visi, Misi, Tata Nilai/Budaya Perseroan, Rencana Jangka Panjang Perseroan, dan Rencana Kerja yang meliputi diantaranya kebijakan, sasaran, strategi, dan aspek keuangan ditandatangani oleh Direksi dan Dewan Komisaris. Selanjutnya menyampaikan kepada pemegang saham dan mensosialisasikan kepada seluruh karyawan. **[GRI 102-26]**

Jumlah dan Komposisi Direksi **[GRI 405-1]**

KOMPOSISI DIREKSI PERIODE 1 JANUARI 2020 – 25 AGUSTUS 2020 :

COMPOSITION OF THE BOARD OF DIRECTOR FOR THE PERIOD OF JANUARY 1, 2020 – AUGUST 25, 2020

| No | Nama Name | Jabatan Position | Domisili Position | Dasar Pengangkatan Basis of Appointment | Periode Term of Office |
|----|------------------|---|----------------------|--|---------------------------|
| 1. | Rahmad Pribadi | Direktur Utama President Director | Gresik | Akta Notaris Lumassia, S.H. No. 06, tanggal 31 Oktober 2018 Deed of Notary Lumassia, S.H. No. 06, dated October 31, 2018 | 2018 - Sekarang Now |
| 2. | Digna Jatningsih | Direktur Pemasaran Director of Marketing | Gresik | Akta Notaris Lumassia, S.H. No. 06, tanggal 22 Oktober 2019 Deed of Notary Lumassia, S.H. No. 06, dated October 22, 2019 | 2019 - Sekarang Now |
| 3. | I Ketut Rusnaya | Direktur Produksi Director of Production | Gresik | Akta Notaris Lumassia, S.H., No. 2, tanggal 13 Januari 2016 Deed of Notary Lumassia, S.H. No. 2, dated January 13, 2016 | 2016 - Sekarang Now |
| 4. | Dwi Ary Purnomo | Direktur Keuangan, SDM dan Umum / Director of Finance, Human Resources, 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 | 2017 - Sekarang Now |
| 5. | Arif Fauzan | Direktur Teknik dan Pengembangan Director of Engineering & Development | Gresik | Akta Notaris Lumassia, S.H. No. 2, tanggal 13 Januari 2016 Deed of Notary Lumassia, S.H. No. 2, dated January 13, 2016 | 2016 - Sekarang Now |

The position of each member of the Board of Directors including the President Director is equal. The Board of Directors is obliged and has good intentions, and is fully responsible for carrying out the duties of managing the Company while still paying attention to 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, the Articles of Association, corporate governance and the resolutions of the GMS.

The Board Policy Manual (BPM) regulates the duties and responsibilities of the board of directors related to strategies and work plans to formulate the Vision, Mission, Values/Culture of the Company, the Company's Long Term Plan, and Work Plan which includes policies, targets, strategies, and financial aspects signed by Board of Directors and Board of Commissioners. Furthermore, convey to shareholders and socialize to all employees. **[GRI 102-26]**

Number and Composition of Directors **[GRI 405-1]**



Pada tanggal 25 Agustus 2020, terjadi perubahan komposisi anggota Direksi yaitu Bapak Rahmad Pribadi dari jabatannya sebagai Direktur Utama yang digantikan oleh Bapak Dwi Satriyo Annurogo serta pengunduran diri Bapak Arif Fauzan dan Bapak I Ketut Rusnaya masing-masing dari jabatan Direktur Teknik dan Pengembangan serta Direktur Produksi untuk pelaksanaan restrukturisasi manajemen Anak Perseroan Holding PT Pupuk Indonesia (Persero) berdasarkan Keputusan Pemegang Saham diluar Rapat Umum Pemegang Saham (RUPS) PT Petrokimia Gresik dalam Akta Notaris No. 6 tanggal 22 Oktober 2019.

In August 25, 2020, there was a change in the composition of the members of the Board of Directors, namely Mr. Rahmad Pribadi from his position as President Director who was replaced by Mr. Dwi Satriyo Annurogo and the resignation of Mr. Arif Fauzan and Mr. I Ketut Rusnaya respectively from the positions of Director of Engineering and Development and Director of Production. for the implementation of management restructuring of the Subsidiary Holding Company PT Pupuk Indonesia (Persero) based on the Decision of the Shareholders outside the General Meeting of Shareholders (GMS) of PT Petrokimia Gresik in the Notarial Deed. 6 on 22 October 2019.

KOMPOSISI DIREKSI PERIODE 25 AGUSTUS 2020 – 31 DESEMBER 2020 :

COMPOSITION OF THE BOARD OF DIRECTOR FOR THE PERIOD OF AUGUST 25, 2020 – DECEMBER 31, 2020

| 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 Deed of Notary Lumassia, S.H. No. 15, dated August 25, 2020 | 25 Agustus - sekarang August 25,- now |
| 2. | Digna Jatningsih | Direktur Pemasaran Director of Marketing | Gresik | Akta Notaris Lumassia,S.H. No. 06, tanggal 22 Oktober 2019 Deed of Notary Lumassia, S.H. No. 06, dated October 22, 2019 | 2017- sekarang / now |
| 4. | Dwi Ary Purnomo | Direktur Keuangan, SDM dan Umum Director of Finance, Human Resources, 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 | 25 Agustus - sekarang August 25,- now |

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE

KOMITE AUDIT

[GRI 102-22]

Komite Audit bertanggung jawab kepada Dewan Komisaris dan membantu Dewan Komisaris dalam pelaksanaan tugasnya agar pengelolaan Perseroan dapat berlangsung dengan efisien dan efektif melalui sistem dan pelaksanaan pengawasan yang kompeten dan independen.

Persyaratan Anggota Komite Audit

Persyaratan keanggotaan Komite Audit sebagaimana diatur dalam Audit Committee Charter adalah sebagai berikut:

- Memiliki integritas yang tinggi, kemampuan, pengetahuan, dan pengalaman yang memadai sesuai dengan latar belakang pendidikannya, serta mampu berkomunikasi dengan baik;
- Salah seorang dari anggota Komite Audit memiliki latar belakang pendidikan akuntansi dan keuangan;
- Memiliki pengetahuan yang cukup untuk membaca dan memahami laporan keuangan;
- Memiliki pengetahuan yang memadai tentang peraturan perundang-undangan di bidang pasar modal dan peraturan perundang-undangan terkait lainnya;
- Bukan merupakan orang dalam Kantor Akuntan Publik yang memberikan jasa audit dan/atau non-audit di lingkungan PT Petrokimia Gresik dalam satu tahun terakhir sebelum diangkat oleh Dewan Komisaris sebagaimana dimaksud dalam Peraturan No. VIII.A.2 tentang Independen Akuntansi yang Memberikan Jasa Audit di Pasar Modal;
- Bukan merupakan karyawan kunci di PT Petrokimia Gresik dalam satu tahun terakhir sebelum diangkat oleh Dewan Komisaris;
- Tidak memiliki saham, baik langsung maupun tidak langsung di PT Petrokimia Gresik. Dalam hal anggota Komite Audit memperoleh saham akibat suatu peristiwa hukum maka dalam jangka waktu paling lama enam bulan setelah diperolehnya saham tersebut wajib mengalihkan kepada pihak lain;
- Tidak memiliki hubungan afiliasi dengan PT Petrokimia Greisk, Direksi, atau Pemegang Saham Utama Perseroan;
- Tidak memiliki hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha PT Petrokimia Gresik;
- Tidak merangkap sebagai anggota Komite Audit pada Emiten atau Perseroan pada periode yang sama;

AUDIT COMMITTEE

[GRI 102-22]

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.

Audit Committee Member Requirements

The requirements for membership of the Audit Committee as stipulated in the Audit Committee Charter are as follows:

- Have high integrity, ability, knowledge, and adequate experience according to their educational background, and are able to communicate well;
- One of the members of the Audit Committee has an educational background in accounting and finance;
- Have sufficient knowledge to read and understand financial statements;
- Have adequate knowledge of the laws and regulations in the capital market and other related laws and regulations;
- Not a person in a Public Accounting Firm that provides audit and/or non-audit services within PT Petrokimia Gresik in the last year before being appointed by the Board of Commissioners as referred to in Regulation No. VIII.A.2 concerning Independent Accounting Providing Audit Services in the Capital Market;
- Not a key employee at PT Petrokimia Gresik in the last year before being appointed by the Board of Commissioners;
- Does not own shares, either directly or indirectly, in PT Petrokimia Gresik. In the event that a member of the Audit Committee acquires shares as a result of a legal event, within a maximum period of six months after the acquisition of the shares, they must transfer them to another party;
- Has no affiliation with PT Petrokimia Greisk, the Board of Directors, or the Company's Major Shareholders;
- Does not have a business relationship, either directly or indirectly, related to the business activities of PT Petrokimia Gresik;
- Not concurrently serving as a member of the Audit Committee of the Issuer or Company in the same period;

TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE

- k) Tidak memiliki kepentingan/keterikatan pribadi yang dapat menimbulkan dampak negatif dan konflik kepentingan terhadap Perseroan, misalnya mempunyai kaitan keluarga sedarah dan semenda sampai derajat ketiga baik secara vertikal maupun horizontal dengan pegawai atau pejabat Perseroan, atau tidak memiliki kaitan dengan rekanan Perseroan.
- k) Do not have any personal interests/attachments that can have a negative impact and conflict of interest on the Company, for example having blood and marriage relations up to the third degree either vertically or horizontally with employees or officials of the Company, or having no relationship with the Company's partners.

Susunan Anggota Komite Audit

Susunan anggota Komite Audit Perseroan terdiri dari 1 (satu) Ketua, 1 (satu) orang sekretaris merangkap anggota dan 2 (dua) orang anggota yang memiliki pengetahuan dan kemampuan di bidang audit, hukum dan keuangan. Pada tahun 2020, terdapat penambahan Anggota Komite Audit dengan rinciannya sebagai berikut:

Composition of Audit Committee Members

The composition of the members of the Company's Audit Committee consists of 1 (one) Chairman, 1 (one) secretary who is concurrently a member and 2 (two) members who have knowledge and abilities in the fields of auditing, law and finance. In 2020, there were additional members of the Audit Committee with the following details:



MAHMUD NURWINDU

Ketua | Chairman

SK Dewan Komisaris No. 109/SK/10/DK/2019 tanggal 31 Oktober 2019 tentang Permemberhentian dan Pengangkatan Ketua Komite Audit PT Petrokimia Gresik / Decree of the Board of Commissioners No. 109/SK/10/DK/2019 dated October 31, 2019 regarding the Dismissal and Appointment of the Chairman of the Audit Committee of PT Petrokimia Gresik



SOSIAWAN SOEBAGIO

Sekretaris merangkap Anggota | Secretary and Member

SK Dewan Komisaris No. 59.1/SK.07/DK/7/2016 tanggal 14 Juli 2016 dan diangkat kembali berdasarkan SK Dewan Komisaris No. 49/SK-07/07/DK/2018 tanggal 14 Juli 2018 / Decree of the Board of Commissioners No. 59.1/SK.07/DK/7/2016 dated July 14, 2016 and was reappointed based on the Decree of the Board of Commissioners No. 49/SK-07/07/DK/2018 dated 14 July 2018



BAMBANG SETIOBROTO

Anggota | Member

SK Dewan Komisaris No. 06/SK/10/99/DK/2020 tanggal 2 Oktober 2020 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit PT Petrokimia Gresik / 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



ABDULLAH ELI

Anggota | Member

SK Dewan Komisaris No. 39/SK-02/05/DK/2018 tanggal Mei 2018 tentang Pengangkatan Anggota Komite Audit Dewan Komisaris PT Petrokimia Gresik. / Decree of the Board of Commissioners No. 39/SK-02/05/DK/2018 dated May 2018 regarding the Appointment of Members of the Audit Committee of the Board of Commissioners of PT Petrokimia Gresik

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE

KOMITE GCG, SDM, PMRI

Dalam rangka meningkatkan kinerja Dewan Komisaris dalam menjalankan fungsi pengawasan, Dewan Komisaris menambahkan fungsi pengelolaan sumber daya manusia pada Komite *Good Corporate Governance*, Pemantau Manajemen Risiko dan Investasi. Sehingga berdasarkan Surat Keputusan Dewan Komisaris Nomor 071/DK/08/2018 tanggal 31 Agustus 2018, Komite *Good Corporate Governance*, Pemantau Manajemen Risiko dan Investasi berubah menjadi Komite *Good Corporate Governance*, Sumber Daya Manusia, Pemantau Manajemen Risiko dan Investasi. Tugas dan tanggung jawab yang ditambahkan pada Komite ini yaitu mendukung pelaksanaan tugas dan tanggung jawab Dewan Komisaris dalam mengkaji dan memantau prosedur remunerasi dan nominasi Perseroan.

Persyaratan Keanggotaan Komite GCG, SDM & PMRI

1. Memiliki integritas yang tinggi, kemampuan, pengetahuan dan pengalaman yang memadai sesuai dengan latar belakang pendidikannya, serta mampu berkomunikasi dengan baik;
2. Bersifat independen baik dalam melaksanakan tugasnya maupun dalam pelaporan dan bertanggung jawab langsung kepada Dewan Komisaris PT Petrokimia Gresik;
3. Memiliki pengetahuan yang memadai tentang penerapan GCG, Sumber Daya Manusia, Manajemen Risiko, dan Investasi;
4. Bukan merupakan karyawan kunci di PT Petrokimia Gresik dalam 1 (satu) tahun terakhir sebelum diangkat menjadi anggota Komite Manajemen Risiko;
5. Tidak mempunyai saham, baik langsung maupun tidak langsung di PT Petrokimia Gresik. Dalam hal anggota Komite GCG, SDM & PMRI memperoleh saham akibat peristiwa hukum maka dalam jangka waktu paling lambat 6 (enam) bulan setelah diperolehnya saham tersebut wajib mengalihkan kepada pihak lain;
6. Tidak memiliki hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha PT Petrokimia Gresik;
7. Tidak merangkap sebagai anggota Komite GCG, SDM & PMRI pada Emiten atau Perseroan lain pada periode yang sama;
8. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan konflik kepentingan terhadap Perseroan, misalnya mempunyai kaitan keluarga sedarah dan semenda sampai derajat

GCG COMMITTEE, HR, PMRI

In order to improve the performance of the Board of Commissioners in carrying out its supervisory function, the Board of Commissioners added the function of managing human resources to the Good Corporate Governance, Risk Management and Investment Monitoring Committee. So based on the Decree of the Board of Commissioners Number 071/DK/08/2018 dated 31 August 2018, the Good Corporate Governance, Risk Management and Investment Monitoring Committee changed to the Good Corporate Governance, Human Resources, Risk Management and Investment Monitoring Committee. Duties and responsibilities added to this Committee are to support the implementation of the duties and responsibilities of the Board of Commissioners in reviewing and monitoring the Company's remuneration and nomination procedures.

GCG, HR & PMRI Committee Membership Requirements

1. Have high integrity, ability, adequate knowledge and experience according to their educational background, and able to communicate well;
2. Independent in carrying out their duties as well as in reporting and reporting directly to the Board of Commissioners of PT Petrokimia Gresik;
3. Have adequate knowledge about the implementation of GCG, Human Resources, Risk Management, and Investment;
4. Not a key employee at PT Petrokimia Gresik in the last 1 (one) year before being appointed as a member of the Risk Management Committee;
5. Does not own shares, either directly or indirectly, in PT Petrokimia Gresik. In the event that a member of the GCG, HR & PMRI Committee acquires shares due to a legal event, within a period of no later than 6 (six) months after the acquisition of the shares, they must transfer them to another party;
6. Does not have a business relationship, either directly or indirectly, related to the business activities of PT Petrokimia Gresik;
7. Not concurrently serving as a member of the GCG, HR & PMRI Committee at another Issuer or Company in the same period;
8. Do not have any personal interests/relationships that can have a negative impact and conflict of interest on the Company, for example having blood and marriage relations up to the third degree either vertically or

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ketiga baik secara vertikal maupun horizontal dengan pegawai atau pejabat Perseroan, atau tidak memiliki kaitan dengan rekanan Perseroan.

horizontally with employees or officials of the Company, or having no relationship with the Company's partners.

Susunan Anggota Komite GCG, SDM & PMRI

Susunan keanggotaan Komite GCG, SDM & PMRI berjumlah 1 (satu) orang Ketua dan 2 (dua) orang anggota yang diangkat oleh Dewan Komisaris untuk kemudian Dewan Komisaris akan menunjuk Ketua, Sekretaris dan Anggota Komite GCG, SDM & PMRI dengan periode jabatan selama 2 (dua) tahun.

Hingga 31 Desember 2020, susunan dan komposisi Komite GCG, SDM & PMRI Perseroan adalah sebagai berikut:

Composition of GCG, HR & PMRI Committee Members

The membership composition of the GCG, HR & PMRI Committee consists of 1 (one) Chairman and 2 (two) members who are appointed by the Board of Commissioners, then the Board of Commissioners will appoint the Chair, Secretary and Members of the GCG, HR & PMRI Committee with a term of office of 2 (two) years.

As of December 31, 2020, the composition and composition of the Company's GCG, HR & PMRI Committees are as follows:



HERIYONO HARSOYO

Ketua | Chairman

SK Dewan Komisaris No. 48/SK-06/07/DK/2018 tanggal 10 Juli 2018 mengenai Pergantian Ketua Komite Dewan Komisaris PT Petrokimia Gresik. / Decree of the Board of Commissioners No. 48/SK-06/07/DK/2018 dated July 10, 2018 regarding the Change of Chairman of the Committee for the Board of Commissioners of PT Petrokimia Gresik



BIMA PARIBUANA

Sekretaris merangkap Anggota | Secretary and Member

SK Dewan Komisaris No. 13/SK01/01/DK/2019 tanggal 30 Januari 2019 mengenai Pengangkatan Kembali Anggota Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi PT Petrokimia Gresik. Decree of the Board of Commissioners No. 13/SK01/01/DK/2019 dated January 30, 2019 regarding the Appointment of Members of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee of PT Petrokimia Gresik



SETYO MARGONO

Anggota | Member

Diangkat kembali sebagai Anggota Komite GCG, SDM & PMRI berdasarkan SK Dewan Komisaris No. 04/SK/07/99/DK/2020 tanggal 14 Juli 2020 mengenai Pengangkatan Kembali Anggota Komite Good Corporate Governance, Sumber Daya Manusia, dan Pemantau Manajemen Risiko dan Investasi PT Petrokimia Gresik. / 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 regarding the Appointment of Members of the Good Corporate Governance, Human Resources, and Risk Management and Investment Monitoring Committee of PT Petrokimia Gresik

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SUSTAINABLE GOVERNANCEMEKANISME PEMILIHAN DAN
PENGANGKATAN DEWAN KOMISARIS
DAN DIREKSI

[GRI 102-24]

Sebagaimana diatur dalam Peraturan Menteri Negara BUMN Nomor PER-03/MBU/2006 tentang Perubahan atas Pedoman Pengangkatan Anggota Direksi dan Anggota Komisaris Anak Perseroan BUMN, pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi dilakukan melalui mekanisme Rapat Umum Pemegang Saham (RUPS), dengan mempertimbangkan aspek integritas, kompetensi, reputasi, pengalaman, dan keahlian sesuai dengan jabatan yang akan diisi serta kebutuhan Perseroan yang dinamis.

Sebelum mengusulkan dalam RUPS, PT Pupuk Indonesia (Persero) selaku entitas induk sekaligus Pemegang Saham Utama dan Pengendali terlebih dahulu melakukan penyaringan melalui proses uji kelayakan dan kepatutan (*fit and proper test*) terhadap calon anggota Direksi dan Dewan Komisaris. Aspek penilaian uji kelayakan dan kepatutan diantaranya kemampuan dan pandangan calon Direksi dan/atau Dewan Komisaris dalam menghadapi dan mengatasi isu ekonomi, sosial, dan lingkungan. Hasil uji selanjutnya akan diajukan dan selanjutnya diputuskan oleh Pemegang Saham dalam RUPS.

PENILAIAN KINERJA
DEWAN KOMISARIS
DAN DIREKSI

[GRI 102-27; GRI 102-28]

Penilaian Kinerja Dewan Komisaris

Sesuai Pedoman Tata Kelola Perseroan yang Baik, mekanisme penilaian kinerja Dewan Komisaris PT Petrokimia Gresik adalah sebagai berikut:

1. Dewan Komisaris wajib memenuhi *Key Performance Indicator* (KPI) Dewan Komisaris;
2. Dewan Komisaris wajib menyampaikan laporan tugas pengawasan Dewan Komisaris untuk dievaluasi oleh Pemegang Saham dalam RUPS;
3. Kinerja Dewan Komisaris ditentukan berdasarkan tugas kewajiban yang tercantum dalam peraturan perundang-undangan yang berlaku dan Anggaran Dasar maupun amanat Pemegang Saham. Kriteria evaluasi formal

MECHANISM OF ELECTION AND
APPOINTMENT OF THE BOARD OF
COMMISSIONERS AND BOARD OF
DIRECTORS [GRI 102-24]

As stipulated in the Regulation of the Minister of State-Owned Enterprises Number PER-03/MBU/2006 concerning Amendments to the Guidelines for the Appointment of Members of the Board of Directors and Members of Commissioners of Subsidiary SOEs, the appointment and dismissal of members of the Board of Commissioners and Board of Directors is carried out through the mechanism of the General Meeting of Shareholders (GMS), taking into account the aspects of integrity, competence, reputation, experience, and expertise in accordance with the position to be filled and the dynamic needs of the Company.

Prior to proposing in the GMS, PT Pupuk Indonesia (Persero) as the parent entity as well as the Main and Controlling Shareholders first conducts screening through a fit and proper test process for candidates for members of the Board of Directors and Board of Commissioners. Aspects of the fit and proper test include the capabilities and views of the candidates for the Board of Directors and/or the Board of Commissioners in dealing with and overcoming economic, social, and environmental issues. The results of the next test will be submitted and subsequently decided by the Shareholders in the GMS.

PERFORMANCE ASSESSMENT OF
THE BOARD OF COMMISSIONERS AND
THE BOARD OF DIRECTORS

[GRI 102-27; GRI 102-28]

Board of Commissioners Performance Assessment

In accordance with the Guidelines for Good Corporate Governance, the mechanism for assessing the performance of the Board of Commissioners of PT Petrokimia Gresik is as follows:

1. The Board of Commissioners must fulfill the Key Performance Indicators (KPI) of the Board of Commissioners;
2. The Board of Commissioners is required to submit a report on the supervisory duties of the Board of Commissioners to be evaluated by the Shareholders at the GMS;
3. The performance of the Board of Commissioners is determined based on the duties and obligations contained in the applicable laws and regulations and the Articles of Association as well as the mandate

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disampaikan secara terbuka kepada anggota Dewan Komisaris sejak tanggal pengangkatannya.

4. Hasil evaluasi terhadap kinerja Dewan Komisaris secara keseluruhan dan kinerja masing-masing anggota Dewan Komisaris secara individual merupakan bagian tak terpisahkan dalam skema kompensasi dan pemberian insentif bagi anggota Dewan Komisaris;
5. Hasil evaluasi kinerja masing-masing anggota Dewan Komisaris secara individual merupakan salah satu dasar pertimbangan bagi Pemegang Saham untuk memberhentikan dan/atau menunjuk kembali anggota Dewan Komisaris yang bersangkutan. Hasil evaluasi kinerja tersebut merupakan sarana penilaian serta peningkatan efektivitas Dewan Komisaris.

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 Perseroan. 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 bisnis yang tertuang dalam Rencana Kerja dan Anggaran Perseroan (RKAP) dan Rencana Jangka Panjang Perseroan (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 Perseroan yang Baik di lingkungan kerja PG. Selama tahun 2020, kami mengeluarkan sebanyak 11 surat persetujuan dan 27 surat rekomendasi.

Dewan Komisaris juga melakukan kunjungan lapangan ke beberapa wilayah Indonesia seperti provinsi Jawa Timur (Madiun dan Magetan), provinsi Jawa Tengah (Sukoharjo, Karanganyar, Sragen dan Ngawi) dan provinsi Sulawesi Selatan (Makassar) dalam rangka melakukan pengawasan stock pupuk, penanganan gudang *Distribution Center* (DC) dan distribusi pupuk subsidi ke beberapa wilayah.

of the Shareholders. Formal evaluation criteria are communicated openly to members of the Board of Commissioners from the date of their appointment.

4. The results of the evaluation of the performance of the Board of Commissioners as a whole and the performance of each member of the Board of Commissioners individually are an integral part of the compensation and incentive scheme for members of the Board of Commissioners;
5. The results of the performance evaluation of each member of the Board of Commissioners individually is one of the basic considerations for Shareholders to dismiss and/or reappoint the relevant member of the Board of Commissioners. The results of the performance evaluation are a means of assessing and increasing the effectiveness of the Board of Commissioners.

Based on Article 1 Number 5 of Law No. 40 of 2007 concerning Limited Liability Companies, the Board of Commissioners is tasked with conducting general and/or specific supervision, 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 that was set at the beginning of the year.

The focus of supervision and advice provided by the Board of Commissioners throughout 2020 includes planning and achieving performance based on the business targets set out in the Company's Work and Budget Plan (RKAP) and the Company's Long Term Plan (RJPP), implementation of business strategies used by the Board of Directors in running their business. throughout the financial year, follow-up to the decisions of the General Meeting of Shareholders (GMS), and the implementation of Good Corporate Governance in PG's work environment. During 2020, we issued 11 approval letters and 27 recommendation letters.

The Board of Commissioners also made field visits to several parts of Indonesia, such as East Java (Madiun and Magetan), Central Java (Sukoharjo, Karanganyar, Sragen and Ngawi) and South Sulawesi (Makassar) provinces in order to supervise fertilizer stock, handling distribution center warehouses. (DC) and distribution of subsidized fertilizers to several regions.

TATA KELOLA BERKELANJUTAN

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Dalam rangka menjaga kinerja PG agar sesuai dengan Anggaran Dasar Perseroan, RKAP tahun 2020, 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 2020 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.

Kriteria Penilaian Kinerja Dewan Komisaris

Kriteria evaluasi kinerja Dewan Komisaris dan individu anggota Dewan Komisaris ditetapkan dalam RUPS Pengesahan Pengesahaan RKAP 2020 dan dievaluasi realisasinya dalam RUPS Persetujuan Laporan Tahunan Perseroan. Indikator untuk evaluasi kinerja Dewan Komisaris adalah sebagai berikut:

1. Aspek Proses Bisnis Internal (30%)

- Rapat Dewan Komisaris
- Rata-rata Jangka Waktu Pemberian Tanggapan dan Rekomendasi atas Rancangan RKAP
- Rata-rata Jangka Waktu Pemberian Keputusan atas Permintaan Persetujuan dari Direksi

2. Aspek Pelaksanaan Tugas Pengawasan dan Pemberian Nasihat (50%)

- Rapat Dewan Komisaris – Direksi
- Kunjungan dan Analisis Anggota Dewan Komisaris ke Lapangan
- Kehadiran dalam Acara RUPS
- Penyampaian Tanggapan atas Kinerja Triwulanan kepada RUPS
- Penyampaian Laporan Tugas Pengawasan kepada RUPS

3. Aspek Pembelajaran dan Pertumbuhan (10%)

- Pelatihan/Pembelajaran yang diikuti oleh Anggota Dewan Komisaris

In order to maintain PG's performance in accordance with the Company's Articles of Association, 2020 RKAP, and applicable laws and regulations, the Board of Commissioners always provides advice, direction and recommendations to the Board of Directors on a regular and consistent basis.

These suggestions and recommendations can be submitted through a Joint Meeting between the Board of Commissioners and the Board of Directors, which in 2020 has held 14 Joint Meetings or through a written letter that must be given within 14 (fourteen) days after the receipt of a written proposal from the Board of Directors in writing, complete, including attachments of supporting data. In addition to the Joint Meeting of the Board of Commissioners and the Board of Directors, the Board of Commissioners is also quite intense in holding meetings that were not previously scheduled and non-formal communication.

Board of Commissioners Performance Assessment Criteria

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 2020 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:

1. Internal Business Process Aspects (30%)

- Board of Commissioners Meeting
- Average Timeframe for Providing Responses and Recommendations to the Draft RKAP
- Average Term of Decision on Request for Approval from the Board of Directors

2. Aspects of Implementation of Supervision and Advice Tasks (50%)

- Board of Commissioners – Board of Directors Meeting
- Visits and Analysis of Members of the Board of Commissioners to the Field
- Attendance at the GMS Acara
- Submission of Responses on Quarterly Performance to the GMS
- Submission of the Supervisory Task Report to the GMS

3. Learning and Growth Aspects (10%)

- Training/Learning attended by Members of the Board of Commissioners

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4. Aspek Kontribusi Akhir terhadap Kinerja Perseroan (10%)

- Kontribusi Pengawasan dan Penasihatatan Dewan Komisaris terhadap pencapaian KPI Direksi

Pihak yang Melakukan Penilaian Kinerja Dewan Komisaris

Penilaian Kinerja Dewan Komisaris dilakukan melalui self assessment atas kinerja Dewan Komisaris dan dilaporkan serta dipertanggungjawabkan dalam RUPS. Penilaian kinerja Dewan Komisaris didasarkan pada KPI Dewan Komisaris yang telah disahkan dalam RUPS.

4. Aspects of Final Contribution to Company Performance (10%)

- Contribution of the Board of Commissioners' Supervision and Advisory to the Board of Directors' KPI achievement

The Party Conducting the Performance Assessment of the Board of Commissioners

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.



TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE

HASIL PENILAIAN KINERJA DEWAN KOMISARIS TAHUN 2020

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 2020 | Real Real 2020 | Skor Score |
|---|---|---|------------------------|-----------------------|--------------------------|----------------------|---------------|
| ASPEK PROSES BISNIS INTERNAL Aspect of Internal Business Process (30%) | | | | | | | |
| 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 | 16 | 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 | 3 | 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 14 hari setelah dokumen permintaan telah disampaikan secara lengkap Shall be submitted within 14 days after the complete submission of request documents | Hari Days | 10% | 143 | 14 | 10% |
| ASPEK PELAKSANAAN TUGAS PENGAWASAN DAN PEMBERIAN NASIHAT (50%) Aspect Of Implementation Of Supervisory And Advisory Duties | | | | | | | |
| 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 | 10% |
| 5. | Kunjungan dan Analisis Anggota Dewan Komisaris ke Lapangan. Field Visit and Analysis of Board of Commissioners' Members | Jumlah Kunjungan Anggota Dewan Komisaris ke lokasi usaha atau lokasi proyek/ investasi Total Visits by Members of the Board of Commissioners to business or project/ investment locations | Frekuensi Frequency | 10% | 2 | 2 | 10% |
| 6. | Kehadiran dalam Acara RUPS GMS Attendance | Cukup Jelas Self-Explanatory | Frekuensi Frequency | 10% | 3 | 3 | 10% |
| 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 | 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 | 10% |
| ASPEK PEMBELAJARAN DAN PERTUMBUHAN Aspect of learning and growth (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% | 6 | 5 | 8,3% |
| ASPEK KONTRIBUSI AKHIR TERHADAP KINERJA PERUSAHAAN (10%) Aspect of final Contribution to Company Performance | | | | | | | |
| 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% | 104,39 | 10% |
| TOTAL BOBOT TOTAL VALUE : | | | | 100% | 98,3% | | |

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PENILAIAN KINERJA DIREKSI

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 Perseroan (PT Pupuk Indonesia (Persero) dan Yayasan Petrokimia Gresik) dengan Komisaris dan Direksi Perseroan Tahun 2020 tanggal 25 Agustus 2020 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 Revisi tahun 2020. Kontrak manajemen dan KPI disusun sebagai dasar pengukuran kinerja Perseroan 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 15 indikator sebagai berikut:

1. Perspektif keuangan, meliputi:
 - *Net Income*
 - *EBITDA*
 - *Interest Bearing Debt to EBITDA Ratio*
 - *Return on Asset*
2. Perspektif Fokus Pelanggan, meliputi:
 - Pendapatan *Commercial Fertilizer*
 - Pendapatan *Circular Economy*
 - Penyaluran Pupuk Bersubsidi
 - Jumlah Pemberdayaan Distributor Lokal Kategori UMKM
3. Perspektif Efektivitas Bisnis Internal, meliputi:
 - Efisiensi COGM
 - Efisiensi Beban Usaha
 - Efektifitas Pelaksanaan Investasi
 - Efektifitas Pengelolaan Stok Lini III
4. Perspektif Inovasi dan Pengembangan, meliputi:
 - Top Talent Perseroan
 - Produktivitas Karyawan

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT

Assessment of the achievement of Key Performance Indicators (KPI) has been carried out with reference to the applicable provisions. In practice, 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 2020 dated August 25, 2020 to measure the results of achieving 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 Revised 2020. Management contracts and KPIs 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 15 indicators as follows:

1. Financial perspective, including:
 - *Net Income*
 - *EBITDA*
 - *Interest Bearing Debt to EBITDA Ratio*
 - *Return on Assets*
2. Customer Focus Perspective, including:
 - *Commercial Fertilizer Revenue*
 - *Circular Economy Income*
 - *Distribution of Subsidized Fertilizer*
 - *Total Empowerment of Local Distributors for the MSME Category*
3. Internal Business Effectiveness Perspective, including:
 - *COGM Efficiency*
 - *Operating Expenses Efficiency*
 - *Effectiveness of Investment Implementation*
 - *Effectiveness of Line III Stock Management*
4. Innovation and Development Perspective, including:
 - *Company's Top Talent*
 - *Employee Productivity*

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SUSTAINABLE GOVERNANCEKRITERIA PENILAIAN
KINERJA DIREKSI

Berdasarkan surat Kementerian BUMN No. SK S-676/BUMN/MBU/2004 tanggal 24 Desember 2004 tentang Kontrak Manajemen, maka setiap Perseroan 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.

Perhitungan pencapaian *Key Performance Indicator* (KPI) PT Petrokimia Gresik Tahun 2020 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 Perseroan 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 2020, tanggal 25 Agustus 2020.
7. Surat Direktur Utama PT Pupuk Indonesia (Persero) No. 0086/A/OT/B33/ET/2021 Tanggal 6 Januari 2021 tentang Penyesuaian Ketentuan dalam Penilaian KPI PI Group.

BOARD OF DIRECTORS PERFORMANCE
ASSESSMENT CRITERIA

Based on the letter of the Ministry of SOEs No. SK S-676/BUMN/MBU/2004 dated December 24, 2004 concerning Management Contracts, every State-Owned Enterprise is required to make Key Performance Indicators (KPI) for Management and become a Management Contract between Shareholders and Directors of SOEs.

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 and market perspectives, customer focus perspectives, and perspectives.

The calculation of the achievement of the Key Performance Indicator (KPI) of PT Petrokimia Gresik in 2020 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 the 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 in 2020, dated August 25, 2020.
7. Letter of the President Director of PT Pupuk Indonesia (Persero) No. 0086/A/OT/B33/ET/2021 January 6, 2021 concerning Adjustment of Provisions in the PI Group's KPI Assessment.

TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

HASIL PENILAIAN KINERJA DIREKSI

Berdasarkan laporan-laporan tersebut di atas, maka diperoleh hasil skor *Key Performance Indicator* (KPI) PT Petrokimia Gresik tahun 2020 setiap aspek antara lain sebagai berikut:

| No | Prespektif Perspective | Jumlah Indikator Number of Indicators | Bobot (%) Weight (%) | Nilai KPI Tahun 2020 (%) KPI Score in 2020 (%) |
|----------------------------|--|--|-------------------------|---|
| 1. | Keuangan Finance | 5 | 40,00 | 39,76 |
| 2. | Fokus Pelanggan Customer Focus | 4 | 25,00 | 26,42 |
| 3. | Efektivitas Bisnis Internal Internal Business Effectiveness | 4 | 25,00 | 26,48 |
| 4. | Inovasi dan Pengembangan Innovation and Development | 2 | 10,00 | 10,55 |
| Total Total | | 15 | 100,00 | 103,21 |
| Kriteria Criteria | | Sukses Success | | |

Dari hasil penilaian diperoleh skor Key Performance Indicator (KPI) PT Petrokimia Gresik Tahun 2020 adalah sebesar 103,21% kriteria "Sukses" dengan rincian sebagai berikut :

1. Perspektif Keuangan diperoleh skor KPI sebesar 39,76%.
2. Perspektif Fokus Pelanggan diperoleh skor KPI sebesar 26,42%.
3. Perspektif Efektivitas Bisnis Internal diperoleh skor KPI sebesar 26,48%.
4. Perspektif Inovasi dan Pengembangan diperoleh skor KPI sebesar 10,55%.

Pihak yang Melakukan Assessment

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 penyusunan adalah Perjanjian tentang Jasa Akuntan Publik PT Pupuk Indonesia (Persero) Grup Tahun 2020 antara PT Pupuk Indonesia (Persero) dengan Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan No. 119/SP/DIR-A10/2019 tanggal 2 Oktober 2019, yang salah satu bentuk dan ruang lingkup pekerjaannya yaitu melakukan Evaluasi Tingkat Pencapaian *Key Performance indicator* (KPI).

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT RESULTS

Based on the reports above, the results of the Key Performance Indicator (KPI) of PT Petrokimia Gresik in 2020 are obtained for each aspect, including the following:

From the results of the assessment, the Key Performance Indicator (KPI) score of PT Petrokimia Gresik in 2020 is 103.21% of the "Success" criteria with the following details:

1. Financial Perspective, the KPI score was 39.76%.
2. Customer Focus Perspective obtained a KPI score of 26.42%.
3. Internal Business Effectiveness Perspective, the KPI score is 26.48%.
4. Innovation and Development Perspective obtained a KPI score of 10.55%.

The Party Conducting the Assessment

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 the preparation is the Agreement on the Public Accountant Services of PT Pupuk Indonesia (Persero) Group in 2020 between PT Pupuk Indonesia (Persero) and the Public Accounting Firm of Tanudiredja, Wibisana, Rintis & Partners No. 119/SP/DIR-A10/2019 dated October 2, 2019, which one of the forms and scope of work is to evaluate the level of achievement of key performance indicators (KPI).

TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

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.

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI [GRI 102-35]

Mekanisme Penetapan Remunerasi Dewan Komisaris dan Direksi [GRI 102-36]

Remunerasi anggota Dewan Komisaris dan Direksi diberikan berdasarkan ketentuan Surat Edaran tanggal 23 Mei 2012 PT Pupuk Indonesia (Persero) No. SE-02/V/2012 tentang Pedoman Pengangkatan Anggota Direksi dan Dewan Komisaris Anak Perseroan PT Pupuk Indonesia (Persero).

Dewan Komisaris dan Direksi akan menerima sejumlah kompensasi yang diberikan secara bulanan dan tunjangan serta tantiem berdasarkan kinerja dan pencapaian Perseroan. Penetapan besaran remunerasi Direksi ditetapkan setiap tahun dalam RUPS bersamaan dengan penetapan besaran remunerasi Dewan Komisaris. Setiap anggota Dewan Komisaris dan Direksi berhak atas gaji bulanan dan tunjangan lain. Di samping itu, Dewan Komisaris dan Direksi juga mendapatkan bagian tantiem atas kinerja dan pencapaian Perseroan yang besarnya ditentukan oleh pemegang saham dalam RUPS.

Perseroan memberikan remunerasi kepada anggota Dewan Komisaris dan Direksi dengan memperhatikan tanggung jawab dan capaian kinerja masing-masing. Besaran remunerasi ditetapkan untuk menjaga mekanisme check and balances antara kedua Organ Perseroan. Mekanisme penilaian kinerja Direksi yang ditetapkan dari target pencapaian Direksi dengan memperhatikan laba yang dihasilkan, pengembangan usaha Perseroan serta ketentuan yang tercantum dalam *Key Performance Indicator* (KPI) Perseroan.

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 targets that have been mutually agreed upon are contained in the Management Contract based on Key Performance Indicators (KPI) covering financial, operational, including customer and aspects.

REMUNERATION POLICY FOR THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS [GRI 102-35]

Mechanism of Determination of Remuneration for the Board of Commissioners and Directors [GRI 102-36]

The remuneration for members of the Board of Commissioners and Board of Directors is provided based on the provisions of Circular Letter dated May 23, 2012 of PT Pupuk Indonesia (Persero) No. SE-02/V/2012 concerning Guidelines for Appointing Members of the Board of Directors and Board of Commissioners of the Subsidiary PT Pupuk Indonesia (Persero).

The Board of Commissioners and the Board of Directors will receive a number of compensation provided on a monthly basis and allowances and bonuses based on the performance and achievements of the Company. The determination of the remuneration for the Board of Directors is determined annually in the GMS together with the determination of the remuneration for the Board of Commissioners. Each member of the Board of Commissioners and Board of Directors is entitled to a monthly salary and other benefits. In addition, the Board of Commissioners and the Board of Directors also receive a share of bonuses for the performance and achievements of the Company, the amount of which is determined by the shareholders at the GMS.

The Company provides remuneration to members of the Board of Commissioners and Board of Directors by taking into account their respective responsibilities and performance achievements. The amount of remuneration is determined to maintain the mechanism of checks and balances between the two organs of the Company. The mechanism for evaluating the performance of the Board of Directors is determined from the achievement target of the Board of Directors by taking into account the profits generated, the Company's business development and the provisions contained in the Company's Key Performance Indicators (KPI).

TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE

Pengungkapan Indikator Penetapan Remunerasi

Penetapan remunerasi Dewan Komisaris dan Direksi sangat mempertimbangkan tingkat pencapaian KPI yang telah ditetapkan pada awal tahun buku. Indikator yang tercantum dalam KPI senantiasa memperoleh peninjauan kembali guna menyesuaikan dengan kebijakan manajemen holding yang terbaru. Adapun perhitungan pencapaian target dalam KPI mematuhi ketentuan yang telah diatur dalam Pedoman Penyusunan dan Penilaian *Key Performance Indicator* (KPI) yang diterbitkan oleh PT Pupuk Indonesia (Persero).

Hasil perhitungan pencapaian KPI akan diserahkan dan diolah oleh KAP sebagai salah satu pertimbangan dalam pemberian penilaian atas kinerja Dewan Komisaris dan Direksi.

Selain itu, salah satu struktur remunerasi Direksi yakni *tantiem* ditetapkan oleh RUPS dengan mempertimbangkan 2 (dua) indikator, yaitu KPI Direksi serta implementasi KPI dengan bersandarkan pada konsep Kriteria Penilaian Kinerja Unggul (KPKU). Perolehan KPKU di tahun 2020 mencapai skor 675,75, sedangkan di tahun 2019 mencapai skor 648,25.

Struktur Remunerasi Dewan Komisaris

Jenis penghasilan anggota Dewan Komisaris terdiri dari:

- a) Honorarium
- b) Tunjangan, yang terdiri dari:
 - Tunjangan Hari Raya (THR);
 - Tunjangan Komunikasi (biaya pemakaian 1 (satu) telepon seluler)
 - Tunjangan Pakaian;
 - Tunjangan Khusus untuk Dewan Komisaris (Tunjangan Transportasi);
 - Asuransi Purna Jabatan;
- c) Fasilitas, yang terdiri dari:
 - Fasilitas Kesehatan;
 - Perkumpulan/Profesi (mengikutsertakan Dewan Komisaris sebagai anggota perkumpulan/profesi paling banyak 2 (dua) perkumpulan/profesi);
 - Fasilitas bantuan hukum;
- d) *Tantiem/Insentif Kerja*, dimana dalam *tantiem* tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*)

Disclosure of Remuneration Determination Indicators

The determination of the remuneration for the Board of Commissioners and the Board of Directors takes into account the level of achievement of the KPIs that have been set at the beginning of the financial year. The indicators listed in the KPI are constantly reviewed in order to conform to the latest holding management policies. The calculation of the achievement of targets in the KPI complies with the provisions stipulated in the Guidelines for the Preparation and Assessment of Key Performance Indicators (KPI) issued by PT Pupuk Indonesia (Persero).

The results of the calculation of KPI achievement will be submitted and processed by the KAP as one of the considerations in providing an assessment of the performance of the Board of Commissioners and the Board of Directors.

In addition, one of the remuneration structures for the Board of Directors, namely *tantiem*, is determined by the GMS by considering 2 (two) indicators, namely the KPI for the Board of Directors and the implementation of KPI based on the concept of the Superior Performance Assessment Criteria (KPKU). KPKU gains in 2020 reached a score of 675.75, while in 2019 it reached a score of 648.25.

Board of Commissioners Remuneration Structure

The types of income for members of the Board of Commissioners consist of:

- a) Honorarium
- b) Allowances, which consist of:
 - Holiday Allowance (THR);
 - Communication Allowance (cost of 1 (one) cellular phone usage)
 - Clothing Allowance;
 - Special Allowance for the Board of Commissioners (Transportation Allowance);
 - Post-employment Insurance;
- c) Facilities, which consist of:
 - Medical facility;
 - Association/Profession (involving the Board of Commissioners as a member of the association/profession for a maximum of 2 (two) associations/profession);
 - Legal aid facilities;
- d) *Tantiem/Work Incentives*, where in the *tantiem* can be given additionally in the form of Long Term Incentives (LTI)

TATA KELOLA BERKELANJUTAN
SUSTAINABLE GOVERNANCE**Struktur Remunerasi Direksi**

Jenis penghasilan anggota Direksi terdiri dari:

- Gaji;
- Tunjangan yang terdiri dari:
 - Tunjangan Transportasi;
 - Tunjangan Hari Raya (THR);
 - Tunjangan Komunikasi (biaya pemakaian 1 (satu) telepon seluler)
 - Tunjangan Pakaian;
 - Tunjangan khusus Direksi (Cuti Tahunan, Cuti Besar, Perumahan dan Biaya Utilitas);
 - Asuransi Purna Jabatan
- Fasilitas, yang terdiri dari:
 - Perkumpulan/Profesi (mengikutsertakan Direksi sebagai anggota perkumpulan/profesi paling banyak 2 (dua) perkumpulan/profesi);
 - Fasilitas Kesehatan;
 - Fasilitas Bantuan Hukum;
 - Fasilitas khusus Direksi (1 (satu) unit rumah beserta biaya pemeliharaan dan utilitas sesuai kemampuan Perseroan);
 - Fasilitas membership (*Club membership Corporate Member*, paling banyak 2 (dua) keanggotaan dengan memperhatikan kemampuan keuangan Perseroan);
 - Fasilitas Biaya Representasi (sebesar biaya yang dikeluarkan (at cost) dalam hal Direksi mewakili Perseroan.
- Tantiem/Insentif Kinerja, dimana di dalam Tantiem tersebut dapat diberikan tambahan berupa Penghargaan Jangka Panjang (*Long Term Incentive/LTI*).

Board of Directors Remuneration Structure

Types of income for members of the Board of Directors consist of:

- Salary;
- Allowances consisting of:
 - Transportation Allowance;
 - Holiday Allowance (THR);
 - Communication Allowance (cost of 1 (one) cellular phone usage)
 - Clothing Allowance;
 - Special allowances for the Board of Directors (Annual Leave, Holiday Leave, Housing and Utility Fees);
 - Post-employment Insurance
- Facilities, which consist of:
 - Association/Profession (involving the Board of Directors as members of the association/profession for a maximum of 2 (two) associations/professions);
 - Medical facility;
 - Legal Aid Facilities;
 - Special facilities for the Board of Directors (1 (one) housing unit along with maintenance and utility costs according to the ability of the Company);
 - Membership facility (*Club membership, Corporate Member*, maximum 2 (two) memberships by taking into account the financial capability of the Company);
 - Representation Fee Facility (at cost) in the event that the Board of Directors represents the Company.
- Tantiem/Performance Incentives, where in the Tantiem can be given additional in the form of Long Term Incentive (LTI).

BESARAN REMUNERASI DEWAN KOMISARIS TAHUN 2020

BOARD OF COMMISSIONERS REMUNERATION AMOUNT IN 2020

| No. | Nama / Name | Jabatan Position | Gaji Bulanan Monthly Salary | Gaji Tahunan Annual Salary | THR Holiday Allowance |
|-----|----------------------------|---|--------------------------------|-------------------------------|--------------------------|
| 1. | T. Nugroho Purwanto*) | Komisaris Utama President Commissioner | 90.000.000 | 1.080.000.000 | 90.000.000 |
| 2. | Mahmud Nurwindu | Komisaris Independen Independent Commissioner | 81.000.000 | 972.000.000 | 81.000.000 |
| 3. | Indira Chunda Thita*) | Komisaris Independen Independent Commissioner | 81.000.000 | 972.000.000 | 81.000.000 |
| 4. | Heriyono Harsoyo | Komisaris / Commissioner | 81.000.000 | 972.000.000 | 81.000.000 |
| 5. | Yoke Candra Katon | Komisaris / Commissioner | 81.000.000 | 972.000.000 | 81.000.000 |
| 6. | Achmad Sigit Dwiwahjono | Komisaris / Commissioner | 81.000.000 | 972.000.000 | 81.000.000 |

* mulai menjabat sejak 25 Agustus 2020 | started serving since August 25, 2020

TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

BESARAN REMUNERASI DIREKSI TAHUN 2020

BOARD OF DIRECTORS REMUNERATION AMOUNT IN 2020

| No. | Nama / Name | Jabatan Position | Gaji Bulanan Monthly Salary | Gaji Tahunan Annual Salary | THR Holiday Allowance |
|-----|------------------------|--|--------------------------------|-------------------------------|--------------------------|
| 1. | Dwi Satriyo Annurogo*) | Direktur Utama President Director | 200.000.000 | 2.400.000.000 | 200.000.000 |
| 2. | Dwi Ary Purnomo | Direktur Keuangan dan Umum Director of Finance and General | 170.000.000 | 2.040.000.000 | 170.000.000 |
| 3. | Digna Jatiningasih | Direktur Operasi dan Produksi Director of Operations and Production | 170.000.000 | 2.040.000.000 | 170.000.000 |

* mulai menjabat sejak 25 Agustus 2020 | started serving since August 25, 2020

JAMINAN KUALITAS DAN MUTU PRODUK

[GRI 102-12]

PG senantiasa menjunjung tinggi kualitas dan keamanan produk sebagai wujud tanggung jawab terhadap konsumen dan lingkungan hidup. Komitmen tersebut direalisasikan melalui perolehan sejumlah sertifikasi ISO.

a) SNI ISO 9001:2015

Quality Management System-Requirement

Ruang Lingkup:

- Produk Pupuk, meliputi Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
- Produk Non Pupuk, meliputi Amoniak, Phosporic Acid, Sulfuric Acid, Hydrochloric Acid, Alumunium Fluoride, Gypsum, Carbondioxide dan the Procees Production Support Units

b) ISO 14001:2015

Environmental Management System-Requirement with Guidance for use

Ruang Lingkup:

- Produk Pupuk, meliputi Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
- Produk Non Pupuk, meliputi Amoniak, Phosporic Acid, Sulfuric Acid, Hydrochloric Acid, Alumunium Fluoride, Gypsum, Carbondioxide dan the Procees Production Support Units

c) Sistem Manajemen

Sistem Manajemen Keselamatan dan Kesehatan Kerja PP 50 Tahun 2012

Ruang Lingkup : Pupuk dan Bahan Kimia lain

Sistem Jaminan Halal HAS 23000

Ruang Lingkup : Beras Fungsional "Fit Rice", Amoniak, Karbondioksida Cair, Asam Sulfat, Asam Klorida, Dry Ice, Amonium Sulfat (ZA) dan Urea

Sistem Manajemen Keamanan Pangan FSSC 22000 Versi 5

Ruang Lingkup : Karbon dioksida cair

PRODUCT QUALITY AND QUALITY ASSURANCE

[GRI 102-12]

PG always upholds product quality and safety as a form of responsibility to consumers and the environment. This commitment is realized through the acquisition of a number of ISO certifications.

a) SNI ISO 9001:2015

Quality Management System-Requirements

Scope:

- Fertilizer products, including Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
- Non-fertilizer products, including Ammonia, Phosphoric Acid, Sulfuric Acid, Hydrochloric Acid, Aluminum Fluoride, Gypsum, Carbondioxide and the Process Production Support Units

b) ISO 14001:2015

Environmental Management System-Requirements with Guidance for use

Scope:

- Fertilizer products, including Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
- Non-fertilizer products, including Ammonia, Phosphoric Acid, Sulfuric Acid, Hydrochloric Acid, Aluminum Fluoride, Gypsum, Carbondioxide and the Process Production Support Units

c) Management System

Occupational Health and Safety Management System PP 50 Year 2012

Scope : Fertilizer and other Chemicals

HAS 23000 Halal Assurance System

Scope : Functional Rice "Fit Rice", Ammonia, Liquid Carbon Dioxide, Sulfuric Acid, Hydrochloric Acid, Dry Ice, Ammonium Sulphate (ZA) and Urea

FSSC 22000 Food Safety Management System Version 5

Scope: Liquid carbon dioxide

TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE

- **Sistem Manajemen Energi ISO 50001:2018**
Ruang Lingkup : Pabrik Amoniak I A dan Amoniak I B
- **Sistem Manajemen Mutu Laboratorium Penguji ISO/IEC 17025:2017**
Ruang Lingkup : Pengujian kimia untuk pupuk ZK, pupuk NPK, pupuk SP-36, pupuk urea, pupuk ZA, Gypsum, AlF_3 , fosfat alam, asam sulfat, batu bara, CO_2 dan pupuk organik
- **Sistem Manajemen Mutu Laboratorium Kalibrasi ISO/IEC 17025:2017**

Ruang Lingkup : Termometer cairan dalam gelas, termometer dengan sensor termokopel, termometer dengan sensor RTD, termo dengan indikator TC tanpa sensor, enclosure oven Furnance bath, Thermohyrometer Suhu Kelembaban, anak timbangan, timbangan, hydrometer, Labu Ukur, Pipet Volumetri, Gelas ukur, Pipet Ukur, Buret, Wet Test Meter, pressure test gauge (hydraulic), pressure test gauge (pneumatic) dan vacuum gauge

- **Sistem Manajemen Keselamatan dan Kesehatan Kerja ISO 45001:2018**
Ruang Lingkup :
 - Produk Pupuk, meliputi Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
 - Produk Non Pupuk, meliputi Amoniak, Phosphoric Acid, Sulfuric Acid, Hydrochloric Acid, Aluminium Fluoride, Gypsum, Carbondioxide dan the Proses Production Support Units
- **Sistem Manajemen Anti Penyuapan ISO 37001:2016**
Ruang Lingkup : Mengelola anti penyuapan pada kegiatan Direktorat
- **Sistem Manajemen Pengamanan Perkap No. 24 Tahun 2007**

Pada taraf nasional (Sertifikat Produk Penggunaan Tanda SNI (SPPT SNI)), sertifikasi produk PG meliputi:

- SNI 2803:2012 tentang sertifikasi mutu produk Pupuk NPK Padat
- SNI 2801:2010 tentang sertifikasi mutu produk Pupuk Urea
- SNI 02-3769-2005 tentang sertifikasi mutu produk Pupuk SP-36
- SNI 02-3776-2005 tentang sertifikasi mutu produk Pupuk Fosfat Alam Pertanian
- SNI 02-1760-2005 tentang sertifikasi mutu produk Pupuk Ammonium Sulfat
- SNI 0030:2011 tentang sertifikasi mutu produk Asam Sulfat Teknis
- SNI 2809:2014 tentang sertifikasi mutu produk Pupuk Kalium Sulfat
- SNI 715:2016 tentang sertifikasi mutu produk Gypsum Buatan

- **ISO 50001:2018 Energy Management System**
Scope : Ammonia I A and Ammonia I B . Plants
- **Quality Management System for Testing Laboratory ISO/IEC 17025:2017**
Scope : Chemical testing for ZK fertilizer, NPK fertilizer, SP-36 fertilizer, urea fertilizer, ZA fertilizer, Gypsum, AlF_3 , natural phosphate, sulfuric acid, coal, CO_2 and organic fertilizer
- **ISO/IEC 17025:2017 . ISO/IEC 17025:2017 . Calibration Laboratory Quality Management System**
Scope : Liquid in glass thermometer, thermometer with thermocouple sensor, thermometer with RTD sensor, thermo with TC indicator without sensor, Furnance bath oven enclosure, Temperature Humidity Thermohyrometer, weights, scales, hydrometer, measuring flask, volumetric pipette, measuring cup, Pipette, Burette, Wet Test Meter, pressure test gauge (hydraulic), pressure test gauge (pneumatic) and vacuum gauge
- **ISO 45001:2018 Occupational Safety and Health Management System**
Scope :
 - Fertilizer products, including Urea, Ammonium Sulphate, Super Phosphate, DAP, NPK, ZK;
 - Non-fertilizer products, including Ammonia, Phosphoric Acid, Sulfuric Acid, Hydrochloric Acid, Aluminum Fluoride, Gypsum, Carbondioxide and the Process Production Support Units
- **ISO 37001:2016 Anti-Bribery Management System**
Scope: Manage anti-bribery in the activities of the Directorate
- **Perkap No. Security Management System 24 Year 2007**

At the national level (Product Certificate for Using the SNI Mark (SPPT SNI)), PG product certification includes:

- SNI 2803:2012 concerning quality certification of Solid NPK Fertilizer products
- SNI 2801:2010 concerning Urea Fertilizer product quality certification
- SNI 02-3769-2005 regarding quality certification of SP-36 fertilizer products
- SNI 02-3776-2005 regarding quality certification of Agricultural Natural Phosphate Fertilizer products
- SNI 02-1760-2005 regarding quality certification of Ammonium Sulfate Fertilizer products
- SNI 0030:2011 concerning Technical Sulfuric Acid product quality certification
- SNI 2809:2014 regarding quality certification of Potassium Sulfate Fertilizer products
- SNI 715:2016 regarding quality certification of Artificial Gypsum products

KINERJA EKONOMI BERKELANJUTAN

SUSTAINABLE ECONOMIC PERFORMANCE

PT Petrokimia Gresik sebagai entitas anak BUMN, yaitu PT Pupuk Indonesia (Persero), memiliki komitmen tinggi dalam menerapkan prinsip keberlanjutan baik pada realisasi kinerja keuangan, operasional, hingga tata kelola yang baik sesuai dengan standar yang berlaku. Didukung oleh skala Perseroan yang potensial serta portofolio produk yang beragam serta prospek usaha industri pupuk yang prospektif, Perseroan memiliki potensi perolehan dan pendistribusian nilai ekonomi yang baik bagi pemangku kepentingan Perseroan.

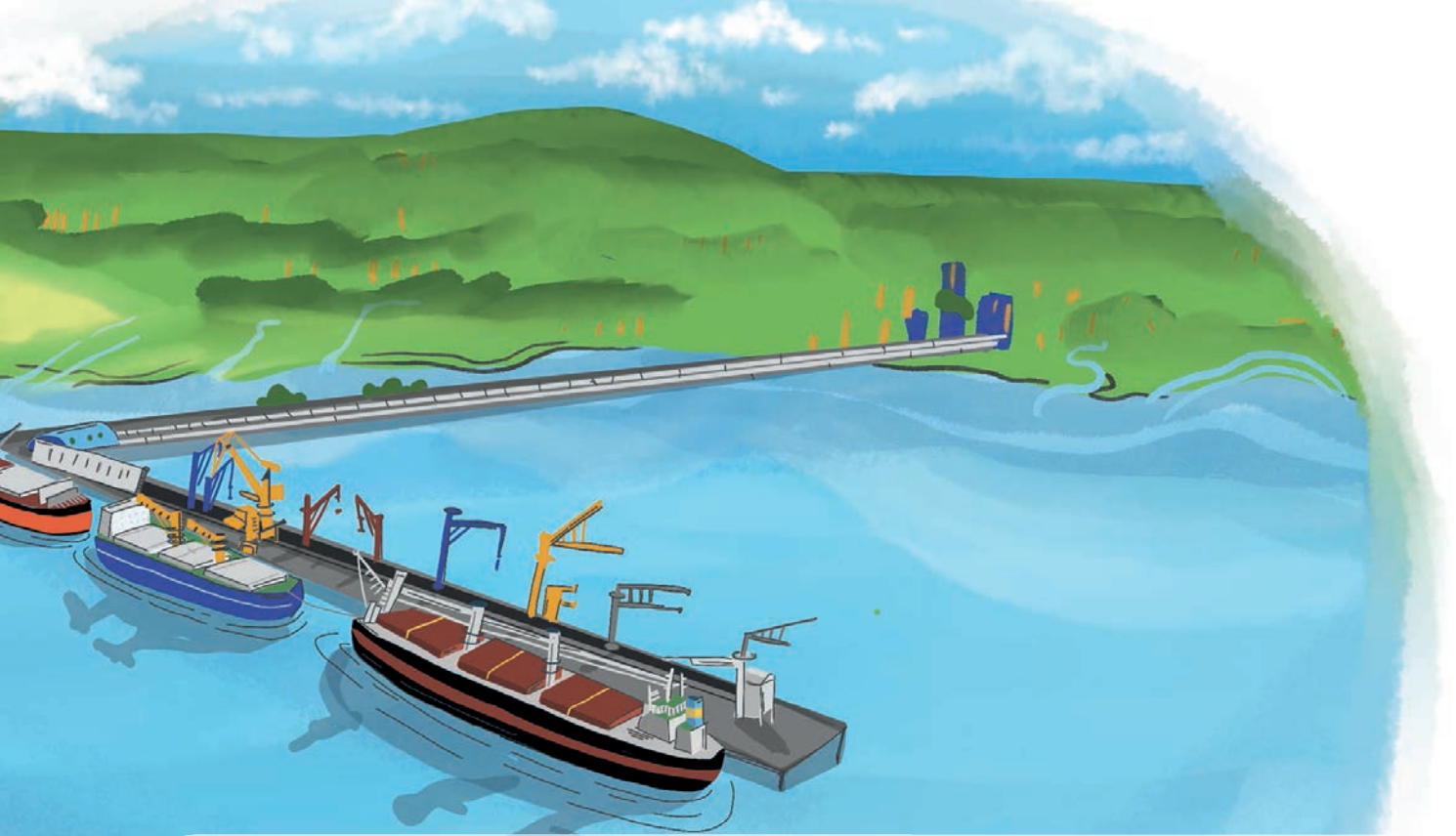
Kinerja keuangan Perseroan yang terus tumbuh tercermin dari perolehan dan pendistribusian manfaat ekonomi yang semakin baik kepada pemangku kepentingan. Pada tahun 2020, Nilai Ekonomi yang diperoleh PT Petrokimia Gresik berjumlah Rp 26,85 triliun, turun 8% dibandingkan tahun 2019 sebesar Rp 29,08 triliun. Perolehan nilai tersebut didukung oleh penurunan pendapatan sebagai komponen terbesar dengan pencatatan nilai sebesar Rp 26,57 triliun.

Hasil analisa kinerja operasional menunjukkan bahwa pertumbuhan Nilai Ekonomi yang Diperoleh berasal dari penjualan produk pupuk bersubsidi dengan porsi sebesar 80% dari jumlah pendapatan secara keseluruhan. Peningkatan penjualan pupuk bersubsidi merupakan salah satu wujud kontribusi Perseroan terhadap kedaulatan dan kemandirian pangan nasional sekaligus menjadi realisasi peran Perseroan dalam memberikan layanan kepada publik (*Public Service Obligation*).

PT Petrokimia Gresik as a subsidiary of BUMN, namely PT Pupuk Indonesia (Persero), has a high commitment to implementing the principles of sustainability both in the realization of financial performance, operations, and good governance in accordance with applicable standards. Supported by the potential scale of the Company as well as a diverse product portfolio as well as the prospective business prospects of the fertilizer industry, the Company has the potential for obtaining and distributing good economic value for the Company's stakeholders.

The Company's financial performance that continues to grow is reflected in the acquisition and distribution of better economic benefits to stakeholders. In 2020, the Economic Value obtained by PT Petrokimia Gresik amounted to Rp. 26.85 trillion, down 8% compared to 2019 of Rp. 29.08 trillion. This value gain was supported by a decrease in revenue as the largest component with a recorded value of Rp 26.57 trillion.

The results of the analysis of operational performance show that the growth in Economic Value obtained comes from the sale of subsidized fertilizer products with a portion of 80% of the total revenue. The increase in sales of subsidized fertilizers is a manifestation of the Company's contribution to national food sovereignty and independence as well as a realization of the Company's role in providing services to the public (*Public Service Obligation*).



NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN
DIRECT ECONOMIC VALUE PRODUCED AND DISTRIBUTED [GRI 201-1]

| Nilai Ekonomi / Economic Value | Jumlah (dalam Rp Juta) / Total (in Million Rp) | | |
|---|--|-------------------|-------------------|
| | 2020 | 2019 | 2018 |
| Nilai Ekonomi yang Diperoleh / Economic Value Obtained | | | |
| Pendapatan / Revenue | 26.571.112 | 28.932.149 | 27.667.823 |
| Pendapatan Bunga / Interest Income | 6.091 | 12.850 | 7.201 |
| Pendapatan Selisih Kurs Valuta Asing Foreign Currency Exchange Income | 234.157 | 85.460 | 37.618 |
| Pendapatan Penjualan Aset / Asset Sales Income | - | - | 1.346 |
| Pendapatan Investasi Mata Uang Asing Income from Foreign Currency Investment | - | - | - |
| Penerimaan Lain-lain / Other Income | 36.525 | 47.028 | 44.272 |
| Jumlah Nilai Ekonomi yang Diperoleh Total Economic Value Obtained | 29.133.069 | 29.077.487 | 27.758.260 |
| Nilai Ekonomi yang Didistribusikan / Economic Value Distributed | | | |
| Biaya Operasional / Operating Cost | 21.756.962 | 21.573.540 | 16.412.403 |
| Gaji Pegawai dan Benefit Lainnya / Employee Salary and Other Benefit | 1.675.284 | 1.580.531 | 1.603.412 |
| Pembayaran kepada Penyandang Dana Employee Salary and Other Benefit | - | - | - |
| Pembayaran Dividen / Payment to Funders | 622.277 | 351.025 | 833.514 |
| Pembayaran Bunga / Dividend Payment | 1.912.467 | 1.156.340 | 877.609 |
| Pembayaran Pajak dan Retribusi / Interest Payment | 2.541.945 | 2.109.886 | 1.527.021 |
| Pengeluaran yang Berkaitan dengan Masyarakat Tax and Reimbursement Payment | 23.855 | 58.375 | 74.635 |
| Jumlah Nilai Ekonomi yang Didistribusikan Total Economic Value Distributed | 28.532.790 | 26.829.697 | 21.328.594 |
| Nilai Ekonomi yang Ditahan / Total Economic Value Distributed | | | |
| Jumlah Nilai Ekonomi yang Ditahan / Economic Value Retained | 600.279 | 928.563 | 2.358.666 |

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

BANTUAN SUBSIDI PEMERINTAH [GRI 201-4]

Dalam menyediakan pupuk bersubsidi, Perseroan memperoleh dana penggantian subsidi dengan besaran ditetapkan dengan mengukur selisih akibat disparitas/perbedaan harga antara harga pokok produk yang ditetapkan Perseroan dengan harga yang ditetapkan Pemerintah.

Sepanjang tahun 2020, Perseroan berhasil menyalurkan pupuk subsidi sebanyak 4,63 juta ton dengan perolehan penjualan pupuk bersubsidi sebesar Rp 20,12 triliun.

IMPLIKASI FINANSIAL, RISIKO, DAN PELUANG AKIBAT PERUBAHAN IKLIM [GRI 201-2]

Sebagai entitas usaha yang bergerak di industri pupuk, sektor pertanian menjadi sektor yang paling krusial dan berdampak langsung terhadap kinerja usaha Perseroan. Keberhasilan sektor pertanian ditentukan oleh berbagai faktor, salah satunya cuaca dan iklim. Di negara beriklim tropis seperti Indonesia, musim kemarau dan hujan membawa kecenderungan dan hasil yang berbeda terhadap keberhasilan panen pertanian. Musim hujan merupakan musim yang bagus bagi pertanian disebabkan oleh frekuensi fase pemupukan yang tinggi sehingga berimplikasi terhadap peningkatan penjualan pupuk Perseroan. Sebaliknya, pada musim kemarau serapan pasar rendah akibat penurunan frekuensi fase pemupukan sehingga berpotensi mengurangi tingkat penjualan pupuk Perseroan.

Dalam menanggulangi risiko perubahan cuaca dan iklim, Perseroan telah menyusun dan merumuskan strategi melalui:

1. Membuat perencanaan penjualan bulanan sesuai potensi pasar dengan mempertimbangkan kondisi cuaca sebagai dasar perencanaan penjualan dimana musim kemarau lebih rendah dibandingkan dengan musim hujan.
2. Berkoordinasi secara aktif dengan petugas lapangan untuk mengetahui informasi terkini terkait kondisi cuaca sebagai dasar penyesuaian perencanaan penjualan.
3. Meningkatkan pemasaran dan penjualan di wilayah-wilayah sentra hortikultura dan perkebunan yang relatif tidak banyak terpengaruh oleh cuaca.

GOVERNMENT SUBSIDY ASSISTANCE [GRI 201-4]

In providing subsidized fertilizers, the Company obtains a subsidy replacement fund with the amount determined by measuring the difference due to the disparity/price difference between the cost of the product set by the Company and the price set by the Government.

Throughout 2020, the Company managed to distribute 4.63 million tons of subsidized fertilizer with sales of subsidized fertilizers amounting to Rp 20.12 trillion.

FINANCIAL IMPLICATIONS, RISKS AND OPPORTUNITIES OF CLIMATE CHANGE [GRI 201-2]

As a business entity engaged in the fertilizer industry, the agricultural sector is the most crucial sector and has a direct impact on the Company's business performance. The success of the agricultural sector is determined by various factors, one of which is weather and climate. In tropical countries such as Indonesia, the dry and rainy seasons bring different trends and results to the success of agricultural crops. The rainy season is a good season for agriculture due to the high frequency of fertilization phases, which has implications for increasing the Company's fertilizer sales. On the other hand, in the dry season, market absorption is low due to a decrease in the frequency of the fertilization phase, thereby potentially reducing the Company's fertilizer sales level.

In tackling the risk of weather and climate change, the Company has developed and formulated strategies through:

1. Make monthly sales plans according to market potential by considering weather conditions as the basis for sales planning where the dry season is lower than the rainy season.
2. Actively coordinate with field officers to find out the latest information related to weather conditions as a basis for adjusting sales planning.
3. Increase marketing and sales in horticultural and plantation centers that are relatively less affected by the weather.

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

4. Meningkatkan persediaan di musim kemarau untuk persiapan peningkatan permintaan pupuk pada musim hujan, khususnya di wilayah-wilayah sentra tanaman pangan.

RASIO STANDAR UPAH DENGAN UPAH MINIMUM REGIONAL (UMR) [GRI 102-39, GRI 202-1]

Perseroan senantiasa memelihara loyalitas dan dedikasi seluruh pegawai melalui penyediaan kebijakan remunerasi yang adil, wajar, dan sesuai dengan peraturan ketenagakerjaan yang berlaku. Keberadaan kebijakan remunerasi dan upah yang kompetitif dan adil sesuai beban pekerjaan yang diemban mampu mendorong performa terbaik dari seluruh pegawai. Dalam pemberian dan penentuan besaran upah pegawai, Perseroan tidak membedakan agama, jenis kelamin, dan ras guna menghindari adanya diskriminasi antar pegawai. Pada tahun 2020, Perseroan memberikan gaji bagi pegawai pemula sebesar Rp5.500.000, lebih tinggi dari UMK wilayah Gresik sebesar Rp.4.197.030 Dengan demikian, rasio upah pegawai pemula di lingkungan PT Petrokimia Gresik dengan UMK adalah 131,05%

KEBIJAKAN PROGRAM PENSIUN [GRI 201-3]

Dalam rangka menunjang kesejahteraan pegawai jangka panjang, Perseroan menyediakan manfaat program pensiun yang disediakan bagi pegawai tetap yang telah atau akan memasuki masa pensiun. Perseroan memfasilitasi manfaat pensiun bagi pegawai berusia mulai dari 56 tahun. Manfaat program pensiun yang disiapkan Perseroan dilaksanakan melalui Dana Pensiun Petrokimia Gresik (DPP) dan Dana Pensiun Lembaga Keuangan (DPLK).

Selain manfaat program pensiun, Perseroan juga menyediakan pengelolaan dana Paska Kerja bernama Program Pensiun Iuran Pasti (PIIP) yang dikelola langsung oleh Dana Pensiun Lembaga Keuangan (asuransi). Dengan demikian, Perseroan dapat mendukung kesejahteraan pegawai secara komprehensif, baik bagi pegawai kerja maupun pegawai Paska Kerja.

Manfaat dana pascakerja diberikan kepada karyawan secara sekaligus, dimana iuran pascakerja menjadi beban Perseroan yakni sebesar 15% dari Gaji Tetap Karyawan dan beban iuran karyawan sebesar 3% dari Gaji Tetap selama bekerja.

4. Increase supplies in the dry season to prepare for the increase in demand for fertilizers in the rainy season, especially in areas where food crops are concentrated.

RATIO OF STANDARD WAGE TO REGIONAL MINIMUM WAGE (UMR) [GRI 102-39, GRI 202-1]

The Company always maintains the loyalty and dedication of all employees through the provision of a remuneration policy that is fair, reasonable, and in accordance with applicable labor regulations. The existence of a competitive and fair remuneration and wage policy according to the workload carried out is able to encourage the best performance of all employees. In the provision and determination of employee wages, the Company does not discriminate against religion, gender, and race in order to avoid discrimination between employees. In 2020, the Company provides salaries for novice employees of Rp. 5,500,000, higher than the UMK in Gresik area of Rp. 4,197,030. Thus, the ratio of wages for novice employees in PT Petrokimia Gresik to the UMK is 131.05%.

RETIREMENT PROGRAM POLICY [GRI 201-3]

In order to support the long-term welfare of employees, the Company provides pension program benefits for permanent employees who have or will enter retirement age. The Company facilitates retirement benefits for employees starting at the age of 56 years. The benefits of the pension program prepared by the Company are implemented through the Petrokimia Gresik Pension Fund (DPP) and the Financial Institution Pension Fund (DPLK).

In addition to the benefits of the pension program, the Company also provides a post-employment fund management called the Defined Contribution Pension Program (PIIP) which is managed directly by the Financial Institution Pension Fund (insurance). Thus, the Company can support employee welfare comprehensively, both for work employees and post-employment employees.

The post-employment benefits are given to employees at once, where post-employment contributions are borne by the Company, which is 15% of the Employee's Fixed Salary and 3% of the Employee's Contribution of the Fixed Salary while working.

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

Adapun hak-hak karyawan pensiun yang diperoleh yakni:

1. Manfaat Program Pascakerja
2. Nilai Tunai luran Pribadi
3. Bantuan Biaya Cuti
4. Bantuan Biaya Pendidikan (BBP)
5. Kompensasi Cuti Tahunan
6. Kompensasi Cuti Besar
7. Bantuan Hari Raya (BHR)
8. Jasa Operasi & Insentif
9. Bantuan Pindah
10. Jaminan Hari Tua (JHT) BPJS Ketenagakerjaan
11. Jaminan Pensiun BPJS Ketenagakerjaan

NILAI DAN DAMPAK EKONOMI TIDAK LANGSUNG

[GRI 203-1, GRI 203-2]

Sejalan dengan tujuan pembangunan berkelanjutan, Perseroan senantiasa menyelaraskan kepentingan dalam memperoleh keuntungan (*profit*) dengan kepentingan dalam meningkatkan kesejahteraan masyarakat (*people*) dan melestarikan lingkungan (*planet*). Dalam hal ini, Perseroan memanfaatkan perolehan keuntungan untuk mengupayakan pemberian kembali (*giving back*) melalui pelaksanaan program Tanggung Jawab Sosial Perseroan (*Corporate Social Responsibility*).

Pelaksanaan program CSR menjadi sebuah mekanisme yang mampu memelihara keseimbangan roda bisnis Perseroan dengan menjaga keharmonisan antara masyarakat dan lingkungan sebagai pemangku kepentingan Perseroan. Kebijakan pelaksanaan CSR Perseroan dilengkapi dengan kebijakan Program Kemitraan dan Bina Lingkungan (PKBL) sebagaimana diatur dalam ketentuan dan peraturan perundang-undangan yang berlaku. PKBL merupakan sebuah program tahunan yang berfokus pada pemberian bantuan dana dalam mendukung perekonomian masyarakat. Tidak terbatas pada pemberian dana, program PKBL PT Petrokimia Gresik turut melibatkan pengembangan kapabilitas sosial dan ekonomi masyarakat sehingga mampu mengoptimalkan dampak positif yang dihasilkan bagi masyarakat.

Pelaksanaan kegiatan PKBL PT Petrokimia Gresik telah bersandar pada peraturan perundang-undangan yang berlaku, antara lain:

1. Peraturan Menteri BUMN Nomor: PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara;

The rights of retired employees obtained are:

1. Benefits of the Post-Employment Program
2. Personal Contribution Cash Value
3. Leave Fee Assistance
4. Tuition Fee Assistance (BBP)
5. Annual Leave Compensation
6. Big Leave Compensation
7. Holiday Assistance (BHR)
8. Operational Services & Incentives
9. Moving Assistance
10. BPJS Employment Old Age Security (JHT)
11. BPJS Employment Pension Guarantee

INDIRECT ECONOMIC VALUE AND IMPACT

[GRI 203-1, GRI 203-2]

In line with the goal of sustainable development, the Company always aligns its interest in obtaining profit (*profit*) with the interest in improving the welfare of the community (*people*) and preserving the environment (*planet*). In this case, the Company takes advantage of the profits to seek giving back through the implementation of the Corporate Social Responsibility program.

The implementation of the CSR program is a mechanism that is able to maintain the balance of the Company's business wheels by maintaining harmony between the community and the environment as stakeholders of the Company. The Company's CSR implementation policies are complemented by the Partnership and Community Development Program (PKBL) policies as regulated in the prevailing laws and regulations. PKBL is an annual program that focuses on providing financial assistance to support the community's economy. Not limited to providing funds, PT Petrokimia Gresik's PKBL program also involves developing the social and economic capabilities of the community so that they are able to optimize the positive impact generated for the community.

The implementation of PT Petrokimia Gresik's PKBL activities has relied on the applicable laws and regulations, including:

1. Regulation of the Minister of SOEs Number: PER-09/MBU/07/2015 dated July 3, 2015 concerning the Partnership Program and the Community Development Program for State-Owned Enterprises;

KINERJA EKONOMI BERKELANJUTAN
SUSTAINABLE ECONOMIC PERFORMANCE

2. Peraturan Menteri BUMN Nomor: PER-03/MBU/12/2016 tanggal 16 Desember 2017 tentang Perubahan atas Permen BUMN Nomor PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
3. 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;
4. Peraturan Menteri BUMN No. PER-02/MBU/04/2020 tanggal 2 April 2020 tentang Perubahan Ketiga atas Permen BUMN Nomor PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang PKBL BUMN;
5. Perhitungan Kinerja berpedoman pada Surat Keputusan Menteri BUMN Nomor: KEP-100/MBU/2002 tanggal 4 Juni 2002 tentang Penilaian Tingkat Kesehatan BUMN yang terdiri dari Efektivitas Penyaluran & Kolektabilitas Pinjaman;
6. PER 20/MBU/2012 tanggal 27 Desember 2012 tentang Penghapusan BUMN Peduli;
7. SK Direksi Nomor 0029/TU.04.02/10/SK/2017 tanggal 19 Januari 2017 tentang Kebijakan Program Corporate Social Responsibility (CSR) PT Petrokimia Gresik;
8. SK Direksi Nomor 0410/B/OT.01.03/69/SK/2020 tanggal 15 November 2020 tentang Pelaksanaan Program Kemitraan dan Program Bina Lingkungan PT Petrokimia Gresik;
9. RUPS RKAP 2019.

KEBIJAKAN

Dalam Kebijakan Pengembangan Masyarakat PT Petrokimia Gresik yang ditandatangani oleh Direktur Utama Nugroho Christijanto pada bulan Januari 2016, sebagai bentuk komitmen dalam rangkaian Tanggung jawab Sosial dan Lingkungan (TJSL) dirumuskan sebagai berikut :

1. Menyediakan sumber daya yang dibutuhkan untuk kegiatan pengembangan masyarakat.
2. Memberikan dukungan bagi kegiatan sosial, pendidikan, kesehatan dan pelestarian lingkungan.
3. Menyediakan sumber pengetahuan dan keterampilan untuk meningkatkan kapabilitas masyarakat
4. Melakukan pembinaan dan pendampingan kemitraan guna untuk mendorong terciptanya masyarakat yang berdaya dan mandiri

POLICY

In the Community Development Policy of PT Petrokimia Gresik which was signed by President Director Nugroho Christijanto in January 2016, as a form of commitment in a series of Social and Environmental Responsibility (TJSL) formulated as follows:

1. Provide the necessary resources for community development activities.
2. Provide support for social activities, education, health and environmental conservation.
3. Provide a source of knowledge and skills to increase community capability
4. Conducting coaching and mentoring partnerships in order to encourage the creation of empowered and independent communities

KINERJA EKONOMI BERKELANJUTAN

SUSTAINABLE ECONOMIC PERFORMANCE

5. Menyediakan sarana dan prasarana penunjang kegiatan pendidikan, sosial, agama dan pelestarian lingkungan sesuai dengan kebutuhan masyarakat.

TUJUAN

Sesuai dengan SK Direksi No. 0029/TU.04.02/10/SK/2017 tanggal 19 Januari 2017, dalam pasal 2 disebutkan tujuan dari Kebijakan Program CSR Petrokimia Gresik sebagai berikut :

1. Menjadi landasan Perseroan dalam mewujudkan tanggungjawab sosial Perseroan untuk peningkatan kualitas lingkungan, pengembangan ekonomi dan kehidupan masyarakat.
2. Meningkatkan dan memperkuat reputasi dan citra positif Perseroan.
3. Memberdayakan masyarakat melalui program pelatihan dan pengembangan yang tepat agar mampu menjadi masyarakat yang mandiri.
4. Membantu Perseroan mengelola risiko sebagai dampak dari produk, jasa dan operasional Perseroan.
5. Memperkuat merek produk Perseroan dan menciptakan nilai kompetitif untuk peningkatan daya saing Perseroan;
6. Memberikan dukungan terhadap upaya peningkatan usaha tani disinergikan dengan serapan produk Perseroan

Dibidang keanekaragaman hayati, PT Petrokimia Gresik berkomitmen untuk berkontribusi positif bagi lingkungan terdampak operasi dan kepedulian terhadap iklim lingkungan secara global untuk pelestarian ekosistem sebagai berikut :

1. Menyediakan sumber daya yang dibutuhkan untuk kegiatan perlindungan keanekaragaman hayati;
2. Bekerjasama dengan pihak ketiga dalam menetapkan daerah konservasi keanekaragaman hayati;
3. Melakukan penghijauan baik di dalam maupun di luar lingkungan Perseroan;
4. Mengelola sumber daya genetik untuk melakukan pembangunan pertanian berkelanjutan;
5. Melakukan budidaya tanaman langka;
6. Melakukan pelestarian in-situ dan ex-situ dengan mengembangkan fauna endemik daerah Jawa Timur

PROGRAM KEMITRAAN

Pencapaian kinerja program kemitraan Tahun 2020 adalah sebagai berikut:

- Efektivitas penyaluran pinjaman sebesar 99,29 atau skor 3 dari target RKA skor 3.

5. Provide facilities and infrastructure to support educational, social, religious and environmental conservation activities in accordance with community needs.

PURPOSE

In accordance with the Decree of the Board of Directors No. 0029/TU.04.02/10/SK/2017 dated January 19, 2017, Article 2 states the objectives of the Petrokimia Gresik CSR Program Policy as follows:

1. To become the foundation of the Company in realizing the Company's social responsibility for improving environmental quality, economic development and community life.
2. Improve and strengthen the reputation and positive image of the Company.
3. Empowering the community through appropriate training and development programs to be able to become an independent community.
4. Helping the Company manage risks as a result of the Company's products, services and operations.
5. Strengthening the Company's product brands and creating competitive value to increase the Company's competitiveness;
6. Provide support for efforts to increase farming business in synergy with the absorption of the Company's products

In the field of biodiversity, PT Petrokimia Gresik is committed to contributing positively to the environment affected by operations and caring for the global environmental climate for the preservation of the following ecosystems:

1. Provide the necessary resources for biodiversity protection activities;
2. Cooperate with third parties in determining biodiversity conservation areas;
3. Carry out reforestation both inside and outside the Company's environment;
4. Managing genetic resources to carry out sustainable agricultural development;
5. Cultivating rare plants;
6. Conduct in-situ and ex-situ conservation by developing endemic fauna of the East Java region

PARTNERSHIP PROGRAM

The partnership program performance achievements in 2020 are as follows:

- The effectiveness of loan disbursement is 99.29 or a score of 3 from the RKA target score of 3.

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SUSTAINABLE ECONOMIC PERFORMANCE

- Kolektabilitas pinjaman sebesar 80,34% atau skor 3 dari target RKA skor 3.
- Penyaluran dana kemitraan Tahun 2020 sebesar Rp38,25 miliar atau 91% dari anggaran Rp41,8 miliar.
- Penyaluran dana pinjaman modal kerja sebesar Rp37,82 Miliar atau 94% dari anggaran Rp40,02 Miliar disalurkan kepada 299 mitra binaan dengan jumlah anggota sebanyak 1.579 orang.
- Penyaluran dana pembinaan / hibah sebesar Rp. 440 Juta atau 25% dari anggaran Rp. 1,82 Milyar.

KONTRIBUSI TERHADAP
PENGEMBANGAN UMK

Sebagai bagian dari Program Kemitraan yang dicanangkan Perseroan, Perseroan mendukung program penyaluran kredit bagi para pelaku Usaha Mikro dan Kecil. Kebijakan ini menjadi sarana yang positif dalam memberikan akses bagi para pengembang usaha, terutama masyarakat kecil guna meningkatkan kemandirian ekonomi. Setiap tahunnya, kegiatan ini dilaksanakan dengan terlebih dahulu diselenggarakan sosialisasi dan diikuti oleh ratusan pengusaha kecil di wilayah Jawa Timur.

Penyaluran bantuan dana bagi pelaku usaha UMKM terbagi menjadi 7 (tujuh) sektor usaha, yaitu Industri, Perdagangan, Pertanian, Peternakan, Perkebunan, Perikanan, dan Jasa. Rincian penyaluran bantuan dana per sektor usaha adalah sebagai berikut:

- Loan collectability is 80.34% or a score of 3 from the RKA target score of 3.
- Distribution of partnership funds in 2020 amounted to Rp38.25 billion or 91% of the Rp41.8 billion budget.
- The distribution of working capital loan funds amounting to Rp37.82 billion or 94% of the Rp40.02 billion budget was distributed to 299 fostered partners with 1,579 members.
- Distribution of coaching funds / grants of Rp. 440 Million or 25% of budget Rp. 1.82 Billion.

CONTRIBUTION TO
MSE DEVELOPMENT

As part of the Partnership Program launched by the Company, the Company supports credit distribution programs for Micro and Small Business actors. This policy is a positive means of providing access for business developers, especially small communities to increase economic independence. Every year, this activity is carried out by first holding socialization and being attended by hundreds of small entrepreneurs in the East Java region.

The distribution of funds for MSME business actors is divided into 7 (seven) business sectors, namely Industry, Trade, Agriculture, Livestock, Plantation, Fisheries, and Services. The details of the distribution of funds per business sector are as follows:

| Keterangan / Discription | 2020 | | % |
|--|--------------------------|--------------------------|-----------|
| | Realisasi Realization | RKAP | |
| Penyaluran Pinjaman Modal Kerja / Distribution of Working Capital Loans | | | |
| Sektor industri / Industry sector | 65.000.000,00 | 1.245.000.000,00 | 5 |
| Sektor perdagangan / Trade sector | 8.550.000.000,00 | 8.485.000.000,00 | 101 |
| Sektor pertanian / Agriculture sector | 7.511.250.000,00 | 10.260.000.000,00 | 73 |
| Sektor peternakan / Livestock sector | 19.362.500.000,00 | 17.760.000.000,00 | 109 |
| Sektor perkebunan / Plantation sector | 445.000.000,00 | 1.220.000.000,00 | 36 |
| Sektor perikanan / Fisheries sector | 1.791.500.000,00 | 950.000.000,00 | 189 |
| Sektor jasa / Service sector | 90.000.000,00 | 100.000.000,00 | 90 |
| Jumlah / Total | 37.815.250.000,00 | 40.020.000.000,00 | 94 |
| Pembinaan / Development | | | |
| Pembinaan / Development | 440.452.140,00 | 1.823.891.096,00 | 25 |
| Jumlah Penggunaan Dana Total Funds Usage | 38.255.702.140,00 | 41.843.891.096,00 | 92 |

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

1. Sektor Industri

Realisasi Rp. 65 Juta, RKA 2020 Rp. 1,245 Milyar atau 5% yang disalurkan untuk 1 mitra binaa konveksi kerudung.

2. Sektor Perdagangan

Realisasi Rp. 8,55 Miliar, RKA 2020 Rp. 8,485 Milyar atau 101% yang disalurkan untuk 99 Kios pupuk, sembako dan perdagangan ikan kering.

3. Sektor Pertanian

Realisasi Rp. 7,511 Miliar, RKA 2020 Rp. 10,26 Milyar atau 73% yang disalurkan untuk 77 kelompok tani dengan anggota 688 orang. Rincian penyaluran sebagai berikut

- Tani Padi

Realisasi sebesar Rp. 5,122 Miliar diberikan kepada 53 kelompok tani yang beranggotakan 484 petani dengan luas lahan 853,75 hektar.

- Tani Jagung

Realisasi sebesar Rp. 2,028 Miliar diberikan kepada 21 kelompok tani yang beranggotakan 201 petani dengan luas lahan 312,11 hektar.

- Benih Padi

Realisasi sebesar Rp. 360 Juta diberikan kepada 3 petani dengan luas lahan 9 hektar.

4. Sektor Peternakan

Realisasi sebesar Rp. 19,362 Miliar, RKA 2020 Rp. 17,76 Milyar atau 109% yang disalurkan untuk 121 kelompok ternak yang beranggotakan 840 orang.

- Ternak Sapi

Realisasi sebesar Rp. 19,280 Milyar yang disalurkan kepada 103 kelompok ternak yang beranggotakan 702 orang dengan jumlah sapi 964 ekor.

- Ternak Kambing

Realisasi sebesar Rp. 82,5 Juta yang disalurkan kepada 1 kelompok ternak yang beranggotakan 10 orang dengan jumlah kambing 55 ekor.

5. Sektor Perkebunan

Realisasi sebesar Rp. 445 Juta, RKA 2020 Rp. 1,22 Miliar atau 36% yang disalurkan untuk 4 kelompok tani yang beranggotakan 14 orang untuk hasil perkebunan :

- Sayur & Buah

Realisasi penyaluran sebesar Rp 40 Juta untuk 1 kelompok tani dengan 5 anggota dan luas lahan hektar.

- Nanas

Realisasi penyaluran sebesar Rp 160 Juta untuk 1 kelompok tani dengan 5 anggota dan luas lahan 3,48 hektar.

1. Industrial Sector

Realization of Rp. 65 Million, RKA 2020 Rp. 1,245 billion or 5% which is distributed to 1 partner of the hijab convection development.

2. Trade Sector

Realization of Rp. 8.55 Billion, RKA 2020 Rp. 8,485 billion or 101% distributed to 99 kiosks for fertilizer, basic food and dried fish trade.

3. Agriculture Sector

Realization of Rp. 7.511 billion, RKA 2020 Rp. 10.26 billion or 73% distributed to 77 farmer groups with 688 members. The distribution details are as follows:

- Rice Farmer

Realization of Rp. 5.122 billion was given to 53 farmer groups consisting of 484 farmers with a land area of 853.75 hectares.

- Corn Farmer

Realization of Rp. 2.028 billion was given to 21 farmer groups consisting of 201 farmers with a land area of 312.11 hectares.

- Rice Seeds

Realization of Rp. 360 million was given to 3 farmers with a land area of 9 hectares.

4. Livestock Sector

Realization of Rp. 19,362 Billion, RKA 2020 Rp. 17.76 billion or 109% distributed to 121 livestock groups consisting of 840 people.

- Cattle

Realization of Rp. 19,280 billion which was distributed to 103 livestock groups consisting of 702 people with 964 cows.

- Goats

Realization of Rp. 82.5 million distributed to 1 livestock group consisting of 10 people with 55 goats.

5. Plantation Sector

Realization of Rp. 445 Million, RKA 2020 Rp. 1.22 billion or 36% distributed to 4 farmer groups consisting of 14 people for plantation products:

- Vegetables & Fruits

Realization of distribution of Rp 40 million for 1 farmer group with 5 members and a hectare land area.

- Pineapple

The realization of distribution is Rp. 160 million for 1 farmer group with 5 members and 3.48 hectares of land area.

KINERJA EKONOMI BERKELANJUTAN
SUSTAINABLE ECONOMIC PERFORMANCE- **Tebu**

Realisasi penyaluran sebesar Rp 245 Juta untuk 2 kelompok tani dengan 4 anggota dan luas lahan 24,5 hektar.

6. Sektor Perikanan

Realisasi sebesar Rp. 1,791 Miliar, RKA 2020 Rp. 950 Juta atau 188% yang disalurkan untuk 12 kelompok yang beranggotakan 63 orang. Rincian penyaluran sebagai berikut :

- **Ikan Gurami**

Realisasi sebesar Rp. 1,253 Milyar yang disalurkan kepada 8 kelompok yang beranggotakan 46 orang dengan luas kolam 104,46 m².

- **Ikan Bandeng**

Realisasi sebesar Rp. 235 Juta yang disalurkan kepada 2 kelompok yang beranggotakan 6 orang dengan luas kolam 11,75 m².

- **Ikan Lele**

Realisasi sebesar Rp 303 Juta yang disalurkan kepada 2 kelompok yang beranggotakan 11 orang dengan luas kolam 15,15 hektar.

7. Sektor Jasa

Realisasi sebesar Rp. 90 Juta, RKA 2020 Rp 100 Juta atau 90% untuk usaha bengkel motor dan penyedia tenaga kerja.

8. Pameran Program Kemitraan

- Kegiatan *sharing knowledge* atas pengelolaan usaha mitra batik Madura di BSN Jakarta pada tanggal 10 Agustus 2020.
- Kegiatan monitoring dan pendampingan terhadap mitra binaan menggunakan jasa pihak ketiga pada bulan Oktober - Desember 2020.
- Pemberian hibah alat peternakan untuk Paguyuban kelompok ternak sapi di Lamongan.
- Pembentukan paguyuban kelompok ternak sapi se-Kabupaten Blora.

Bazaar dan Pameran HUT PT Petrokimia Gresik tanggal 20-28 Juli 2019 di SOR Tri Dharma

- **Sugarcane**

Realization of distribution of Rp 245 million for 2 farmer groups with 4 members and a land area of 24.5 hectares.

6. Fishery Sector

Realization of Rp. 1.791 billion, RKA 2020 Rp. 950 Million or 188% distributed to 12 groups consisting of 63 people. The distribution details are as follows:

- **Gourami**

Realization of Rp. 1,253 billion distributed to 8 groups consisting of 46 people with a pool area of 104.46 m².

- **Milkfish**

Realization of Rp. 235 million distributed to 2 groups consisting of 6 people with a pool area of 11.75 m².

- **Catfish**

Realization of Rp 303 million which was distributed to 2 groups consisting of 11 people with a pool area of 15.15 hectares.

7. Service Sector

Realization of Rp. 90 million, RKA 2020 Rp 100 million or 90% for motorcycle repair businesses and labor providers.

8. Partnership Program Exhibition

- Knowledge sharing activity on business management of Madura batik partners at BSN Jakarta on August 10, 2020.
- Monitoring and mentoring activities for fostered partners using third party services in October - December 2020.
- Provision of livestock equipment grants for the Association of cattle herd groups in Lamongan.
- Establishment of a community of cattle groups throughout Blora Regency.

Bazaar and Exhibition of PT Petrokimia Gresik Anniversary on 20-28 July 2019 at SOR Tri Dharma

KINERJA EKONOMI BERKELANJUTAN

SUSTAINABLE ECONOMIC PERFORMANCE

RANTAI PASOKAN [GRI 102-9]

Kelancaran rantai pasokan Perseroan didukung oleh keberadaan Distribution Center dan Gudang Penyangga sebagai sarana yang menunjang distribusi produk dan menjamin ketersediaan produk di wilayah operasional Perseroan.

Distribution Center

Distribution Center adalah gudang yang menyediakan kebutuhan pupuk di tingkat provinsi, di samping juga dapat berfungsi sebagai alternatif tempat bongkar selain di Pelabuhan Khusus (Pelsus) PT Petrokimia Gresik.

Penempatan *Distribution Center* dipengaruhi beberapa hal sebagai berikut:

- Ketersediaan pelabuhan yang dapat menerima kapal kapasitas besar (biasanya kapal impor);
- Tingginya serapan pupuk di daerah sekitar Pusat Distribusi;
- Efisiensi ongkos angkut.

SUPPLY CHAIN [GRI 102-9]

The smooth running of the Company's supply chain is supported by the existence of Distribution Centers and Buffer Warehouses as facilities that support product distribution and ensure product availability in the Company's operational areas.

Distribution Center

Distribution Center is a warehouse that provides fertilizer needs at the provincial level, besides being able to function as an alternative place for unloading other than at the Special Port (Pelsus) of PT Petrokimia Gresik.

Distribution Center placement is influenced by several things as follows:

- Availability of ports that can accept large capacity vessels (usually imported vessels);
- High absorption of fertilizer in the area around the Distribution Center;
- Transport cost efficiency.

| Distribution Center | Alamat Address | Propinsi Province | Kapasitas Gudang Warehouse Capacity |
|---------------------|--|---------------------------------|-------------------------------------|
| DC Medan I | Jl. Letda Sudjono No. 23 Kecamatan Percut Sei Tuan Kabupaten Deli Serdang. | Sumatera Utara North Sumatera | 20.000 |
| DC Medan II | Jl. Raden Sulian No.1, Kecamatan Medan Belawan, Kotamadya Medan. | Sumatera Utara North Sumatera | 20.000 |
| DC Padang I | Komplek Gudang Pelabuhan, Jl. Tanjung Priok, Teluk Bayur-Padang Selatan-Kota Padang. | Sumatera Barat West Sumatera | 25.000 |
| DC Lampung I | Jl. Yos Sudarso, Kecamatan Panjang, Kota Bandar Lampung. | Lampung | 30.000 |
| DC Lampung II | Jl. Tembesu III No.6 Kecamatan Campang Raya, Kotamadya Bandar Lampung. | Lampung | 30.000 |
| DC Makassar I | Jl. Kima 4 Kav. 6-7 Kecamatan Biringkanaya Kota Makassar. | Sulawesi Selatan South Sulawesi | 30.000 |
| DC Makassar II | Jl. Ir. Sutami (Kompleks Pergudangan 88), Kel Bulurokeng-Biringkanaya-Kota Makassar. | Sulawesi Selatan South Sulawesi | 30.000 |
| DC KIG Blok Q | Jl. Raya KIG Utara, Blok Q No 48-56, Kebomas, Kabupaten Gresik | Jawa Timur East Java | 73.400 |

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

GUDANG PENYANGGA

Gudang Penyangga (Gudang Lini III) merupakan gudang yang menyediakan kebutuhan pupuk pada tingkat kabupaten. Dalam satu kabupaten, bisa terdapat lebih dari satu gudang penyangga karena tingginya kebutuhan pupuk serta ketersediaan gudang sewa yang lebih banyak pada kabupaten tersebut.

SUPPORT WAREHOUSE

Support Warehouse (Warehouse Line III) is a warehouse that provides fertilizer needs at regency level. There can be more than one warehouse per regency due to high demand of fertilizer as well as higher availability of rental warehouse in the regency.



GUDANG PENYANGGA SUPPORT WAREHOUSE

Wilayah I Jawa/Java - Bali
113 Gudang Penyangga
Support Warehouse

| | |
|------------------|----|
| Banten | 3 |
| Jawa Barat & DKI | 23 |
| Jawa Tengah | 38 |
| DI Yogyakarta | 4 |
| Jawa Timur | 82 |
| Bali | 5 |

GUDANG PENYANGGA SUPPORT WAREHOUSE

Wilayah II - (Sumatera, Kalimantan, Sulawesi & Indonesia Timur)
113 Gudang Penyangga /Support Warehouse

| | | | | | | | |
|-----------------|----|---------------------|---|---------------------|----|------------|---|
| Aceh | 6 | Sumatera Selatan | 3 | Nusa Tenggara Timur | 7 | Maluku | 1 |
| Sumatera Utara | 11 | Lampung | 8 | Sulawesi Barat | 2 | Papua | 4 |
| Riau & | | Kalimantan Barat | 3 | Sulawesi Selatan | 17 | PapuaBarat | 1 |
| Kepulauan Riau | 3 | Kalimantan Selatan | 6 | Sulawesi Tengah | 3 | | |
| Sumatera Barat | 10 | Kalimantan Tengah | 3 | Sulawesi Tenggara | 3 | | |
| Jambi | 2 | Kalimantan Timur | 4 | Gorontalo | 3 | | |
| Bengkulu | 0 | Kalimantan Utara | 1 | Sulawesi Utara | 2 | | |
| Bangka Belitung | 1 | Nusa Tenggara Barat | 7 | Maluku Utara | 2 | | |

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

| |
|--|
| SPDP : 30 |
| PPD : 99 |
| GP : 170 |
| Kapasitas GP / Supporting Warehouse Capacity : 708.692 Ton |
| Distributor / Distributor : 396 |
| Kios / Kiosk : 15.536 |

PENUNJANG DISTRIBUSI WILAYAH 2 (SUMATERA, KALIMANTAN, SULAWESI dan Indonesia Timur DISTRIBUTION SUPPORT REGION 2 (SUMATRA, KALIMANTAN, SULAWESI and East Indonesia)

| |
|--|
| SPDP : 47 |
| PPD : 61 |
| GP : 164 |
| Kapasitas GP / Supporting Warehouse Capacity : 385.718 Ton |
| Distributor / Distributor : 292 |
| Kios / Kiosk : 14.777 |

TOTAL | TOTAL

| |
|-----------------|
| = 77 |
| = 160 |
| = 334 |
| = 1.094.410 Ton |
| = 678 |
| = 30.313 |

SPDP : STAF PERWAKILAN DAERAH PENJUALAN
Regional Representative Staff

PPD : PETUGAS PEMASARAN DAERAH
Regional Marketing Officers

GP : GUDANG PENYANGGA
Storage Warehouse

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

MENINGKATKAN RANTAI NILAI [GRI 102-9]

Keberhasilan dan kelancaran proses bisnis yang dijalankan Perseroan tidak terlepas dari andil pemangku kepentingan Perseroan. PG sebagai Perseroan yang penyedia produk barang senantiasa memprioritaskan kelancaran sistem distribusi dengan memanfaatkan peran salah satu pemangku kepentingan, yakni mitra produksi guna mengembangkan penerapan sistem *waralaba* dan *franchise* dalam pengembangan unit produksinya.

Hingga 31 Desember 2020, PT Petrokimia Gresik tercatat telah memiliki jaringan mitra produksi sebanyak 146 yang tersebar di seluruh Indonesia, diantaranya di wilayah Jawa, Sumatera, Kalimantan, Sulawesi, Bali dan Lombok. Seluruh produk yang diperdagangkan melalui sistem waralaba atau franchise telah memperoleh jaminan mutu dan penilaian kualitas sesuai dengan standar yang berlaku di PT Petrokimia Gresik.

Penerapan sistem waralaba senantiasa memperoleh pengawasan dan peninjauan secara berkala sehingga memungkinkan Perseroan untuk menjaga kualitas produk yang diperdagangkan. Sistem penjualan waralaba menjadi sebuah upaya yang berkontribusi terhadap pengembangan usaha kecil menengah, penambahan lapangan kerja baru, pemanfaatan bahan baku daerah, serta penyediaan akses yang lebih mudah bagi produsen dengan sumber bahan baku sehingga distribusi pupuk dapat langsung tersalur kepada konsumen.

Perluasan jaringan pemasaran ditujukan guna memberikan manfaat multisegmental, baik pada segi pertanian maupun segi sosial. Dari segi pertanian, pengembangan jaringan pemasaran mendorong produksi produk yang ramah lingkungan dengan memanfaatkan lingkungan sekitar dan meningkatkan hasil produksi. Pengembangan jaringan pemasaran di segi sosial turut berkontribusi terhadap pengembangan program usaha kecil menengah dan peningkatan tenaga kerja pada berbagai daerah di Indonesia.

Pemanfaatan sumber lokal, baik pada bahan baku maupun sumber daya manusia berimplikasi terhadap pengembangan kapasitas ekonomi yang lebih baik bagi masyarakat sekitar lokasi operasional Perseroan sebagai prioritas pengembangan. Rincian mengenai penggunaan rantai pasokan dan nilai ekonomi yang direalisasikan Petrokimia Gresik disajikan dalam tabel berikut:

[GRI 204-1]

ENHANCING THE VALUE CHAIN [GRI 102-9]

The success and continuity of the Company's business process are inseparable from the role of the stakeholders of the Company. PG as a provider of commodities always prioritizes the smoothness of the distribution system by utilizing the role of production partners as one of the stakeholders in improving the implementation of franchise in the development of its production unit.

As of December 31, 2020, PT Petrokimia Gresik has a network of 146 production partners spread throughout Indonesia, including in Java, Sumatra, Kalimantan, Sulawesi, Bali and Lombok. All products traded through a franchise system have obtained quality assurance and quality assessment in accordance with the applicable standards at PT Petrokimia Gresik.

The implementation of franchise system is continuously supervised and periodically reviewed so as to enable the Company to maintain the quality of traded products. The franchise selling system is a contributing effort in the development of small and medium enterprises, increase of work opportunities, utilization of regional raw materials, as well as improvement of accessibility for the producers with raw materials, so that the fertilizer can be distributed directly to the consumers.

Expansion of the marketing network aims to provide multi-segment benefits, both in the agricultural and social aspects. In the agricultural aspect, the expansion of marketing network supports the production of environmentally friendly products by utilizing local environment and increasing production results. Development of marketing network in social terms contributes to small and medium enterprises development program and the increase of workforce in various regions in Indonesia.

Utilization of local resources, both in raw materials and human resources, has implications for the development of better economic capacity for the community around the Company's operational locations as a development priority. Details regarding the use of the supply chain and the economic value realized by Petrokimia Gresik are presented in the following table: [GRI 204-1]

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

| Jenis Pemasok Supplier Type | Asal Pemasok Supplier Origin | Realisasi / Realization (Rp) | |
|--|---------------------------------|------------------------------|---------------------------|
| | | 2020 | 2019 |
| Pengadaan Barang Goods Procurement | Lokal Local | 2.470.634.502.912 | 2.335.320.345.495 |
| | Nasional National | 2.734.302.519.583 | 1.841.762.247.187 |
| | Internasional International | 6.524.496.938.267 | 8.897.729.936.326 |
| Pengadaan Jasa Services Procurement | Lokal Local | 998.292.265.249 | 780.776.236.245 |
| | Nasional National | 402.760.235.067 | 128.791.306.319 |
| | Internasional International | 2.424.240.920 | 4.544.596.702 |
| Jumlah / Total | | 13.132.910.701.998 | 13.988.924.668.274 |
| Persentase Dana dari Pemasok Lokal Percentage of Funds from Local Suppliers | | 26% | 22% |

MEMELIHARA KEPERCAYAAN PELANGGAN

Keberadaan pelanggan sebagai salah satu pemangku kepentingan Perseroan merupakan salah satu faktor yang mendorong PT Petrokimia Gresik untuk terus mengupayakan pemenuhan kebutuhan pelanggan dan perbaikan kualitas produk dan layanan yang lebih baik di masa kini dan masa mendatang. Berangkat dari komitmen tersebut, Perseroan menempatkan pemeliharaan keharmonisan antara Perseroan dengan pelanggan menjadi sebuah prioritas yang harus senantiasa diperhatikan demi mewujudkan keberlanjutan usaha.

Upaya Perseroan dalam menjaga kepercayaan pelanggan dibuktikan dengan implementasi aktivitas komunikasi, promosi, pemasaran dan penyebaran informasi yang akurat dan dapat dipertanggungjawabkan. **[GRI 103-1]**

Produk dan Penilaian Dampak

Produk utama yang dihasilkan PT Petrokimia Gresik adalah berbagai jenis dan merek pupuk anorganik. Pupuk anorganik ditujukan untuk memenuhi kebutuhan hara tanaman sehingga mampu mengoptimalkan hasil panen. Pupuk anorganik berasal dari bahan di luar ekosistem alami lahan tempat budidaya tanaman, sehingga ketidaksesuaian penggunaan pupuk anorganik berpotensi memberikan dampak negatif. Guna meminimalisir dampak negatif tersebut, Perseroan mendukung penggunaan pupuk anorganik yang tepat guna dan tepat jumlah untuk menghindari penggunaan pupuk yang berlebihan.

NURTURING CUSTOMER TRUST

The presence of customers as one of the Company's stakeholders motivates PT Petrokimia Gresik to strive for the fulfillment of customer needs and better product and service quality improvement at present and in the future. Based on this commitment, the Company regards the nurturing of harmony between the Company and the customers as a priority that shall always be considered in realizing business continuity.

The Company's efforts in maintaining customer trust are evident in the implementation of activities relating to communication, promotion, marketing, as well as distribution of accurate and accountable information. **[GRI 103-1]**

Product and Impact Assessment

The main products of PT Petrokimia Gresik are various types and brands of inorganic fertilizer. The function of inorganic fertilizer is to meet the nutrient needs of plants so as to optimize harvest yield. Inorganic fertilizer uses ingredients from outside the natural ecosystem of the cultivation ground; hence improper use of inorganic fertilizer may cause negative impacts. To minimize such adverse impacts, the Company encourages appropriate inorganic fertilizer use in terms of purpose and amount in order to prevent excessive use of fertilizer.

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

Dalam rangka memberikan pembekalan dan pengetahuan kepada pelanggan mengenai penggunaan pupuk yang baik dan benar, Perseroan senantiasa mengadakan pembinaan dan penilaian melalui: **[GRI 416-1]**

1. Demplot

Demplot merupakan kegiatan percontohan penggunaan pupuk kepada petani secara tepat sehingga penurunan kesuburan tanah tidak terjadi. Kegiatan demplot paling banyak dilakukan pada tanaman padi melalui percontohan pemupukan berimbang dengan dosis 500 kg Petroganik, 300 kg NPK, dan 200 kg Urea. Selain menjaga kesuburan lahan, kegiatan demplot juga dapat meningkatkan hasil panen, sehingga dapat meningkatkan kesejahteraan petani.

Selama tahun 2020, terdapat 407 kegiatan demplot dengan rincian hasil panen dan pembandingan seperti berikut:

| Komoditas / Commodity | Jumlah Demplot Total Demplot | Rata-rata Hasil Panen / Average Yield (Ton/Ha) | | |
|-----------------------|---------------------------------|--|----------------------------|-------------------------|
| | | Demplot | Pembandingan Comparison | Peningkatan Increase |
| Padi / Paddy | 329 | 7,96 | 6,39 | 1,57 |
| Bawang / Onion | 23 | 18,46 | 9,83 | 8,63 |
| Cabai / Chili | 11 | 6,00 | 5,50 | 0,50 |
| Jagung / Corn | 25 | 10,02 | 7,72 | 2,30 |
| Melon / Melon | 3 | 81,60 | 60 | 21,60 |
| Tembakau / Tobacco | 16 | 2,30 | 2,03 | 0,27 |
| Jumlah / Total | 407 | | | |

2. Mobil Uji Tanah

Mobil uji tanah merupakan salah satu bentuk layanan Perseroan kepada konsumen untuk meningkatkan loyalitas dan kepuasan pelanggan dalam menggunakan produk Perseroan. 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 PT Petrokimia Gresik. Keberadaan mobil uji tanah diharapkan dapat menghemat biaya pengujian tanah, mendapatkan jumlah sampel yang lebih banyak dan meningkatkan akurasi hasil uji.

In order to educate the customers on the proper and correct use of fertilizer, the Company carries out trainings and assessments through: **[GRI 416-1]**

1. Demplot

Demplot is a demonstration of proper fertilizer usage for farmers so that degradation of soil fertility does not occur. Demplot activities are mostly carried out for rice plant through the demonstration of balanced fertilizing with 500 kg of Petroganik, 300 kg of NPK, and 200 kg of Urea. In addition to maintaining soil fertility, the demplot activities can also increase harvest yield and eventually improve the welfare of farmers.

Throughout 2020, there were 407 demplot activities with details of harvest yield and comparison as follows:

2. Soil Test Car

The soil test car is one of the Company's services to the consumers in order to enhance their loyalty and satisfaction with the Company's products. The background of this soil test car is the rise of problems such as fake fertilizer, soil fertility, and the effectiveness of fertilizer use in the field. This soil test car provides nutrient balance test in soil, agricultural consulting, and promotion of PT Petrokimia Gresik products. The existence of soil test car is expected to save the cost of soil testing, obtain more samples and increase the accuracy of test results.

KINERJA EKONOMI BERKELANJUTAN
SUSTAINABLE ECONOMIC PERFORMANCE

Perseroan memiliki 15 (lima belas) unit mobil uji tanah dengan cakupan wilayah pelayanan yaitu Bali, Nusra, Jabar, Banten, Jateng, DIY, Jatim, Kalimantan, Sulawesi dan Sumatera.

The Company has 15 (fifteen) units soil test test cars with service are coverage including Bali, Nusra, West Java, Banten, Central Java, DIY, East Java, Kalimantan, Sulawesi and Sumatra.

3. Sosialisasi

Sosialisasi adalah kegiatan penyuluhan cara penggunaan pupuk secara berimbang. Selama tahun 2020, Perseroan mengadakan sosialisasi sebanyak 1.222 kali dengan jangkauan peserta hingga 28.617 orang. Peserta yang mengikuti sosialisasi terdiri dari petani, petugas penyuluh pertanian, kios, dan distributor.

3. Dissemination

Dissemination is an extension activity on balanced use of fertilizer. During 2020, the Company held 1,222 disseminations with participants reaching up to 28,617 people. Participants who attended the dissemination consisted of farmers, agricultural extension officers, kiosks, and distributors.

Kegiatan Sosialisasi Penyuluhan Tahun 2020 Extension Dissemination Activities in 2020

| No. | Wilayah / Region | Jumlah Sosialisasi Total Dissemination | Jumlah Peserta / Total Participant | | | | Jumlah Total |
|-----|--|--|------------------------------------|--------------------------------|-------------------------|--------------|---------------|
| | | | Petani Farmers | Dinas/PPL/ KCD Agency/ PPL/KCD | Dist./Kios Dist./Kiosks | Lain Others | |
| 1. | Bali, Nusa Tenggara, Indonesia Timur / Bali, Nusa Tenggara, Eastern Indonesia | 258 | 4.086 | 983 | 666 | 404 | 6.139 |
| 2. | Jawa Barat, Banten / West Java, Banten | 162 | 3.066 | 287 | 120 | 108 | 3.581 |
| 3. | Jawa Tengah, Daerah Istimewa Yogyakarta / Central Java, Special Region of Yogyakarta | 175 | 2.974 | 272 | 205 | 132 | 3.583 |
| 4. | Jawa Timur / East Java | 327 | 6.740 | 591 | 671 | 280 | 8.282 |
| 5. | Kalimantan | 70 | 1.010 | 147 | 34 | 51 | 1.242 |
| 6. | Sulawesi | 116 | 3.040 | 259 | 185 | 60 | 3.544 |
| 7. | Sumatera | 114 | 1.887 | 65 | 168 | 126 | 2.246 |
| | Jumlah / Total | 1.222 | 22.803 | 2.604 | 2.049 | 1.161 | 28.617 |

Sosialisasi produk kepada pelanggan ditujukan guna mengurangi kesalahan penggunaan produk yang dapat berakibat pada penurunan efisiensi produk serta terganggunya kelestarian lingkungan. Selain pengembangan pupuk anorganik, kepedulian Perseroan terhadap kelestarian lingkungan direalisasikan melalui pengembangan pupuk organik dengan manfaat yang dihasilkan antara lain:

- Mempererat jalinan kemitraan dengan Usaha Kecil Menengah (UKM) setempat untuk memproduksi pupuk organik dengan memanfaatkan sumber bahan baku lokal berupa kotoran ayam, kotoran sapi, dan blotong.

Product dissemination to the customers is intended to minimize mistakes in product usage that may lead to the decrease in product efficiency and harm to environmental conservation. In addition to inorganic fertilizer development, the Company's concern on environmental conservation is also realized through the development of organic fertilizer which has the following benefits:

- Strengthening partnership with local Micro and Small Enterprises (SME) to produce organic fertilizer by utilizing local raw materials such as chicken manure, cattle manure, and sugarcane waste.

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2. Menumbuhkan *multiplier effect* dimana tidak hanya berdampak positif bagi Perseroan, tetapi juga berperan terhadap peningkatan ekonomi masyarakat sekitar melalui penyerapan tenaga kerja dan pemanfaatan kotoran hewan peternak.

Realisasi tanggung jawab Perseroan terhadap keamanan dan keselamatan pelanggan diwujudkan melalui mekanisme *Quality Check* yang ketat terhadap seluruh produk yang dihasilkan sesuai dengan *Standard Operating Procedure* (SOP) yang berlaku. Semua produk PG telah memenuhi persyaratan pencantuman informasi pada kemasan. [GRI 417-1]

1. Permendag 73/M-Dag/PER/9/2015 tentang Kewajiban Pencantuman Label dalam Bahasa Indonesia pada Barang, yang mewajibkan Perseroan mencantumkan:
 - i. Nama barang;
 - ii. Merek barang;
 - iii. Jenis barang;
 - iv. Nama dan alamat produsen barang produksi dalam negeri;
 - v. Nama dan alamat importir untuk barang impor;
 - vi. Berat bersih;
 - vii. Kandungan hara;
 - viii. Kode produksi;
 - ix. Negara pembuat
2. Permentan 43/Permentan/SR.140/8/2011 tentang Syarat dan Tata Cara Pendaftaran Pupuk Anorganik, yang mewajibkan Perseroan mencantumkan:
 - i. Nama dagang;
 - ii. Nomor pendaftaran;
 - iii. Kandungan hara;
 - iv. Isi atau berat bersih;
 - v. Masa edar;
 - vi. Nama dan alamat produsen/importir;
 - vii. Tanggal, bulan, dan tahun produksi;
 - viii. Petunjuk penggunaan (bagi pupuk berbentuk cair)
3. Permendag 24/M-Dag/PER/4/2016 tentang Standarisasi Bidang Perdagangan terkait Pencantuman NRP (Nomor Registrasi Produk) dan logo SNI.

Selama periode pelaporan tidak terdapat pengaduan, denda, ataupun klaim terkait dampak kesehatan/keselamatan penggunaan produk/jasa dan inkonsistensi label pada kemasan dengan isi dari produk pupuk yang dimaksud. [GRI 416-2 ; GRI 417-2]

2. Creating multiplier effect that not only positively impacts the Company, but also improves the economy of surrounding communities through employment and utilization of livestock manure.

Realization of the Company's responsibility for customer security and safety is carried out through strict Quality Check mechanism to all products according to the applicable Standard Operating Procedure (SOP). All PG products have fulfilled the requirement of information label on the packaging. [GRI 417-1]

1. Trade Minister Regulation 73/M-Dag/PER/9/2015 regarding Mandatory Labeling of Products in Indonesian Language, which requires companies to state:
 - i. Product name;
 - ii. Product brand;
 - iii. Product type;
 - iv. Name and address of manufacturer for domestic products;
 - v. Name and address of importer for imported products;
 - vi. Net weight;
 - vii. Nutrient contents;
 - viii. Production code;
 - ix. Manufacturing country
2. Agriculture Minister Regulation 43/Permentan/SR.140/8/2011 regarding Requirements and Procedures for Inorganic Fertilizer Registration, which requires companies to state:
 - i. Trading name;
 - ii. Registration number;
 - iii. Nutrient contents;
 - iv. Contents or net weight;
 - v. Circulation period;
 - vi. Name and address of manufacturer/importer;
 - vii. Date, month, and year of production;
 - viii. Instruction for use (for liquid fertilizer)
3. Trade Minister Regulation 24/M-Dag/PER/4/2016 regarding Standardization in Trade concerning the Statement of Product Registration Number and SNI logo.

During the reporting period there were no complaints, fines, or claims related to the health/safety impact of the use of products/services and inconsistency of labels on the packaging with the contents of the fertilizer product in question. [GRI 416-2 ; GRI 417-2]

KINERJA EKONOMI BERKELANJUTAN
SUSTAINABLE ECONOMIC PERFORMANCE

COMPANY COMMUNICATION AND INFORMATION

KOMUNIKASI DAN INFORMASI PERSEROAN

PT Petrokimia Gresik menjalankan kegiatan komunikasi dan informasi pemasaran melalui iklan, promosi, dan sponsor sebagai kegiatan penunjang proses bisnis utama dengan mematuhi dan memperhatikan regulasi dan ketentuan yang berlaku. Perseroan senantiasa menjamin keakuratan dan kebenaran informasi yang disampaikan melalui pemantauan setiap informasi yang disampaikan kepada khalayak luas. [GRI 103-1]

Hingga akhir periode pelaporan 2020, tidak terdapat pengaduan, denda ataupun sanksi yang dijatuhkan kepada PT Petrokimia Gresik terkait ketidakpatuhan terhadap peraturan tentang komunikasi pemasaran dan informasi produk. [GRI 417-3]

Menggenapi tanggung jawab Perseroan terhadap pelanggan, PT Petrokimia Gresik menyediakan mekanisme komunikasi pelanggan berupa Pusat Layanan Pelanggan (PLP) untuk menyampaikan informasi, pertanyaan, saran, kritik, dan keluhan tentang produk dan Perseroan. Setiap suara pelanggan yang masuk akan ditangani dan ditindaklanjuti dengan unit Pusat Layanan Pelanggan serta unit kerja lain yang bersentuhan langsung dengan *end user* (Penjualan, Riset, dan Pemasaran). Media komunikasi yang disediakan yaitu :

PT Petrokimia Gresik carries out communication and information for marketing through advertisements, promotions, and sponsorship as supporting activities of the main business process by complying with the applicable regulations and provisions. The Company always ensures the accuracy and correctness of delivered information by monitoring information delivered to the public.

[GRI 103-1, GRI 103-2]

Until the end of 2018 reporting period, there were no complaints or sanctions imposed to PT Petrokimia Gresik regarding noncompliance with regulations in marketing communication and product information. [GRI 417-3]

To complete the Company's responsibility to customers, PT Petrokimia Gresik provides customer communication mechanism through the Customer Service Center (PLP) for the submission of information, inquiries, suggestions, critics, and complaints concerning products and the Company. Every input from the customers is handled and followed up by the Customer Service Center and other work units that directly engage the end user (Sales, Research, and Marketing). The communication media provided are as follows:

| Media / Media | Layanan Pelanggan Customer Service | Komunikasi Korporat Corporate Communication | Hukum & Sekretariat Law & Secretariat |
|------------------|---|--|--|
| Telepon | 0800-1888-777 0800-1636-363 (Bebas Pulsa) | | |
| SMS/ WhatsApp | 0811344774 | | |
| Faksimili | (031) 3979976 | | |
| Email | konsumen@petrokimia-gresik.com | humas@petrokimia-gresik.com | pg@petrokimia-gresik.com |
| Surat | | | Jl. Jend. A. Yani Gresik 61119 |
| Website | www.petrokimia-gresik.com | | |
| Twitter | @petrogresik | | |
| Facebook fanpage | PT Petrokimia Gresik | | |
| Instagram | @petrokimiagresik_official | | |
| Youtube | Petrokimia Gresik | | |

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

Perseroan menjamin kerahasiaan data dan identitas pelanggan dari segala bentuk penyalahgunaan melalui penguatan *customer databasing* sehingga risiko penyalahgunaan informasi sensitif dapat diminalisir. Selama tahun 2020, tidak terjadi pelanggaran privasi pelanggan berupa bocornya data pelanggan atau pelanggaran lain. [GRI 418-1]

Adapun suara keluhan pelanggan yang masuk melalui Pusat Layanan Pelanggan (PLP) selama tahun 2020 sebanyak 37 keluhan, naik dibandingkan tahun 2019 sebanyak 20 keluhan. [GRI 418-1]

Setiap suara yang masuk akan ditangani dan ditindaklanjuti oleh Pusat Layanan Pelanggan (PLP) sebagai pihak yang bertanggung jawab langsung terhadap pengelolaan suara pelanggan. Seluruh suara pelanggan yang masuk turut menjadi bahan evaluasi dan pertimbangan bagi Perseroan dalam memperbaiki dan menyempurnakan kinerja yang lebih baik di masa mendatang.

SURVEI KEPUASAN PELANGGAN

Secara berkala, PT Petrokimia Gresik melakukan penilaian kepuasan pelanggan untuk produk pupuk subsidi, produk non-subsidi, dan produk non-pupuk dengan menggunakan parameter pengukuran Indeks Kepuasan Pelanggan. Variabel yang digunakan dalam Indeks Kepuasan Pelanggan yaitu pengukuran tingkat kepentingan (*importance*) dan kepuasan (*satisfaction*). Semakin kecil selisih antara kepentingan dan kepuasan, maka semakin tinggi pula nilai IKP. Adapun variabel yang diuji meliputi 6 (enam) Tepat, yaitu Tepat Mutu, Tepat Harga, Tepat Jumlah, Tepat Jenis, dan Tepat Tempat.

Adapun metode survei kepuasan pelanggan dilakukan menggunakan metode kuantitatif melalui wawancara responden dan kuesioner yang disebar di beberapa wilayah strategis. Hasil survei kepuasan pelanggan akan menghasilkan rekomendasi dan bahan bagi unit kerja terkait untuk mengevaluasi dan menyempurnakan kualitas kinerja ke depannya. Metode, variabel, dan periode penilaian kepuasan pelanggan disajikan dalam tabel berikut:

The Company ensures the confidentiality of customer data and identity from misappropriation by strengthening customer database in order to minimize misappropriation of sensitive information. Throughout 2020, there were no breaches of customer privacy through customer data leakage or other violations. [GRI 418-1]

The customer complaints received by the Customer Service Center throughout 2020 amounted to 37 complaints, increase from 2019 at 20 complaints. [GRI 418-1]

Every input is handled and followed up by the Customer Service Center as the party directly responsible for the management of customer input. All incoming customer input serve as evaluation material and consideration for the Company to improve performance in the future.

CUSTOMER SATISFACTION SURVEY

Periodically, PT Petrokimia Gresik conducts customer satisfaction assessment for subsidized fertilizer, non-subsidized fertilizer, and non-fertilizer products using the Customer Satisfaction Index as measurement parameter. The variables used in the Customer Satisfaction Index are the level of importance and satisfaction. The smaller the difference between importance and satisfaction, the higher the CSI value. The variables tested include 6 (six) Rights, namely the Right Quality, Right Price, Right Amount, Right Type, and Right Place.

The customer satisfaction survey is carried out through quantitative method by interviewing respondents and distributing questionnaires in several strategic areas. The customer satisfaction survey produces recommendations and material for related work units to evaluate and improve the performance quality going forward. The methods, variables, and periods of customer satisfaction assessment are presented in the following table:

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SUSTAINABLE ECONOMIC PERFORMANCE

| Metode Method | Pelanggan Customer | Variabel / Variable | Periode Period |
|---|--|---|---------------------|
| Produk Pupuk Subsidi / Subsidized Fertilizer Products | | | |
| Pengisian Kuesioner Questionnaire | End user | <ul style="list-style-type: none"> • Ketepatan mutu / Right quality • Ketepatan harga / Right price • Ketepatan waktu / Right time • Ketepatan jumlah / Right amount • Ketepatan jenis / Right type • Layanan / Service | Setahun One Year |
| | Intermediate Customer | <ul style="list-style-type: none"> • Ketepatan mutu / Right quality • Ketepatan harga / Right price • Ketepatan waktu / Right time • Ketepatan jumlah / Right amount • Ketepatan jenis / Right type • Ketepatan tempat / Right place • Layanan / Service | Setahun One Year |
| Produk Pupuk Non-Subsidi / Non-Subsidized Fertilizer Products | | | |
| Pengisian Kuesioner Questionnaire | End user dan Intermediate Customer | <ul style="list-style-type: none"> • Fisik butiran / Physical granules • Kemasan / Packaging • Kesesuaian berat / Weight conformity • Kesesuaian jenis, kandungan hara / Conformity of type, Nutrient • Kesesuaian jumlah / Matching quantity • Ketepatan waktu / Punctuality • Kesesuaian harga dengan mutu produk / Price conformity with product quality • Kemudahan untuk melakukan pesanan / Ease of order • Kesesuaian lokasi pengiriman / Conformity location delivery • Kemudahan dan kecepatan proses pemesanan barang / Ease and speed of the ordering process • Respon staf penjualan / Sales staff response • Penanganan keluhan / Complaint handling | Setahun One Year |
| Produk Kimia / Chemical Products | | | |
| Wawancara Langsung dan Pengisian Kuesioner Direct Interview and Questionnaire | End user dan Intermediate Customer | <ul style="list-style-type: none"> • Tampilan fisik produk/warna/kejernihan/batasan <i>impurities</i> Product physical quality/color/ clarity/impurities threshold • Kesesuaian spesifikasi produk /Product specification conformity • Kesesuaian harga dengan mutu produk / Price match with product quality • Kesesuaian jumlah / Quantity conformity • Ketepatan waktu / Punctuality • Kemudahan untuk melakukan pesanan / Ease of placing an order • Kesesuaian lokasi pengiriman / Conformity location delivery • Kondisi sarana dan prasarana pelabuhan bongkar muat Condition of loading and unloading port facilities and infrastructure • Kemudahan dan kecepatan proses pemesanan barang Ease and speed of the ordering process • Respon staf penjualan / Sales staff response • Penanganan keluhan / Complaint handling | Setahun One Year |

Kajian dilakukan pada 4 (empat) kategori produk/pelanggan, yaitu Pupuk Subsidi, Pupuk Non Subsidi, Produk Non-Pupuk, dan Produk Benih. Untuk survei pupuk subsidi dilakukan di 11 (sebelas) provinsi sentra pertanian di Indonesia, yaitu Jawa Timur, Jawa Tengah, Jawa Barat, Sumatera Utara, Riau, Sumatera Barat, Sumatera Selatan, Lampung, NTB, Sulawesi Selatan, dan Kalimantan Timur. Hasil survei kepuasan pelanggan tahun 2020 menurut masing-masing segmen produk adalah sebagai berikut :

Study was carried out for 4 (four) categories of product/customers, namely Subsidized Fertilizer, Non-Subsidized Fertilizer, Non-Fertilizer Products, and Seed Products. Survey was conducted in 11 (eleven) agricultural center provinces in Indonesia, namely East Java, Central Java, West Java, North Sumatra, Riau, West Sumatra, South Sumatra, Lampung, NTB, South Sulawesi and East Kalimantan. Results of the 2020 customer satisfaction survey according to product segment are as follows:

KINERJA EKONOMI BERKELANJUTAN SUSTAINABLE ECONOMIC PERFORMANCE

| No. | Kategori Produk/Pelanggan Product/ Customer Category | Nilai Indeks Kepuasan Pelanggan (IKP) Customer Satisfaction Index (CSI) Value |
|--|---|--|
| Pupuk Subsidi / Subsidized Fertilizer | | |
| 1. | a. Petani / Farmer (End user) | 86,3 (Sangat Puas / Very Satisfied) |
| | b. Kios / Kiosk | 88,0 (Sangat Puas / Very Satisfied) |
| Pupuk Non Subsidi / Non-Subsidized Fertilizer | | |
| 2. | a. Petani / Farmer (End user) | 86,0 (Sangat Puas / Very Satisfied) |
| | b. Kios / Kiosk | 90,5 (Sangat Puas / Very Satisfied) |
| Produk Non-Pupuk / Non-Fertilizer Products | | |
| 3. | a. Industri / Industry (End user) | 79,2 (Puas / Satisfied) |
| | b. Distributor (Trader) | 87,3 (Sangat Puas / Very Satisfied) |

Antisipasi Pemalsuan dan Penyelewengan Produk

PT Petrokimia Gresik senantiasa melakukan upaya-upaya untuk mengantisipasi terjadinya penyalahgunaan atas produk-produknya melalui inisiatif-inisiatif strategis sebagai berikut:

1. Penerapan kantong bersama pupuk Urea, Phonska, dan Petroganik oleh PT Pupuk Indonesia (Persero);
2. Penambahan *bag code* pada kantong pupuk anorganik;
3. Penambahan kode mitra produksi dan nama produsen pada kantong pupuk organik;
4. Pemasangan publikasi anjuran penggunaan produk pupuk yang asli di media cetak sesuai instruksi PT Pupuk Indonesia (Persero);
5. Melakukan koordinasi secara rutin dengan KP3 Provinsi dan Kabupaten;
6. Kerjasama pengawasan penyaluran pupuk bersubsidi dengan personil TNI AD;
7. Pewarnaan pupuk ZA bersubsidi (*Orange*) dan Urea bersubsidi (*Pink*);
8. Sistem penembusan pupuk menggunakan Sistem Informasi Penembusan dan Penyaluran Pupuk (SIP3);
9. Pemasangan stiker pada truk pengangkutan pupuk bersubsidi;
10. Pengawasan distribusi pupuk oleh petugas lapangan PT Petrokimia Gresik dan Asisten;
11. Pembentukan Tim Penanganan Pemalsuan, Penggelapan, Pencurian, Pengoplosan, dan Penyelewengan Pengiriman Pupuk.

Anticipation of Product Falsification and Misappropriation

PT Petrokimia Gresik carries out efforts to anticipate misappropriation of its products through the following strategic initiatives:

1. Implementation of collective bags for Urea, Phonska, and Petroganik fertilizers by PT Pupuk Indonesia (Persero);
2. Addition of bag code on inorganic fertilizer bags;
3. Addition of production partner code and manufacturer name on organic fertilizer bags;
4. Publication of recommendation to use original fertilizer products in print media as instructed by PT Pupuk Indonesia (Persero);
5. Regular coordination with KP3 of Province and Regency;
6. Supervision cooperation in subsidized fertilizer distribution with Army personnel;
7. Coloring of subsidized ZA fertilizer (orange) and subsidized Urea fertilizer (pink);
8. Fertilizer redemption system using the Fertilizer Redemption and Distribution Information System (SIP3);
9. Application of stickers on subsidized fertilizer transport trucks;
10. Supervision of fertilizer distribution by field officers of PT Petrokimia Gresik and assistant;
11. Establishment of Handling Team for Fertilizer Falsification, Embezzlement, Theft, Mixing, and Delivery Fraud.

KINERJA EKONOMI BERKELANJUTAN
SUSTAINABLE ECONOMIC PERFORMANCE

KLAIM PELANGGAN TERHADAP PRODUK
[GRI 301-3]

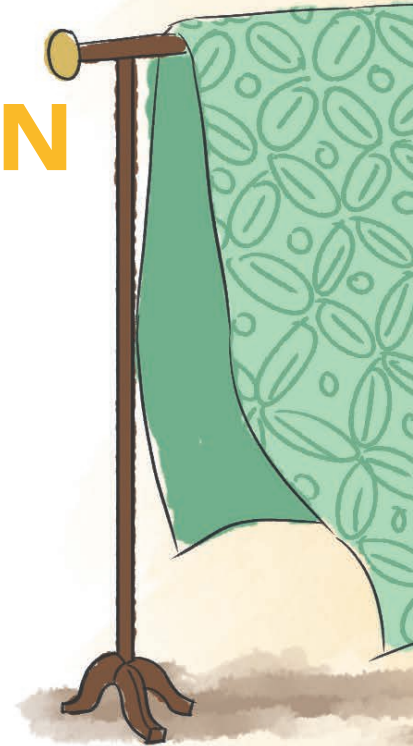
Dalam periode pelaporan terdapat komplain dan klaim terhadap 6 produk oleh 7 pelanggan untuk sejumlah 115 ton atau sebesar 0,0023% dari total penjualan pupuk dan non pupuk sebesar 4.982.770 ton. Dari jumlah 115 ton produk yang dikembalikan oleh pelanggan karena tidak sesuai spesifikasinya terutama berasal dari 100 ton produk non pupuk yakni purified gypsum dengan kadar air tinggi dan sebesar 1,5 ton pupuk ZA. Seluruh komplain dan klaim tersebut dilakukan melalui prosedur pengelolaan suraa pelanggan PG-PR-30-0011 dan telah dilakukan penggantian dan potongan harga kepada pelanggan.

CUSTOMER CLAIMS ON PRODUCTS
[GRI 301-3]

In the reporting period there were complaints and claims against 6 products by 7 customers for a total of 115 tons or 0.0023% of the total sales of fertilizers and non-fertilizers of 4,982,770 tons. Of the 115 tons of products returned by customers because they did not meet the specifications, mainly 100 tons of non-fertilizer products, namely purified gypsum with high moisture content and 1.5 tons of ZA fertilizer. All complaints and claims were made through the customer voice management procedure PG-PR-30-0011 and have been reimbursed and discounted to customers.

KINERJA LINGKUNGAN BERKELANJUTAN

SUSTAINABLE ENVIRONMENTAL PERFORMANCE



PT Petrokimia Gresik sebagai bagian dari masyarakat global (*global citizen*) yang bersandar pada prinsip-prinsip keberlanjutan senantiasa menyadari pentingnya kepedulian terhadap isu-isu dunia, termasuk peningkatan kesadaran akan pentingnya penanggulangan dampak proses bisnis terhadap lingkungan hidup. Pemahaman tersebut didorong oleh komitmen Perseroan untuk berkontribusi terhadap pemeliharaan kelestarian lingkungan hidup bagi generasi masa kini dan masa depan.

Berangkat dari pemahaman tersebut, Perseroan mengupayakan praktik bisnis yang berprinsip ramah lingkungan dan memiliki dampak lingkungan yang minimal. Melalui inisiatif ini, diharapkan Perseroan mampu mendukung realisasi tujuan pembangunan berkelanjutan (*Sustainable Development Goals*).

Penerapan praktik-praktik bisnis ramah lingkungan yang dijalankan Perseroan telah bersandar pada standar yang berlaku yang dikukuhkan dengan perolehan sertifikat ISO 14001:2004. Perolehan sertifikat tersebut membuktikan bahwa proses bisnis Perseroan telah menerapkan prinsip ramah lingkungan, meminimalisir dampak negatif, serta memaksimalkan dampak positif bagi pemangku kepentingan, menghemat sumber daya alam, serta melindungi keanekaragaman hayati di lingkungan sekitar Perseroan. **[GRI 103-1, GRI 103-2]**

PT Petrokimia Gresik as a global citizen that relies on the principles of sustainability understands the importance of concern for global issues, including increasing awareness of the importance of overcoming the impact of business processes on the environment. This understanding is driven by the Company's commitment to contributing to environmental conservation for the present and future generations.

Based on this understanding, the Company seeks business practices that are environmentally friendly and have minimal environmental impact. Through this initiative, the Company is expected to be able to support the realization of sustainable development goals.

The implementation of environmentally friendly business practices carried out by the Company has referred to the applicable standards as confirmed through the acquisition of ISO 14001: 2004 certificate. The acquisition of the certificate proves that the Company's business processes have implemented environmentally friendly principles, minimized negative impacts, maximized positive impacts for stakeholders, saved natural resources, and protected biodiversity in the environment around the Company. **[GRI 103-1, GRI 103-2]**



Mekanisme pencegahan dan penanggulangan risiko turut diterapkan Perseroan dengan mengedepankan *precautionary principle* (prinsip pencegahan) sebagai prinsip dasar yang melandasi penanggulangan potensi dampak lingkungan. Lebih lanjut pendekatan ini harus diaplikasikan seluas-luasnya, dimana terdapat ancaman serius ataupun bahaya yang tidak mungkin dikembalikan (*irreversible damage*), bahkan ketidakpastian kajian ilmiah terkait tindakan tersebut tidak dapat dijadikan alasan untuk menunda pengukuran yang efektif dari segi biaya demi mencegah kerusakan lingkungan. Proses yang menganut nilai pencegahan atas dampak negatif lingkungan dibuktikan melalui studi AMDAL sebagai syarat pembangunan konstruksi, operasional, dan pasca aktivitas pabrik. [GRI 102-11]

Perseroan saat ini belum menggunakan kriteria keterlibatan pemasok baru sebagai kriteria seleksi pemasok ramah lingkungan/pedulih lingkungan. Namun ini akan menjadi pertimbangan serius bagi Perseroan kedepannya sebagai

The risk prevention and mitigation mechanism is implemented by the Company by promoting the precautionary principle (prevention principle) as a basic principle that underlies the mitigation of potential environmental impacts. Furthermore, this approach must be applied as extensively as possible, where there are serious threats or irreversible damage, and even the uncertainty of scientific studies regarding these actions cannot be used as an excuse to delay cost-effective measurement to prevent environmental damage. The process that adheres to the preventive principle of negative environmental impacts is proven through an EIA study as a condition for construction, operation, and post-factory activities. [GRI 102-11]

Currently, the Company has not used the criteria for the involvement of new suppliers as the selection criteria for environmentally friendly/environmentally friendly suppliers. However, this will be a serious consideration

KINERJA LINGKUNGAN BERKELANJUTAN

SUSTAINABLE ENVIRONMENTAL PERFORMANCE

bagian dari dukungan kepada para pemangku kepentingan terhadap permasalahan lingkungan. [GRI 308-1]

Perseroan saat ini juga belum melakukan penilaian berapa pemasok yang aktivitas operasinya yang telah mencemari lingkungan. Menjadi pertimbangan penting bagi Perseroan untuk bekerjasama dengan instansi terkait untuk melakukan penilaian terhadap pemasok yang menjadi rekanan Perseroan agar taat terhadap pengelolaan lingkungan. [GRI 308-2]

PENGGUNAAN BAHAN BAKU MATERIAL

Pengelolaan bahan baku produksi diorientasikan pada pemanfaatan material seefisien mungkin sehingga meminimalisir dampak terhadap lingkungan. Prosedur dan mekanisme pengelolaan bahan baku produksi dijalankan dengan mengacu pada *Standard Operating Procedure* (SOP) secara keseluruhan, baik pada proses input, proses produksi, hingga pemeliharaan mesin dan peralatan. Perseroan juga memberlakukan pengisian *Material Safety Data Sheet* (MSDS) guna memungkinkan Perseroan untuk memantau dan mengawasi alur pergerakan penggunaan bahan baku dalam proses produksi. Seluruh produk telah memiliki SDS sesuai dengan ketentuan *Globally Harmonized system* (GHS) yang mengacu pada UN-GHS Purple Book revisi 7. [GRI 103-1]

Bahan baku utama yang digunakan dalam proses produksi pupuk PT Petrokimia Gresik tergolong material tak terbarukan, yang terdiri dari gas alam, air, udara, batuan fosfat, dan diamonium fosfat. Dalam produksi ammonia, gas alam merupakan jenis bahan baku yang paling banyak dipakai di dunia, termasuk Indonesia. Dalam mendukung proses sintesis ammonia, gas alam menjadi sumber utama yang digunakan dikarenakan gas alam memiliki kandungan hidrogen paling tinggi dibandingkan sumber energi lainnya.

Hingga saat ini, PG tidak menggunakan bahan baku jenis material terbarukan. Hal ini disebabkan karena bidang usaha Perseroan yang masih menggunakan zat-zat kimia sebagai bahan baku utamanya. Meski demikian, Perseroan berinisiatif untuk melakukan substitusi material *Silica Powder* menjadi *Super Dolomite* sebagai *Coating Powder* Pupuk NPK sejak tahun 2012 dalam rangka mendukung inisiasi penggunaan material ramah lingkungan. *Super Dolomite* tidak mengandung bahan karsinogen dan tidak menyebabkan *silicosis* sehingga lebih aman dibandingkan *Silica Powder*.

for the Company in the future as part of its support to stakeholders on environmental issues. [GRI 308-1]

The Company has not yet assessed how many suppliers have their operating activities polluting the environment. It is an important consideration for the Company to cooperate with relevant agencies to evaluate suppliers who are partners of the Company in order to comply with environmental management. [GRI 308-2]

USE OF RAW MATERIAL

The management of raw material for production is oriented towards efficient material use so as to minimize environmental impacts. Procedure and mechanism of production raw material are implemented based on Standard Operating Procedure (SOP) thoroughly, from input, production, to machinery and equipment maintenance process. The Company also enforces the filling of Material Safety Data Sheets (MSDS) to enable the Company to monitor and oversee the flow of raw material use in the production process. All products have SDS according to the provisions of Globally Harmonized System (GHS) which refers to Un-GHS Purple Book 7th Revision. [GRI 103-1]

The main raw materials used in the fertilizer production process of PT Petrokimia Gresik are non-renewable materials, which consist of natural gas, water, air, phosphate rock, and diammonium phosphate. In ammonia production, natural gas is the most widely used type of raw material in the world, including in Indonesia. In supporting the synthesis process of ammonia, natural gas is the main source used because natural gas has the highest hydrogen content compared to other energy sources.

To date, PG does not use renewable materials. This is due to the Company's business field that still uses chemicals as the main raw materials. Nevertheless, the Company took initiatives to substitute *Silica Powder* with *Super Dolomite* as the *Coating Powder* for NPK Fertilizer since 2012 in order to support the initiative to use environmentally friendly materials. *Super Dolomite* does not contain carcinogens and does not cause *silicosis*; hence it is safer than *Silica Powder*. The price of *Super Dolomite* is also lower than *Silica Powder* so that it saves 62% of the coating powder

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Harga *Super Dolomite* juga lebih murah dibandingkan *Silica Powder* sehingga diperoleh penghematan biaya *coating powder* sebesar 62%. Selain itu, ketersediaan *Super Dolomite* juga mudah untuk terpenuhi.

cost. In addition, the availability of *Super Dolomite* is also easy to obtain.

Informasi mengenai kuantitas penggunaan bahan baku PT Petrokimia Gresik disajikan dalam tabel berikut:

Information on the quantity of raw material used by PT Petrokimia Gresik is presented in the following table:

Konsumsi Bahan Baku Berdasarkan Pabrik PT Petrokimia Gresik 2019 – 2020
Raw Material Consumption of PT Petrokimia Gresik by Plant 2019 – 2020

| Pabrik / Plant | Satuan / Unit | Material Input | |
|-----------------------|--------------------|---------------------|------------------|
| | | 2020 | 2019 |
| III A | Ton / Tonne | 1.352.948,80 | 1.227.816 |
| III B | Ton / Tonne | 1.757.929,09 | 1.896.493 |
| Jumlah / Total | Ton / Tonne | 3.110.877,89 | 3.124.309 |

Konsumsi Bahan Baku PT Petrokimia Gresik Berdasarkan Material [GRI 301-1]
Raw Material Consumption of PT Petrokimia Gresik by Material

| Jenis Material / Jenis Material | Satuan / Unit | Tahun 2020 / in 2020 |
|--|---------------|----------------------|
| Material Terbarukan / Renewable Materials | | |
| Material Tak Terbarukan / Non-Renewable Materials | | |
| 1. Phospo Gypsum u/ Pury 1 | Ton / Tonne | III B = 384.018 |
| 2. Phospo Gypsum u/ Pury 2 | Ton / Tonne | III B = 267.398 |
| 3. Batubara u/ UBB | Ton / Tonne | III B = 182.600 |
| 4. As. Fluosilikat u/ AF - 100% | Ton / Tonne | III B = 40.203 |
| 5. Al. Hidroksida u/AF | Ton / Tonne | III B = 8.439 |

Dalam mengoptimalkan pengelolaan bahan baku, Perseroan juga memanfaatkan bahan baku yang dapat didaur ulang, yaitu gypsum. [GRI 301-2, GRI 303-3]

In optimizing raw material consumption, the Company also utilizes gypsum as recyclable raw material. [GRI 301-2, GRI 303-3]

Jumlah Bahan Baku Daur Ulang yang Digunakan PT Petrokimia Gresik
Total Recyclable Raw Material Used by PT Petrokimia Gresik

| Jenis Material / Jenis Material | Satuan / Unit | Jumlah / Total | |
|---------------------------------|---------------|----------------|-----------|
| | | 2020 | 2019 |
| Gypsum | Ton / Tonne | 1.053.789 | 1.150.439 |

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Efisiensi penggunaan bahan baku didukung oleh keberadaan peralatan penunjang produksi dan distribusi, diantaranya gudang tertutup dengan kapasitas yang sesuai yang difungsikan untuk menyimpan bahan baku yang rentan terhadap air hujan serta penggunaan tangki tertutup untuk menampung bahan baku yang bersifat cair (*liquid*). Adapun proses distribusi ditunjang oleh pipa-pipa yang terhubung antara tempat penyimpanan dan tangki distribusi sehingga meningkatkan efisiensi distribusi serta menghindari limbah bocor bagi lingkungan sekitar.

Perseroan juga selalu berusaha meningkatkan kehandalan pabrik dengan berbagai upaya perbaikan, salah satunya melalui modifikasi peralatan pendukung kegiatan produksi dan intensifikasi tindakan preventif melalui pemeliharaan (*maintenance*) secara berkala. Kinerja pabrik yang baik diharapkan dapat menurunkan jumlah *downtime* pabrik sehingga pemakaian bahan baku menjadi lebih efisien.

EFISIENSI KONSUMSI ENERGI

Penggunaan energi menjadi salah satu aspek yang krusial dalam kelancaran proses produksi di lingkungan PT Petrokimia Gresik. Untuk itu, Perseroan berkomitmen untuk menjalankan sistem manajemen energi yang sejalan dengan prinsip-prinsip keberlanjutan. Manajemen energi di lingkungan Perseroan dikelola oleh Manager Proses & Pengelolaan Energi – Kompartemen Teknologi. Program konservasi energi di PG meliputi dua area konservasi, yaitu penggunaan bahan bakar alternatif dan optimalisasi proses, efisiensi peralatan dan *energy loss*. [GRI 103-1]

Sementara itu, program konservasi energi dikelola oleh Tim Penghematan Energi dan Air. Tim tersebut terdiri dari beberapa anggota yang bertugas untuk memverifikasi penghematan dan mengimplementasikan program-program konservasi energi di lingkungan Perseroan. Tugas dan tanggung jawab Tim Penghematan Energi dan Air meliputi:

1. Membuat program penghematan energi dan air pada seluruh wilayah kerja di lingkungan Petrokimia Gresik;
2. Membuat pedoman penghematan energi listrik, air, dan sumber-sumber energi lainnya;
3. Mengevaluasi pemakaian sumber energi dan air, mencari dan mengusulkan solusi untuk penghematan energi dan air;

Efisiensi penggunaan bahan baku didukung oleh keberadaan peralatan penunjang produksi dan distribusi, diantaranya gudang tertutup dengan kapasitas yang sesuai yang difungsikan untuk menyimpan bahan baku yang rentan terhadap air hujan serta penggunaan tangki tertutup untuk menampung bahan baku yang bersifat cair (*liquid*). Adapun proses distribusi ditunjang oleh pipa-pipa yang terhubung antara tempat penyimpanan dan tangki distribusi sehingga meningkatkan efisiensi distribusi serta menghindari limbah bocor bagi lingkungan sekitar.

Perseroan juga selalu berusaha meningkatkan kehandalan pabrik dengan berbagai upaya perbaikan, salah satunya melalui modifikasi peralatan pendukung kegiatan produksi dan intensifikasi tindakan preventif melalui pemeliharaan (*maintenance*) secara berkala. Kinerja pabrik yang baik diharapkan dapat menurunkan jumlah *downtime* pabrik sehingga pemakaian bahan baku menjadi lebih efisien.

ENERGY CONSUMPTION EFFICIENCY

Energy consumption is one of the crucial aspects in the production process flow at PT Petrokimia Gresik. Therefore, the Company is committed to carrying out energy management system that is in line with sustainability principles. Energy management at the Company is regulated by the Manager of Process & Energy Management – Technology Compartment. Energy conservation program at PG includes two areas of conservation, namely the use of alternative fuel and process optimization, efficiency of equipment and energy loss. [GRI 103-1]

On the other hand, energy conservation program is managed by the Energy and Water Conservation Team. The team consists of several members that are responsible for verifying savings and implementing energy conservation programs at the Company. The duties and responsibilities of the Energy and Water Conservation Team are as follows:

1. Establishing energy and water conservation programs in all working areas within Petrokimia Gresik;
2. Creating guidelines on electricity, water and other energy sources savings;
3. Evaluating the energy and water consumption, evaluating and proposing solutions for energy and water savings;

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- Melakukan sosialisasi tentang penghematan energi dan air;
- Melakukan pengendalian penggunaan dan distribusi energi dan air ke anak Perseroan dan relasi.

Seluruh konsumsi energi dipergunakan untuk mendukung konsumsi energi listrik di wilayah produksi dan operasional, tidak ada yang dipergunakan diluar operasi. **[GRI 302-2]**

Perseroan memanfaatkan pasokan energi listrik yang berasal dari luar Perseroan untuk tujuan penerangan serta pembangkit listrik sendiri berbahan bakar gas dan batubara. Sementara itu, penggunaan listrik untuk tujuan pembakaran di wilayah pabrik bersumber dari BBM, gas, dan batubara.

Hingga 31 Desember 2020, jumlah konsumsi energi PT Petrokimia Gresik berjumlah 17.159.551 GigaJoule (GJ). Konsumsi tersebut turun dari tahun 2019 sebesar 18.330.091 GJ. **[GRI 302-1]**

- Conducting dissemination on energy and water savings;
- Controlling the consumption and distribution of energy and water to subsidiaries and related parties.

All energy consumption is used to support the consumption of electrical energy in the production and operational areas, nothing is used outside the operation. **[GRI 302-2]**

The Company utilizes the supply of electrical energy from outside the Company for lighting purposes as well as its own gas and coal-fired power plants. Meanwhile, the use of electricity for combustion purposes in the factory area is sourced from fuel, gas, and coal.

As of December 31, 2020, the total energy consumption of PT Petrokimia Gresik was 17,159,551 GigaJoule (GJ). This consumption decreased from 2019 of 18,330,091 GJ. **[GRI 302-1]**

Jumlah Konsumsi Energi PT Petrokimia Gresik **[GRI 302-1]**

Total Energy Consumption of PT Petrokimia Gresik

| Sumber Energi / Energy Sources | Satuan / Unit | 2020 | 2019 |
|--|-----------------------------|-------------------|-------------------|
| Gas Alam (Natural Gas) | GigaJoule (GJ) | 13.161.320 | 13.958.048 |
| Listrik PLN / Electricity from PLN | GigaJoule (GJ) | 171.445 | 114.641 |
| Solar | GigaJoule (GJ) | 11.556 | 68.555 |
| MFO | GigaJoule (GJ) | - | - |
| Batubara / Coal | GigaJoule (GJ) | 3.815.184 | 4.188.800 |
| Listrik Solar Cell / Electricity from Solar Cell | GigaJoule (GJ) | 45 | 45 |
| Jumlah / Total | GigaJoule (GJ) | 17.159.551 | 18.330.091 |
| Produksi / Production | | | |
| Pupuk / Fertilizer | Ton / Tonne | 5.166.916 | 4.616.635 |
| Non-Pupuk / Non-Fertilizer | Ton / Tonne | 2.987.499 | 3.013.509 |
| Jumlah / Total | Ton / Tonne | 8.154.415 | 7.630.144 |
| Intensitas Energi / Energy Intensity | | | |
| Pupuk / Fertilizer | GigaJoule (GJ) / Ton | 3,32 | 3,97 |
| Non-Pupuk / Non-Fertilizer | GigaJoule (GJ) / Ton | 5,74 | 6,08 |
| Total Produk / Total Product | GigaJoule (GJ) / Ton | 2,10 | 2,40 |

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Perseroan juga memberlakukan upaya pengurangan konsumsi energi melalui inisiatif Program Konservasi Energi PT Petrokimia Gresik 2020 sebagai berikut: **[GRI 302-4, GRI 302-5]**

1. Program Konservasi Energi ke Batubara

Program manajemen energi di PT Petrokimia Gresik meliputi konservasi energi pabrik dan gedung/perkantoran. Salah satu program konservasi energi pabrik adalah konversi energi ke batubara. Sebagaimana diketahui bahwa untuk pembangkitan steam dan listrik diperlukan bahan bakar, dimana sebelumnya bahan bakar yang digunakan adalah gas alam dan MFO (*Marine Fuel Oil*). Ketersediaan gas alam dan MFO yang semakin terbatas berakibat kapasitas produksi unit-unit pengguna bahan bakar tersebut yang semakin rendah. Demi menjaga kelangsungan unit produksi PT Petrokimia Gresik, Perseroan menggunakan alternatif pengganti kedua bahan bakar tersebut dengan bahan bakar yang lebih tersedia yaitu batubara. Program konversi batubara tersebut dilakukan dengan pembangunan Unit Utilitas Batubara yang terdiri dari 2 unit *boiler* masing-masing berkapasitas 150 ton/jam, 1 unit *Steam Turbine Generator* kapasitas 25 MW, unit *Demin Plant*, unit *cooling tower*, dan *storage*.

Total penghematan energi dari program konservasi energi ke batubara yang dilakukan PT Petrokimia Gresik mencapai 3.05 juta MMBTU/tahun atau setara dengan 3.1 juta GJ/tahun.

2. Optimasi Energi, Feeding Ammonia Vapour di Proses Plant ZA I dan ZA III

Proyek pembangunan pipa transfer ammonia vapour dari plant ammonia existing menuju plant ZA baik ZA I maupun ZA III merupakan proyek penggantian *supply feeding* ammonia cair menjadi feeding ammonia vapour. Pengoperasian sistem ini memberikan manfaat yang signifikan yaitu efisiensi energi total mencapai 337.733 GJ/tahun.

3. Optimalisasi Proses dengan Substitusi High Pressure Steam (HPS) menjadi Medium Pressure Steam (MPS) di 173-C Pabrik Amoniak

Salah satu upaya penghematan energi lainnya yaitu melakukan inovasi yaitu dengan substitusi *High Pressure Steam* (HPS) menjadi *Medium Pressure Steam* (MPS) sebagai pemanas di 173-C Pabrik Amoniak. Kondisi saat ini, jumlah HPS yang mampu diproduksi hanya

The Company also enforces energy consumption reduction through the Energy Conservation Program of PT Petrokimia Gresik 2018 initiatives as follows: **[GRI 302-4, GRI 302-5]**

1. Energy Conversion to Coal Program

The energy management program at PT Petrokimia Gresik includes energy conservation at plants and buildings/offices. One of the plant energy conservation programs is energy conservation to coal. Fuel is required to generate steam and electricity, where previously natural gas and MFO (*Marine Fuel Oil*) were used. The increasingly limited availability of natural gas and MFO resulted in lower production capacity of units that used these fuel sources. In order to maintain the continuity of production units of PT Petrokimia Gresik, the Company uses alternative fuel to substitute these two sources by converting to coal that is more readily available. The coal conversion program was carried out through the establishment of Coal Utility Unit that consists of 2 boiler units, each with 150 ton/hour capacity, 1 unit of Steam Turbine Generator with 25 MW capacity, Demin Plant unit, cooling tower unit, and storage.

Total energy saving from the energy conversion to coal program carried out by PT Petrokimia Gresik reached 3,05 MMBTU/year or equivalent to 3.1 million GJ/year.

2. Energy Optimization, Ammonia Vapor Feeding in ZA I and ZA III Plants Process

The construction of ammonia vapor transfer pipe from existing ammonia plant to ZA I and ZA III plants is a project to substitute liquid ammonia supply feeding with ammonia vapor feeding. The operation of this system provided significant benefit through energy efficiency that reached 337,733 GJ/year.

3. Process Optimization by Substituting High Pressure Steam (HPS) with Medium Pressure Steam (MPS) at 173-C Ammonia Plant

Another innovation in the energy conservation efforts is the substitution of High Pressure Steam (HPS) with Medium Pressure Steam (MPS) as heater at 173- C Ammonia Plant. At current conditions, the total HPS that can be produced was only ± 185 ton/hour compared

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±185 ton/jam dibandingkan dengan produksi HPS saat performance test sebesar 210 ton/jam dengan tekanan 122 kg/cm²G karena perubahan komposisi gas alam, sehingga penggunaan HPS sebagai penggerak *Compressore Turbine* menjadi terbatas. Untuk mengatasi penurunan rate tersebut, steam heating di 173-C yang semula menggunakan HPS dari Pabrik Amoniak, diganti dengan *Medium Pressure Steam* dari *Waste Heat Biler (WHB) Gas Turbine Generator* dengan tekanan sebesar 65 kg/cm²G. Total penghematan energi dari program modifikasi tersebut adalah 332.894 MMBTU/tahun atau setara dengan 351.493 GJ/tahun. Dengan penghematan energi sebesar 332.894 MMBTU/tahun maka potensi untuk penurunan emisi CO₂ (Gas Rumah Kaca/GRK) adalah sebesar 19.700 ton CO₂/tahun.

4. Melakukan Investment Grade Energy Audit (IGA) dengan Kementerian ESDM

Investment Grade Energy Audit (IGA) merupakan program kemitraan dengan Kementerian ESDM dalam melakukan audit energi dengan tingkat yang lebih detail guna mengetahui potensi penghematan energi. Hasil audit merekomendasikan penggantian peralatan seperti *Dynamic Coal Classifier*, penambahan *Soot Blower* dan *Hydroblaster* untuk *cleaning*.

5. Melakukan Audit Energi di Gedung & Perkantoran

Audit energi di gedung dan perkantoran menghasilkan rekomendasi upaya penghematan energi seperti:

- Mengganti lampu TL menjadi lampu hemat energi;
- Mematikan AC atau lampu apabila ruangan tidak digunakan;
- Membuat saklar terpisah untuk masing-masing ruangan;
- Memasang kaca film yang dapat mengurangi panas matahari yang masuk;
- Memasang thermometer untuk memantau suhu ruangan;
- Menempelkan slogan-slogan hemat energi di tempat-tempat strategis bagi karyawan.

6. Konservasi Energi dengan Energi Baru Terbarukan

Dalam mendukung penggunaan energi terbarukan, PT Petrokimia Gresik menggunakan sumber energi *Solar Cell* dengan matahari sebagai sumber energi yang dipakai untuk Lampu Penerangan Jalan Umum (PJU) di kawasan sekitar PT Petrokimia Gresik. Penggantian

to the HPS production during performance test at 210 ton/hour with 122 kg/cm²G pressure due to the change in natural gas composition, so that HPS usage as Compressor Turbine booster became limited. To overcome this rate decrease, steam heating at 173-C that initially used HPS from Ammonia Plant was replaced with Medium Pressure Steam from Waste Heat Boiler (WHB) Gas Turbine Generator with 65 kg/cm²G pressure. Total energy saving from this modification amounted to 332,894 MMBTU/year or equivalent to 351,493 GJ/year. With 332,894 MMBTU/year energy saving, the potential to reduce CO₂ (Greenhouse Gas) emission is 19,700 tons of CO₂/year.

4. Investment Grade Energy Audit (IGA) with Ministry of Energy and Mineral Resources

Investment Grade Energy Audit (IGA) is a partnership program with the Ministry of Energy and Mineral Resources to conduct energy audit with higher precision to observe the energy conservation potential. The audit results recommended equipment replacement, such as *Dynamic Coal Classifier*, addition of *Soot Blower* and *Hydroblaster* for *cleaning*.

5. Energy Audit at Buildings & Offices

Energy audit at buildings and offices produced energy saving recommendations as follows:

- Changing TL lights to energy saving lights;
- Turning off air conditioner and lights when the room is not used;
- Installing separate switches for each room;
- Applying window film that can reduce the heat from sunlight;
- Installing thermometer to monitor room temperature;
- Placing energy saving slogans in strategic places for employees.

6. Energy Conversion to Renewable Energy

To support the use of renewable energy, PT Petrokimia Gresik uses solar cells as energy source for public streetlights in the surrounding areas of PT Petrokimia Gresik. The conversion to solar cell public streetlights helps reduce electricity consumption from PLN and

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lampu PJU dengan tenaga *solar cell* memberikan manfaat yang akan mengurangi konsumsi listrik dari PLN maupun pembangkit listrik sendiri dengan penghematan energi mencapai 21.024 kW/tahun atau setara dengan Rp29,7 juta/tahun.

PG's own power plant with energy saving that reached 21,024 kW/year or equivalent to Rp29.7 million/year.

7. Pemanfaatan Purge Gas sebagai Substitusi Bahan Bakar di Package Boiler B-1102

Inovasi ini dilakukan dengan mengalirkan purge gas sebagai substitusi bahan bakar gas alam di *package boiler* (B-1102) dengan cara memodifikasi line interkoneksi dari HRU/PGRU ke *package boiler* (B-1102) dan *tie-in* di sistem *gas in burner* sehingga konsumsi bahan bakar gas alam akan menurun. Inovasi tersebut mendorong penghematan energi di *package boiler* (B-1102) sebesar 0,28 MMSCFD (285,3 MMBTUD) atau setara dengan Rp28,6 juta/hari.

7. Purge Gas Utilization as Fuel Substitute at Package Boiler B-1102

This innovation is carried out by channeling purge gas as substitute for natural gas fuel at package boiler (B-1102) through the modification of interconnected line from HRU/PGRU to package boiler (B-1102) and tie-in in the gas in burner system so as to reduce natural gas fuel consumption. This innovation supported energy consumption at package boiler (B-1102) by 0.28 MMSCFD (285.3 MMBTUD) or equivalent to Rp28.6 million/day.

8. Optimalisasi Panas di Unit Reformer Pabrik Amoniak IA

Kebocoran di 101-BL dan penambahan pembakaran di 101-BBS untuk memaksimalkan *flow steam* HS mengakibatkan kinerja 101-BJ2T dan 101-BJ1T lebih berat karena harus *handle flue gas* yang lebih berat karena harus *handle flue gas* yang lebih banyak yaitu 10 ton/jam, dengan penggantian 104-BL yang bocor, diharapkan dapat mengembalikan kondisi *vacuum* di *convection*, sehingga *purge gas* dari PGRU dapat dimasukkan ke 101-B (*Primary Reformer*).

8. Heat Optimization in the IA Ammonia Plant Reformer Unit

The leak in 101-BL and the addition of combustion in 101-BBS to maximize HS steam flow resulted in the performance of 101-BJ2T and 101-BJ1T being heavier because they had to handle heavier flue gas because they had to handle more flue gas, which was 10 tons/hour, With the replacement of the leaking 104-BL, it is hoped that it will restore the vacuum condition in the convection, so that purge gas from the PGRU can be fed to the 101-B (*Primary Reformer*).

Dengan adanya Penggantian 101-BL di tahun 2018 maka asumsi 70% Panas terecovery di radiant-section Primary Reformer 101-B setara penghematan konsumsi natural gas sebesar 0,22 mmscfd. Ditahun 2019 dilakukan Penambahan Steam Coil 101-BC di Refroming Unit Ammonia IA dengan penambahan steam coil setara penghematan konsumsi natural gas sebesar 0,08 mmscfd.

With the replacement of 101-BL in 2018, the assumption of 70% Heat recovered in the radiant-section Primary Reformer 101-B is equivalent to saving natural gas consumption of 0.22 mmscfd. In 2019, the Steam Coil 101-BC was added to the Refroming Unit Ammonia IA with the addition of a steam coil equivalent to saving natural gas consumption of 0.08 mmscfd.

9. Penerapan dan Sertifikasi Sistem Manajemen Energi (SME) ISO 50001:2018

Penerapan SME ISO 50001:2018 merupakan salah satu bentuk upaya Perseroan untuk mencapai keberlangsungan masa depan yang seimbang khususnya dari aspek penghematan energi tanpa merusak lingkungan sekitar, serta merupakan suatu bentuk kepatuhan PG terhadap persyaratan hukum dan peraturan perundang-undangan. Manajemen puncak berkomitmen menyediakan segala informasi yang dibutuhkan dan melakukan program-program konversi

9. Implementation and Certification of Energy Management System (SME) ISO 50001:2018

The implementation of SME ISO 50001:2018 is one of the Company's efforts to achieve a balanced future sustainability, especially from the aspect of energy saving without damaging the surrounding environment, and is a form of PG's compliance with legal requirements and laws and regulations. Top management is committed to providing all the information needed and conducting energy conversion programs in a sustainable manner in terms of improving

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energi secara berkelanjutan dalam hal peningkatan kinerja efisiensi energi, sesuai target, mendukung pengadaan barang dan jasa serta desain proyek baru dengan mengedepankan prinsip efisiensi energi dan aspek ekonomi, dan telah tertuang di kebijakan sistem manajemen terintegrasi PT Petrokimia Gresik.

energy efficiency performance, according to targets, supporting the procurement of goods and services as well as the design of new projects by prioritizing the principles of energy efficiency and economic aspects, and has been stated in the policy. integrated management system of PT Petrokimia Gresik.

Penerapan SME ISO 50001:2018 yang terbaru ini dapat menghemat pengeluaran energi di Perseroan khususnya di Pabrik Amoniak yang menjadi pengguna energi terbesar. Penentuan penghematan biaya energi dilakukan dengan mengukur kinerja energi tiap bulannya dan menghitung energi berdasarkan perbedaan nilai konsumsi energi aktual dengan target konsumsi energi sesuai dengan baseline yang ditentukan. Salah satu program tahun 2021 yang dilakukan untuk mengefisienkan energi di Pabrik Amoniak ini adalah reharping / penggantian tube reformer 101-B yang berdampak pada kenaikan rate front end sebesar ± 5% sehingga dapat menurunkan kebutuhan steam impor

The implementation of the latest SME ISO 50001:2018 can save energy expenditure in the Company, especially in the Ammonia Plant which is the largest energy user. Determination of energy cost savings is carried out by measuring energy performance each month and calculating energy based on the difference in the value of actual energy consumption with energy consumption targets according to the specified baseline. One of the 2021 programs carried out to make energy efficient at the Ammonia Plant is reharping / replacing the tube reformer 101-B which has an impact on increasing the front end rate by ± 5% so that it can reduce the need for imported steam.

INTENSITAS ENERGI

Selain pengukuran jumlah energi, Perseroan turut mengukur tingkat efisiensi energi per jenis produk dengan menggunakan intensitas energi produksi untuk produk pupuk dan non-pupuk sebagai mekanisme yang memungkinkan Perseroan untuk mengupayakan konservasi energi yang lebih baik. Pengukuran intensitas energi didasarkan pada konsumsi energi untuk produksi per jumlah produksi yang diukur.

ENERGY INTENSITY

In addition to measuring energy amount, the Company also measures the energy efficiency rate per product type using production energy intensity for fertilizer and non-fertilizer products as a mechanism that enables the Company to strive for better energy conservation. The measurement of energy intensity is based on energy consumption for production per measured production amount.

Pada tahun 2020, intensitas energi produk per ton produk Non-Pupuk adalah sebesar 5,74 GJ/ton, sedangkan intensitas energi produk pupuk adalah sebesar 3,32 GJ/ton. Rincian besaran intensitas energi pada proses produksi disajikan dalam tabel berikut: **[GRI 302-3]**

In 2020, the energy intensity per ton of product for non-fertilizer was 5.74 GJ/ton, while energy intensity for fertilizer was 3.32 GJ/ton. Details of the energy intensity in production process are presented in the table below: **[GRI 302-3]**

Intensitas Energi [GRI 302-3]
Energy Intensity

| Jenis Produk / Product Type | Satuan / Unit | 2020 | 2019 |
|--------------------------------------|----------------|-------------|-------------|
| Pupuk / Fertilizer | GigaJoule (GJ) | 3,32 | 3,97 |
| Non-Pupuk / Non-Fertilizer | GigaJoule (GJ) | 5,74 | 6,08 |
| Jumlah Produk / Total Product | GigaJoule (GJ) | 2,10 | 2,40 |

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KONSUMSI AIR BERDASARKAN SUMBER

Air merupakan salah satu bahan baku yang digunakan dalam proses produksi PT Petrokimia Gresik, selain gas alam dan udara. Ketiga bahan baku tersebut diolah untuk menghasilkan Nitrogen (N₂), Hidrogen (H₂), dan Karbondioksida (CO₂). Adapun sumber yang digunakan dalam kegiatan operasional Perseroan bersumber dari Sungai Brantas dan Sungai Bengawan Solo. Informasi penggunaan air di lingkungan PT Petrokimia Gresik adalah sebagai berikut: **[GRI 303-1]**

WATER CONSUMPTION PER SOURCE

Water is one of the raw materials used in the production process of PT Petrokimia Gresik, in addition to natural gas and air. These three raw materials are processed to produce Nitrogen (N₂), Hydrogen (H₂), and Carbon Dioxide (CO₂). The sources used in the operational activities of the Company are the Brantas River and Bengawan Solo River. Information on water usage at PT Petrokimia Gresik is as follows: **[GRI 303-1]**

Total Pengambilan Air Berdasarkan Sumber [GRI 303-1]
Total Water Withdrawal per Source

| Sumber Energi / Source | Satuan / Unit | 2020 | 2019 |
|--|----------------------|-------------------|-------------------|
| Sungai Brantas / Brantas River | m ³ | 13.344.492 | 10.237.819 |
| Sungai Bengawan Solo / Bengawan Solo River | m ³ | 18.572.617 | 21.606.842 |
| Jumlah Produk / Total Product | m³ | 31.917.109 | 31.844.661 |

Pengambilan air yang dilakukan PT Petrokimia Gresik dari Sungai Brantas dan Bengawan Solo tidak mempengaruhi secara signifikan terhadap masyarakat lokal maupun adat istiadat yang berlaku di wilayah tersebut. **[GRI 303-2]**

The water withdrawal carried out by PT Petrokimia Gresik from Brantas and Bengawan Solo Rivers does not significantly impact the local community or the traditional culture in the area. **[GRI 303-2]**

Dalam periode pelaporan tidak dilakukan pengukuran dampak terhadap habitat di lingkungan perairan pengambilan air karena tidak adanya keluhan dari masyarakat sekitar yang beraktifitas di lingkungan sungai atau dari pemangku kepentingan lainnya yang mengeluhkan dampak negatif yang mengganggu/merusak ekosistem habitat sungai. **[GRI 306-5]**

In the reporting period, no measurement of the impact on the habitat in the water intake environment was carried out because there were no complaints from the surrounding community who were active in the river environment or from other stakeholders who complained about the negative impacts that disrupted/damaged the river habitat ecosystem. **[GRI 306-5]**

DAMPAK SIGNIFIKAN KEGIATAN TERHADAP KEANEKARAGAMAN HAYATI DI KAWASAN LINDUNG DAN KAWASAN DENGAN NILAI KEANEKARAGAMAN HAYATI TINGGI DI LUAR KAWASAN LINDUNG **[GRI 304-1, GRI 304-2]**

SIGNIFICANT IMPACT OF ACTIVITIES ON BIODIVERSITY IN CONSERVATION AREA AND AREAS WITH HIGH BIODIVERSITY VALUE OUTSIDE CONSERVATION AREA **[GRI 304-1, GRI 304-2]**

1. Gangguan Biota Laut akibat Pengerukan Kolam Pelabuhan Jetty II dan Dermaga Batu Bara

Prakiraan Besaran Dampak

Gangguan biota laut merupakan dampak tidak langsung dari penurunan kualitas air laut, khususnya karena pengerukan kolam pelabuhan jetty II dan dermaga batu bara.

1. Disturbance of Marine Life Caused by Dredging of Jetty II Port Basin and Coal Pier

Estimation of Impact Magnitude

Disturbance of marine life was an indirect impact of the degradation of seawater quality, particularly due to the dredging of jetty II port basin and coal pier.

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Kondisi rona lingkungan awal sebelum adanya rencana kegiatan secara umum nilai indeks keanekaragaman fitoplankton di perairan sekitar PT Petrokimia Gresik berada dalam kondisi “sedang”. Sedangkan untuk komunitas zooplankton di lokasi studi termasuk “buruk” dengan struktur komunitas yang relatif cukup stabil. Nilai Indeks Diversitas (H') makrofauna bentik di lokasi studi relatif rendah (berkisar antara 0. – 0.846386). Hal ini menunjukkan bahwa kualitas perairan termasuk “sangat buruk”.

Bila dibandingkan dengan hasil survei sebelumnya, terdapat perbedaan komposisi makrofauna bentik yang ditemukan. Hal tersebut sangat mungkin disebabkan oleh dua faktor: pertama, kondisi hewan makrofauna bentik yang secara alami tidak terdistribusi secara merata dan cenderung mengelompok sehingga tidak terambil pada saat sampling di lapangan; atau kedua, kondisi perairan yang sudah tidak mendukung untuk kehidupan spesies-spesies tersebut.

Besaran penurunan kualitas air sebagai dampak primer dari gangguan biota laut merupakan dampak penting. Maka diperkirakan, adanya rencana kegiatan akan membawa penurunan yang signifikan terhadap gangguan biota laut.

Prakiraan Sifat Penting Dampak

- Jumlah manusia yang terkena dampak. Penurunan biota tidak berdampak langsung terhadap manusia. Jika dikaitkan penduduk yang berkepentingan dengan biota laut yaitu nelayan, maka lokasi rencana kegiatan bukan merupakan area *fishing ground* (tidak penting).
- Lamanya dampak berlangsung dan intensitas dampak. Intensitas dampak adalah relatif besar dan disertai daya dukung lingkungan perlu mendapat perhatian. Lamanya dampak berlangsung adalah selama masa konstruksi (penting).
- Berbalik/tidak berbaliknya dampak. Dampak tidak dapat berbalik (penting).
- Luas wilayah persebaran dampak. Arus di wilayah studi relatif kecil dan bersifat bolak-balik (tidak penting).
- Banyaknya komponen lingkungan yang terkena dampak. Tidak ada komponen lain yang terkena dampak (tidak penting).
- Tersedia pendekatan teknologi untuk mengelola sumber dampak primernya (tidak penting).

Initial environmental conditions prior to the activities in general had the value of phytoplankton diversity index in the waters around Petrokimia Gresik with “medium” condition. The zooplankton habitat in the study site was in “bad” condition with relatively stable habitat structure. The value of the benthic macrofauna Diversity Index (H') at the study site was relatively low (ranging from 0. - 0.846386), indicating the quality of the waters was “very bad”.

Compared to the results of previous surveys, there are differences in the composition of benthic macrofauna. It is most likely caused by two factors: firstly, the condition of benthic macrofauna animals that are naturally unequally distributed and tend to be clumped, therefore they could not be picked up during field sampling; or secondly, water conditions were unfit for the life of the species.

The water quality degradation as the primary impact to marine biota is an important impact. It is estimated that the activity plan will cause a significant decline in marine biota.

Estimation of Impact Importance

- The number of people affected. The declining number of biota does not cause a direct impact on humans. The activity plan location is not a fishing ground area for local fishermen (not important).
- The duration of impact and its intensity. The intensity of the impact is relatively large and the environmental capacity shall become a concern. The duration of impact takes place throughout the construction process (important).
- Reversibility/irreversibility of impact. The impact is irreversible (important).
- Area of impact. The sea currents in the study area are relatively small and alternating (not important).
- The number of environmental components affected. There are no other affected components (not important).
- Technology approach to manage primary source of impact is available (not important).

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Berdasarkan kriteria penentuan dampak, maka bisa disimpulkan bahwa dampak ini merupakan dampak Negatif Penting.

HABITAT YANG DILINDUNGI DAN DIPULIHKAN [GRI 304-3]

Dukungan terhadap keanekaragaman hayati salah satunya diwujudkan melalui pengembangan kawasan lingkungan PT Petrokimia Gresik. Kawasan lingkungan Perseroan memiliki 1 (satu) spesies yang dilindungi, yaitu Rusa Bawean (*Axis kuhlii*) yang berada di kawasan sekitar lingkungan Perseroan.

JUMLAH TOTAL SPESIES DALAM IUCN RED LIST DAN SPESIES DALAM DAFTAR SPESIES YANG DILINDUNGI BERDASARKAN TINGKAT RISIKO KEPUNAHAN [GRI 304-4]

Dalam mendukung konservasi spesies dilindungi sebagaimana tercantum dalam IUCN Red List, PT Petrokimia Gresik memiliki kawasan lingkungan yang didalamnya terdapat 1 spesies yang dilindungi, yaitu Rusa Bawean (*Axis kuhlii*).

Rusa bawean adalah sejenis rusa yang saat ini hanya ditemukan di Pulau Bawean di tengah Laut Jawa, Secara administratif pulau ini termasuk dalam Kabupaten Gresik, Provinsi Jawa Timur, Indonesia. Spesies ini tergolong langka dan diklasifikasikan sebagai "terancam punah" oleh IUCN.

Rusa bawean [*Axis kuhlii*] adalah satwa endemik Pulau Bawean, Kabupaten Gresik, Jawa Timur, yang aktif malam hari. Biasanya bergerak mulai pukul 17.00 hingga 21.00 WIB. Rusa ini sangat hati-hati dengan kehadiran manusia, sehingga banyak menghabiskan waktu di hutan dan lereng-lereng curam. Ancaman utama kehidupannya adalah rusaknya habitat akibat penebangan liar. Berdasarkan data Balai Besar Konservasi Sumber Alam Jawa Timur, populasi rusa bawean mengalami penurunan dari 325 ekor pada 2015 menjadi 303 ekor tahun 2016. Rusa bawean merupakan jenis dilindungi berdasarkan Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor 106 Tahun 2018 tentang Jenis Tumbuhan dan Satwa Dilindungi.

EMISI GAS RUMAH KACA

Dalam mengukuhkan peran dan kepatuhan PT Petrokimia Gresik terhadap isu emisi gas rumah kaca, Perseroan mendukung penuh upaya Pemerintah yang mendorong pelaku industri untuk dapat menerapkan teknologi rendah karbon dan berprinsip hijau. Komitmen tersebut telah sejalan dengan tujuan Pemerintah Indonesia untuk

Based on the criteria for determining the impact, it can be concluded that this impact is an Important Negative impact

CONSERVED AND RESTORED HABITATS [GRI 304-3]

Support to biodiversity is realized, among others, through the development of the environment of PT Petrokimia Gresik. The environmental of the Company has 1 (one) protected species, namely the Bawean Deer (*Axis kuhlii*) in the area around the Company's environment.

TOTAL IUCN RED LIST SPECIES AND PROTECTED SPECIES BASED ON EXTINCTION RISK LEVEL [GRI 304-4]

In supporting the conservation of protected species as listed in the IUCN Red List, PT Petrokimia Gresik has an environmental area in which there is 1 protected species, namely Bawean Deer (*Axis kuhlii*).

Bawean deer is a type of deer that is currently only found on Bawean Island in the middle of the Java Sea. Administratively this island is included in Gresik Regency, East Java Province, Indonesia. This species is classified as rare and classified as "endangered" by the IUCN.

Bawean deer [*Axis kuhlii*] is endemic to Bawean Island, Gresik Regency, East Java, which is active at night. Usually moves from 17.00 to 21.00 WIB. This deer is very careful with the presence of humans, so it spends a lot of time in the forest and steep slopes. The main threat to their lives is habitat destruction due to illegal logging. Based on data from the East Java Natural Resources Conservation Center, the population of Bawean deer has decreased from 325 in 2015 to 303 in 2016. The Bawean deer is a protected species based on the Regulation of the Minister of Environment and Forestry Number 106 of 2018 concerning Protected Types of Plants and Animals.

GREENHOUSE GAS EMISSION

To affirm the role and compliance of PT Petrokimia Gresik related to the issue of greenhouse gas emission, the Company fully supports the Government's efforts to encourage entities in the industry to implement low-carbon and green technology. Such commitment has been in accordance with the objective of the Indonesian

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mengurangi emisi gas rumah kaca pada tahun 2030 sebesar 29% sebagaimana tercantum dalam Perjanjian Paris yang disepakati negara-negara di dunia pada Negosiasi Iklim ke-21 dari Konvensi Kerangka Kerja PBB untuk Perubahan Iklim (UNFCCC) tahun 2015. Upaya tersebut telah diatur ke dalam sebuah pedoman bernama Standar Industri Hijau. Standar Industri Hijau memuat tata laksana dan mekanisme penerapan kegiatan bisnis berprinsip hijau.

Pada tataran industri pupuk, penerapan kegiatan usaha berprinsip hijau dapat diwujudkan melalui sejumlah alternatif, diantaranya gasifikasi batu bara sebagai alternatif bahan baku pengganti gas alam, pemasangan unit *purge gas recovery* unit untuk memulihkan sumber daya gas, pemanfaatan sisa (*excess*) gas sebagai bahan bakar, dan pemanfaatan biodiesel dari limbah rumah tangga untuk bahan bakar forklift.

Government to reduce greenhouse gas emission in 2030 by 29% as stated in the Paris Agreement made by world countries at the 21st Climate Negotiation of the United Nations Framework Convention on Climate Change (UNFCCC) in 2015. This effort has been stipulated in a guideline entitled Green Industry Standards. The Green Industry Standards contains the procedure and mechanism for the implementation of green business activities.

In the fertilizer industry, the implementation of green business activities can be realized through several alternatives, among others the gasification of coal as an alternative fuel to replace natural gas, installation of *purge gas recovery* unit to recycle excess gas resources as fuel, as well as the utilization of biodiesel from household waste for forklift fuel.

Dalam periode pelaporan terdapat dua program untuk mengurangi emisi GRK, yaitu :
In the reporting period there are two programs to reduce GHG emissions, namely:

| No. | Nama Program / Program Name | Aktivitas Program Program Activities | Capaian Achievements | Status / Status |
|-----|--|---|---|---|
| 1. | Pemanfaatan Steam dari Waste Heat Boiler (WHB) Asam Sulfat sebagai Drying di Unit Purified Gypsum / Utilization of Steam from Sulfuric Acid Waste Heat Boiler (WHB) as Drying in Purified Gypsum Unit | Membuat line interkoneksi steam dari WHB Asam Sulfat menuju steam drying box untuk mengeringkan produk purified gypsum / Create a steam interconnection line from WHB Sulfuric Acid to the steam drying box to dry purified gypsum products | Mengurangi emisi GRK Sebesar 8.907 Ton CO ₂ Eq. / Reducing GHG Emissions by 8,907 Tons CO ₂ Eq. | Masih terus dioperasikan / Still in operation |
| 2. | Substitusi Regenerasi Molecular Sieve dari Media Pemanas High Pressure Steam (HPS) menjadi Medium Pressure Steam (MPS) di 173-C Pabrik Amoniak / Substitution of Molecular Sieve Regeneration from High Pressure Steam (HPS) Heating Media to Medium Pressure Steam (MPS) at 173-C Ammonia Plant | Melakukan proses substitusi Regenerasi Molekular Sieve dari Media Pemanas High Pressure Steam (HPS) menjadi Medium Pressure Steam (MPS) di 173-C Pabrik Amoniak / Performing the substitution process for Molecular Sieve Regeneration from High Pressure Steam (HPS) Heating Media to Medium Pressure Steam (MPS) at 173-C Ammonia Plant | Mengurangi emisi GRK Sebesar 617.000 Ton CO ₂ Eq. / Reducing GHG emissions by 617,000 Tons CO ₂ Eq. | Masih terus dioperasikan / Still in operation |

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SUSTAINABLE ENVIRONMENTAL PERFORMANCE

Informasi mengenai besaran emisi gas rumah kaca yang dihasilkan PT Petrokimia Gresik baik langsung dan tidak langsung ditampilkan dalam tabel berikut :

Information on the amount of greenhouse gas emission produced by PT Petrokimia Gresik, both directly and indirectly, is shown in the table below :

Emisi Gas Rumah Kaca (GRK) Langsung PT Petrokimia Gresik [GRI 305-1]

Direct Greenhouse Gas Emission of PT Petrokimia Gresik

| Emisi Gas Rumah Kaca Langsung Direct Greenhouse Gas Emission | Satuan / Unit | 2020 | 2019 |
|---|---------------|---------|-----------|
| Total (CO ₂) | Ton / Tonne | 578.060 | 1.142.318 |
| Total (CH ₄) | Ton / Tonne | 10,30 | 17,65 |
| Total (N ₂ O) | Ton / Tonne | 1,030 | 7,09 |

Emisi Gas Rumah Kaca (GRK) Tidak Langsung [GRI 305-2]

Indirect Greenhouse Gas Emission

| Emisi Gas Rumah Kaca Tidak Langsung Indirect Greenhouse Gas Emission | Satuan / Unit | 2020 | 2019 |
|---|---------------|----------|-----------|
| Total (CO ₂) | Ton / Tonne | 9.412,18 | 41.956,90 |

Emisi Gas Rumah Kaca (GRK) Tidak Langsung [GRI 305-3]

Indirect Greenhouse Gas Emission

| Emisi Gas Rumah Kaca Tidak Langsung Indirect Greenhouse Gas Emission | Satuan / Unit | 2020 | 2019 |
|---|---------------|-------|-------|
| Total (CH ₄) | Ton / Tonne | 0,023 | 0,202 |

Intensitas Emisi Gas Rumah Kaca (GRK) [GRI 305-4]

Greenhouse Gas Emission Intensity

| Emisi Gas Rumah Kaca Tidak Langsung Indirect Greenhouse Gas Emission | Satuan / Unit | 2020 | 2019 |
|---|---------------|-------|-------|
| Total (CO ₂) | Ton / Tonne | 0,171 | 0,200 |

Pengurangan Emisi Gas Rumah Kaca [GRI 305-5]

Reduction of Greenhouse Gas Emission

| Emisi Gas Rumah Kaca Langsung dari Proses Produksi Amoniak (IPPU) / Direct Greenhouse Gas Emission from Ammonia Production Process (IPPU) | Satuan / Unit | 2020 | 2019 |
|---|--------------------|----------------|-------------------|
| CO₂ yang Dihasilkan / CO₂ Produced | | | |
| CO ₂ Amoniak / Ammonia CO ₂ | Ton / Tonne | 1.792.188,48 | 990.995,52 |
| CO₂ yang Dimanfaatkan untuk Bahan Baku Pabrik / CO₂ Utilized as Raw Material for Plants | | | |
| Pabrik Urea / Urea Plant | Ton / Tonne | 745.156 | 708.118,52 |
| Pabrik ZA II / ZA II Plant | Ton / Tonne | 82.738 | 77.674,38 |
| Pabrik CO ₂ Cair/Dry / Liquid/Dry CO ₂ Plant | Ton / Tonne | 16.438 | 25.249,88 |
| Jumlah Pemanfaatan / Total Utilization | Ton / Tonne | 868.639 | 811.042,79 |

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EMISI UDARA

Proses dan kegiatan produksi pupuk yang dijalankan PT Petrokimia Gresik menghasilkan efluen yang dilepaskan ke udara sehingga berpotensi meningkatkan ambien udara, baik yang dihasilkan oleh unsur yang memiliki atau tidak memiliki unsur pencemar.

Menyadari hal tersebut, Perseroan memberlakukan kebijakan pengelolaan emisi udara dengan mengacu pada Keputusan Menteri Negara Lingkungan Hidup No. 17 Tahun 2019 tentang Baku Mutu Emisi bagi Kegiatan Industri Pupuk, yang meliputi:

1. Menyediakan sarana dan prasarana pengendalian pencemaran udara yang meliputi antara lain cerobong emisi yang dilengkapi dengan sarana pendukung seperti lubang pengambilan sampel, tangga, lantai kerja (*platform*) dan aliran listrik serta sarana pengendalian pencemaran udara lainnya sebagaimana ditetapkan dalam Keputusan Kepala Badan Pengendalian Dampak Lingkungan Nomor 205/Bapedal/07/1996 tentang pedoman Teknis Pengendalian Pencemaran Udara Sumber Tidak Bergerak;
2. Memasang alat pemantauan kualitas emisi secara terus menerus (*Continuous Emission Monitoring/CEM*) pada cerobong tertentu yang pelaksanaannya dikonsultasikan dengan Menteri dan bagi cerobong yang tidak dipasang peralatan (*Continuous Emission Monitoring/CEM*) wajib dilakukan pengukuran secara manual dalam waktu 6 (enam) bulan sekali;
3. Memantau sarana dan prasarana pengendalian pencemaran udara sebagaimana dimaksud dalam huruf (a) dan (b).

Hasil pengukuran emisi udara tahun 2020 ditampilkan dalam tabel berikut:

AIR EMISSION

The fertilizer production process and activities carried out by PT Petrokimia Gresik release effluent to the air that has the potential to increase air ambience, both from non-pollutant and pollutant elements..

With awareness of this matter, the Company implements air emission management policy pursuant to Decree of the Minister of Environment No. 17 of 2019 regarding Emission Quality Standards for Fertilizer Industry Activities, that includes:

1. Providing air pollution control facilities and infrastructure, including emission chimneys that are equipped with supporting facilities, such as sampling hole, stairs, platform, electricity, as well as other air pollution control facilities as stipulated in Decree of the Head of Environmental Impact Management Board No. 205/Bapedal/07/1996 regarding Technical Guideline on Air Pollution Control from Immovable Sources;
2. Installing continuous emission quality monitoring equipment (*Continuous Emission Monitoring/CEM*) on certain chimneys whose implementation is in consultation with the Minister and for chimneys for which no equipment is installed (*Continuous Emission Monitoring/CEM*) manual measurements are required every 6 (six) months ;
3. Monitor air pollution control facilities and infrastructure as referred to in letters (a) and (b).

Hasil pengukuran emisi udara tahun 2020 ditampilkan dalam tabel berikut:

Emisi Udara Tahun 2020 [GRI 305-7]
2020 Air Emissions

| Parameter / Parameter | Jumlah (dalam Ton) / Amount (in Ton) |
|--------------------------|--------------------------------------|
| NO ₂ | 1.852 |
| SO ₂ | 2.044 |
| Partikulat / Particulate | 815,82 |
| NH ₃ | 215,45 |
| HF | 40,34 |

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PENGELOLAAN LIMBAH CAIR

Dalam meminimalisir dampak terhadap lingkungan, Perseroan memberlakukan pengelolaan limbah cair yang berprinsip pada kepatuhan terhadap prinsip kelestarian lingkungan. Adapun air limbah yang dihasilkan yakni bukan termasuk kategori Bahan Beracun dan Berbahaya (B3).

Pengelolaan limbah cair dilakukan dengan menambahkan kapur/soda kaustik, melakukan pengendapan di bak equalizer, sebelum 40% air limbah hasil treatment tersebut digunakan kembali untuk produksi Pabrik Pupuk Fosfat dan 60% dibuang ke laut dan tidak ada dampak negative yang ditimbulkan terhadap habitas perairan.

[GRI 306-1, GRI 306-5]

WASTE MANAGEMENT

In minimizing the impact on the environment, the Company applies liquid waste management that is based on compliance with the principles of environmental sustainability. The waste water produced is not included in the category of Toxic and Hazardous Materials (B3).

Liquid waste management is carried out by adding lime/ caustic soda, settling in an equalizer tank, before 40% of the treated wastewater is reused for production of the Phosphate Fertilizer Factory and 60% is discharged into the sea and there is no negative impact on aquatic habitats.

[GRI 306-1, GRI 306-5]

Jumlah air limbah yang dihasilkan Perseroan adalah sebagai berikut:

The amount of wastewater produced by the Company is as follows:

| Keterangan / Description | Satuan / Unit | 2020 | 2019 |
|--------------------------|----------------|-----------|-----------|
| Air Limbah / Wastewater | m ³ | 1.242.648 | 1.365.024 |
| pH | - | 7,7 | 7,4 |
| NH ₂ | kg/ton | 0,1908 | 0,118 |
| Fluor | kg/ton | 0,0011 | 0,00038 |
| COD | kg/ton | 0,0175 | 0,027 |
| TSS | kg/ton | 0,0360 | 0,046 |

PENGELOLAAN LIMBAH PADAT

Proses produksi yang dijalankan Perseroan menghasilkan dua jenis limbah padat, yaitu limbah Bahan Berbahaya dan Beracun (B3) dan limbah non-B3. Limbah padat jenis B3 yang dihasilkan diantaranya limbah katalis bekas yang berasal dari pabrik amoniak yang mengandung oksida-oksida Ni, Zn, Cu, Fe, Mo, dan Co, sedangkan limbah non B3 berupa kertas dan sampah domestik yang dihasilkan dari operasional kantor.

Perseroan memberlakukan pengolahan limbah B3 melalui recycle atau daur ulang yang dilakukan sendiri maupun dengan menunjuk pihak ketiga. Sementara itu, pengolahan limbah non B3 dilakukan dengan menggunakan petugas pengangkut sampah untuk selanjutnya dibuang ke tempat pembuangan akhir (TPA).

SOLID WASTE MANAGEMENT

The production process carried out by the Company produces two types of solid waste, namely Toxic and Hazardous Waste (B3) and non-B3 waste. The B3 solid waste includes catalyst waste from ammonia plants that contains Ni, Zn, Cu, Fe, Mo, and Co oxides, while non-B3 waste includes paper and domestic waste from office operations.

The Company conducts B3 waste treatment through recycling that is carried out on its own or by appointing third party. Meanwhile, non-B3 waste treatment is carried out by garbage transport officers to be disposed to landfills.

KINERJA LINGKUNGAN BERKELANJUTAN

SUSTAINABLE ENVIRONMENTAL PERFORMANCE

Perseroan berhasil menciptakan inovasi yang belum pernah dilakukan di Perseroan lain. Gypsum netral diproduksi melalui pencampuran antara 98% crude gypsum dan 2-3% Kapur CaO sehingga pH crude gypsum naik menjadi 6-7. Gypsum dengan pH 6-7 merupakan bahan baku pembuatan bata ringan dan plasterboard. Inovasi "Optimalisasi Pencampuran Chemical Gypsum dan Kapur menjadi Gypsum Netral" merupakan perubahan sistem dari yang sebelumnya manual-batch menjadi automaticcontinue yang dapat meningkatkan produksi dari 303 ton/hari menjadi 1.680 ton/hari. Kelemahan sistem manual-batch yaitu pencampuran menjadi tidak homogen dan kapasitas produksinya kecil. Perubahan sistem juga terjadi karena terdapat industrial symbiosis antara PT Petrokimia Gresik dengan PT Jaya Boral, PT Knauv Gypsum dan 13 Perseroan produsen pembuatan bata ringan dan plaster board lainnya dengan memasok gypsum netral sebesar 136.601,45 ton/tahun. **[GRI 306-4]**

Dengan menambahkan sistem transfer conveying, dapat sekaligus mencampurkan material di perpindahan antar conveyor dan pencampuran lebih lanjut menggunakan Pugmill, sehingga menjadi homogen dan kapasitas produksinya meningkat. Pemanfaatan gypsum sudah memiliki izin berdasarkan SK MenLKH No. 07.30.05 TAHUN 2015. Perbaikan lingkungan yang diraih adalah pengurangan timbunan gypsum di pembuangan akhir sebesar 136.601,45 ton/tahun dengan penghematan biaya sebesar Rp 691 Milyar penghematan tersebut didapat dari pengurangan biaya apabila dikelolakan ke pihak ketiga sebesar Rp 683 Milyar dengan biaya pengelolaan per ton Rp 5 juta, ditambah dengan keuntungan penjualan sebesar Rp 8 Milyar.

Berikut rincian mengenai jumlah limbah B3 dan non B3 yang dihasilkan Perseroan.

The Company has succeeded in creating innovations that have never been done in other companies. Neutral gypsum is produced by mixing 98% crude gypsum and 2-3% CaO lime so that the pH of crude gypsum rises to 6-7. Gypsum with a pH of 6-7 is the raw material for making lightweight bricks and plasterboard. The innovation "Optimization of Chemical Gypsum and Lime Mixing to Neutral Gypsum" is a system change from the previous manual-batch to automaticcontinue which can increase production from 303 tons/day to 1,680 tons/day. The weakness of the manual-batch system is that the mixing is not homogeneous and the production capacity is small. System changes also occurred because there was an industrial symbiosis between PT Petrokimia Gresik and PT Jaya Boral, PT Knauv Gypsum and 13 other companies producing lightweight bricks and plaster boards by supplying neutral gypsum of 136,601.45 tons/year. **[GRI 306-4]**

By adding a transfer conveying system, you can simultaneously mix the material in the transfer between conveyors and further mixing using the Pugmill, so that it becomes homogeneous and the production capacity increases. The use of gypsum already has a permit based on SK MenLKH No. 07.30.05 YEAR 2015. The environmental improvement achieved was a reduction in gypsum stockpiles in the final disposal of 136,601.45 tons/year with a cost savings of Rp. 691 billion. The savings were obtained from a reduction in costs if managed to a third party of Rp. 683 billion with a management fee of Rp. 683 billion per year. tons of Rp 5 million, plus a sales profit of Rp 8 billion.

Details on the amount of B3 and non-B3 waste produced by the Company are as follows.

Jumlah Limbah B3 dan Non B3 yang Dihasilkan PT Petrokimia Gresik **[GRI 306-2]**

Total B3 and Non-B3 Waste Produced by PT Petrokimia Gresik

| Jenis Limbah / Waste Type | Satuan / Unit | 2020 | 2019 |
|---|--------------------|-----------------|------------------|
| Limbah B3 / B3 Waste | | | |
| Pemanfaatan daur ulang sendiri / Recycling by the Company | Ton / Tonne | 1.965.220,53 | 1.998.005 |
| Daur ulang pihak ketiga / Recycling by Third Party | Ton / Tonne | 8.346,61 | 565 |
| Limbah Non B3 / Non-B3 Waste | | | |
| Daur ulang / Recycling | Ton / Tonne | 3371,2 | 3.840 |
| Dibuang ke TPA / Disposal to Landfills | Ton / Tonne | 1078,86 | 2.140 |
| Jumlah / Total | Ton / Tonne | 4.450,06 | 2.004.550 |

KINERJA LINGKUNGAN BERKELANJUTAN

SUSTAINABLE ENVIRONMENTAL PERFORMANCE

JUMLAH DAN VOLUME TUMPAHAN YANG SIGNIFIKAN

Selama tahun 2020, tidak terdapat insiden tumpahan yang terjadi selama proses pengangkutan, distribusi, maupun pengolahan. Tumpahan yang dimaksud adalah ceceran pupuk yang tumpah atau bocor maupun emisi udara di luar ambang batas normal. Jumlah tumpahan yang terjadi dalam dua tahun terakhir disajikan dalam tabel berikut: **[GRI 306-3]**

SIGNIFICANT SPILLAGE VOLUME

Throughout 2020, there were no incidents of spillage during transportation, distribution, or processing. The spillage in question is spilled or leaked fertilizer or air emission that is beyond the normal limit. The total spillage that occurred during the last two years is presented in the table below: **[GRI 306-3]**

| Kegiatan / Activity | Satuan / Unit | 2020 | 2019 |
|--|---------------|------|------|
| Pengangkutan dan Pengolahan Transportation and Processing | Ton / Tonne | - | - |

KEPATUHAN TERHADAP PERATURAN LINGKUNGAN

PT Petrokimia Gresik secara konsisten menjalankan proses dan kegiatan bisnis yang berprinsip keberlanjutan dan ramah lingkungan sesuai ketentuan dan peraturan perundang-undangan berlaku di bidang lingkungan. Konsistensi tersebut tercermin dari tidak terdapatnya kasus pelanggaran atau sanksi yang dijatuhkan kepada Perseroan yang disebabkan oleh ketidakpatuhan terhadap UU Lingkungan. **[GRI 307-1]**

COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

PT Petrokimia Gresik consistently carries out environmentally friendly business process and activities based on sustainability principles pursuant to the applicable provisions and laws in environment. Such consistency is reflected on the absence of violation case or sanction imposed to the Company for noncompliance with the Environmental Law. **[GRI 307-1]**

MEKANISME PENGADUAN MASALAH LINGKUNGAN

Mekanisme pengaduan masalah lingkungan diatur dalam prosedur PR-02-0052 tentang Komunikasi. Selama tahun 2020, jumlah pengaduan tentang masalah lingkungan terdapat sebanyak 5 (lima) pengaduan. Seluruh pengaduan tersebut telah ditangani dan ditindaklanjuti hingga selesai.

ENVIRONMENTAL ISSUES COMPLAINT MECHANISM

The complaint mechanism for environmental issues has been regulated in procedure PR-02-0052 regarding Communication. Throughout 2020, there were 5 (five) complaints concerning the environment. All complaints have been handled and followed up completely.

Jumlah Pengaduan Masalah Lingkungan

Total Environmental Issues Complaints

| Pengaduan / Complaint | 2020 | 2019 |
|------------------------------------|------|------|
| Jumlah Pengaduan / Total Complaint | 5 | 8 |
| Ditangani / Handled | 5 | 8 |
| Diselesaikan / Completed | 5 | 8 |

PELIBATAN KOMUNITAS PELESTARIAN ALAM

Komitmen di bidang lingkungan ditunjukkan dengan adanya keberlanjutan program berkelanjutan pemberdayaan masyarakat (*community development*), diantaranya Program "Literasi" (Lingkungan Peternakan Sapi Terintegrasi) yang merupakan pemberdayaan masyarakat ternak dalam hal peningkatan kapasitas agar dapat mengembangkan usaha ternak maupun usaha lainnya. Lalu Program "Kampung Pisang" yakni mengoptimalkan potensi lokal tanaman pisang yang ada melalui pemanfaatan buah, daun hingga batangnya untuk diolah menjadi olahan makanan dan kerajinan serta pelibatan kelompok tani dalam pengelolaan tanaman pisang. Adapun Program "Journey Mengare", pemberdayaan masyarakat pesisir Gresik melalui konservasi ekosistem pesisir untuk mengurangi laju abrasi dan Program "Ekowisata Mangrove Kali Lamong" sebagai program pengembangan masyarakat sempadan sungai melalui pengembangan ekowisata di wilayah industri perkotaan.

NATURAL CONSERVATION COMMUNITY INVOLVEMENT

Commitment in the environmental field is demonstrated by the sustainability of community development programs, including the "Literacy" Program (Integrated Cattle Farming Environment) which is an empowerment of livestock communities in terms of capacity building in order to develop livestock businesses and other businesses. Then the "Kampung Pisang" Program is optimizing the local potential of existing banana plants through the use of fruit, leaves and stems to be processed into processed foods and crafts as well as the involvement of farmer groups in the management of banana plants. The "Journey Mengare" Program, empowering the Gresik coastal community through conservation of coastal ecosystems to reduce the rate of abrasion and the "Kali Lamong Mangrove Ecotourism" program as a river border community development program through the development of ecotourism in urban industrial areas.

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

OPERASI YANG BERPOTENSI BERDAMPAK NEGATIF TERHADAP MASYARAKAT LOKAL [GRI 413-2]

Dampak negatif dari operasi Perseroan terhadap masyarakat sekitar dapat dikomunikasikan dengan baik oleh Perseroan dengan berbagai pendekatan humanis dan berbagai bantuan/pemberdayaan masyarakat sekitar. Tidak ada ada gejolak yang terjadi di masyarakat sekitar Perseroan

INSIDEN PELANGGARAN YANG MELIBATKAN HAK-HAK MASYARAKAT ADAT [GRI 411-1]

Keberadaan PT Petrokimia Gresik di tengah masyarakat tak memberikan legitimasi bagi Perseroan untuk mengurangi kepatuhannya dalam menghormati hak-hak masyarakat, terutama masyarakat sekitar lokasi operasional Perseroan. Perseroan secara berkala mengevaluasi kepatuhan terhadap pemenuhan hak-hak masyarakat sekitar tersebut melalui mekanisme Survei Kepuasan Lingkungan dengan melibatkan masyarakat sekitar dalam proses pemantauan dan identifikasi. Selama tahun 2020, tidak terdapat insiden ketidakpatuhan yang dilakukan Perseroan terhadap hak-hak masyarakat adat. Hal tersebut terlihat dari hasil Survei Kepuasan Lingkungan yang menunjukkan bahwa masyarakat "sangat puas" dengan kebermanfaatannya Perseroan terhadap masyarakat sekitar.

DAMPAK NEGATIF TERHADAP MASYARAKAT DALAM RANTAI PASOKAN DAN TINDAKAN YANG DIAMBIL [GRI 414-2]

Dampak negatif yang mungkin timbul dalam perekrutan tenaga kerja non organik dengan pemasok adalah masalah kesenjangan yang berkaitan dengan kesejahteraan. Selain itu, yang paling mungkin adalah munculnya pemaksaan kehendak tenaga kerja non-organik agar dijadikan karyawan tetap. Hal ini bisa menjadi beban bagi para

OPERATIONS WITH POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES [GRI 413-2]

The negative impact of the Company's operations on the surrounding community can be well communicated by the Company through various humanist approaches and various assistance/empowerment of the surrounding community. There is no turmoil that occurs in the community around the Company

INCIDENCE OF VIOLATIONS INVOLVING INDIGENOUS PEOPLE'S RIGHTS [GRI 411-1]

The existence of PT Petrokimia Gresik in the community does not provide legitimacy for the Company to reduce its compliance in respecting the rights of the community, especially the community around the Company's operational locations. The Company periodically evaluates compliance with the fulfillment of the rights of the surrounding community through the Environmental Satisfaction Survey mechanism by involving the surrounding community in the monitoring and identification process. During 2020, there were no incidents of non-compliance by the Company to the rights of indigenous peoples. This can be seen from the results of the Environmental Satisfaction Survey which shows that the community is "very satisfied" with the benefits of the Company to the surrounding community.

NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN [GRI 414-2]

The negative impact that may arise in the recruitment of non-organic workers with suppliers is the problem of inequality related to welfare. In addition, what is most likely is the emergence of coercion of the will of non-organic workers to become permanent employees. This can be a burden for the labor suppliers of PT Petrokimia Gresik's



pemasok tenaga kerja rekanan PT Petrokimia Gresik. Untuk mengantisipasi hal tersebut, dibuatlah peraturan yang harus disepakati sesuai dengan ketentuan yang berlaku, yakni Peraturan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia Nomor 19 Tahun 2012 tentang Penyerahan Pelaksanaan Pekerja kepada Perseroan Lain, yang dalam hal ini adalah PT Petrokimia Gresik bekerja sama dengan rekanan pemasok ketenagakerjaan.

Dampak negatif yang mungkin timbul dalam perekrutan tenaga kerja non organik dengan pemasok adalah masalah kesenjangan yang berkaitan dengan kesejahteraan. Selain itu, yang paling mungkin adalah munculnya pemaksaan kehendak tenaga kerja non-organik agar dijadikan karyawan tetap. Hal ini bisa menjadi beban bagi para pemasok tenaga kerja rekanan PT Petrokimia Gresik. Untuk mengantisipasi hal tersebut, dibuatlah peraturan yang harus disepakati sesuai dengan ketentuan yang berlaku, yakni Peraturan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia Nomor 19 Tahun 2012 tentang

partners. To anticipate this, regulations are made that must be agreed in accordance with applicable regulations, namely the Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number 19 of 2012 concerning the Transfer of Worker Implementation to Other Companies, which in this case is PT Petrokimia Gresik in collaboration with supplier partners. employment.

Dampak negatif yang mungkin timbul dalam tenaga kerja non organik adalah masalah yang berkaitan dengan kesejahteraan. Selain itu, yang paling mungkin adalah munculnya pemaksaan kehendak tenaga kerja non-organik agar karyawan tetap. Hal ini bisa menjadi beban bagi para pemasok tenaga kerja rekanan PT Petrokimia Gresik. Untuk mengantisipasi hal tersebut, dibuatlah peraturan yang harus disepakati sesuai dengan ketentuan yang berlaku, yaitu Peraturan Menteri Tenaga Kerja dan Transmigrasi Republik Indonesia Nomor 19 Tahun 2012 tentang Penyerahan Pelaksanaan Pekerja kepada Perseroan Lain,

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SUSTAINABLE SOCIAL PERFORMANCE

Penyerahan Pelaksanaan Pekerja kepada Perseroan Lain, yang dalam hal ini adalah PT Petrokimia Gresik bekerja sama dengan rekanan pemasok ketenagakerjaan.

KESETARAAN HAK ASASI MANUSIA

Perseroan berkomitmen penuh terhadap pemenuhan Hak Asasi Manusia (HAM) dalam menerapkan praktik ketenagakerjaan. Komitmen ini tidak semata ditujukan sebagai bentuk kepatuhan terhadap peraturan perundang-undangan semata, tetapi juga berperan sebagai bentuk tanggung jawab yang sudah sepatutnya melandasi upaya Perseroan dalam menghormati hak-hak yang melekat pada hakikat dan keberadaan manusia. [GRI 103-1]

Dalam periode pelaporan tidak dilaksanakan pelatihan/ sosialisasi terkait dengan hak asasi manusia karena dalam beberapa periode yang lalu tidak terdapat permasalahan hak asasi manusia, namun dalam hal terdapat sesuatu yang berpotensi dapat menimbulkan permasalahan hak asasi manusia baik dilingkungan operasi Perseroan ataupun diluar operasi Perseroan akan dipertimbangkan untuk melakukan sosialisasi/pelatihan untuk meningkatkan kesadaran akan pentingnya saling menjunjung hak asasi manusia demi keberlangsungan Perseroan. [GRI 412-2]

KEBIJAKAN ANTI DISKRIMINASI

Perseroan menolak segala bentuk diskriminasi dan perilaku yang bersifat merendahkan suatu agama, gender, ras, suku, warna kulit, opini politik, asal usul sosial, dan diskriminasi lainnya. Perseroan senantiasa mendorong iklim sosial yang sehat dan menghargai sesama serta memelihara toleransi perbedaan. Konsistensi Perseroan dalam menerapkan kebijakan anti diskriminasi tercermin dari tidak adanya laporan yang diterima Perseroan terkait kasus diskriminasi yang terjadi di lingkungan PT Petrokimia Gresik. [GRI 406-1]

PEKERJA ANAK

Bersandar pada ketentuan yang diatur dalam Konvensi 138 *International Labour Organization* (ILO) tentang Konvensi Usia Minimum dan 182 tentang Konvensi Bentuk Terburuk Pekerja Anak, Perseroan tidak mempekerjakan pegawai di bawah usia legal, yaitu pegawai dengan usia di bawah 15 tahun. Hal ini terlihat dari komposisi karyawan Perseroan berdasarkan usia yang menunjukkan bahwa tidak ada pegawai yang dipekerjakan di bawah usia 18 tahun. Hingga akhir periode pelaporan 2020, tidak terdapat pelaporan terkait pekerja di bawah umur yang dipekerjakan PT Petrokimia Gresik. [GRI 408-1]

yang dalam hal ini adalah PT Petrokimia Gresik bekerja sama dengan rekanan pemasok ketenagakerjaan.

HUMAN RIGHTS EQUALITY

The Company is fully committed to the fulfillment of Human Rights (HAM) in implementing employment practices. This commitment is not only intended as a form of compliance with laws and regulations, but also acts as a form of responsibility that should properly underlie the Company's efforts to respect the rights inherent in the nature and existence of humans. [GRI 103-1]

During the reporting period, training/socialization related to human rights was not carried out because in the past several periods there were no human rights problems, but in the event that there is something that has the potential to cause human rights problems, both within the Company's operations or outside the Company's operations, it will be considered for conduct socialization/training to increase awareness of the importance of upholding human rights for the sustainability of the Company. [GRI 412-2]

ANTI-DISCRIMINATION POLICY

The Company disapproves all forms of discrimination and behavior that is degrading to a religion, gender, race, ethnicity, skin color, political opinion, social origin, and other discrimination. The Company always encourages a healthy social climate and respects others and maintains tolerance for differences. The Company's consistency in implementing anti-discrimination policies is reflected in the absence of reports received by the Company regarding discrimination cases that occurred within PT Petrokimia Gresik. [GRI 406-1]

CHILD LABOR

Based on the provisions stipulated in the International Labor Organization (ILO) 138 Convention on the Minimum Age Convention and 182 on the Worst Forms of Child Labor Conventions, the Company does not employ employees under the legal age, namely employees under the age of 18 years old. This can be seen from the composition of the Company's employees based on age which shows that there are no employees under the age of 18 years old. Until the end of the 2018 reporting period, there were no reports regarding underage workers employed by PT Petrokimia Gresik. [GRI 408-1]



KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

KERJA PAKSA

PT Petrokimia Gresik menolak segala bentuk praktik kerja paksa dan perbudakan, termasuk di dalamnya pemaksaan simpanan wajib, pemberian ancaman pemecatan untuk bekerja lembur tanpa kesepakatan, dan penahanan dokumen identitas. Perseroan menerapkan jadwal kerja yang mengacu pada aturan ketenagakerjaan yang berlaku, dan peraturan mengenai karyawan yang bekerja di luar jam kerja normal telah disepakati oleh manajemen dan wakil pegawai.

Selain berlandaskan kepatuhan terhadap peraturan perundang-undangan, Perseroan juga mengedepankan aspek Kesehatan dan Keselamatan Kerja (K3) dengan mengacu pada *Standard Operating Procedure* (SOP) PT Petrokimia Gresik demi mewujudkan *Health, Safety, Environmental* (HSE) Excellence. [GRI 409-1]

PENILAIAN DAMPAK

PT Petrokimia Gresik sepenuhnya menyadari bahwa kegiatan dan proses produksi Perseroan memiliki dampak baik langsung maupun tidak langsung terhadap lingkungan dan masyarakat sekitar. Dalam memenuhi tanggung jawab Perseroan terhadap masyarakat, Perseroan secara berkala mengadakan Survei Kepuasan Lingkungan yang dilaksanakan setiap setahun sekali untuk mengukur tingkat kepuasan masyarakat terhadap keberadaan dan kebermanfaatannya Perseroan. Pada tahun 2020, Survei Kepuasan Lingkungan dilaksanakan selama 4 (empat) hari pada tanggal 3-6 November 2020 dengan melibatkan 185 responden yang berasal dari 8 Kelurahan/Desa Ring I sekitar Perseroan.

Hasil Survei Kepuasan Lingkungan tahun 2020 menunjukkan bahwa masyarakat merasa "sangat puas" dengan keberadaan dan kebermanfaatannya Perseroan dengan perolehan skor sebesar 86,53.

PENGEMBANGAN MASYARAKAT LOKAL [GRI 413-1]

BIDANG PENDIDIKAN

Komitmen PT Petrokimia Gresik untuk tumbuh dan berkembang bersama masyarakat sekitar Perseroan diimplementasikan melalui berbagai program CSR. Salah satunya adalah program *capacity building* yang bertujuan untuk meningkatkan kualitas Sumber Daya Manusia (SDM) masyarakat sekitar melalui dunia pendidikan. Konsistensi pemberian bantuan Bea siswa Petro (BESTRO) adalah salah satu wujud nyata komitmen Petrokimia Gresik membentuk

FORCED LABOR

PT Petrokimia Gresik disapproves all forms of forced labor and slavery, including coercion of obligatory deposits, overtime work without agreement with threat of dismissal, and confiscation of identity documents. The Company applies a work schedule that refers to applicable labor regulations, and regulations regarding employees who work outside normal working hours have been agreed upon by the management and employee representatives.

In addition to the compliance with laws and regulations, the Company also prioritizes Occupational Health and Safety (K3) aspects by referring to Standard Operating Procedure (SOP) of PT Petrokimia Gresik in order to realize Health, Safety, and Environmental (HSE) Excellence. [GRI 409-1]

IMPACT ASSESSMENT

PT Petrokimia Gresik is fully aware that the Company's activities and production processes have direct and indirect impacts on the environment and surrounding communities. In fulfilling the Company's responsibility to the community, the Company periodically conducts an Environmental Satisfaction Survey which is carried out once a year to measure the level of community satisfaction with the existence and benefits of the Company. In 2020, the Environmental Satisfaction Survey was carried out for 4 (four) days on 3-6 November 2020, involving 185 respondents from 8 Kelurahan/Ring I Villages around the Company.

The results of the 2020 Environmental Satisfaction Survey show that the community is "very satisfied" with the existence and usefulness of the Company with a score of 86.53.

LOCAL COMMUNITY DEVELOPMENT [GRI 413-1]

EDUCATION

PT Petrokimia Gresik's commitment to grow and develop with the community around the Company is implemented through various CSR programs. One of them is a capacity building program that aims to improve the quality of Human Resources (HR) of the surrounding community through education. The consistency of providing Petro Scholarship (BESTRO) assistance is a tangible manifestation of Petrokimia Gresik's commitment to form Superior

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

SDM Unggul. Program bantuan beasiswa *full cover* ini juga untuk mendukung kemajuan pendidikan di Kabupaten Gresik.

Beasiswa Petrokimia Gresik (BESTRO) diberikan sejak tahun 2012 untuk jenjang pendidikan S1 dan tahun 2014 untuk jenjang SMA/SMK. Penerima beasiswa S1 sejak tahun 2012 sebanyak 117 orang, dan untuk SMA/SMK sebanyak 223 orang. BESTRO khusus diberikan kepada siswa/siswi dari Kabupaten Gresik yang berprestasi namun dari keluarga kurang mampu secara ekonomi. Mereka adalah putra-putri warga masyarakat di sekitar Perseroan. Bantuan beasiswa jenjang S1 diberikan maksimal selama 4 (empat) tahun, sedangkan SMA/SMK maksimal selama 3 (tiga) tahun atau sampai dengan kelulusan. Selain mendapatkan bantuan biaya pendidikan, penerima beasiswa juga akan dibekali dengan berbagai pelatihan untuk meningkatkan *softskill*.

BIDANG KESEHATAN

Kontribusi Perseroan di bidang kesehatan difokuskan pada peningkatan kualitas hidup masyarakat sekitar serta peningkatan perilaku hidup bersih dan sehat. Sejak tahun 2011 hingga tahun 2017, program Kampung Sehat masih berfokus pada kegiatan kuratif kesehatan dengan program penyediaan layanan kesehatan dasar seperti pengobatan gratis, khitan, operasi katarak, fogging dan berbagai kegiatan lain ini bekerja sama dengan PT Petro Graha Medika dan menunjuk RS Grha Husada sebagai operator untuk delapan desa/kelurahan sekitar Perseroan, yaitu Desa Roomo, Kelurahan Tlogopojok, Lumpur, Kroman, Karangturi, Karangpoh, Sukorame, dan Kelurahan Ngipik.

Pada tahun 2018, inovasi mulai dilakukan dengan fokus pada kegiatan promotif dan preventif kesehatan, serta penyelesaian masalah dasar kesehatan yang ada di masyarakat selaras dengan cita-cita pencapaian Sustainable Development Goals 3 (SDGs 3): Good Health and Well Being secara terukur dan terarah berdasarkan indeks kesehatan. Pemetaan tingkat kesehatan suatu kelurahan/desa dilaksanakan menggunakan parameter bidang kesehatan masyarakat melibatkan Dinas Kesehatan Kabupaten Gresik, Puskesmas Nelayan, Puskesmas Industri, Puskesmas Alun-alun, Puskesmas Sukomulyo, Lurah/Kepala Desa sekitar Perseroan, serta masukan dari masyarakat sekitar Perseroan sebagai penerima program.

Selama setahun penuh Petrokimia Gresik mengedukasi masyarakat tentang berbagai informasi pencegahan penyakit dan penanggulangan kegawatdaruratan di rumah. Kemudian sejak tahun 2019 sampai dengan saat

Human Resources. This full cover scholarship assistance program is also to support the progress of education in Gresik Regency.

Petrokimia Gresik Scholarship (BESTRO) has been awarded since 2012 for undergraduate education level and 2014 for SMA/SMK level. There have been 117 recipients of undergraduate scholarships since 2012 and 223 people for SMA/SMK. BESTRO is specifically given to students from Gresik Regency who excel but come from economically disadvantaged families. They are the sons and daughters of the community around the Company. Scholarship assistance for undergraduate level is given for a maximum of 4 (four) years, while SMA/SMK is for a maximum of 3 (three) years or until graduation. In addition to receiving tuition assistance, scholarship recipients will also be provided with various trainings to improve their soft skills.

HEALTH

The Company's contribution in the health sector is focused on improving the quality of life of the surrounding community as well as improving clean and healthy living behavior. From 2011 to 2017, the Kampung Sehat program was still focused on health curative activities by providing basic health services such as free medical treatment, circumcision, cataract surgery, fogging and various other activities in collaboration with PT Petro Graha Medika and appointed Grha Husada Hospital as operators for eight villages/kelurahan around the Company, namely Roomo Village, Tlogopojok Village, Lumpur, Kroman, Karangturi, Karangpoh, Sukorame, and Ngipik Village.

In 2018, innovation began to be carried out with a focus on health promotive and preventive activities, as well as solving basic health problems that exist in the community in line with the goals of achieving Sustainable Development Goals 3 (SDGs 3): Good Health and Well Being in a measurable and directed manner based on health index. The mapping of the health level of a kelurahan/village is carried out using the parameters of the public health sector involving the Gresik Regency Health Office, Fisherman's Health Center, Industrial Health Center, Alun-alun Health Center, Sukomulyo Health Center, Lurah/Village Head around the Company, as well as input from the community around the Company as program recipients.

For a full year, Petrokimia Gresik has been educating the public about various information on disease prevention and emergency management at home. Then from 2019 until now the program formulation refers to the Healthy

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

ini perumusan program mengacu pada Indikator Keluarga Sehat (IKS) dan Pola Hidup Bersih dan Sehat (PHBS).

Program “Sekar Mamamia” (Sekolah Kader Mama dan Pemuda Petrokimia) yang merupakan pengembangan dari kegiatan rutin Kampung Sehat Perseroan yakni, pemberdayaan masyarakat di bidang kesehatan melalui peningkatan kapasitas dan pembentukan kader agar mampu menjadi pioneer dalam penyampaian informasi kesehatan di masyarakat dari sumber yang kredibel.

TENAGA KERJA LOKAL

Mendukung upaya pengembangan kesejahteraan masyarakat, PT Petrokimia Gresik memprioritaskan tenaga kerja lokal dalam memenuhi kebutuhan SDM Perseroan. Hal ini ditujukan untuk memberi nilai tambah pada pengembangan SDM lokal. Tenaga kerja lokal yang digunakan berasal dari wilayah Gresik dan sekitar wilayah operasional Perseroan.

Penggunaan tenaga kerja lokal secara bersamaan memberikan akses yang lebih baik bagi masyarakat daerah untuk berprestasi dan mendukung pembangunan wilayah yang menjadi domisilinya. Hingga 31 Desember 2020, jumlah karyawan yang berasal dari lokal berjumlah 682 pegawai atau 28% dari jumlah keseluruhan pegawai Perseroan. Sedangkan jumlah Manajemen Senior yang berasal dari lokal adalah sebanyak 3 orang atau 0,12% dari jumlah seluruh karyawan (Grade 1 dan Grade 2).

Family Indicator (IKS) and Clean and Healthy Lifestyle (PHBS).

The “Sekar Mamamia” program (Mama Cadre School and Petrokimia Youth) which is a development of the Company's routine Healthy Village activities, 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 to the community from credible sources.

LOCAL LABOR

Supporting efforts to develop community welfare, PT Petrokimia Gresik prioritizes local workers in meeting the Company's HR needs. This is intended to add value to the development of local human resources. The local workforce used comes from the Gresik area and around the Company's operational areas.

The use of local workers simultaneously provides better access for local communities to excel and support the development of the area where they are domiciled. As of December 31, 2020, the number of employees who come from local is 682 employees or 28% of the total number of employees of the Company. While the number of Senior Management from local is 3 people or 0.12% of the total number of employees (Grade 1 and Grade 2).

Jumlah Karyawan Lokal dan Manajemen Senior Lokal Berdasarkan Wilayah Kerja
Total Local Employee and Senior Management Based on Work Are

| Wilayah Unit Unit Area | Jumlah Karyawan Seluruhnya Total Employee | Karyawan Lokal / Local Employee | | Manajemen Senior Lokal Local Senior Management | |
|---|---|---------------------------------|---|---|---|
| | | Jumlah / Total | Persentase dibandingkan Seluruh Karyawan Percentage to Total Employee | Jumlah / Total | Persentase dibandingkan Seluruh Karyawan Percentage to Total Employee |
| Gresik, Jawa Timur Gresik, East Java | 2.429 | 682 | 28% | 3 | 0,12% |

Mekanisme perekrutan tenaga kerja lokal direalisasikan salah satunya melalui penyelenggaraan Loka Pelatihan dan Keterampilan (Lolapil). Lolapil diselenggarakan bagi siswa lulusan SMA yang berdomisili di sekitar wilayah operasional Perseroan. Informasi mengenai jumlah perekrutan pegawai berdasarkan penyelenggaraan Lolapil sejak 7 April 1981 hingga 31 Desember 2020 adalah sebagai berikut:

The mechanism for recruiting local workforce is realized, among others, through the implementation of Training and Skills Workshop (Lolapil). Lolapil is held for high school graduates that domicile around PG's operational area. Information on the number of employee recruitment from Lolapil implementation between April 7, 1981 to December 31, 2020 is as follows:

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

| Tahun Year | Angkatan Batch | Kejuruan Vocation | Jumlah Peserta / Total Participants | | | | | Keterangan Description |
|---------------|-------------------|---------------------------------------|-------------------------------------|----------------------------|---|---|--------------------------------------|--------------------------------------|
| | | | Siswa Students | Bersertifikat Certified | Gugur Seleksi PG Failed PG Selection | Masuk Perusahaan Lain Joined Other Companies | Direkrut PG Recruited by PG | |
| 1981 | I | Las Weld | 20 | 20 | 2 | | 18 | Karyawan Tetap Permanent Employee |
| | I | Bubut Lathe | 21 | 21 | 5 | | 16 | Karyawan Tetap Permanent Employee |
| | I | Instrumen Instrument | 24 | 24 | 4 | | 20 | Karyawan Tetap Permanent Employee |
| 1982 | I | Listrik Electricity | 20 | 20 | 2 | | 18 | Karyawan Tetap Permanent Employee |
| 1983 | I | Pengemudi Driver | 59 | 59 | 2 | | 57 | Karyawan Tetap Permanent Employee |
| | I | Analisis Kimia Chemical Analyst | 39 | 39 | 2 | | 37 | Karyawan Tetap Permanent Employee |
| | II | Pengemudi Driver | 30 | 30 | 2 | | 28 | Karyawan Tetap Permanent Employee |
| 1984 | II | Las Weld | 24 | 24 | 2 | | 22 | Karyawan Tetap Permanent Employee |
| | II | Instrumen Instrument | 23 | 23 | 2 | | 21 | Karyawan Tetap Permanent Employee |
| | I | Alat Berat Heavy Equipment | 35 | 35 | 1 | | 34 | Karyawan Tetap Permanent Employee |
| 1985 | III | Las Weld | 22 | 22 | 1 | | 21 | Karyawan Tetap Permanent Employee |
| | II | Bubut Lathe | 22 | 22 | 1 | | 21 | Karyawan Tetap Permanent Employee |
| | III | Pengemudi Driver | 40 | 40 | 1 | | 39 | Karyawan Tetap Permanent Employee |
| 1986 | IV | Pengemudi Driver | 39 | 39 | 1 | | 38 | Karyawan Tetap Permanent Employee |
| 1987 | III | Listrik Electricity | 22 | 22 | 1 | | 21 | Karyawan Tetap Permanent Employee |
| 1988 1989 | II | Alat Berat Heavy Equipment | 25 | 25 | 1 | | 24 | Karyawan Tetap Permanent Employee |
| 1989 1991 | V | Las Weld | 30 | 30 | 2 | | 28 | Karyawan Tetap Permanent Employee |
| 1991 1992 | III | Bubut / Lathe | 30 | 30 | - | - | - | |
| | I | Otomotif Automotive | 30 | 30 | - | - | - | |
| 2006 | I | Operator Operator | 36 | 36 | 1 | | 35 | Karyawan Tetap Permanent Employee |

KINERJA SOSIAL BERKELANJUTAN
SUSTAINABLE SOCIAL PERFORMANCE

| Tahun Year | Angkatan Batch | Kejuruan Vocation | Jumlah Peserta / Total Participants | | | | | Keterangan Description |
|-----------------------|-------------------|---|-------------------------------------|----------------------------|---|---|--------------------------------------|---------------------------------------|
| | | | Siswa Students | Bersertifikat Certified | Gugur Seleksi PG Failed PG Selection | Masuk Perusahaan Lain Joined Other Companies | Direkrut PG Recruited by PG | |
| 2006 | II | Operator Operator | 35 | 35 | 2 | | 33 | Karyawan Tetap Permanent Employee |
| 2007 | II | Operator Operator | 35 | 35 | 2 | | 33 | Karyawan Tetap Permanent Employee |
| | III | Operator Operator | 54 | 54 | 0 | | 54 | Karyawan Tetap Permanent Employee |
| | I | Mekanik Mechanic | 23 | 23 | 0 | | 23 | Karyawan Tetap Permanent Employee |
| 2008 | IV | Operator Operator | 35 | 35 | 0 | | 35 | Karyawan Tetap Permanent Employee |
| | I | Listrik/ Instrumen Electricity/ Instrument | 24 | 24 | 0 | | 24 | Karyawan Tetap Permanent Employee |
| | I | Pemasaran Marketing | 5 | 5 | 0 | | 5 | Karyawan Tetap Permanent Employee |
| | V | Operator Operator | 52 | 52 | 0 | | 52 | Karyawan Tetap Permanent Employee |
| | II | Mekanik Mechanic | 53 | 53 | 0 | | 53 | Karyawan Tetap Permanent Employee |
| | II | Listrik/ Instrumen Electricity/ Instrument | 21 | 21 | 0 | | 21 | Karyawan Tetap Permanent Employee |
| 2009 | II | Pemasaran Marketing | 15 | 15 | 0 | | 15 | Karyawan Tetap Permanent Employee |
| 2010 | VI | Operator Operator | 14 | 14 | 0 | | 14 | Karyawan Tetap Permanent Employee |
| | III | Mekanik Mechanic | 14 | 14 | 0 | | 14 | Karyawan Tetap Permanent Employee |
| | III | Listrik/ Instrumen Electricity/ Instrument | 10 | 10 | 0 | | 10 | Karyawan Tetap Permanent Employee |
| 2011 | VII | Operator Operator | 92 | 92 | 1 | | 91 | Karyawan Tetap Permanent Employee |
| 2014 2015 | VIII | Operator Operator | 93 | 93 | 6 | | 87 | BP per Mei 2017 BP as of May 2017 |
| 2016 2017 | IX | Operator Operator | 119 | 119 | 0 | 9 | 110 | PKWT 2 Mei 2017 / PWKT May 2, 2017 |
| 2018 | X | Operator Operator | 99 | 99 | 0 | 20 | 79 | |
| Junlah / Total | | | 1.384 | 1.384 | 44 | 29 | 1.251 | |

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

Dalam pemenuhan komposisi senior management, Perseroan memiliki karyawan yang berasal dari internal Perseroan (*local community*) sebanyak 23 orang dari jumlah karyawan grade I atau setara dengan 92%. Sedangkan sisanya sebanyak 2 orang (8%) merupakan karyawan yang berasal dari *professional hire* dan mutasi Perseroan induk. **[GRI 202-2]**

In the fulfillment of senior management composition, the Company has 23 employees that originate from inside the Company (*local community*) from the total of grade I employees or equivalent to 92%. The remaining 2 employees (8%) are employees from professional hire or transferred from the parent company. **[GRI 202-2]**

PROGRAM BINA LINGKUNGAN

Pelaksanaan Program Bina Lingkungan tahun 2020 mencapai Rp6,84 miliar atau 68% dari anggaran yang ditetapkan sebesar Rp10 Miliar dengan rincian sebagai berikut :

COMMUNITY DEVELOPMENT PROGRAM

The implementation of the Community Development Program in 2020 reached Rp6.84 billion or 68% of the budget set at Rp10 billion with the following details:

| Keterangan / Description | 2020 | | |
|--|-----------------------|-----------------------|-----------|
| | Realisasi Realization | RKAP | % |
| Penyaluran Bina Lingkungan / Community Development Distribution | | | |
| Bantuan Korban Bencana Alam / Assistance for Natural Disaster Victims | 885.780.400 | 670.000.000 | 132 |
| Bantuan Pendidikan / Assistance for Education | 2.287.610.000 | 3.554.710.000 | 64 |
| Bantuan Peningkatan Kesehatan / Assistance for Health Improvement | 1.107.465.985 | 1.300.000.000 | 85 |
| Bantuan Pengembangan Prasarana dan/atau Sarana Umum Assistance for Public Infrastructure and/or Facilities Development [GRI 203-1] | 575.500.000 | 1.260.000.000 | 46 |
| Bantuan Sarana Ibadah / Assistance for Worship Facilities | 640.000.000 | 1.761.500.000 | 36 |
| Bantuan Pelestarian Alam / Assistance for Natural Conservation | 40.500.000 | 660.000.000 | 6 |
| Bantuan Sosial Kemasyarakatan / Assistance for Social Community in Poverty Alleviation | 1.303.772.800 | 800.000.000 | 163 |
| Jumlah Penyaluran / Total Distribution | 6.840.629.185 | 10.006.210.000 | 68 |

Bantuan Korban Bencana Alam

Realisasi penyaluran bantuan korban bencana alam sebesar Rp. 885 Juta atau 132% dari RKA 2020 Rp. 670 Juta. Realisasi bantuan untuk kegiatan :

- Bantuan sembako korban bencana banjir di Kabupaten Bogor, Jawa Barat
- Bantuan antisipasi penyebaran virus Covid-19 sekitar wilayah Perseroan (bersih-bersih masjid & musholla dan pemberian disinfektan).
- Bantuan wastafel, alat kebersihan dan disinfektan.
- Bantuan beras bagi warga terdampak Pandemi Covid-19

Assistance for Natural Disaster Victims

The realization of the distribution of aid for victims of natural disasters is Rp. 885 Million or 132% of RKA 2020 Rp. 670 Million. Realization of assistance for activities:

- Food assistance for flood victims in Bogor Regency, West Java
- Assistance in anticipating the spread of the Covid-19 virus around the Company's areas (cleaning mosques & prayer rooms and administering disinfectants).
- Assistance with sinks, cleaning tools and disinfectants.
- Rice assistance for residents affected by the Covid-19 Pandemic

KINERJA SOSIAL BERKELANJUTAN
SUSTAINABLE SOCIAL PERFORMANCE**Bantuan Pendidikan**

Realisasi penyaluran bantuan pendidikan sebesar Rp2,28 Milyar atau 64% dari RKA 2020

Rp. 3,5 Milyar sebagai berikut:

- **Proposal**

- Bantuan proposal masyarakat di Ring I sebesar Rp183,5 Juta
- Bantuan proposal masyarakat diluar Ring I sebesar Rp. 120 Juta;
- Bantuan proposal masyarakat di luar Gresik sebesar Rp. 170 Juta.

- **Beasiswa S1 Full Cover**

Realisasi penyaluran beasiswa S1 sebesar Rp1,02 Milyar, dengan rincian sebagai berikut :

- Biaya hidup untuk 4 (empat) mahasiswa hasil seleksi tahun 2014 sebesar Rp90,4 Juta;
- Biaya hidup untuk 8 (delapan) mahasiswa hasil seleksi tahun 2016 sebesar Rp81,5 Juta.
- Biaya hidup untuk 12 (dua belas) mahasiswa hasil seleksi tahun 2017 sebesar Rp323,5 Juta;
- Biaya hidup untuk 9 (sembilan) mahasiswa hasil seleksi tahun 2018 sebesar Rp268,5 Juta;
- Biaya hidup untuk 10 (sepuluh) mahasiswa hasil seleksi tahun 2019 sebesar Rp269,3 Juta.

- **Beasiswa SMA Full Cover**

Realisasi penyaluran beasiswa SMA berupa bantuan SPP dan Operasional sebesar Rp. 562,5 Juta untuk 75 siswa (tujuh puluh lima) siswa hasil seleksi tahun 2017,2018 dan 2019.

- **Pelatihan & Sertifikasi K3**

Realisasi penyaluran untuk kegiatan pelatihan dan sertifikasi K3 untuk pemuda karang taruna Ring I Perseroan sebesar Rp120 Juta.

- **Bantuan Buku**

Realisasi penyaluran buku bacaan bagi warga masyarakat di Ring I Perseroan melalui Kepala Dinas/Kelurahan dengan total nilai bantuan sebesar Rp30 Juta.

- **Bantuan Pondok Pesantren dan Panti Asuhan**

Realisasi penyaluran untuk kegiatan pendidikan di pondok pesantren dan panti asuhan sebesar Rp87,5 Juta.

Bantuan Peningkatan Kesehatan

Realisasi penyaluran bantuan kesehatan sebesar Rp1,1 Milyar atau 85% dari RKA 2020

Rp1,3 Milyar, yang disalurkan untuk kegiatan sebagai berikut :

Assistance for Education

The realization of the distribution of educational assistance amounted to Rp. 2.28 billion or 64% of RKA 2020

Rp. 3.5 billion as follows:

- **Proposals**

- Assistance for community proposals in Ring I of Rp. 183.5 Million
- Assistance for community proposals outside Ring I of Rp. 120 Million;
- Assistance for community proposals outside Gresik in the amount of Rp. 170 Million.

- **Full Cover Bachelor Scholarship**

The realization of the distribution of undergraduate scholarships is Rp. 1.02 billion, with the following details:

- The cost of living for 4 (four) students selected in 2014 is Rp. 90.4 Million;
- The cost of living for 8 (eight) students selected in 2016 is Rp. 81.5 Million.
- The cost of living for 12 (twelve) students selected in 2017 is Rp. 323.5 Million;
- The cost of living for 9 (nine) students from the 2018 selection is Rp. 268.5 Million;
- The cost of living for 10 (ten) students from the 2019 selection is Rp. 269.3 Million.

- **Full Cover High School Scholarship**

Realization of distribution of high school scholarships in the form of tuition and operational assistance of Rp. 562.5 million for 75 students (seventy five) students selected for 2017,2018 and 2019.

- **OHS Training & Certification**

The realization of distribution for K3 training and certification activities for the Company's Ring I youth youth organizations amounted to Rp. 120 Million.

- **Book Help**

The realization of the distribution of reading books for community members in the Company's Ring I through the Head of the Office/Kelurahan with a total value of assistance of Rp. 30 million.

- **Islamic Boarding School and Orphanage Assistance**

The realization of distribution for educational activities in Islamic boarding schools and orphanages is Rp. 87.5 Million.

Assistance for Health Improvement

The realization of the distribution of health assistance amounted to Rp. 1.1 billion or 85% of RKA 2020

Rp. 1.3 billion, which is channeled for the following activities:

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

- **Kampung Sehat**

Realisasi program kampung sehat di wilayah Ring I Perseroan berbasiskan Indeks Keluarga Sehat dan Pola Hidup Bersih sebesar Rp718 Juta.

- **Program Anak Berkebutuhan Khusus**

Realisasi kegiatan bantuan terapi anak berkebutuhan khusus di sekitar wilayah Perseroan sebesar Rp175 Juta.

- **Bantuan Masker**

Pemberian masker kepada masyarakat di sekitar Perseroan untuk mencegah penyebaran virus Covid-19, dengan total nilai Rp6 Juta.

- **Bantuan Alat Kesehatan BUMN Insedentil**

Realisasi bantuan pembelian alat kesehatan, program kementerian BUMN sebesar Rp. 200 Juta.

Bantuan Pengembangan Prasarana dan/atau Sarana Umum

Realisasi penyaluran sebesar Rp. 575,5 Juta atau 46% dari RKA 2020 Rp. 1,2 Milyar.

- Bantuan proposal masyarakat Ring 1 sebesar Rp18 Juta.
- Bantuan proposal masyarakat di luar Ring 1 sebesar Rp557,5 Juta.

Bantuan Sarana Ibadah

Realisasi penyaluran bantuan sebesar Rp. 640 Juta atau 36% dari RKA 2020 Rp. 1,7 Milyar.

- **Proposal**

- Bantuan proposal masyarakat di Ring I sebesar Rp. 50 Juta
- Bantuan proposal masyarakat di luar Ring I sebesar Rp. 95 Juta;
- Bantuan proposal masyarakat di luar Gresik sebesar Rp. 465 Juta.

- **Program Bersih-bersih Masjid dan Musholla**

- Realisasi bantuan untuk pelaksanaan bersih-bersih masjid dan musholla di wilayah Ring I Perseroan sebesar Rp. 30 Juta.

Bantuan Pelestarian Alam

Realisasi penyaluran bantuan sebesar Rp. 40,5 Juta atau 6% dari RKA 2020 Rp. 660 Juta.

- Bantuan proposal masyarakat Ring I sebesar Rp. 40,5 Juta.

- **Healthy Village**

The realization of the healthy village program in the Company's Ring I area is based on the Healthy Family Index and Clean Lifestyle of Rp. 718 Million.

- **Children with Special Needs Program**

The realization of therapy assistance activities for children with special needs around the Company's area is Rp. 175 Million.

- **Mask Help**

The provision of masks to the community around the Company to prevent the spread of the Covid-19 virus, with a total value of Rp. 6 Million.

- **Incidental SOE Medical Device Assistance**

Realization of assistance for the purchase of medical devices, the Ministry of State-Owned Enterprises program amounting to Rp. 200 Million.

Assistance for Public Infrastructure and/or Facilities Development

Realization of distribution of Rp. 575.5 Million or 46% of RKA 2020 Rp. 1.2 Billion.

- Ring 1 community proposal assistance amounting to Rp. 18 Million.
- Assistance for community proposals outside Ring 1 of Rp. 557.5 Million.

Assistance for Worship Facilities

Realization of aid distribution of Rp. 640 Million or 36% of RKA 2020 Rp. 1.7 billion.

- **Proposals**

- Assistance for community proposals in Ring I of Rp. 50 million
- Assistance for community proposals outside Ring I of Rp. 95 Million;
- Assistance for community proposals outside Gresik in the amount of Rp. 465 Million.

- **Mosque and Prayer Room Clean-Up Program**

- Realization of assistance for cleaning mosques and prayer rooms in the Company's Ring I area of Rp. 30 million.

Assistance for Natural Conservation

Realization of aid distribution of Rp. 40.5 million or 6% of RKA 2020 Rp. 660 Million.

- Ring I community proposal assistance amounting to Rp. 40.5 Million.

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Bantuan Sosial Masyarakat dalam Rangka Pengentasan Kemiskinan

Realisasi penyaluran bantuan sebesar Rp1,3 Milyar atau 163% dari RKA 2020 Rp800 Juta.

● Proposal

- Bantuan proposal masyarakat Ring I sebesar Rp45 Juta;
- Bantuan proposal masyarakat di luar Gresik sebesar Rp578 Juta.
- Bantuan Perkebunan Berkelanjutan Yayasan Jembatan Nawacita sebesar Rp195,7 Juta
- Bantuan Peternakan Yayasan Bina Tani Mandiri Tuban sebesar Rp299,5 Juta
- Bantuan Sembako BUMN Insedentil sebesar Rp100 Juta.

● Program Community Development

- Program Kampung Pisang Desa Trepan Realisasi senilai Rp39,5 Juta yang digunakan untuk packaging produk UMKM keripik pisang.
- Program Suri Insap Sapi Summersari Lamongan sebesar Rp46 Juta

Assistance for Social Community in Poverty Alleviation

Realization of aid distribution of Rp. 1.3 billion or 163% of RKA 2020 Rp. 800 Million.

● Proposals

- Ring I community proposal assistance amounting to Rp. 45 Million;
- Assistance for community proposals outside Gresik in the amount of Rp. 578 Million.
- The Nawacita Bridge Foundation's Sustainable Plantation Assistance amounting to Rp. 195.7 Million
- Livestock assistance of the Tuban Mandiri Bina Tani Foundation of Rp. 299.5 Million
- Incidental SOE Basic Food Assistance amounting to Rp. 100 Million.

● Community Development Program

- Trepan Village Banana Village Program Realization of Rp. 39.5 million used for packaging MSME products for banana chips.
- Suri Insap Sapi Program Summersari Lamongan Rp. 46 Million

SEKILAS KEGIATAN PROGRAM BINA LINGKUNGAN

Community Development Program Activities In 2020 Highlights

Sebagai bentuk perhatian Perseroan dalam bencana wabah Covid 19, diberikan bantuan sembako kepada masyarakat di Kabupaten Pasuruan. Bantuan sembako yang diberikan yakni 300 paket yang berisikan beras, minyak goreng, gula dan mi instan dengan total bantuan sebesar Rp. 30 Juta.

Secara simbolis penyerahan dilakukan pada Hari Jumat (2/4) yang bertempat di Gudang K3PG, sebagai perwakilan masyarakat yakni Yayasan "Mambaul Hikmah Pohgedang" untuk menerima bantuan sembako tersebut.

As a form of the Company's attention to the Covid 19 outbreak, basic food assistance was provided to the community in Pasuruan Regency. The basic food assistance provided was 300 packages containing rice, cooking oil, sugar and instant noodles with a total aid of Rp. 30 million.

Symbolically the handover was carried out on Friday (2/4) at the K3PG Warehouse, as a community representative, namely the "Mambaul Hikmah Pohgedang" Foundation to receive the basic food assistance.

BANTUAN KORBAN BENCANA ALAM

ASSISTANCE FOR NATURAL DISASTER VICTIMS



BANTUAN SEMBAKO / Food Assistance

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

BANTUAN PENDIDIKAN ASSISTANCE FOR EDUCATION



BANTUAN BUKU PENDIDIKAN
Education Book Assistance

Sebagai wujud kepedulian Perseroan untuk menumbuhkan minat baca dan memberikan sarana pembelajaran untuk membuka wawasan pengetahuan bagi masyarakat di wilayah sekitar Perseroan, Petrokimia Gresik memberikan bantuan buku senilai Rp. 30 Juta. Bantuan diserahkan oleh Staf Departemen CSR kepada Kepala Kelurahan/Desa yang ada di Ring I Perseroan.

As a form of the Company's concern for growing interest in reading and providing learning tools to open knowledge for the people in the area around the Company, Petrokimia Gresik provided book assistance worth Rp. 30 million. The assistance was handed over by the CSR Department Staff to the Head of Sub-District/Village in Ring I of the Company.

PELATIHAN AHLI K3 MUDA BNSP TRAINING OF BNSP OHS EXPERT



Banyak industri yang berada di Kabupaten Gresik menuntut akan adanya keahlian K3 bagi masyarakat di sekitar Perseroan agar dapat ikut serta mendukung kelancaran operasional Perseroan. Melihat kebutuhan akan ahli K3 yang bersertifikasi yang cukup besar membuat PG bertanggung jawab secara sosial untuk memberikan pelatihan tersebut bagi warga di sekitar Ring I Perseroan.

Kegiatan tersebut diikuti oleh 30 warga di sekitar Perseroan dan diselenggarakan di Gedung Pengembangan SDM PG pada tanggal 27 Februari 2020. Pelatihan ini merupakan kerja sama dengan Departemen Pengembangan SDM, LK3 dan Humas serta penyelenggara pelatihan yang kompeten di bidang K3.

Multiple industries in Gresik Regency demand OHS expertise for the community around the Company so that they can participate in supporting the smooth operation of the Company. Seeing the need for certified K3 experts which is quite large, makes PG socially responsible for providing such training for residents around the Company's Ring I.

The activity was attended by 30 residents around the Company and was held at the PG HR Development Building on February 27, 2020. This training is a collaboration with the HR Development Department, LK3 and Public Relations as well as competent training providers in the field of OHS.

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

BANTUAN PENINGKATAN KESEHATAN ASSISTANCE FOR HEALTH IMPROVEMENT



EDUKASI DAN BANTUAN TANGGAP COVID-19
Covid-19 Response Education and Assistance

Penanganan dan antisipasi penyebaran Covid-19 di Gresik dioptimalkan Petrokimia Gresik dengan menyalurkan berbagai macam kegiatan pencegahan dan penyaluran bantuan. Kegiatan pencegahan dilakukan dengan memberikan edukasi terkait pencegahan/antisipasi Virus Covid-19 dan juga kegiatan bersih-bersih musholla dan masjid di wilayah Ring I Perseroan.

Kegiatan dilaksanakan dalam periode tanggal 19-27 Maret 2020, yang merupakan wujud respon cepat Perseroan atas kejadian pandemi ini. Dalam kegiatan tersebut juga diberikan bantuan berupa cairan disinfektan, cairan pembersih, hand sanitizer, peralatan pembersih dan masker kain

The handling and anticipation of the spread of Covid-19 in Gresik is optimized by Petrokimia Gresik by distributing various kinds of prevention activities and distributing aid. Prevention activities are carried out by providing education related to the prevention/anticipation of the Covid-19 Virus as well as cleaning the prayer room and mosque in the Company's Ring I area.

The activity was carried out in the period 19-27 March 2020, which is a form of the Company's quick response to this pandemic incident. In this activity, assistance was also provided in the form of disinfectant liquid, cleaning fluid, hand sanitizer, cleaning equipment and cloth masks

BANTUAN PELESTARIAN ALAM NATURE CONSERVATION ASSISTANCE



PEMBUATAN GREEN HOUSE
Manufacturing Greenhouse

Dalam rangka mendukung pelestarian alam dan memberikan sarana edukasi kepada siswa akan pentingnya menjaga dan melestarikan lingkungan. Petrokimia Gresik bekerjasama dengan Masjid Nurul Jannah memberikan bantuan senilai Rp. 20 Juta untuk pembuatan Green House di SLB Kemala Bhayangkari 2 Gresik..

Bantuan yang diserahkan pada tanggal 17 Februari 2020, bertujuan agar dapat menjadi sarana/wadah pembelajaran bagi siswa SLB Kemala Bhayangkari 2 Gresik untuk membudidayakan tanaman.

In order to support nature conservation and provide educational facilities to students on the importance of protecting and preserving the environment. Petrokimia Gresik in collaboration with the Nurul Jannah Mosque provided assistance worth Rp. 20 million for the construction of a Green House at SLB Kemala Bhayangkari 2 Gresik.

The assistance, which was handed over on February 17, 2020, aims to be a learning tool for students of the Kemala Bhayangkari 2 Special School Gresik to cultivate plants.

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

BANTUAN SOSIAL KEMASYARAKATAN DALAM PENGENTASAN KEMISKINAN COMMUNITY SOCIAL ASSISTANCE IN POVERTY ALLEVIATION



PENGEMBANGAN BUDIDAYA TANAMAN PORANG Development of Porang Cultivation

Salah satu kegiatan Program Bina Lingkungan adalah Bantuan Sosial Kemasyarakatan Dalam Pengentasan Kemiskinan (Soskem Taskin).

Petrokimia Gresik bekerja sama dengan Komite Penggerak Nawacita (KPN) melakukan program pemberdayaan petani berupa pengembangan budidaya tanaman Porang di lahan KPN seluas 2 hektar yang terletak di Kecamatan Krucil, Kabupaten Probolinggo, Jawa Timur.

Dengan memanfaatkan seluruh potensi yang ada, kerja sama KPN dan PKBL PT Petrokimia Gresik ini diharapkan dapat menghasilkan mitra binaan yang unggul dan sukses, sehingga mampu memberikan hasil maksimal dan membuat petani maupun masyarakat menjadi lebih kreatif dalam memenuhi kebutuhannya. Kerjasama dan bantuan senilai Rp. 195,7 juta ini dilakukan pada hari Senin, tanggal 21 September 2020, bertempat di Masjid Nurul Jannah PT Petrokima Gresik

One of the activities of the Community Development Program is Community Social Assistance in Poverty Alleviation (Soskem Taskin).

Petrokimia Gresik in collaboration with the Nawacita Driving Committee (KPN) conducted a farmer empowerment program in the form of developing Porang cultivation on a 2-hectare KPN land located in Krucil District, Probolinggo Regency, East Java.

By utilizing all existing potentials, the cooperation between KPN and PKBL PT Petrokimia Gresik is expected to produce superior and successful foster partners, so as to be able to provide maximum results and make farmers and the community more creative in meeting their needs. Cooperation and assistance worth Rp. 195.7 million was carried out on Monday, September 21, 2020, at the Nurul Jannah Mosque PT Petrokima Gresik

KINERJA SOSIAL BERKELANJUTAN
SUSTAINABLE SOCIAL PERFORMANCE

IKLIM KERJA ZERO FATALITY

Prioritas PT Petrokimia Gresik dalam memposisikan aspek Kesehatan dan Keselamatan Kerja (K3) sebagai aspek yang mendasari kegiatan operasional Perseroan menjadi sebuah mekanisme yang menjamin terciptanya *operational excellence* di lingkungan PT Petrokimia Gresik. Untuk itu, Perseroan senantiasa mengintegrasikan seluruh kegiatan operasional sesuai dengan aturan dan pedoman K3 yang berlaku. Komitmen Petrokimia Gresik dalam mengupayakan iklim kerja nihil kecelakaan telah dikukuhkan dalam Kebijakan Sistem Manajemen PT Petrokimia Gresik, yang ditandatangani oleh Direktur Utama PT Petrokimia Gresik dengan poin-poin sebagai berikut: **[GRI 103-1]**

1. Menempatkan Keselamatan, Kesehatan Kerja dan Lingkungan Hidup (K3LH) sebagai prioritas utama dalam setiap aktifitas.
2. Mencegah kecelakaan dan penyakit akibat kerja serta kerusakan sarana dan prasarana dengan melakukan identifikasi bahaya, analisis, pengendalian serta pemantauan risiko dalam rangka menciptakan lingkungan kerja yang sehat dan selamat.
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 kehalalan sesuai syariat Islam dan keamanan produk pangan (kategori *food grade*) secara konsisten dan terus-menerus.
6. Menaati dan mematuhi Peraturan Perundangan dan persyaratan lainnya yang berlaku serta tanggap terhadap isu-isu K3, lingkungan, konservasi sumber daya alam, pengamanan dan efisiensi energi.

ZERO FATALITY WORK CLIMATE

The priority of PT Petrokimia Gresik in placing Occupational Health and Safety (OHS) as an aspect that underlies the Company's operational activities serves as a mechanism that ensures the creation of operational excellence within PT Petrokimia Gresik. To that end, the Company continuously integrates all operational activities according to the applicable OHS rules and guidelines. The commitment of PT Petrokimia Gresik in encouraging a zero-accident working climate is affirmed in the Management System Policy of PT Petrokimia Gresik signed by the President Director of PT Petrokimia Gresik with the following contents: **[GRI 103-1]**

1. Regard Occupational Health, Safety, and Environment (HSE) as the main priority in each activity.
2. Prevent occupational accidents and diseases and facilities and infrastructure damage by eliminating or reducing risks through analysis and control of all potential hazards as well as improvement of employee competencies so as to create a safe working culture and system.
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 emissions (GHG), water efficiency and waste water pollution load reduction, reduction and utilization of B3 waste, Reduce, Reuse, Recycle (3R) non-B3 solid waste, waste utilization and protection of biodiversity.
4. Ensure customer satisfaction by providing fertilizer products, chemical products and other products in the right quality, right quantity, right type, right place, right time, and right price.
5. Ensure halalness according to Islamic law and food product safety (food grade category) consistently and continuously.
6. Obey and comply with applicable laws and regulations and be responsive to issues of K3, environment, natural resource conservation, security and energy efficiency.

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

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 di dalam setiap kegiatan Perseroan untuk menunjang efisiensi proses, energi dan bahan baku.
9. Melakukan program-program konservasi energi secara berkelanjutan dalam hal peningkatan kinerja efisiensi energi mendukung pengadaan barang dan jasa serta desain proyek baru dengan mengedepankan prinsip efisiensi energi dan aspek ekonomi.
10. Mengamankan aset Perseroan melalui pengendalian risiko untuk menciptakan lingkungan kerja yang aman melalui program-program pengamanan Perseroan secara konsisten dan konsekuen sesuai standar pengamanan, menanamkan dan meningkatkan kesadaran bahwa tanggung jawab keamanan Perseroan merupakan tanggung jawab seluruh karyawan
11. Menyediakan sumber daya yang dibutuhkan untuk mendukung penerapan Sistem Manajemen dan proses bisnis Perseroan.
12. Menjalinkan komunikasi dan konsultasi yang baik dengan seluruh pihak yang berkepentingan serta memperhatikan masukan dari karyawan.
Menetapkan, menjalankan serta senantiasa melakukan peningkatan berkelanjutan melalui budaya inovasi dan berbagi pengetahuan.

Penerapan K3 di lingkungan PT Petrokimia Gresik mengacu kepada Peraturan Pemerintah RI No.50 tahun 2012 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja dengan hasil pencapaian Audit resertifikasi adalah 93,37% serta juga menerapkan dan tersertifikasi ISO 45001:2008 - Occupational Health and Safety Management System. Penerapan ini senantiasa ditinjau dan dievaluasi secara berkala untuk memperbaiki dan menyempurnakan penerapan prinsip-prinsip K3 yang lebih baik di masa mendatang.

Integrasi implementasi prinsip-prinsip K3 dilakukan dengan pembinaan hubungan antara Perseroan dengan karyawan yang tertuang dalam Perjanjian Kerja Bersama (PKB). Pembahasan mengenai Keselamatan dan Kesehatan kerja yang tertuang dalam PKB meliputi:

[GRI 403-1, GRI 403-4]

7. Increase 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. Conduct sustainable energy conservation programs in terms of improving energy efficiency performance supporting the procurement of goods and services as well as the design of new projects by prioritizing the principles of energy efficiency and economic aspects.
10. Securing the Company's assets through risk control to create a safe work environment through the Company's security programs consistently and consequently in accordance with security standards, instilling and increasing awareness that the Company's security responsibilities are the responsibility of all employees
11. Provide the necessary resources to support the implementation of the Management System and the Company's business processes.
12. Establish good communication and consultation with all interested parties and pay attention to input from employees.
Establishing, implementing and continuously making continuous improvements through a culture of innovation and knowledge sharing.

The implementation of K3 in PT Petrokimia Gresik refers to the Government of Indonesia Regulation No. 50 of 2012 concerning Occupational Health and Safety Management System with the result of the recertification audit achievement is 93.37% and also implements and is certified ISO 45001:2008 - Occupational Health and Safety Management System . This application is regularly reviewed and evaluated to improve and enhance the implementation of the OHS principles for a better future.

The integration of the implementation of OHS principles is carried out by fostering the relationship between the Company and its employees as stated in the Collective Labor Agreement (PKB). The discussion on Occupational Safety and Health contained in the CLA includes:

[GRI 403-1, GRI 403-4]

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

1. Pasal 57 tentang Keselamatan dan Kesehatan Kerja

- a) Perseroan menetapkan pokok-pokok kebijakan dalam bidang Keselamatan dan Kesehatan Kerja untuk dipahami, dihayati, dan diamalkan oleh seluruh karyawan dengan maksud agar karyawan ikut serta mengambil bagian dalam tanggung jawab keselamatan dan kesehatan kerja, rasa aman, dan semangat kerja serta tujuan Perseroan.
- b) Untuk mencegah dan mengurangi risiko terjadinya kecelakaan kerja serta PAK, Perseroan wajib mentaati Peraturan K3.
- c) Perseroan menyediakan perlengkapan K3 bagi Perseroan sesuai kebutuhan di bidang/tugas masing-masing.
- d) Apabila Perseroan tidak menyediakan perlengkapan K3, maka karyawan berhak menolak melaksanakan pekerjaan.
- e) Karyawan wajib memelihara perlengkapan K3 yang disediakan Perseroan.

2. Pasal 58 tentang Perlengkapan dan Peralatan Kerja Karyawan

Perseroan memberikan perlengkapan berupa pakaian kerja (Katelpak) masing-masing 3 (tiga) setel setiap tahun sekali.

3. Pasal 39 tentang Pemeliharaan Karyawan

- a) Perseroan memberikan fasilitas pemeliharaan kesehatan bagi karyawan dan keluarganya.
- b) Fasilitas pemeliharaan kesehatan meliputi rumah sakit dan poliklinik Perseroan atau rumah sakit dan poliklinik yang ditunjuk Perseroan atau dalam bentuk asuransi kesehatan.
- c) Fasilitas pemeliharaan kesehatan yang dimaksud terdiri dari:
 - Pelayanan Kesehatan Kerja
 - Pelayanan medik dasar, pelayanan medik spesialis, dan pelayanan medik sub-spesialis
 - Pelayanan penunjang medik, meliputi pelayanan laboratorium, radiologi, farmasi dan gizi.
 - Pelayanan penunjang umum, meliputi pelayanan administrasi kesehatan/keuangan dan penyuluhan kesehatan.

4. Pasal 42 tentang Tambahan Pesangon

Perseroan memberikan tambahan pesangon bagi karyawan yang mengalami PHK karena beberapa hal, salah satunya adalah meninggal dunia karena kecelakaan kerja.

1. Article 57 on Occupational Health and Safety, OHS Aspects:

- a) The Company sets out the key policies in the field of Occupational Health and Safety to be understood, internalized, and practiced by all Employees with the intention that employees participate in the responsibilities of Occupational Health and Safety, sense of security, and morale and corporate objectives.
- b) To prevent and reduce the risk of occupational accidents and diseases, the Company is required to comply with OHS Regulations.
- c) The company provides OHS equipment for its employees as necessary in their respective fields/duties.
- d) If the company does not provide OHS equipment, then the employee is entitled to refuse to carry out the work.
- e) Employees shall look after OHS equipment provided by the company.

2. Article 58 on Employee Work Equipment

The Company provides equipment in the form of 3 (three) sets of Wearpack each year.

3. Article 39 on Employee Maintenance

- a) The company provides health care facilities for employees and their families.
- b) Healthcare facilities include hospital and polyclinics of the Company or hospitals and polyclinics appointed by the Company or in the form of health insurance.
- c) Healthcare facilities in question consist of:
 - Occupational Health Services
 - Basic medical services, specialist medical services and sub-specialist medical services
 - Medical support services, including laboratory services, radiology, pharmacy and nutrition
 - General support services, including health/financial administration services and health education

4. Article 42 on Supplementary Severance

The company provides additional severance pay for employees who are laid off for several reasons, one of which is death due to occupational accident.

KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

5. Pasal 26 tentang Cuti Sakit

Karyawan yang cuti sakit karena kecelakaan kerja atau disebabkan oleh kerja, diberi gaji penuh sampai yang bersangkutan dinyatakan sembuh oleh Dokter Perseroan.

Pokok-pokok kebijakan di bidang K3 disusun untuk dipahami, dihayati, dan diamalkan oleh seluruh karyawan serta kewajiban Perseroan dalam menyediakan perlengkapan K3. Jumlah kehadiran pemeriksaan kesehatan berkala karyawan sampai dengan Desember 2020 sampai 99,25 % dari total 2.383 karyawan. Dibandingkan dengan tahun 2019, kehadiran ini lebih tinggi 10,43 % dari tingkat kehadiran tercatat sebesar 88,82 %.[GRI 403-4]

PENGELOLA PENERAPAN K3 [GRI 403-1]

Dalam menjamin efektivitas penerapan system manajemen K3, Perseroan menunjuk Departemen Lingkungan & K3 sebagai unit kerja yang bertanggung jawab dalam memastikan terlaksananya ketentuan terkait K3 dan kecukupan Sarana dan Prasarana K3 sesuai dengan kebutuhan Perseroan serta menyediakan Alat Pelindung Diri (APD) bagi seluruh karyawan. Departemen Lingkungan & K3 dibantu oleh Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) yang didukung dengan pembentukan 12 Organisasi Sub Panitia Pembina Keselamatan dan Kesehatan Kerja (SP2K3) dan Organisasi Fungsional berupa *Safety Representative* (SR) yang merupakan perwakilan dari seluruh unit kerja berjumlah 219 orang pada tahun 2020. Jumlah ini jauh lebih sedikit daripada *Safety Representative* (SR) tahun 2019 yaitu 306 orang. Anggota SR terdiri dari anggota SR tetap dan bergilir. Anggota SR tetap meliputi seluruh karyawan dari pejabat Grade I sampai dengan Grade V, sedangkan anggota bergilir ditunjuk oleh Departemen masing-masing sesuai dengan SK Direksi.

JUMLAH KECELAKAAN KERJA

Selama periode pelaporan 2020, PT Petrokimia Gresik tidak terdapat kecelakaan kerja. Rincian mengenai jumlah kecelakaan kerja yang terjadi dalam 2 (tahun) terakhir disajikan dalam tabel Kinerja K3 sebagai berikut: [GRI 403-2]

5. Article 26 on Sick Leave

Employees, who are on sick leave due to work/ occupational accidents, are paid a full salary until the person is declared recovered by the Company's Doctors.

The main points of policy in the field of K3 are prepared to be understood, internalized, and practiced by all employees as well as the Company's obligation to provide K3 equipment. The number of employees attending periodic medical check-ups until December 2020 reached 99.25% of the total 2,383 employees. Compared to 2019, this attendance was 10.43% higher than the recorded attendance rate of 88.82%.[GRI 403-4]

OHS IMPLEMENTATION [GRI 403-1]

In ensuring the effectiveness of the implementation of the OHS management system, the Company appoints the Department of Environment & K3 as the work unit responsible for ensuring the implementation of provisions related to K3 and the adequacy of K3 Facilities and Infrastructure in accordance with the Company's needs as well as providing Personal Protective Equipment (PPE) for all employees. The Environment & K3 Department is assisted by the Occupational Safety and Health Committee (P2K3) which is supported by the formation of 12 Organizations of the Occupational Safety and Health Sub-Committee (SP2K3) and a Functional Organization in the form of Safety Representatives (SR) which are representatives of all work units totaling 219 people. in 2020. This number is far less than the Safety Representative (SR) in 2019 which was 306 people. SR members consist of permanent and rotating SR members. Permanent SR members include all employees from Grade I to Grade V officials, while rotating members are appointed by the respective Departments in accordance with the Decree of the Board of Directors.

NUMBER OF OCCUPATIONAL ACCIDENT

During 2020 reporting period, PT Petrokimia Gresik did not find any occupational accidents within the Company. Details on the number of occupational accidents during the last 2 (two) years are presented in the OHS Performance table as follows: [GRI 403-2]

KINERJA SOSIAL BERKELANJUTAN
SUSTAINABLE SOCIAL PERFORMANCE

| Safety Performance | 2020 | | | 2019 | | |
|---|------|--------------------------|-------------------|------|--------------------------|-------------------|
| | PG | Kontraktor Contractor | Gabungan Joint | PG | Kontraktor Contractor | Gabungan Joint |
| Medical Treatment | 0 | 0 | 0 | 0 | 0 | 0 |
| Restricted Work Injury | 0 | 0 | 0 | 0 | 0 | 0 |
| Lost Time Injury | 0 | 0 | 0 | 0 | 0 | 0 |
| Fatality | 0 | 0 | 0 | 0 | 0 | 0 |
| Jumlah Kecelakaan / Total Recordable Injuries | 0 | 0 | 0 | 0 | 0 | 0 |
| Tingkat Cedera / Injury Rate (IR) | 0 | 0 | 0 | 0 | 0 | 0 |
| Tingkat Hari Hilang / Lost Day Rate (LDR) | 0 | 0 | 0 | 0 | 0 | 0 |
| FFR (Fatality Frequency Rates) | 0 | 0 | 0 | 0 | 0 | 0 |
| Tingkat PAK / Occupational Disease Rate (ODR) | 0 | 0 | 0 | 0 | 0 | 0 |
| Tingkat Mangkir / Absentee Rate (AR) | 0 | 0 | 0 | 0 | 0 | 0 |

Perseroan memberlakukan peraturan dimana seluruh personil Perseroan wajib melaporkan jika terjadi kecelakaan kerja sekurang-kurangnya 2 x 24 jam kepada Perseroan. Pelaporan disampaikan melalui form kecelakaan kerja. Hasil form tersebut selanjutnya akan ditindaklanjuti dan dilakukan investigasi untuk mencari akar penyebab kecelakaan dan rekomendasi agar kejadian serupa tidak terjadi lagi.

Adapun terkait pekerja yang memiliki risiko tinggi terkena penyakit tertentu, data kunjungan berobat karyawan di Rumah Sakit Petrokimia Gresik pada tahun 2020 menyebutkan bahwa jenis penyakit yang paling banyak dialami oleh karyawan terkait dengan pandemic yaitu Pulpa & Periapikal, Infeksi Saluran Pernapasan AKut (ISPA) dan Covid-19. Untuk mengatasi hal ini, pada rapat P2K3 maupun SP2K3 setiap bulannya selalu disampaikan terkait informasi-informasi kesehatan yang bersifat promotif dan preventif dengan mendatangkan dokter Perseroan serta dengan mengadakan seminar kesehatan bekerja sama dengan Departemen Operasional SDM dan Pihak Asuransi. Selain itu juga untuk meningkatkan minat dan partisipasi karyawan dalam berolahraga serta peningkatan derajat kesehatan karyawan dilakukan program Viral 500K dan Petro Virtual Sport. Kemudian, setiap tahun juga dilakukan medical checkup untuk mengetahui kelainan dari karyawan sejak dini sehingga pengobatan dapat dilakukan sedini mungkin sehingga tidak memperburuk keadaan. [GRI 403-3]

The Company enforces a regulation that requires all Company personnel to report occupational accidents in no later than 2 x 24 hours to the Company. Reports are submitted through the occupational accident form. The forms will then be followed up and serve as recommendations and input for the Company to prevent similar occupational accidents.

Regarding employees who have high risk level due to certain diseases, data on employee medical visits at the Petrokimia Gresik Hospital in 2020 stated that the types of diseases most experienced by employees were related to the pandemic, namely Pulpa & Periapikal, Acute Respiratory Infection (ARI) and Covid. -19. To overcome this, monthly P2K3 and SP2K3 meetings are always conveyed related to promotive and preventive health information by bringing in the Company's doctors and by holding health seminars in collaboration with the HR Operations Department and the Insurance Party. In addition, to increase employee interest and participation in sports and improve employee health status, the Viral 500K and Petro Virtual Sport programs are also carried out. Then, every year a medical checkup is also carried out to find out abnormalities from employees from an early age so that treatment can be carried out as early as possible so as not to make the situation worse. [GRI 403-3]

KINERJA SOSIAL BERKELANJUTAN

SUSTAINABLE SOCIAL PERFORMANCE

KESEHATAN KERJA

Sebagai entitas usaha yang bergerak di bidang manufaktur, Perseroan memiliki eksposur risiko terhadap kejadian kecelakaan kerja atau penyakit berbahaya tinggi. Dalam meminimalisir dampak risiko tersebut bagi para pegawai, PT Petrokimia Gresik menunjang kesehatan kerja para karyawan melalui skema kesehatan kerja yang meliputi: **[GRI 403-3]**

1. Mengikutsertakan seluruh pegawai aktif dalam asuransi dan fasilitas kesehatan, diantaranya klinik milik Perseroan, fasilitas kesehatan (perawatan gigi, rawat inap, pembelian kacamata, penggantian biaya bersalin), fasilitas kebugaran, dan asuransi kesehatan.
2. Melakukan pemantauan *hygiene* sanitasi katering untuk proses pengolahan makanan ke Perseroan sesuai dengan kaidah keamanan pangan dan sesuai dengan kebutuhan kalori tenaga kerja.
3. Melakukan pemantauan dan pemeriksaan rutin lingkungan kerja yang dilakukan oleh Internal maupun oleh pihak eksternal.
4. Menyediakan Alat Pelindung Diri (APD) bagi karyawan di bagian produksi dan fasilitas pertolongan pertama (kotak P3K) di lingkungan kantor dan pabrik serta penyediaan klinik di dalam area Pabrik.
5. Menolak keras penggunaan obat-obatan terlarang dan bahan-bahan kimia yang dapat mengganggu keselamatan dan kesehatan kerja.
6. Memantau penyakit yang paling banyak dialami oleh karyawan dan merumuskan langkah-langkah pencegahannya.
7. Menyampaikan informasi-informasi terkait kesehatan yang bersifat preventif dan kuratif dengan mendatangkan dokter Perseroan.
8. Melaksanakan kegiatan-kegiatan yang menunjang kesehatan pegawai, seperti senam bersama, program *Run/Walk (Viral 500K – Petro Virtual Sport (PVS))*, seminar kesehatan, dan sosialisasi kesehatan melalui majalah GEMA.

Selain inisiatif-inisiatif yang telah disebutkan di atas, Perseroan juga mendukung kesehatan karyawan melalui pemeriksaan medis berkala (*medical check-up*), mengadakan program Pola Hidup Sehat (PHS) untuk menunjang kesehatan karyawan, mengadakan senam bersama, hingga sosialisasi pengetahuan mengenai kesehatan. **[GRI 403-6]**

Hakikat keberadaan PT Petrokimia Gresik sebagai entitas usaha yang beroperasi di tengah publik senantiasa mendefinisikan kehadiran masyarakat sebagai salah satu

OCCUPATIONAL HEALTH

As a business entity engaging in manufacture, the Company has risk exposure to occupational accidents or fatal diseases. To minimize such risk impacts on the employees, PT Petrokimia Gresik supports the occupational health of the employees through the occupational health scheme that includes: **[GRI 403-3]**

1. Involve all active employees in insurance and health facilities, including the Company's clinics, health facilities (dental care, hospitalization, purchase of glasses, reimbursement of maternity costs), fitness facilities, and health insurance.
2. Monitoring the hygiene sanitation of catering for food processing to the Company in accordance with food safety rules and in accordance with the caloric needs of the workforce.
3. Carry out routine monitoring and inspection of the work environment carried out by internal and external parties.
4. Providing Personal Protective Equipment (PPE) for employees in the production section and first aid facilities (first aid kits) in the office and factory environment as well as providing clinics in the factory area.
5. Strongly opposing the use of illegal drugs and chemicals that may harm occupational health and safety.
6. Monitoring the most common illnesses experienced by employees and formulate preventive measures.
7. Delivering preventive and curative health-related information by bringing in the Company's doctors.
8. Organizing activities activities that support employee health, such as joint exercise, Run/Walk program (*Viral 500K – Petro Virtual Sport (PVS)*), health seminars, and health socialization through GEMA magazine.

In addition to the initiatives mentioned above, the Company also supports employee health through periodic medical check-ups, holds a Healthy Lifestyle (PHS) program to support employee health, holds joint exercises, and disseminates knowledge about health. **[GRI 403-6]**

The nature of the existence of PT Petrokimia Gresik as a business entity that operates in the public always defines the presence of the community as one of the stakeholders

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pemangku kepentingan yang berkontribusi terhadap nilai keberlanjutan Perseroan. Keyakinan ini bergerak dari pemahaman bahwa tolak ukur keberhasilan usaha sebuah Perseroan tidak hanya terbatas pada keberhasilan dalam meraih keuntungan ekonomis (*profit*), tetapi juga keberhasilan dalam melestarikan lingkungan (*planet*) dan menyejahterakan masyarakat (*people*).

PT Petrokimia Gresik dalam hal ini mengintegrasikan seluruh upaya timbal balik kepada masyarakat demi mewujudkan dan memelihara hubungan yang harmonis sehingga Perseroan mampu mengoptimalkan nilai tambah bagi seluruh pemangku kepentingan. Hal ini direalisasikan melalui program Tanggung Jawab Sosial Perseroan (*Corporate Social Responsibility*). **[GRI 103-1]**

Kegiatan CSR menjadi sebuah rutinitas yang dilaksanakan secara berkala dengan mempertimbangkan kebutuhan masyarakat sekitar. Perseroan menempatkan program CSR sebagai sebuah investasi kepada masyarakat yang mampu memberikan dampak positif tidak langsung terhadap keberlangsungan usaha Perseroan.

HUBUNGAN INDUSTRIAL **[GRI 102-41]**

Perseroan memiliki kebijakan hubungan industrial antara Perseroan dengan karyawan yang diatur dalam Perjanjian Kerja Bersama (PKB) yang berlaku, disetujui, dan ditetapkan bersama oleh jajaran manajemen dan Serikat Pekerja Petrokimia Gresik (SKPG). PKB tersebut memuat dan mengatur hak-hak dan kewajiban antara Perseroan dan seluruh karyawan tetap PT Petrokimia Gresik.

PKB juga mengatur mengenai masa tenggang bagi berlakunya suatu perubahan penting menyangkut kegiatan operasional utama. Dalam beberapa kasus tertentu, misalkan dalam melakukan perubahan fundamental atas struktur Perseroan seperti adanya rencana akuisisi, merger, atau restrukturisasi badan usaha, Perseroan akan memberitahukan kepada pekerja minimal satu bulan sebelum efektifnya perubahan tersebut. **[GRI 402-1]**

PT Petrokimia Gresik memberikan akses kepada seluruh karyawan untuk memenuhi hak berserikat dan memastikan terjaminnya hak karyawan melalui pembentukan organisasi karyawan bernama Serikat Karyawan Petrokimia Gresik (SKPG). Kebijakan ini merupakan wujud kepatuhan terhadap Undang-Undang nomor 21 Tahun 2000 tentang Serikat Buruh.

that contributes to the Company's sustainability value. This belief moves from the understanding that the benchmark for the success of a company's business is not only limited to success in achieving economic benefits (*profit*), but also success in preserving the environment (*planet*) and improving the welfare of society (*people*).

PT Petrokimia Gresik in this case integrates all reciprocal efforts to the community in order to realize and maintain a harmonious relationship so that the Company is able to optimize added value for all stakeholders. This is realized through the Corporate Social Responsibility program. **[GRI 103-1]**

CSR activities become a routine that is carried out regularly by taking into account the needs of the surrounding community. The Company places the CSR program as an investment in the community that is able to have an indirect positive impact on the sustainability of the Company's business.

INDUSTRIAL RELATIONS **[GRI 102-41]**

The Company has an industrial relations policy between the Company and its employees which is regulated in a Collective Labor Agreement (PKB) which is valid, approved, and jointly determined by the management and the Petrokimia Gresik Workers Union (SKPG). The PKB contains and regulates the rights and obligations between the Company and all permanent employees of PT Petrokimia Gresik.

The CLA also stipulates a grace period for the enactment of an important change regarding the main operational activities. In certain cases, for example in making fundamental changes to the Company's structure such as plans for acquisitions, mergers, or restructuring of business entities, the Company will notify employees at least one month prior to the effectiveness of the changes. **[GRI 402-1]**

PT Petrokimia Gresik provides access to all employees to fulfill their right to association and ensure the guarantee of employee rights through the establishment of an employee organization called the Petrokimia Gresik Employee Union (SKPG). This policy is a form of compliance with Law No. 21 of 2000 concerning Labor Unions.

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SKPG dibentuk berdasarkan Keputusan Sidang Badan Musyawarah Karyawan Organisasi Karyawan Gresik Nomor 08/04/S/BMK-1/1999 pada tanggal 6 April 1999 dan telah tercatat pada Dinas Tenaga Kerja Kabupaten Gresik dengan bukti pencatatan No. 67/OP.SP24/DT/12/XIII/4/1999 tanggal 24 April 1999. SKPG telah memiliki Perjanjian Kerja Bersama (PKB) yang mengatur pemberian hak dan pelaksanaan kewajiban pegawai kepada Perseroan dan sebaliknya. PKB tersebut telah ditandatangani oleh Manajemen PT Petrokimia Gresik dan Ketua SKPG sebagai perwakilan dari karyawan PT Petrokimia Gresik. Pembahasan mengenai hak dan kewajiban antara Perseroan dan karyawan yang diatur dalam PKB meliputi:

- Hak-hak dan kewajiban Perseroan, SKPG selaku wakil karyawan;
- Syarat-syarat kerja, hubungan kerja, dan kondisi kerja;
- Kesejahteraan karyawan;
- Tata tertib untuk memelihara dan meningkatkan disiplin;
- Cara-cara penyelesaian perbedaan pendapat dan perselisihan hubungan industrial.

Selain pembentukan PKB, PG turut membentuk perjanjian dengan pemangku kepentingan lainnya yang mengatur tentang Etika Bisnis yang mengatur tentang larangan untuk melakukan tindakan yang dapat merugikan pihak lain. Perjanjian ini ditujukan untuk memenuhi tanggung jawab Perseroan terhadap hak asasi manusia bagi seluruh pemangku kepentingan. **[GRI 412-1, GRI 412-3]**

Butir-butir yang terkandung dalam PKB senantiasa memperoleh peninjauan dan pembaharuan setiap 2 (dua) tahun sekali. Adapun anggota yang berada pada lingkup PKB merupakan seluruh karyawan tetap PT Petrokimia Gresik sehingga seluruh karyawan tetap Perseroan terjamin hak-haknya dalam PKB tersebut. **[GRI 407-1]**

PT Petrokimia Gresik senantiasa memposisikan Sumber Daya Manusia (SDM) sebagai sebuah faktor utama yang turut menentukan keberhasilan usaha yang berkelanjutan. Menyadari hal tersebut, Perseroan berfokus pada pemenuhan kompetensi dan kebutuhan personil di seluruh unit kerja melalui sebuah sistem pengelolaan SDM yang komprehensif dan terintegrasi dengan kebutuhan Perseroan dan kepatuhan terhadap peraturan perundang-undangan yang berlaku.

Perseroan telah merancang dan menetapkan kebijakan terkait pengelolaan karyawan dengan menerapkan sistem Human Capital Management yang berhubungan langsung

The SKPG was formed based on the decision of the Gresik Employee Organization Meeting Board No. 08/04/S/BMK-1/1999 on April 6, 1999 and has been recorded at the Gresik Regency Manpower Office with evidence of registration no. 67/OP.SP24/DT/12/XIII/4/1999 dated April 24, 1999. SKPG already has a Collective Labor Agreement (PKB) which regulates the granting of rights and implementation of employee obligations to the Company and vice versa. The PKB has been signed by the Management of PT Petrokimia Gresik and the Chairman of SKPG as representatives of the employees of PT Petrokimia Gresik. The discussion regarding the rights and obligations between the Company and its employees as regulated in the CLA includes:

- Rights and obligations of the Company, SKPG as employee representatives;
- Terms of employment, employment relationships and working conditions;
- Employee welfare;
- Rules to maintain and improve discipline;
- Methods for resolving differences of opinion and industrial relations disputes.

In addition to the formation of the PKB, PG also formed agreements with other stakeholders that regulate Business Ethics which regulates the prohibition of taking actions that can harm other parties. This agreement is intended to fulfill the Company's responsibility towards human rights for all stakeholders. **[GRI 412-1, GRI 412-3]**

The points contained in the CLA always receive review and renewal every 2 (two) years. The members who are in the scope of the PKB are all permanent employees of PT Petrokimia Gresik so that all permanent employees of the Company are guaranteed their rights in the PKB. **[GRI 407-1]**

PT Petrokimia Gresik always positions Human Resources (HR) as the main factor that determines the success of a sustainable business. Recognizing this, the Company focuses on fulfilling the competence and needs of personnel in all work units through a comprehensive and integrated HR management system with the Company's needs and compliance with applicable laws and regulations.

The Company has designed and established policies related to employee management by implementing a Human Capital Management system that is directly related

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dengan induk Perseroan, PT Pupuk Indonesia (Persero). Penerapan sistem Human Capital Management yang berbasis kinerja mencakup Organization Development, Human Resources Planning, Knowledge Management, Remunerasu berbasis Kompetensi, serta Talent Management & Career Planning. Penerapan sistem Human Capital Management memiliki dampak jangka panjang dengan tujuan untuk mencapai Human Capital Excellence bagi Perseroan. **[GRI 103-1]**

Hingga 31 Desember 2020, jumlah karyawan PT Petrokimia Gresik adalah 2.429 orang, turun 5,7% dari tahun 2019 sebanyak 2.577 orang. Perbedaan status ini berpengaruh pada tunjangan yang diterima karyawan sebagai berikut: **[GRI 401-2]**

to the parent company, PT Pupuk Indonesia (Persero). The implementation of a performance-based Human Capital Management system includes Organization Development, Human Resources Planning, Knowledge Management, Competency-based Remuneration, and 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. **[GRI 103-1]**

As of December 31, 2020, the number of employees of PT Petrokimia Gresik was 2,429 people, down 5.7% from 2019 as many as 2,577 people. This difference in status affects the benefits received by employees as follows: **[GRI 401-2]**

Tunjangan yang Diterima Karyawan Berdasarkan Status
Allowances Received by Employees Based on Status

| Jenis Tunjangan / Type of Allowance | Karyawan Tetap Permanent Employee | | Karyawan Kontrak Contract Employee | | Karyawan Outsource Outsourced Employee | |
|---|--------------------------------------|------------|---------------------------------------|------------|---|------------|
| | Ya / Yes | Tidak / No | Ya / Yes | Tidak / No | Ya / Yes | Tidak / No |
| Tunjangan Jabatan / Position Allowance | √ | | | √ | | √ |
| Tunjangan Sarana / Facility Allowance | √ | | | √ | | √ |
| Tunjangan Hari Raya / Holiday Allowance | √ | | √ | | √ | |

Informasi mengenai profil dan komposisi karyawan berdasarkan kontrak kerja, gender, dan tingkat pendidikan telah disajikan dalam bab Identitas Perseroan.

MEKANISME PENGADUAN PEGAWAI

Kelengkapan kebijakan kepegawaian PT Petrokimia Gresik didukung oleh mekanisme pengaduan pegawai. Sistem pengaduan ditujukan bagi pegawai untuk menyampaikan keluhan dan pengaduan terkait masalah kecurangan praktik ketenagakerjaan, diskriminasi, dan/atau eksploitasi hak-hak tenaga kerja yang terjadi di lingkungan Perseroan. Hingga akhir periode pelaporan 2020, seluruh pengaduan pegawai yang masuk telah diterima, ditindaklanjuti, dan diselesaikan dengan baik. Perseroan juga tidak menemukan adanya laporan insiden diskriminasi yang dilaporkan kepada bagian hukum selama tahun 2020.

[GRI 406-1, GRI 419-1]

Information on employee profile and composition based on employment contract, gender, and education level has been presented in the Company Identity chapter.

EMPLOYEE COMPLAINT MECHANISM

The completeness of PT Petrokimia Gresik's staffing policy is supported by an employee complaint mechanism. The complaint system is intended for employees to submit complaints and complaints related to fraudulent employment practices, discrimination, and/or exploitation of labor rights that occur within the Company. Until the end of the 2020 reporting period, all incoming employee complaints have been received, followed up, and resolved properly. The Company also did not find any reports of incidents of discrimination that were reported to the legal department during 2020. **[GRI 406-1, GRI 419-1]**

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MENJAMIN UPAH YANG LAYAK

[GRI 202-1]

PT Petrokimia Gresik senantiasa memelihara komitmennya dalam mengapresiasi loyalitas dan dedikasi seluruh karyawan melalui penyediaan skema remunerasi yang adil, wajar, dan sesuai dengan peraturan ketenagakerjaan yang berlaku dengan tetap mempertimbangkan kemampuan keuangan Perseroan. Dalam mendukung kesejahteraan pegawai, Perseroan memberlakukan kebijakan gaji pokok karyawan baru yang lebih besar dibandingkan upah minimum regional (UMR) dan provinsi (UMP) dimana Perseroan beroperasi.

Perbedaan besaran remunerasi diberikan dengan mempertimbangkan jenjang jabatan, kinerja, pendidikan, dan masa kerja tanpa membedakan gender, suku, dan ras guna menghindari adanya diskriminasi SARA.

[GRI 405-2]

KEBIJAKAN REMUNERASI PEGAWAI

Kebijakan remunerasi PT Petrokimia Gresik terbagi menjadi 3 (tiga) jenis: gaji, kesejahteraan, dan benefit.

[GRI 102- 35]

1. Gaji

Komponen gaji (take home pay) meliputi gaji pokok, tunjangan tetap berupa tunjangan jabatan, dan tunjangan tidak tetap berupa tunjangan sarana.

2. Kesejahteraan

Selain gaji yang diterima bulanan, karyawan juga menerima kompensasi lain sebagai berikut:

GUARANTEERING REASONABLE WAGES

[GRI 202-1]

PT Petrokimia Gresik continuously maintains its commitment to appreciating the loyalty and dedication of all employees through the provision of fair, reasonable, and appropriate remuneration scheme based on the applicable labor regulations while taking account of the Company's financial ability. In supporting employee welfare, the Company applies policy on new employee basic salary that is higher than the regional minimum wages (UMR) and provincial minimum wage (UMP) at the Company's operational areas.

Differences in remuneration amount takes account of the position level, education, and length of service, without differentiating based on gender, ethnicity, and race in order to avoid discrimination. [GRI 405-2]

EMPLOYEE REMUNERATION POLICY

The remuneration policy of PT Petrokimia Gresik is divided into 3 (three) types: salary, welfare, and benefits.

[GRI 102- 35]

1. Salary

The salary components (take home pay) include basic salary, fixed allowance in the form of position allowance, and non-fixed allowance in the form of facility allowance.

2. Welfare

In addition to the monthly salary, employees also receive other compensations as follows:

| No | Jenis Kompensasi Compensation Type | Nilai Tarif & Keterangan / Amount & Description |
|----|---|---|
| 1. | Bantuan Biaya Cuti Leave Allowance | 1 x THP pada akhir Desember 1 x THP at the end of December |
| 2. | Penghargaan Bakti Kerja (Bantuan Biaya Pendidikan) Work Dedication Reward (Educational Allowance) | 1 x THP pada akhir Februari 1 x THP at the end of February |
| 3. | Cuti Besar Grand Leave | <ul style="list-style-type: none"> Karyawan yang telah bekerja 6 tahun berturut turut diberikan cuti selama 3 bulan dan 15 hari cuti kalender. Untuk 3 bulan cuti dapat dikompensasi dengan 4 x THP. / Employees who have worked for 6 consecutive years are given 3-month leave and 15 leave days. The 3-month leave can be compensated with 4 x THP. Selanjutnya setiap kelipatan 3 tahun berturut-turut diberikan cuti selama 1,5 bulan dan 15 hari cuti kalender. Untuk 1,5 bulan cuti dapat dikompensasi dengan 2 x THP. / Afterwards, every 3 consecutive years allow for a 1.5-month leave and 15 leave days. The 1.5-month leave can be compensated with 2 x THP. Kompensasi cuti wajib 15 hari bisa diambil sekaligus atau diambil maksimal 3 kali minimal 5 hari. / The compensation for 15 obligatory leave days can be taken all at once or at maximum 3 times, each with a minimum of 5 days. |

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| No | Jenis Kompensasi Compensation Type | Nilai Tarif & Keterangan / Amount & Description | | | | | | | | |
|---|--|--|---|--------------------------------------|---|--|---|--|---|-----------------------------|
| 4. | Bantuan Hari Raya (BHR) Holiday Allowance | <ol style="list-style-type: none"> 1 x THP menjelang hari raya masing-masing karyawan. 1 x THP before the holiday of each employee. Voucher Belanja sebesar Rp. 1.000.000-/orang. Gift voucher amounting to Rp1.000,000/person. | | | | | | | | |
| 5. | Insentif Triwulanan Quarterly Incentive | <ol style="list-style-type: none"> 1 x THP setiap 3 bulanan sesuai pencapaian kinerja. 1 x THP for every 3 months in accordance with achievement. Pencapaian kinerja triwulanan Quarterly performance achievement: <table border="1" data-bbox="628 748 1302 1055"> <thead> <tr> <th>Pencapaian Kinerja Performance Achievement</th> <th>Besaran Insentif Incentive Amount</th> </tr> </thead> <tbody> <tr> <td>Pencapaian KPI > 120% KPI Achievement > 120%</td> <td>Diberikan maksimum 120% 120% at maximum</td> </tr> <tr> <td>Pencapaian KPI 80% - 120% KPI Achievement 80% - 120%</td> <td>Diberikan sesuai persentase Pencapaian KPI / According to KPI achievement percentage</td> </tr> <tr> <td>Pencapaian KPI < 80% KPI Achievement < 80%</td> <td>Tidak diberikan / Not given</td> </tr> </tbody> </table> | Pencapaian Kinerja Performance Achievement | Besaran Insentif Incentive Amount | Pencapaian KPI > 120% KPI Achievement > 120% | Diberikan maksimum 120% 120% at maximum | Pencapaian KPI 80% - 120% KPI Achievement 80% - 120% | Diberikan sesuai persentase Pencapaian KPI / According to KPI achievement percentage | Pencapaian KPI < 80% KPI Achievement < 80% | Tidak diberikan / Not given |
| Pencapaian Kinerja Performance Achievement | Besaran Insentif Incentive Amount | | | | | | | | | |
| Pencapaian KPI > 120% KPI Achievement > 120% | Diberikan maksimum 120% 120% at maximum | | | | | | | | | |
| Pencapaian KPI 80% - 120% KPI Achievement 80% - 120% | Diberikan sesuai persentase Pencapaian KPI / According to KPI achievement percentage | | | | | | | | | |
| Pencapaian KPI < 80% KPI Achievement < 80% | Tidak diberikan / Not given | | | | | | | | | |
| 6. | Jasa Operasi Operational Service | Sesuai dengan proporsi masa kerja yang dilewati pada periode 1 tahun anggaran dengan besaran sesuai dengan Keputusan RUPS Kinerja In accordance with the length of service proportion during the period of 1 fiscal year with amount according to GMS Resolution | | | | | | | | |

3. Benefit

Dalam bentuk *benefit* lainnya, karyawan menerima fasilitas sebagai berikut:

- BPJS
- Cuti
- Fasilitas Kesehatan
- Pakaian Dinas Harian
- Pakaian Dinas Lapangan
- Perlengkapan Keselamatan Kerja
- Perumahan Dinas
- Rekreasi
- Koperasi Karyawan
- Fasilitas Olahraga
- Fasilitas Kesenian
- Prokespen
- Natura (Beras)
- Peribadatan
- Tempat Penitipan Anak

3. Benefit

In other benefits, the employees receive the following facilities

- BPJS
- Leave
- Health Facility
- Daily Official Clothes
- Field Official Clothes
- Occupational Safety Equipment
- Official Housing
- Recreation
- Employee Cooperative
- Sport Facility
- Art Facility
- Pension Health Program
- Natura (Rice)
- Religious Facility
- Daycare

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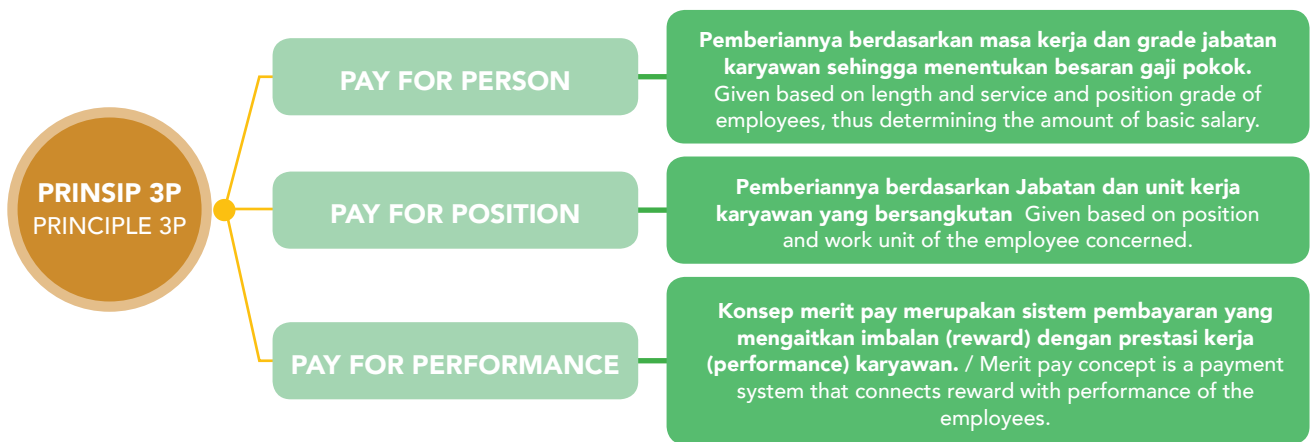
SUSTAINABLE SOCIAL PERFORMANCE

PROSES PENENTUAN REMUNERASI

Penentuan remunerasi di PT Petrokimia Gresik menjadi tanggung jawab Staf Remunerasi & HRS Departemen Operasional SDM dan belum melibatkan konsultan remunerasi. PT Petrokimia Gresik telah memberikan remunerasi kepada karyawan berdasarkan prinsip 3P sebagaimana dijelaskan di bawah ini. **[GRI 102-36]**

REMUNERATION DETERMINATION PROCESS

Determination of remuneration at PT Petrokimia Gresik is the responsibility of Remuneration & HRS Staff of HR Operation Department and has not involved any remuneration consultant. PT Petrokimia Gresik has provided remuneration for the employees based on 3P principles as explained below. **[GRI 102-36]**

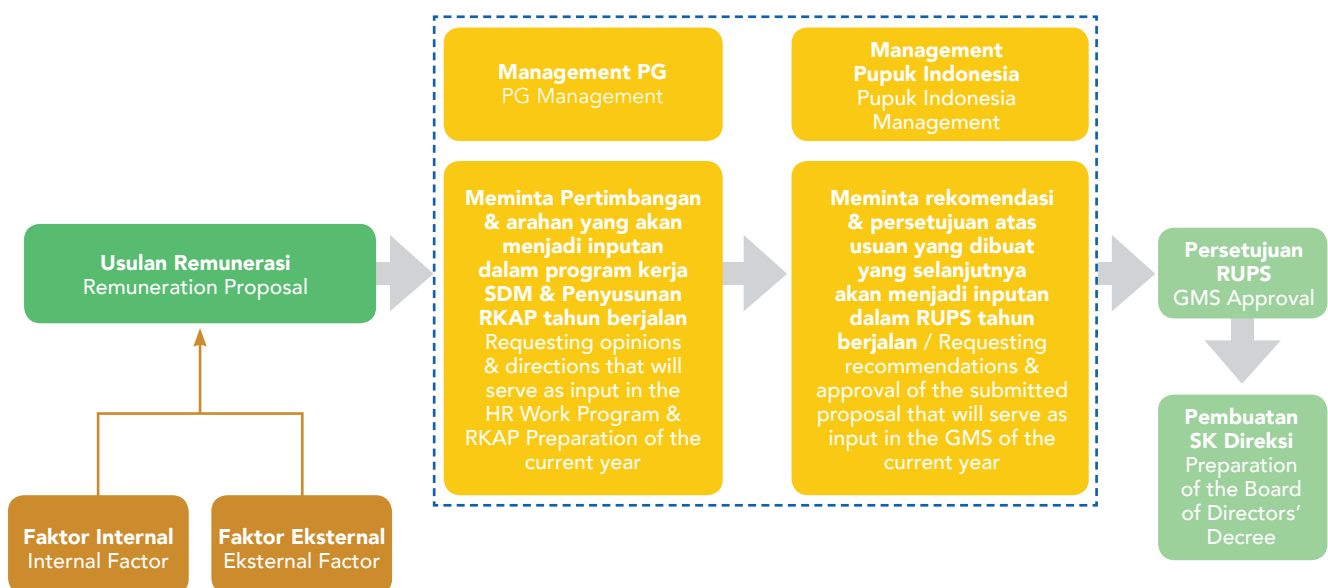


KETERLIBATAN PEMANGKU KEPENTINGAN DALAM PROSES REMUNERASI

Alur keterlibatan pemangku kepentingan dalam proses remunerasi disajikan dalam bagan sebagai berikut: **[GRI 102-37]**

STAKEHOLDERS INVOLVEMENT IN REMUNERATION PROCESS

The flow of stakeholders involvement in the remuneration process is presented in the diagram as follows: **[GRI 102-37]**



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Faktor internal yang dapat memengaruhi usulan remunerasi adalah saran dari Serikat Karyawan Petrokimia Gresik (SKPG). Sedangkan faktor eksternal yang dapat memengaruhi usulan remunerasi adalah kebijakan PT Pupuk Indonesia. Sebelum kebijakan mengenai remunerasi dibakukan dalam Surat Keputusan Direksi tentang Penggajian Karyawan, arahan manajemen PG dan PT Pupuk Indonesia (pemegang saham) diminta dan dipertimbangkan.

RASIO JUMLAH KOMPENSASI TAHUNAN

Berikut adalah perbandingan gaji karyawan (*take home pay*) pada setiap grade jabatan. [GRI 102-38]

| Jabatan Position | Pelaksana Officer | Grade V | Grade IV | Grade III | Grade II | Grade I |
|---------------------|----------------------|---------|----------|-----------|----------|---------|
| Rasio / Ratio | 17% | 28% | 42% | 53% | 75% | 100% |

Internal factor that may influence the remuneration proposal is the recommendations from the Employee Union of Petrokimia Gresik (SKPG), while the external factor is the policy of PT Pupuk Indonesia (Persero). Prior to the stipulation of remuneration policy in Decree of the Board of Directors on Employee Remuneration, directions from managements of PG and PT Pupuk Indonesia (Persero) as shareholder are requested and considered.

ANNUAL COMPENSATION AMOUNT RATIO

The ratio of employee salary (*take home pay*) of each position grade is as follows. [GRI 102-38]

KEBIJAKAN WAKTU KERJA DAN PEMBERIAN FASILITAS CUTI

Kegiatan operasional dan manufaktur PT Petrokimia Gresik beroperasi selama 24 jam, sehingga membutuhkan pergantian shift kerja bagi para pegawai. Perseroan memberlakukan jam kerja pegawai sesuai dengan ketentuan dan peraturan yang berlaku yang terbagi menjadi beberapa skema waktu kerja, yaitu waktu kerja biasa, waktu kerja *shift*, dan waktu kerja khusus.

Selain waktu kerja, Perseroan juga memberikan fasilitas cuti melahirkan (*maternity leave*) bagi pegawai wanita yang sedang hamil dan akan melahirkan untuk mengambil masa istirahat sebelum dan sesudah melahirkan dengan periode paling banyak 3 (tiga) bulan. Karyawan juga mendapatkan hak cuti selama 3 (tiga) hari apabila istrinya melahirkan. Selama masa cuti dijalankan, pegawai tetap berhak untuk memperoleh hak-haknya tanpa terkecuali. [GRI 401-3]

Sepanjang tahun 2020, terdapat 14 pegawai yang mengambil masa cuti melahirkan.

REKRUTMEN KARYAWAN

Perseroan menyelenggarakan proses rekrutmen SDM dengan menyesuaikan kebutuhan Perseroan akan SDM. Komposisi karyawan menjadi perhatian penting untuk Perseroan 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. Maka, Perseroan

POLICY ON WORKING HOURS AND LEAVE FACILITY

The operational and manufacture activities of PT Petrokimia Gresik take place 24 hours a day, so that work shifts are required for the employees. The Company applies employee working hours based on applicable regulations, where it is divided into several schemes, namely normal working hours, shift working hours, and special working hours.

In addition to working hours, the Company also provides maternity leave facilities for female employees who are pregnant and about to give birth to take a period of rest before and after giving birth for a maximum period of 3 (three) months. Employees also get the right to leave for 3 (three) days if their wife gives birth. During the leave period, employees are still entitled to obtain their rights without exception. [GRI 401-3]

Throughout 2020, there were 14 employees that took maternity leave.

EMPLOYEE RECRUITMENT

The Company carries out HR recruitment process based on the Company's needs for HR. The employee composition is an important concern for the Company as it always strives to develop and prepare competencies to face increasingly intense global challenges. This is due to the major influence of employee formation on the performance and productivity level of the Company. Therefore, the Company always manages the recruitment process appropriately in

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senantiasa melakukan pengelolaan proses rekrutmen dengan tepat dan sesuai agar mampu mencetak SDM yang memberikan keunggulan optimal bagi Perseroan.

Proses rekrutmen pegawai PG senantiasa berpedoman pada aturan ketenagakerjaan yang berlaku termasuk usia minimum calon karyawan. Selama PG beroperasi hingga saat ini, Perseroan tidak pernah mempekerjakan karyawan berusia di bawah 18 tahun. Peraturan Perseroan menegaskan bahwa usia minimal calon karyawan yang diterima sebagai karyawan adalah 18 tahun. Kebijakan PG terkait penghapusan pekerja anak mengacu pada perundang-undangan mengenai hak asasi manusia dan mematuhi konvensi *International Labour Organization* (ILO) tentang Sumber Daya Manusia.

[GRI 408-1, GRI 412-1]

Hal yang sama juga berlaku di seluruh anak Perseroan dan mitra yang bekerja sama dengan PG. Dengan demikian selama tahun 2019-2020, tidak terdapat pelaporan terkait pekerja di bawah umur yang dipekerjakan oleh PG maupun Perseroan dan mitra Perseroan.

Dalam proses rekrutmen, Perseroan dengan tegas menekan diskriminasi melalui berbagai upaya, seperti pemberian kesempatan yang sama dan setara kepada setiap anak bangsa terbaik untuk berkarya dan bekerja di Perseroan tanpa memandang unsur gender, agama, ras, maupun hal diskriminatif lainnya. Pelaksanaan dilakukan secara transparan dan adil, dengan mengacu pada pencapaian sasaran dan tujuan Perseroan dalam jangka pendek maupun jangka panjang.

Proses seleksi karyawan yang diselenggarakan Perseroan memiliki 4 (empat) tahap dalam pelaksanaannya. Tahap-tahap tersebut yakni tahap tes tertulis, tes psikologi, tes kesehatan dan wawancara user, serta wawancara Direksi.

Selama tahun 2019-2020, jumlah rekrutmen karyawan tercatat sebanyak 188 orang dengan rincian sebagai berikut: [GRI 401-1]

order to develop human resources that provide optimal excellence for the Company.

The recruitment process of PG employees always refers to the applicable labor regulations, including the minimum age for prospective employees. Throughout the operation of PG, the Company has never employed employees under the age of 18. The Company Regulation affirms that the minimum age of prospective employees that will be accepted is 18 years old. PG's policy regarding the abolishment of child labor refers to laws concerning human rights and complies with the International Labor Organization (ILO) convention on Human Resources.

[GRI 408-1, GRI 412-1]

The same applies to all the Company's subsidiaries and partners who work with PG. Thus, during 2019-2020, there were no reports related to underage workers employed by PG or the Company and its partners.

In the recruitment process, the Company firmly suppresses discrimination through various efforts, such as giving equal and equivalent opportunities for everyone to work at the Company regardless of gender, religion, race or other discriminatory elements. The implementation is carried out transparently and fairly by taking account of the achievement of the Company's short-term and long-term targets and objectives.

The employee selection process organized by the Company has 4 (four) stages in its implementation. These stages are the written test stage, psychological test, medical test and user interviews, as well as interviews with the Board of Directors.

During 2019-2020, the number of employee recruitment was 188 people with the following details: [GRI 401-1]

KINERJA SOSIAL BERKELANJUTAN
SUSTAINABLE SOCIAL PERFORMANCEKomposisi Karyawan Baru
Berdasarkan Latar Pendidikan dan Penempatan (Direktorat)
New Employee Composition Based on Education Background and Placement

| Penempatan (Direktorat) Placement (Directorate) | Latar Pendidikan Tahun 2020 Educational Background in 2020 | | | Latar Pendidikan Tahun 2019 Educational Background in 2019 | | |
|--|---|---------------|----------------------------|---|---------------|----------------------------|
| | S1 Bachelor's Degree | D3 Diploma | SLTA Senior High School | S1 Bachelor's Degree | D3 Diploma | SLTA Senior High School |
| Utama / Main | - | - | - | 5 | 2 | - |
| Produksi / Production | 3 | - | - | 7 | 8 | 26 |
| Pemasaran / Marketing | 9 | - | - | 15 | 12 | 28 |
| Teknik dan Pengembangan Engineering and Development | 13 | - | - | 18 | 19 | 15 |
| Keuangan, SDM dan Umum Finance, HR and General | 3 | - | - | 1 | 3 | 1 |
| Jumlah / Total | 28 | - | - | 46 | 44 | 70 |

TURNOVER KARYAWAN [GRI 401-1]

Pergantian dan perputaran karyawan sebagai salah satu langkah regenerasi dilakukan Perseroan untuk menjaga keberlangsungan usaha dan meningkatkan kualitas dan kompetensi Perseroan yang tercermin dari kualitas SDM. Rincian mengenai perputaran karyawan yang terjadi dalam Perseroan selama tahun 2020 adalah sebagai berikut:

EMPLOYEE TURNOVER [GRI 401-1]

Employee turnover as a means for regeneration is carried out by the Company to maintain business continuity and improve the quality and competence of the Company as reflected on the HR quality. Details of employee turnover that occurred at the Company throughout 2018 are as follows:

| Uraian / Description | 2020 | 2019 | Persentase |
|---|---------------|---------------|------------|
| Mengundurkan diri / Resigned | 1 | 2 | 0,44 % |
| Pensiun / Retired | 343 | 451 | 98,47 % |
| Meninggal Dunia / Deceased | 14 | 4 | 0,87 % |
| Pelanggaran Indisipliner / Disciplinary Violation | 2 | 1 | 0,22 % |
| Jumlah / Total | 360 | 458 | 100 % |
| Tingkat Turnover / Turnover Rate | 14,82% | 17,77% | |

Komposisi Karyawan Keluar (Turnover) berdasarkan Wilayah Kerja dan Gender
Composition of Outgoing Employee Turnover Based on Work Area and Gender

| Pegawai Turnover / Employee Turnover | 2020 | | | 2019 | | |
|--------------------------------------|--------------|------------------|-----------------|--------------|------------------|-----------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| Kantor Pusat / Head Office | 345 | 9 | 354 | 443 | 15 | 458 |
| Kantor Daerah / Regional Office | 5 | 1 | 6 | - | - | - |
| Jumlah / Total | 350 | 10 | 360 | 443 | 15 | 458 |

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Komposisi Karyawan Keluar (*Turnover*) berdasarkan Usia dan Gender Composition of Outgoing Employee Turnover Based on Age and Gender

| Pegawai Turnover / Employee Turnover | 2020 | | | 2019 | | |
|--|------------|---------------|--------------|------------|---------------|--------------|
| | Pria Male | Wanita Female | Jumlah Total | Pria Male | Wanita Female | Jumlah Total |
| > 50 tahun / years old | 343 | 8 | 351 | 440 | 15 | 455 |
| 45 – 50 tahun / years old | 0 | 1 | 1 | - | - | - |
| 40 – 45 tahun / years old | 0 | 0 | 0 | - | - | - |
| 35 – 40 tahun / years old | 0 | 0 | 0 | - | - | - |
| 30 – 35 tahun / years old | 1 | 0 | 1 | - | - | - |
| 25 – 30 tahun / years old | 5 | 1 | 6 | 1 | - | 1 |
| ≤ 25 tahun / years old | 1 | 0 | 1 | 2 | - | 2 |
| Jumlah Pegawai / Total Employee | 350 | 10 | 360 | 443 | 15 | 458 |

Penyebab Turnover Karyawan / Reasons of Employee Turnover

| Penyebab / Reason | Tahun / Year 2020 | Tahun / Year 2019 | Tahun / Year 2018 |
|-----------------------------------|-------------------|-------------------|-------------------|
| Pensiun alami / Normal retirement | 343 | 451 | 408 |
| Pensiun dini / Early retirement | 3 | 3 | 5 |
| Meninggal / Decease | 14 | 4 | 10 |

Rasio Turnover Karyawan / Reasons of Employee Turnover

| Tahun / Year | Persentase Turnover / Turnover Percentage |
|--------------|---|
| 2020 | 14,82 % |
| 2019 | 17,77 % |
| 2018 | 14 % |

PENILAIAN KINERJA PEGAWAI

PT Petrokimia Gresik senantiasa memberikan kesempatan bagi seluruh pegawai dalam memperbaiki performa melalui mekanisme evaluasi dan penilaian kinerja yang dilaksanakan secara berkala dengan mempertimbangkan pencapaian prestasi dan kinerja. Pelaksanaan penilaian kinerja mampu memberikan rekomendasi-rekomendasi yang memungkinkan pegawai dan manajemen dalam menyempurnakan performa di masa mendatang. Hasil penilaian kinerja menjadi salah satu faktor pertimbangan dalam menentukan remunerasi dan memberikan kesempatan pengembangan karier. Sepanjang tahun 2020, terdapat 347 pegawai yang mendapatkan promosi dan 1.300 pegawai yang mengalami mutasi, dengan rincian sebagai berikut: **[GRI 404-3]**

EMPLOYEE PERFORMANCE ASSESSMENT

PT Petrokimia Gresik always provides opportunities for all employees to improve performance through evaluation and performance appraisal mechanisms which are carried out regularly by considering achievement and performance. Implementation of performance appraisal is able to provide recommendations that will enable employees and management to improve performance in the future. The results of the performance appraisal become one of the factors of consideration in determining remuneration and providing career development opportunities. Throughout 2020, there were 347 employees who received promotions and 1,300 employees who underwent mutations, with the following details: **[GRI 404-3]**

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Promosi Pegawai 2020 / Employee Promotion in 2020

| Grade | Tahun / Year 2020 | Tahun / Year 2019 |
|-------------------------------|-------------------|-------------------|
| Grade II – Grade I | 0 | 2 |
| Grade III – Grade II | 8 | 14 |
| Grade IV – Grade III | 75 | 50 |
| Grade V – Grade IV | 175 | 137 |
| Pelaksana / Officer – Grade V | 192 | 144 |
| Jumlah / Total | 450 | 347 |

Mutasi Pegawai 2020 / Employee Transfer in 2020

| Grade | Tahun / Year 2020 | Tahun / Year 2019 |
|-------------------------------|-------------------|-------------------|
| Grade I | 33 | 3 |
| Grade II | 125 | 21 |
| Grade III | 395 | 81 |
| Grade IV | 849 | 212 |
| Grade IV | 685 | 180 |
| Pelaksana / Officer – Grade V | 1.905 | 813 |
| Jumlah / Total | 3.993 | 1.300 |

Penghargaan Perseroan untuk pegawai yang berprestasi telah diatur dalam Prosedur Nomor PR-02-0061. Prosedur ini disusun sesuai dengan Surat Keputusan Nomor 0293/TU.04.02/30/2015 tentang Penghargaan Prestasi yang meliputi:

1. PENGHARGAAN ADHI DARMA

Penghargaan ini diberikan bagi pegawai yang mencapai prestasi luar biasa dalam menyelamatkan aset Perseroan dan/atau menjaga nilai-nilai Perseroan.

2. PENGHARGAAN ADHI KARYA

Penghargaan ini ditujukan bagi pegawai yang melampaui *Key Performance Indicator* (KPI) atau Sasaran Kinerja Individu serta memberikan manfaat yang besar bagi Perseroan.

3. PENGHARGAAN ADHI CIPTA

Penghargaan ini diberikan bagi pegawai yang mampu menghasilkan inovasi penciptaan, penemuan dan pengembangan hal-hal baru (produk baru, jasa baru, atau proses baru) dan memberikan manfaat yang besar bagi Perseroan baik dari segi keuangan, mutu, dan waktu.

The Company's awards for outstanding employees have been arranged in Procedure Number PR-02-0061. This procedure is prepared in accordance with Decree Number 0293/TU.04.02/30/2015 concerning Achievement Awards which include:

1. ADHI DARMA AWARD

This award is given to employees who accomplish extraordinary achievements in saving the Company's assets and/or safeguarding the Company's values.

2. ADHI KARYA AWARD

This award is intended for employees who surpass the *Key Performance Indicator* (KPI) or Individual Performance Target and provide great benefits for the Company.

3. ADHI CIPTA AWARD

This award is given to employees who are able to innovate through the creation, discovery and development of new things (new products, new services, or new processes) and provide great benefits for the Company in terms of finance, quality and time.

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PENGEMBANGAN KOMPETENSI KARYAWAN

Pengembangan bisnis Perseroan menyebabkan peningkatan kebutuhan yang semakin dinamis. Tidak semata dari segi produksi, faktor Sumber Daya Manusia (SDM) turut memiliki peranan penting dalam memenuhi kebutuhan Perseroan tersebut. Memahami hal tersebut, Perseroan terus mengupayakan pengembangan kemampuan dan kompetensi melalui peningkatan keterlibatan karyawan dalam program pengembangan kompetensi yang disesuaikan dengan jenjang jabatan yang diduduki serta bobot kerja yang diemban.

Pengembangan kompetensi dan keahlian karyawan didukung dengan upaya Perseroan dalam menciptakan iklim inovasi dan kreativitas yang mampu mengasah kepekaan dan pemikiran kritis dalam pemecahan masalah. Selain itu, Perseroan turut mendorong budaya *sharing knowledge* guna menghadirkan pemerataan kapabilitas yang sistematis dan komprehensif. **[GRI 102-33]**

Pelaksanaan pengembangan kompetensi karyawan diberikan dengan menyesuaikan *Proficiency Level* setiap individu atau tingkat penguasaan kompetensi yang dipersyaratkan pada suatu posisi jabatan sesuai tuntutan pekerjaannya. *Soft Competence* dan *Hard Competence* merupakan persyaratan *proficiency level* yang didasarkan pada jabatannya. Semakin tinggi tingkat jabatan yang diduduki, maka *proficiency level* yang dipersyaratkan juga meningkat. Level kompetensi untuk masing-masing jabatan adalah sebagai berikut:

EMPLOYEE COMPETENCY DEVELOPMENT

The Company's business development led to increasingly dynamic needs. Not only in terms of production, the Human Resources (HR) factor also plays an important role in meeting the needs of the Company. Understanding this, the Company continues to strive for the development of capabilities and competencies by increasing employee involvement in competency development programs that are tailored to the employees' position and workload.

The development of employee competencies and skills is supported by the Company's efforts to create a climate of innovation and creativity that is able to sharpen sensitivity and critical thinking in problem solving. In addition, the Company also encourages a culture of knowledge sharing to bring systematic and comprehensive equality of capabilities. **[GRI 102-33]**

The implementation of employee competency development is given by adjusting to the Proficiency Level of individuals required in a position according to the job demands. Soft Competence and Hard Competence are proficiency level requirements based on position. The higher the level of position occupied, the proficiency level required also increases. The competency levels for each position are as follows:

| Jabatan / Position | Grade I | Grade II | Grade III | Grade IV | Grade V | Pelaksana Office |
|---|---------|----------|-----------|----------|---------|------------------|
| Kompetensi Inti / Core Competencies | | | | | | |
| <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) / Role Competencies (Structural) | | | | | | |
| <i>Business Acument</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Strategic Thinking</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Developing Others</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Driving Execution</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Change Leadership</i> | 5 | 4 | 3 | 2 | 1 | 0 |

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| Jabatan / Position | Grade I | Grade II | Grade III | Grade IV | Grade V | Pelaksana Office |
|---|---------|----------|-----------|----------|---------|------------------|
| Kompetensi Peran (Fungsional) / Role Competencies (Functional) | | | | | | |
| <i>Analytical Thinking</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Conceptual Thinking</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Technical Expertise</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| <i>Business Process Orientation</i> | 5 | 4 | 3 | 2 | 1 | 0 |
| Kompetensi Pendukung / Supporting Competencies | | | | | | |
| <i>Information Seeking</i> | 5 | 4 | 3 | 2 | 1 | 1 |
| <i>Concern for Order</i> | 5 | 4 | 3 | 2 | 2 | 2 |
| <i>Self Confidence</i> | 4 | 4 | 3 | 2 | 2 | 1 |
| <i>Self Control</i> | 5 | 4 | 3 | 2 | 2 | 1 |
| <i>Relationship Building</i> | 5 | 4 | 3 | 2 | 2 | 2 |
| <i>Flexibility</i> | 5 | 4 | 3 | 2 | 2 | 1 |
| <i>Interpersonal Understanding</i> | 5 | 4 | 3 | 2 | 2 | 1 |
| <i>Organization Awareness</i> | 5 | 4 | 3 | 2 | 2 | 1 |

Program-program pendidikan dan pelatihan yang diberikan Perseroan kepada karyawan meliputi:

1. Diklat Induksi

Dirancang untuk calon karyawan dengan tujuan memberikan pemahaman tentang Perseroan, bekal pengetahuan, keterampilan dasar, dan perilaku serta ketahanan mental dan disiplin yang dibutuhkan untuk melaksanakan tugas sesuai bidangnya. Pada program ini juga dikenalkan tentang pasar Perseroan melalui program Petro Muda Masuk Desa (PMMD).

2. Diklat Leadership dan Manajerial

Meningkatkan kemampuan leadership dan manajerial sesuai kebutuhan kompetensi jabatannya dengan meningkatkan core soft competence sesuai dengan level jabatan masing-masing grade untuk memperkuat keahlian kemampuan kepemimpinan dan manajerial.

3. 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*

The education and training programs provided by the Company to employees include:

1. Induction Training

Designed for prospective employees with the aim of providing an understanding of the Company, provision of knowledge, basic skills, as well as behaviors and mental resilience and discipline needed to carry out duties in their fields. This program also introduces the company's market through the Petro Muda Enter Desa (PMMD) program.

2. Leadership and Managerial Training

Enhancing leadership and managerial skills according to their job competency requirements by increasing core soft competence according to the level of each grade to strengthen leadership and managerial skills.

3. Competency Training

Training programs to improve technical capabilities (Certification & Non-Certification) in accordance with job competency requirements by enhancing individual technical competencies that focus on their respective

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Competence (Manufacturing, Marketing, Trading, dan Distribution) masing-masing serta kompetensi penunjang.

4. Diklat Tugas Belajar

Program diklat ini dirancang untuk karyawan yang ditunjuk oleh Perseroan untuk mengikuti pendidikan formal jenjang Diploma, Strata 2, dan Profesi dalam bentuk tugas belajar baik di dalam maupun di luar negeri.

5. Diklat Purna Tugas

Program diklat ini dirancang untuk karyawan yang akan memasuki masa persiapan purna tugas, menjadikan karyawan siap memasuki masa purna tugas dengan memberikan wawasan, bekal pengetahuan karyawan dalam kegiatan yang bersifat *profit* maupun *non profit*.

6. Sosialisasi Awareness

Program diklat yang dirancang sebagai sarana untuk memberikan sosialisasi atau penyegaran mengenai kebijakan Perusahaan.

Jam pelatihan rata-rata per tahun per karyawan berdasarkan gender dan level jabatan disajikan dalam tabel sebagai berikut: [GRI 404-1]

Core Corporate Competence (Manufacturing, Marketing, Trading, and Distribution) and supporting competencies.

4. Study Assignment Training

This training program is designed for employees appointed by the Company to take formal education of Diploma, Master, and Professional levels in the form of study assignments both at home and abroad.

5. Post-Employment Training

This training program is designed for employees who will enter retirement period, prepares them to enter retirement by providing insight and knowledge to employees concerning profit and non-profit activities.

6. Awareness Dissemination

Training program designed as a means to provide dissemination or refreshment regarding Company policies.

Average annual training hours per employee based on gender and position level are presented in the table as follows: [GRI 404-1]

| Level Jabatan / Position Level | 2020 | | 2019 | | 2018 | |
|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Grade I | 161 | 8 | 217 | 80 | 306 | 13 |
| Grade II | 484 | 25 | 700 | 100 | 836 | 34 |
| Grade III | 1.936 | 102 | 2.000 | 210 | 2.671 | 112 |
| Grade IV | 8.066 | 425 | 5.750 | 236 | 8.552 | 352 |
| Grade V | 12.584 | 662 | 5.255 | 210 | 10.919 | 450 |
| Grade VI | 4.195 | 221 | 7.064 | 290 | 6.443 | 265 |
| Grade VII | 4.840 | 255 | 4.220 | 175 | 3.840 | 158 |
| Jumlah / Total | 32.265 | 1.698 | 25.206 | 1.301 | 33.568 | 1.384 |

*satuan mandays



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PROGRAM SOSIALISASI PENSIUN

Guna menunjang kesejahteraan ekonomi karyawan dalam jangka panjang, Perseroan menyediakan manfaat program pensiun yang ditujukan bagi karyawan yang akan memasuki masa pensiun. Selain manfaat ekonomi, program pensiun juga dirancang dan dilengkapi dengan program pelatihan dan persiapan sehingga pegawai yang akan memasuki masa pensiun memiliki keahlian dalam mempersiapkan mental, memelihara kesehatan, serta mengelola keuangan secara efektif dan efisien. Selama tahun 2020, terdapat 493 karyawan yang memasuki masa pensiun dan telah diberikan sosialisasi dan pelatihan Purna Tugas. [GRI 404-2]

Beberapa jenis program pensiun yang diselenggarakan oleh Perseroan untuk karyawan yang memasuki masa pensiun antara lain pelatihan persiapan/pembekalan Purna Tugas. Dalam melaksanakan pembayaran premi dari program pensiun karyawan, sumbernya berasal dari iuran yang dihitung sebagai beban Perseroan dan beban karyawan. Adapun besaran beban masing-masing pihak berbeda-beda menyesuaikan dengan jenis program yang ada.

Persiapan dan pembekalan Purna Tugas dari segi finansial antara lain pemberlakuan skema iuran pasti dan manfaat pasti. Program iuran pasti adalah program pensiun yang mewajibkan Perseroan membayar sejumlah iuran tertentu kepada entitas terpisah. Sedangkan program manfaat pasti merupakan program pensiun yang menentukan jumlah imbalan pensiun yang akan diterima seorang pekerja pada saat pensiun dengan mempertimbangkan faktor-faktor tertentu, seperti usia, masa kerja, dan kompensasi.

Selain pembekalan secara finansial, Perseroan memberikan sosialisasi dan pelatihan persiapan Purna Tugas bagi karyawan yang akan memasuki masa pensiun. Kebijakan ini diharapkan mampu mendorong kesejahteraan dan kemandirian karyawan baik dari segi finansial, mental, dan keahlian. Pelatihan Purna Tugas terdiri dari Tahap I yang dilaksanakan selama 3 tahun menjelang masa pensiun. Materi yang diberikan terkait dengan Switch Mental dan pemeliharaan kesehatan di usia pensiun, pengelolaan keuangan, hingga pembekalan wirausaha dan risikonya. Adapun agenda Pelatihan Purna Tugas II meliputi kunjungan UKM-UKM guna memberikan gambaran usaha yang dapat dilakukan pada masa pensiun. [GRI 404-2]

PENSION DISSEMINATION PROGRAM

To support the employees' economic welfare in the long term, the Company provides pension program benefits for employees who are about to enter retirement. In addition to economic benefits, the pension program is also designed and equipped with training and preparation program so as to provide the retiring employees with skills to prepare their mental condition, maintain health, and manage finances effectively and efficiently. Throughout 2020, there were 493 employees who have retired and provided with post-employment dissemination and training. [GRI 404-2]

Types of pension program organized by the Company for retiring employees include post-employment preparation/provision. In carrying out premium payment of the employee pension program, the funds originate from the dues paid by the Company and the employees. The amount of dues of each party is different according to the type of available programs.

Post-employment preparation and provision in terms of finance include the implementation of fixed due and fixed benefit schemes. The fixed due program requires the Company to pay a certain amount of dues to a separate entity, while the fixed benefit program determines the amount of pension benefit received by an employee at retirement by taking account of age, length of service, and compensation factors.

In addition to financial provision, the Company also provides post-employment dissemination and preparation training for retiring employees. This policy is expected to support the welfare and independence of the employee in terms of finance, mentality, and skill. The post-employment training comprises Phase I that takes place for 3 years before the retirement, where the material given concerns the Switch Mental and healthcare during retirement, financial management, as well as education on entrepreneurship and its risks, and Phase II that involves visits to SMEs to give an insight on businesses that can be carried out during retirement. [GRI 404-2]

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PRAKTIK KEAMANAN [GRI 410-1]

PT Petrokimia Gresik sebagai Perseroan pupuk terlengkap ditetapkan sebagai Obyek Vital Nasional (Obvitnas) sesuai dengan Surat Keputusan Menteri Perindustrian Nomor 466 tahun 2014. Atas penetapan tersebut, PG dituntut untuk bisa menjaga dan mengamankan obyek Perseroan sebagai aset negara serta menciptakan lingkungan kerja yang aman dan kondusif. Oleh sebab itu, dalam rangka melaksanakan tuntutan tersebut, PG membentuk Kebijakan Sistem Manajemen Terintegrasi PT Petrokimia Gresik yang di dalamnya mencakup Sistem Manajemen Pengamanan (SMP) berdasarkan Peraturan Kapolri Nomor 24 Tahun 2007 untuk diterapkan di seluruh area Perseroan. Hal ini bertujuan untuk memastikan kegiatan operasional PG dapat berjalan dengan lancar dan berkelanjutan sehingga kualitas produk dapat terjaga.

Sistem Manajemen Pengamanan (SMP) diterapkan secara konsisten dan konsekuen melalui penjagaan dan pengawasan 24 jam, didukung oleh 71 unit CCTV yang tersebar di seluruh area Perseroan dan penjagaan dilakukan oleh 300 personil Keamanan yang memiliki kualifikasi khusus dan telah bersertifikat Gada Pratama. Selain itu, penerapan Sistem Manajemen Pengamanan (SMP) ini juga didukung oleh kualitas Sumber Daya Manusia yang kompeten, sarana penunjang lainnya dan memahami penanganan keamanan secara manusiawi sesuai hak asasi manusia.

Dalam periode pelaporan tidak dilaksanakan pelatihan hak asasi manusia secara khusus terhadap personil keamanan karena Perseroan telah menerapkan SMP dengan baik dan tidak terdapat kasus hak asasi manusia terkait dengan praktik keamanan.

SELEKSI PEMASOK [GRI 414-1]

Perseroan mendorong keterlibatan pemasok dalam menjunjung prinsip keberlanjutan melalui seleksi pemasok yang telah memenuhi kriteria sosial, diantaranya pemasok ketenagakerjaan dan pemasok barang. Dalam menyeleksi kebutuhan pemasok ketenagakerjaan tidak tetap (*outsourcing* atau magang), Perseroan memberlakukan peraturan agar pihak pemasok mengantongi izin ketenagakerjaan dari Disnaker setempat, yaitu Disnaker Kabupaten Gresik dan Provinsi Jawa Timur. Pada tahun 2020, pemasok ketenagakerjaan yang bekerja sama dengan Perseroan antara lain Fokus Jasa Mitra (FJM), Sinar Abadi Indah (SAI), Mitra Baru, Hikmah Jaya Putra (HJP), Shohib Jaya Putra, dan lain-lain.

SECURITY PRACTICE [GRI 410-1]

PT Petrokimia Gresik as the most complete fertilizer company was determined as National Vital Object pursuant to Decree of the Minister of Industry No. 466 of 2014. Through this appointment, PG is required to be able to maintain and secure the Company as a state asset and create safe and favorable working environment. Therefore, in order to meet this demand, PG established Integrated Management System Policy of PT Petrokimia Gresik, which includes the Security Management System pursuant to Regulation of Chief of Indonesian National Police No. 24 of 2007 to be implemented in all areas of the Company. It aims to ensure that the operational activities of PG can run smoothly and continuously, thus maintaining product quality.

The Security Management System (SMP) is implemented consistently and consistently through 24-hour guard and supervision, supported by 71 CCTV units spread throughout the Company's area and guarding is carried out by 300 Security personnel who have special qualifications and have been certified Gada Pratama. In addition, the implementation of the Security Management System (SMP) is also supported by the quality of competent Human Resources, other supporting facilities and understanding of handling security in a humane manner in accordance with human rights.

During the reporting period, no special human rights training was carried out for security personnel because the Company had implemented SMP well and there were no human rights cases related to security practices.

SUPPLIER SELECTION [GRI 414-1]

The Company encourages supplier involvement in upholding the principle of sustainability through the selection of suppliers that have met social criteria, including suppliers of labor and suppliers of goods. In selecting the needs for non-permanent labor suppliers (outsourcing or internship), the Company enforces regulations that require the suppliers to have employment permit from the local Manpower Office, namely the Manpower Office of Gresik Regency and East Java Province. In 2020, labor suppliers working with the Company included Fokus Jasa Mitra (FJM), Sinar Abadi Indah (SAI), Mitra Baru, Hikmah Jaya Putra (HJP), Shohib Jaya Putra, and others.



KINERJA SOSIAL BERKELANJUTAN SUSTAINABLE SOCIAL PERFORMANCE

Selain pemasok ketenagakerjaan, pemasok yang digunakan Perseroan di luar proses produksi, yaitu tenaga pengaman (*security*), tenaga penyedia makanan (*catering*), tenaga pelayan kebersihan (*cleaning service*), tenaga pelayan rumah tangga (*housekeeping*), tenaga pembantu operator (*helper operator*), dan tenaga pengemudi (*driver*).

Perseroan memberlakukan peraturan dan kriteria pemilihan pemasok melalui pemilihan mitra berstatus Perseroan Terbatas (PT) untuk pemasok ketenagakerjaan dan mitra berstatus *Comanditaire Venotschap* (CV) untuk pemasok barang.

KONTRIBUSI POLITIK [GRI 415-1]

Perseroan berkomitmen untuk tidak membatasi dan memberikan kebebasan bagi setiap Insan Perseroan dalam menentukan aktivitas politiknya berdasarkan pilihannya masing-masing dan berperan aktif mendukung terselenggaranya kegiatan politik negara agar dapat berjalan dengan baik.

Dalam periode pelaporan tidak terdapat kegiatan politik seperti pilkada dan tidak ada kontribusi baik finansial maupun benda/barang yang diberikan langsung dan tidak langsung kepada para pihak terkait.

In addition to labor suppliers, the suppliers used by the Company outside the production process are security personnel, catering staff, cleaning service staff, housekeeping staff, and helper operators. , and the power of the driver (*driver*).

The Company enforces regulations and criteria for supplier selection through the selection of partners with Limited Liability Company (PT) status for labor suppliers and partners with *Comanditaire Venotschap* (CV) status for goods suppliers.

POLITICAL CONTRIBUTION [GRI 415-1]

The Company is committed to not limiting and providing freedom for each of the Company's personnel in determining their political activities based on their respective choices and playing an active role in supporting the implementation of state political activities so that they can run well.

During the reporting period, there were no political activities such as local elections and no contributions, either financial or goods, were given directly or indirectly to related parties.



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FORMULIR TANGGAPAN ATAS LAPORAN KEBERLANJUTAN [GRI 102-53]

RESPONSE TO SUSTAINABILITY REPORT

Terima kasih atas ketersediaan Anda untuk membaca Laporan Keberlanjutan PT Petrokimia Gresik Tahun 2020. Untuk memperbaiki kualitas Laporan Keberlanjutan dan meningkatkan transparansi kinerja keberlanjutan PT Petrokimia Gresik serta sebagai masukan untuk penyusunan Laporan Keberlanjutan Tahun 2021, kami mengharapkan saran dan tanggapan Anda atas laporan ini:

Thank you for reading the Sustainability Report of PT Petrokimia Gresik 2020. To improve the quality of Sustainability Report and transparency of sustainability performance of PT Petrokimia Gresik and as input for the preparation of Sustainability Report 2021, we would like to ask your suggestion and response to this report:

| No | Pertanyaan / Question | Ya / Yes | Tidak / No |
|----|---|----------|------------|
| 1. | Informasi yang disajikan dalam Laporan ini telah sesuai dengan harapan Anda. / Information presented in this Report meet your expectations. | | |
| 2. | Data yang disajikan telah transparan, dapat dipercaya, dan berimbang. / Data is presented transparently, trusted, and balanced. | | |
| 3. | Data dan informasi yang disajikan berguna dalam pengambilan keputusan. / Data and information presented are useful in decision-making. | | |
| 4. | Laporan ini dapat dibaca dengan nyaman, gaya bahasa yang sesuai serta jelas. / This report is convenient to read, has clear and appropriate language style. | | |
| 5. | Layout, jenis font, ukuran, tata warna, tampilan dan gambar dalam laporan ini menarik dan mudah dibaca. / Layout, font type, size, color scheme, presentation and images in this report are appealing and easy to read. | | |

| No | Pertanyaan / Question | Jawaban Answer | Tidak / No |
|----|--|----------------|------------|
| 1. | Jelaskan informasi dalam laporan ini yang paling bermanfaat bagi Anda, dalam aspek / Describe the information in this report that is most useful for you: a. Pelibatan Pemangku Kepentingan / Stakeholders Involvement b. Kinerja ekonomi / Economic performance c. Kinerja lingkungan / Environmental performance d. Kinerja sosial / Social performance | | |
| 2. | Jelaskan informasi dalam laporan ini yang Anda inginkan untuk diperdalam, dalam aspek / Describe the information in this report that should be explored more, in aspect: a. Pelibatan Pemangku Kepentingan / Stakeholders Involvement b. Kinerja ekonomi / Economic performance c. Kinerja lingkungan / Environmental performance d. Kinerja sosial / Social performance | | |
| 3. | Saran lain yang Anda ingin sampaikan terkait Laporan Keberlanjutan ini. / Other suggestions related to this Sustainability Report. | | |



Profil Pembaca / Reader Profile

Jenis Kelamin / Gender

Usia / Age

Pendidikan Terakhir / Last Education

Pekerjaan / Occupation

Nama Institusi / Name of Institution

Bidang Usaha / Field of Work

Kami sangat menghargai tanggapan dan saran yang Anda berikan kepada kami. Kirimkan lembar ini kepada:
We highly appreciate your response and suggestion for us. Please send this form to:

PT Petrokimia Gresik

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Growth, Excellence, Worthwhile

GREAT FOR INDONESIA

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