

Berkolaborasi Mewujudkan Kemajuan Berkelanjutan

Collaborating for Sustainable Progress



Laporan Keberlanjutan
Sustainability Report

2024



TEMA THEME

Berkolaborasi Mewujudkan Kemajuan Berkelanjutan Collaborating for Sustainable Progress

PT Pertamina Petrochemical Trading (Pertachem) berupaya menciptakan nilai tambah bagi konsumen, masyarakat, lingkungan, dan ekonomi nasional serta terus bertransformasi menjadi entitas usaha yang lebih adaptif, kompetitif, dan berkelanjutan.

PT Pertamina Petrochemical Trading (Pertachem) strives to create added value for consumers, society, the environment, and the national economy, while continuously transforming into a more adaptive, competitive, and sustainable business entity.





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Informasi penerapan keberlanjutan di PT Pertamina Petrochemical Trading (Pertachem) juga dapat diakses melalui situs web:

Information on PT Pertamina Petrochemical Trading (Pertachem)'s sustainability practices is also accessible through the following websites:

<https://pertachem.com/>

<https://pertaminapatraniaga.com/>



DARI KAMI FROM US

Tahun 2024 menandai satu dekade PT Pertamina Petrochemical Trading (Pertachem) turut berkontribusi bagi Indonesia. Kami akan terus berkolaborasi dan bersinergi dengan para pemasok, konsumen, pelaku industri, dan pemangku kepentingan lain, untuk membangun bisnis petrokimia Pertamina Grup serta mendukung industri hilir petrokimia di Indonesia.

In 2024, PT Pertamina Petrochemical Trading (Pertachem) marked its 10th anniversary of contributing to Indonesia's development. We remain committed to collaboration and synergy with suppliers, consumers, industry players, and other stakeholders, aiming to further enhance the Pertamina Group's petrochemical business and promote the growth of Indonesia's downstream petrochemical industry.





Penjelasan Direksi ^{[D.1][2-22]} Board of Directors' Statement

"Bagi Pertachem, keberlanjutan adalah sebuah perjalanan kolektif. Setiap dukungan dan kolaborasi dari para pemangku kepentingan telah memperkuat langkah kami untuk menghadirkan energi positif bagi bisnis, lingkungan, dan masyarakat. Bersama, mari kita terus menjaga komitmen ini demi masa depan yang lebih baik."

"For Pertachem, sustainability is a collective journey. Every form of support and collaboration from our stakeholders has strengthened our steps in delivering positive energy for business, the environment, and society. Together, let us continue to uphold this commitment for a better future."

Para pemangku kepentingan yang terhormat, Dear respected stakeholders,

Selamat datang di Laporan Keberlanjutan PT Pertamina Petrochemical Trading (Pertachem). Laporan ini merupakan laporan keberlanjutan pertama yang kami susun, dengan mengusung tema "Berkolaborasi Mewujudkan Kemajuan Berkelanjutan."

Melalui Laporan ini, Pertachem menyampaikan pelaksanaan kinerja keberlanjutan selama tahun 2024 diiringi oleh komitmen untuk senantiasa berkolaborasi dengan seluruh pemangku kepentingan dalam mengembangkan kemajuan bisnis, memberikan nilai tambah yang berkelanjutan, serta mendukung upaya pelestarian lingkungan.

Welcome to the Sustainability Report of PT Pertamina Petrochemical Trading (Pertachem). This report marks our inaugural sustainability disclosure, carrying the theme "Collaborating for Sustainable Progress."

Through this Report, Pertachem presents its sustainability performance throughout 2024, reaffirming our commitment to continuous collaboration with all stakeholders in advancing business growth, delivering sustainable added value, and supporting environmental conservation efforts.



Sepanjang tahun 2024, Pertachem mencatat berbagai capaian positif. Kinerja penjualan yang terus meningkat berjalan seiring dengan penguatan aspek lingkungan, sosial, serta tata kelola (LST) yang berkelanjutan.

Throughout 2024, Pertachem recorded a number of positive achievements. Our steadily growing sales performance was accompanied by the strengthening of environmental, social, and governance (ESG) practices on a sustainable basis.

Kebijakan Keberlanjutan dan Respons Perusahaan

Sustainability Policy and Company Response

Informasi penerapan kinerja keberlanjutan dalam Laporan ini disampaikan berdasar topik material yang ditetapkan Pertachem, sebagai respons atas Kebijakan Keberlanjutan Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN) yang diterjemahkan dalam 10 Fokus Keberlanjutan. Penetapan topik material juga diselaraskan dengan Tujuan Pembangunan Berkelanjutan (TPB) berdasar Peraturan Presiden (Perpres) Nomor 59 Tahun 2017 tentang Pelaksanaan Pencapaian Tujuan Pembangunan Berkelanjutan.

The disclosure of sustainability performance in this Report is presented based on the material topics identified by Pertachem, as a response to the Sustainability Policy of Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN), which is translated into 10 Sustainability Focus areas. The determination of material topics is also aligned with the Sustainable Development Goals (SDGs), in accordance with Presidential Regulation (Perpres) No. 59 of 2017 on the Implementation of the Achievement of the Sustainable Development Goals.

Pencapaian dan Prestasi Kinerja Keberlanjutan

Sustainability Performance Achievements and Performance

Sesuai proses bisnis yang berlangsung, kegiatan yang dijalankan Pertachem melibatkan pemasok/vendor untuk mendatangkan, menyimpan, dan mendistribusikan produk petrokimia, kimia, dan produk turunannya yang bernilai tinggi. Kami mendorong pemasok/vendor menerapkan praktik-praktik keberlanjutan termasuk dalam pengelolaan lingkungan. Selama tahun 2024, Pertachem tidak pernah dihadapkan pada sangkaan pelanggaran pengelolaan lingkungan yang dilakukan pemasok/vendor dan berdampak merugikan terhadap lingkungan. Kami menyambut baik langkah pemasok/vendor untuk memanfaatkan energi baru terbarukan (EBT) dengan mengoperasikan 11 unit *forklift* listrik serta upaya penggunaan sumber energi terbarukan di masing-masing lokasi pemasok/vendor.

In line with our business processes, Pertachem's activities involve suppliers/vendors in the procurement, storage, and distribution of high-value petrochemical, chemical, and derivative products. We encourage suppliers/vendors to adopt sustainable practices, particularly in environmental management. Throughout 2024, Pertachem was not confronted with any allegations of environmental mismanagement by suppliers/vendors that resulted in adverse environmental impacts. We also welcome the initiatives of suppliers/vendors to utilize new and renewable energy (NRE), including the operation of 11 electric forklifts, as well as efforts to implement renewable energy sources at each supplier/vendor location.



Dalam mengelola aspek sosial, Pertachem bersama pemasok/vendor memastikan penerapan kesehatan dan keselamatan kerja (K3) sehingga selama periode pelaporan tidak ada insiden yang berakibat fatal. Pertachem juga merealisasikan berbagai program tanggung jawab sosial, di antaranya memberikan bantuan kepada tenaga kerja bongkar muat, panti asuhan, rumah tumbuh kembang anak berkebutuhan khusus, serta masyarakat di sekitar wilayah operasi. Dalam jangka panjang, kami berupaya meningkatkan pelaksanaan tanggung jawab sosial melalui program-program yang bertujuan untuk memberdayakan masyarakat.

Kami juga bertekad meningkatkan penerapan tata kelola keberlanjutan, dengan mengedepankan pendekatan kepatuhan terhadap regulasi maupun standar yang berlaku di tataran nasional, regional, maupun global. Pertachem mendukung kebijakan antikorupsi, yang dilaksanakan melalui beberapa kegiatan dengan melibatkan semua pihak termasuk pemasok/vendor. Kami patut berbangga karena selama tahun 2024 tidak pernah dihadapkan pada kasus dugaan korupsi.

Kolaborasi yang terbangun membuahkan pencapaian positif terhadap kinerja ekonomi Pertachem sehingga dapat terus hadir untuk menjawab kebutuhan pasar. Sepanjang tahun 2024, kami berhasil meningkatkan peringkat dalam daftar Independent Commodity Intelligence Services (ICIS) *Top 100 Chemical Distributors* untuk kawasan Asia Pasifik, dari posisi ke-14 (berdasarkan data penjualan 2023) menjadi posisi ke-10 (berdasarkan data penjualan 2024). Hal ini merupakan salah satu manifestasi untuk menjadi Perusahaan Niaga Terbesar Produk Petrokimia, Kimia, & Produk Turunannya di Kawasan Regional sesuai visi kami.

In managing social aspects, Pertachem, together with suppliers/vendors, ensured the application of occupational health and safety (OHS) standards, resulting in zero fatal incidents during the reporting period. Pertachem also implemented various social responsibility programs, including providing assistance to dock workers, orphanages, care homes for children with special needs, and communities surrounding our operational areas. In the long term, we strive to enhance our social responsibility initiatives through programs aimed at community empowerment.

We are equally committed to strengthening the implementation of sustainability governance by prioritizing compliance with applicable regulations and standards at national, regional, and global levels. Pertachem maintains the anti-corruption policies by implementing a range of activities involving all stakeholders, including suppliers/vendors. We take pride in the fact that, throughout 2024, Pertachem was not faced with any allegations of corruption.

The established collaboration has also delivered positive outcomes for Pertachem's economic performance, enabling us to continuously meet market demands. In 2024, we successfully improved our ranking in the Independent Commodity Intelligence Services (ICIS) *Top 100 Chemical Distributors* for the Asia-Pacific region, moving from 14th position (based on 2023 sales data) to 10th position (based on 2024 sales data). This achievement reflects our commitment to becoming the Largest Trading Company for Petrochemical, Chemical, and Derivative Products in the Regional Market, in line with our vision.



Pengelolaan Risiko, Peluang, dan Strategi Mencapai Keberlanjutan

[E.5]

Risk Management, Opportunities, and Strategy to Achieve Sustainability

Pencapaian kinerja keberlanjutan selama tahun 2024 tidak bisa dilepaskan dari upaya kami mengelola risiko yang dilakukan dengan berpedoman pada standar ISO 31000:2018 dan Peraturan Menteri BUMN No. PER-2/MBU/03/2023. Berdasarkan evaluasi dari pengelolaan risiko yang dilakukan, kami mencermati beberapa peluang yang bisa dikembangkan di masa mendatang untuk mendukung penerapan keberlanjutan. Salah satunya adalah memperluas portofolio produk petrokimia, kimia, dan produk turunannya, serta kegiatan operasi yang ramah lingkungan. Untuk mewujudkan hal tersebut, kami terus berkomitmen untuk meningkatkan praktik-praktik keberlanjutan dengan strategi menerapkan 10 Fokus Keberlanjutan PPN.

The sustainability performance achievements throughout 2024 cannot be separated from our efforts in risk management, which were carried out in accordance with ISO 31000:2018 and the Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023. Based on our evaluation of the implemented risk management practices, we identified several opportunities that can be further developed in the future to strengthen sustainability implementation. One of the opportunities is expanding our portfolio of environmentally friendly petrochemical, chemical, and derivative products, as well as operational activities. To realize this, we remain committed to advancing sustainability practices by implementing PPN's 10 Sustainability Focus areas.

Penutup Closing

Atas nama Perusahaan, manajemen, dan seluruh Perwira, kami mengucapkan terima kasih atas dukungan yang diberikan pemangku kepentingan selama tahun 2024. Pertachem berharap kolaborasi yang terbangun akan menguatkan dukungan sehingga dapat menunjang pertumbuhan bisnis Pertachem di masa mendatang.

On behalf of the Company, management, and all employees, we extend our sincere appreciation to our stakeholders for their support throughout 2024. We are looking forward to strengthening this collaboration even further, to support Pertachem's business growth in the years ahead.

Jakarta, September 2025

Oos Kosasih

Direktur Utama

President Director





Produk Ramah Lingkungan

Environmentally Friendly Products

Recycled Polymer — merupakan produk biji plastik daur ulang yang berwawasan lingkungan.

recycled plastic resin products with an environmentally friendly approach.

Non Standard Polymer — merupakan produk biji plastik *reject* yang masih memberikan nilai tambah.

reject plastic resin products that still deliver added value.



Kinerja Lingkungan ^[B.2]

Environmental Performance



**10,12
Ribu Ton**

Thousand Tons

Pallet yang digunakan kembali di tahun 2024
Pallets reused in 2024



11 Unit

Forklift listrik yang dioperasikan pemasok/
vendor Pertachem
Electric forklifts operated by Pertachem suppliers/
vendors



Kampanye internal yang mendorong kebiasaan hemat energi

Internal campaigns promoting energy-saving practices



Kinerja Sosial ^[B.3]

Social Performance

Survei Pelanggan

Customer Survey

Skala Likert
Likert Scale



Tingkat Kepuasan Pelanggan
Customer Satisfaction Level

2024	2023	4,4
4,4	2022	4,2

Pemberdayaan Masyarakat

Community Empowerment

Rp Juta
IDR Million



Realisasi Dana TJSL
CSR Fund Realization

2024	2023	86
78	2022	75

Orang
People



Total Penerima Manfaat
Total Beneficiaries

2024	2023	760
680	2022	680



Kinerja Tata Kelola Keberlanjutan

Sustainability
Governance
Performance

Penerapan Tata Kelola Keberlanjutan Sustainability Governance Implementation



Tingkat Kepatuhan LHKPN

LHKPN Compliance Level

%	2024	2023	100
	100	2022	100



Penilaian GCG

GCG Assessment

Skor Score	2024	2023	100
	100	2022	100

Kategori Category	2024	2023	Comply
	Comply	2022	Comply





TENTANG KAMI ABOUT US

PT Pertamina Petrochemical Trading (Pertachem) adalah anak perusahaan Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN). Pertachem memiliki peran strategis dalam pengembangan dan penjualan produk petrokimia, kimia, dan produk turunannya yang bernilai tinggi.

PT Pertamina Petrochemical Trading (Pertachem) is a subsidiary of Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN). Pertachem plays a strategic role in the development and distribution of high-value petrochemical, chemical, and derivative products.





Sekilas Pertachem [c] Pertachem at a Glance

Dengan pendekatan berbasis manajemen risiko dan fokus pada pertumbuhan berkelanjutan di bidang lingkungan, sosial, dan tata kelola (LST), Pertachem terus menghadirkan layanan terbaik dan berupaya menjadi bagian penting dalam pengembangan industri hilir petrokimia di Indonesia.

Pertachem meyakini bahwa kemajuan industri hanya dapat dicapai melalui kolaborasi yang kuat, sinergi yang konsisten, dan komitmen terhadap keberlanjutan di setiap langkah. Melalui kerja sama yang terjalin dengan seluruh pemangku kepentingan, Pertachem berperan aktif dalam mendukung Pertamina mengembangkan dan memperkuat bisnis petrokimia, kimia, dan produk turunannya.

With a risk-based management approach and a strong focus on sustainable growth in the environment, social, and governance (ESG) aspects, Pertachem continues to deliver excellent services and strives to become an integral part of the downstream petrochemical industry development in Indonesia.

Pertachem believes that industrial progress can only be achieved through strong collaboration, consistent synergy, and a steadfast commitment to sustainability at every stage. Through established partnerships with all stakeholders, Pertachem plays an active role in supporting Pertamina in developing and strengthening its petrochemical, chemical, and derivative product businesses.



Komitmen Commitment

Kami berusaha memenuhi permintaan pasar domestik akan produk petrokimia, kimia, dan Produk turunannya melalui penyediaan produk hasil produksi Kilang Pertamina dan/atau sumber lainnya serta melalui inisiatif pengembangan produk yang berkelanjutan.

We strive to meet the domestic market's demand for petrochemical, chemical, and derivative products through the supply of products produced by Pertamina Refineries and/or other sources, and through sustainable product development initiatives.



Visi [C.1]

Vision

Menjadi Perusahaan Niaga Terbesar Produk Petrochemical, Chemical & Produk Turunannya di Kawasan Regional.

To Become the Largest Trading Company of Petrochemical Products, Chemicals & Their Derivatives in the Regional Area.



Misi [C.1]

Mission

Melakukan usaha niaga produk Petrochemical, Chemical dan produk turunannya secara berkelanjutan dengan profesional, akuntabel dan memenuhi kaidah governance yang mampu bersaing di kawasan regional.

Conducting the trading business of petrochemical, chemical, and derivative products sustainably, with a commitment to professionalism, accountability, and good governance practices, to remain competitive in the regional area.





Nilai-Nilai Inti

Core Values



A

K

H

L

A

K

Amanah

Trustworthy

Memegang teguh kepercayaan yang diberikan

Adhere to the trust that has been placed in you.

- Memenuhi janji dan komitmen.
- Bertanggungjawab atas tugas, keputusan, dan tindakan yang dilakukan.
- Berpegang teguh kepada nilai moral dan etika.
- Fulfilling promises and commitments.
- Being responsible for tasks, decisions, and actions taken.
- Adhering to moral and ethical values.

Kompeten

Competent

Terus belajar dan mengembangkan kapabilitas

Keep learning and developing capabilities

- Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah.
- Membantu orang lain belajar.
- Menyelesaikan tugas dengan kualitas terbaik.
- Improving personal competence to respond to ever-changing challenges.
- Helping others learn.
- Completing tasks with the highest quality.

Harmonis

Harmonious

Saling peduli dan menjaga kebersamaan

Care for one another and maintain unity

- Menghargai setiap orang apapun latar belakangnya.
- Suka menolong orang lain.
- Membangun lingkungan kerja yang kondusif.
- Respect everyone regardless of their background.
- Being helpful to others.
- Build a conducive work environment.

Loyal

Loyal

Berdedikasi dan mengutamakan kepentingan bangsa dan negara

Dedicated and prioritize the interests of the nation and state

- Menjaga nama baik sesama karyawan, pimpinan, BUMN, dan negara.
- Rela berkorban untuk mencapai tujuan yang lebih besar.
- Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika.
- Maintain the honor of fellow employees, leaders, state-owned enterprises, and the country.
- Willing to make sacrifices to achieve greater goals.
- Obey leaders as long as it does not conflict with the law and ethics.

Adaptif

Adaptive

Terus berinovasi dan antusias dalam mengerjakan ataupun menghadapi perubahan

Keep innovating and enthusiastic in driving or facing changes

- Cepat menyesuaikan diri untuk menjadi lebih baik.
- Terus-menerus melakukan perbaikan sama untuk perkembangan teknologi.
- Bertindak proaktif.
- Quick to adapt to be better.
- Making continuous improvements to keep up with technological developments.
- Acting proactively.

Kolaboratif

Collaborative

Membangun kerja sama yang sinergis

Build synergistic cooperation

- Memberi kesempatan kepada berbagai pihak untuk berkontribusi.
- Terbuka dalam bekerja sama untuk menghasilkan nilai tambah.
- Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama.
- Giving various parties the opportunity to contribute.
- Open to cooperation to generate added value.
- Encouraging the use of various resources for common goals.



Nama Perusahaan dan Alamat Kantor Pusat [c.2][2-1]

Company Name and Head Office Address



Nama Perusahaan | Company Name:

PT Pertamina Petrochemical Trading (Pertachem)



Tahun Berdiri | Year Established:

2014

Disahkan Menteri Hukum dan Hak Asasi Manusia Republik Indonesia pada 23 Juni 2014 sesuai Keputusan No.AHU-14443.40.10.2014 tentang Pengesahan Pendirian Badan Hukum Perseroan Terbatas PT Indo Thai Trading.

Approved by the Minister of Law and Human Rights of the Republic of Indonesia on 23 June 2014 based on Decree No.AHU-14443.40.10.2014 concerning the Approval of the Establishment of the Limited Liability Company PT Indo Thai Trading.



Kantor Pusat | Head Office:

Grha Pertamina, Tower Fastron | Fastron Tower, Lt. 2 | 2nd Floor
Jl. Medan Merdeka Timur No. 11-13 Gambir, Jakarta Pusat 10110
Telepon | Phone: 021-3008-0888
Surel | Email: marketing.ppt@pertamina.com





Para Pekerja Pertamina [c.3][2-7][2-8]

Pertachem Workforce

Pekerja kami terdiri dari pekerja waktu tidak tentu (PWTT) dan pekerja waktu tertentu (PWT). Informasi jumlah karyawan berdasarkan jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan ada di halaman 44-46.

Our workforce consists of permanent employees (PWTT) and non-permanent employees (PWT). Detailed information regarding the number of employees by gender, position, age, education level, and employment status can be found in page 44-46.

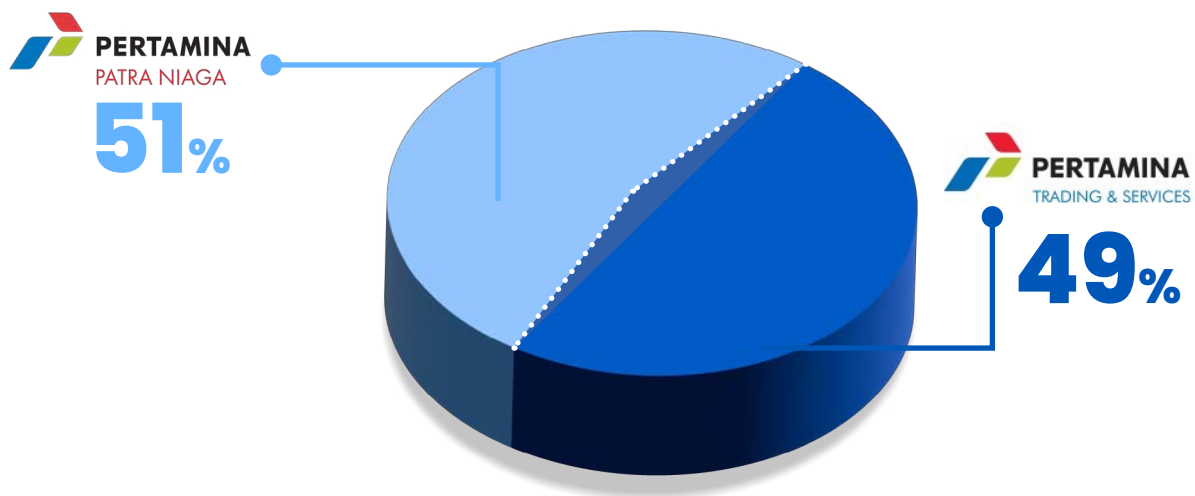


Pemegang Saham dan Bentuk Legal [c.3][2-1]

Shareholders and Legal Form

Pertachem berbentuk Perseroan Terbatas berdasarkan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Pemegang Saham per 31 Desember 2024:

Pertachem is a limited liability company established under Law No. 40 of 2007 on Limited Liability Companies. As of December 31, 2024, the shareholders are:





Wilayah Operasi [c.3][2-1]

Operating Area

Wilayah operasi Pertachem berada di Indonesia, serta menguasai 8 gudang (5 di Jakarta, 1 di Medan, 1 di Semarang, dan 1 di Surabaya) penyimpanan dan 2 tangki penyimpanan (Jakarta dan Banten).

Pertachem's operations are based in Indonesia, controlling 8 storage (5 in Jakarta, 1 in Medan, 1 in Semarang, and 1 in Surabaya) warehouses and 2 storage tank (Jakarta and Banten).





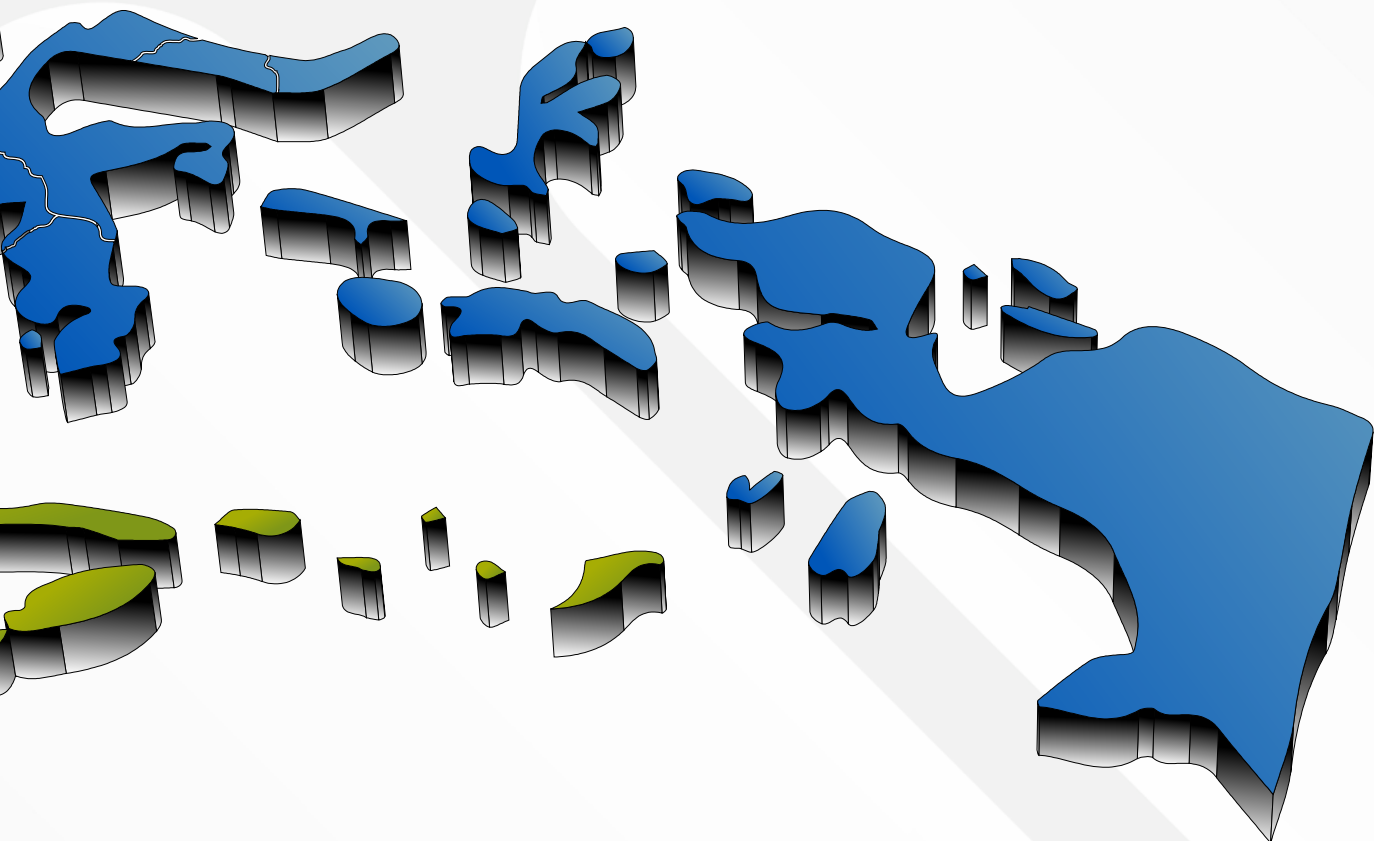
**Warehouse &
Storage Tank**



Refinery Unit PERTAMINA



**Refinery Unit V
Balikpapan**





Kegiatan Usaha, Produk, dan Jasa Dihasilkan [c.4][2-6]

Business Activities, Products, and Services

Pertachem bergerak di bidang usaha perdagangan dan distribusi produk petrokimia, kimia, dan produk turunannya. Sesuai Anggaran Dasar terakhir, kegiatan usaha yang dijalankan pada periode pelaporan, meliputi Perdagangan Bahan Baku Petrokimia.

Pertachem is engaged in the trade and distribution of petrochemical, chemical, and derivative products. In accordance with its latest Articles of Association, the Company's business activities during the reporting period include the Trading of Petrochemical Feedstocks.

Keanggotaan Prakarsa Internasional dan Asosiasi [c.5][2-28]

Membership in International Initiatives and Associations

Kami mendukung prakarsa internasional:

1. Tujuan Pembangunan Berkelanjutan (TPB).
2. 10 Prinsip United Nations Global Compact (UNGC) sejalan keanggotaan PPN dalam UNGC.

We support international initiatives, including:

1. The Sustainable Development Goals (SDGs).
2. The 10 Principles of the United Nations Global Compact (UNGC), aligned with PPN's membership in UNGC.

Keanggotaan Asosiasi

Association Membership

1

Asosiasi Industri Olefin, Aromatik dan Plastik Indonesia (INAPLAS)

Indonesian Olefin, Aromatic and Plastic Industry Association (INAPLAS)



2

Gabungan Industri Aneka Tenun Plastik Indonesia (GIATPI)

Indonesian Plastic Weaving Industry Association (GIATPI)





Sertifikasi dan Penghargaan Eksternal

Certification and External Awards

Sertifikasi

Certification



ISO Series



Sertifikasi Halal
Halal Certification



Sertifikasi Food Grade
Food Grade
Certification

Prestasi dan Penghargaan Eksternal

Achievements and External Awards



Strategi Keberlanjutan Kami ^[A.1]

Our Sustainability Strategy

Strategi Keberlanjutan Pertachem berpedoman pada Kebijakan Keberlanjutan PPN dan 10 Fokus Keberlanjutan Pertamina Grup. Sesuai pedoman tersebut, kami menerapkan praktik-praktik keberlanjutan dalam mengelola lingkungan, sosial, dan tata kelola (LST). Dengan demikian, Pertachem dapat menciptakan nilai jangka panjang bagi para pemangku kepentingan dan berkontribusi terhadap Tujuan Pembangunan Berkelanjutan (TPB). ^{[2-22][2-23][2-24]}

Pertachem's sustainability strategy is guided by PPN's Sustainability Policy and Pertamina Group's 10 Sustainability Focus areas. In managing environmental, social, and governance (ESG) aspects, we apply sustainability practices based on these guidelines. This approach enables Pertachem to create long-term value for stakeholders while contributing to the achievement of the Sustainable Development Goals (SDGs). ^{[2-22][2-23][2-24]}

Kami melakukan berbagai kegiatan mendukung terbangunnya budaya keberlanjutan: ^[F.1]

We actively promote a culture of sustainability through various initiatives:

Kami menjalankan bisnis yang berkelanjutan secara finansial dan di saat yang sama memberikan dampak positif yang nyata bagi masyarakat (*creating shared value*). Kepedulian terhadap dimensi sosial dan lingkungan hidup amat penting bagi keberlanjutan perusahaan karena terciptanya sinergi/kolaborasi antarsektor dapat meningkatkan peluang pasar, reputasi, dan keunggulan kompetitif.

Sebagai wujud nyata dari komitmen perusahaan dalam melaksanakan Tanggung Jawab Sosial dan Lingkungan (TJSL), kami secara konsisten menghadirkan program-program yang mendukung kelompok rentan dalam masyarakat. Pada tahun 2024, perhatian difokuskan pada anak-anak yatim piatu, lansia, dan anak-anak berkebutuhan khusus. Program ini tidak hanya memenuhi tanggung jawab perusahaan, tetapi juga turut berkontribusi dalam pencapaian TPB.

Our business model ensures financial sustainability while simultaneously delivering tangible positive impacts for society by creating shared value. Awareness of social and environmental dimensions is crucial for business continuity, as cross-sector collaboration and synergy enhance market opportunities, reputation, and competitive advantage.

As a manifestation of our commitment to implementing Corporate Social Responsibility (CSR), we consistently carry out programs that support vulnerable groups in society. In 2024, we focused on orphans, the elderly, and children with special needs. These programs not only fulfilled our corporate responsibilities, but also contributed to the achievement of the SDGs.



Kinerja Keberlanjutan Pengelolaan Ekonomi Sustainability Performance of Economic Management

Pertachem terus memperkuat lini bisnis melalui kolaborasi dengan berbagai pihak. Kini kami berada di peringkat 14 distributor petrokimia di Asia-Pasifik berdasarkan rilis Independent Commodity Intelligence Services (ICIS) dalam laporan *Top 100 Chemical Distributor 2024*. Pertachem menjadi satu-satunya perusahaan asal Indonesia yang tercatat dalam *ICIS Top 100 Global Chemical Distributor 2025* dan meraih peringkat 26 secara global.

Pertachem continues to strengthen its business through collaboration with various stakeholders. In 2024, the Company ranked 14th among petrochemical distributors in the Asia-Pacific region, according to the Independent Commodity Intelligence Services (ICIS) Top 100 Chemical Distributors report. Pertachem was also the only Indonesian company listed in the ICIS Top 100 Global Chemical Distributors 2025, achieving 26th place globally.



**PT PERTAMINA
PETROCHEMICAL TRADING
THE BEST CHEMICAL
DISTRIBUTOR**

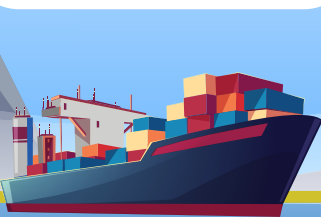


1.006 KTA
Sales Volume 2024

2024 Sales

\$958M

Products: Polyethylene; polypropylene; propylene; terephthalate; polystyrene; ethylene vinyl acetate; benzene; paraxylene; orthoxylene; decant oil; black masterbatch; light naphtha.



2023 Sales

\$829M

Products: Polyethylene; polypropylene; propylene; terephthalate; polystyrene; ethylene vinyl acetate; benzene; paraxylene; orthoxylene; decant oil; black masterbatch; light naphtha.

**Top
14
in Asia
Pacific**

2022 Sales

\$391M

Products: Polyethylene; polypropylene; black masterbatch; PET; EVA; polystyrene; propylene; benzene; paraxylene.

**Top
18
in Asia
Pacific**



Realisasi Volume Penjualan Sales Volume Realization				
Produk Product	Satuan Unit	2024	2023	2022
Kimia Dasar Basic Chemicals	MT	764.072	664.580	203.401
Polimer Polymers		220.871	182.185	138.691
Jumlah Total		984.943	846.746	342.092

Perbandingan Target dan Kinerja Investasi Keberlanjutan [F.3][203-1]

Comparison of Sustainability Investment Targets and Performance

Hingga akhir tahun 2024, Pertamina belum melakukan investasi terkait keberlanjutan.

As of the end of 2024, Pertamina has not made any sustainability-related investments.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan

Economic Value Generated and Distributed

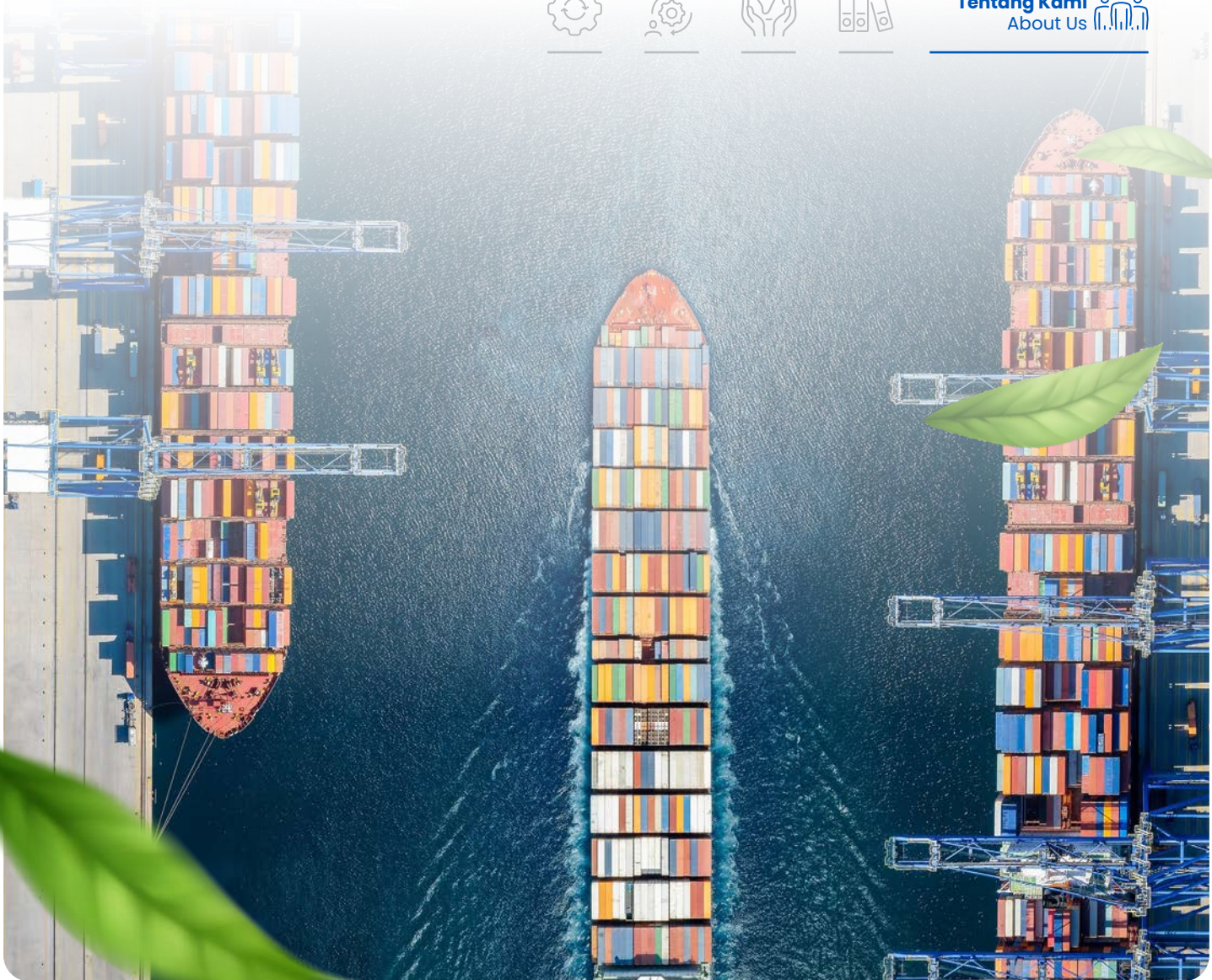
Pengungkapan informasi Nilai Ekonomi Dihasilkan dan Didistribusikan disesuaikan dengan GRI. Informasi lengkap mengenai kinerja keuangan Pertamina disampaikan dalam Laporan Keuangan di dalam Laporan Tahunan Pertamina.

The disclosure of Economic Value Generated and Distributed is aligned with the GRI Standards. Further details on the Company's financial performance are available in the Financial Statements section of Pertamina's Annual Report.

Perolehan Nilai Ekonomi Dihasilkan di tahun 2024 berasal dari penjualan produk. Tidak ada bantuan finansial dari pemerintah. Perolehan Nilai Ekonomi Dihasilkan terus mengalami peningkatan. Kami belum melakukan kajian pengaruh perubahan iklim terhadap kinerja finansial Pertamina. [201-1] [201-2][201-4]

The Economic Value Generated in 2024 was derived from product sales, with no financial assistance received from the government. The Economic Value Generated has shown consistent growth. Pertamina has not yet undertaken an analysis of the impact of climate change on its financial performance. [201-1][201-2][201-4]

Nilai Ekonomi Dihasilkan Economic Value Generated	2024	2023	2022
Pendapatan Usaha Operating Revenue	957.982.738	829.428.938	391.119.316
Pendapatan Komprehensif Lain Other Comprehensive Income	(7.393)	(20.531)	440
Jumlah Nilai Ekonomi Dihasilkan Total Economic Value Generated	957.975.345	829.408.407	391.119.756



Manfaat Ekonomi Fiskal

Fiscal Economic Contributions

Manfaat ekonomi fiskal direalisasikan, antara lain dalam bentuk pembayaran pajak dan kewajiban lain Pertachem kepada pemerintah. Penanggung jawab pengelolaan perpajakan di Pertachem adalah Fungsi Finance Controller yang dipimpin VP Finance Controller dan bertanggung jawab kepada Direksi. Pembayaran pajak dan kewajiban lain melibatkan Kantor Pelayanan Pajak Direktorat Jenderal Pajak Kementerian Keuangan, melalui konsultasi dan partisipasi termasuk audit, serta penyampaian laporan berkala. Total nilai kewajiban Pertachem kepada Pemerintah Indonesia untuk tahun 2024 mencapai US\$98 juta, meningkat 11% dari tahun 2023 sebesar US\$88 juta.

[2-26][207-1][207-2][207-3][207-4]

Fiscal economic contributions were realized mainly through the payment of taxes and other obligations to the government. Tax management at Pertachem is under the responsibility of the Finance Controller Function, led by the VP Finance Controller and reporting directly to the Board of Directors. Tax payments and obligations are carried out in coordination with the Directorate General of Taxes, Ministry of Finance, through consultations, participation in audits, and submission of periodic reports. The total value of Pertachem's obligations to the Government of Indonesia in 2024 amounted to USD98 million, an 11% increase compared to USD88 million in 2023. [2-26][207-1][207-2][207-3][207-4]



TENTANG LAPORAN KAMI ABOUT OUR REPORT

Laporan Keberlanjutan ini merupakan terbitan pertama PT Pertamina Petrochemical Trading (Pertachem) sehingga tidak ada pernyataan ulang atas informasi sebelumnya. Laporan disusun mengacu standar Global Reporting Initiative (GRI) 2021 dengan kesesuaian *with reference to the* GRI Standards, Peraturan Otoritas Jasa Keuangan (OJK) No. 51/POJK.03/2017, Surat Edaran OJK No. 16/SEOJK.04/2021, serta kesesuaian dengan Tujuan Pembangunan Berkelanjutan (TPB). Seluruh informasi pelaporan meliputi kinerja keberlanjutan Pertachem pada periode 1 Januari – 31 Desember 2024. Khusus Laporan Keuangan disusun terpisah untuk tahun buku yang berakhir 31 Desember 2024, dan menjadi bagian dari Laporan Keuangan Konsolidasian Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN) yang telah diaudit. [2-2][2-3][2-4]

Kami belum melakukan verifikasi atas Laporan ini, namun Laporan dilengkapi Lembar Pertanggungjawaban yang ditandatangani Direksi Pertachem. Di bagian akhir Laporan, tersedia Lembar Umpan Balik untuk menyampaikan pendapat, saran, maupun kritik atas Laporan ini. Setiap umpan balik yang disampaikan akan kami tindaklanjuti.

[G.1][G.2][G.3][2-5][2-14]

This Sustainability Report is the first publication of PT Pertamina Petrochemical Trading (Pertachem), therefore, no restatement of previous information is presented. The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021, with reference to the Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017, OJK Circular Letter No. 16/SEOJK.04/2021, and the Sustainable Development Goals (SDGs). The reporting scope covers Pertachem's sustainability performance from January 1 to December 31, 2024. The Financial Statements are prepared separately for the fiscal year ending December 31, 2024, and are included in the audited Consolidated Financial Statements of PT Pertamina Patra Niaga (PPN) Commercial & Trading Subholding. [2-2]

[2-3][2-4]

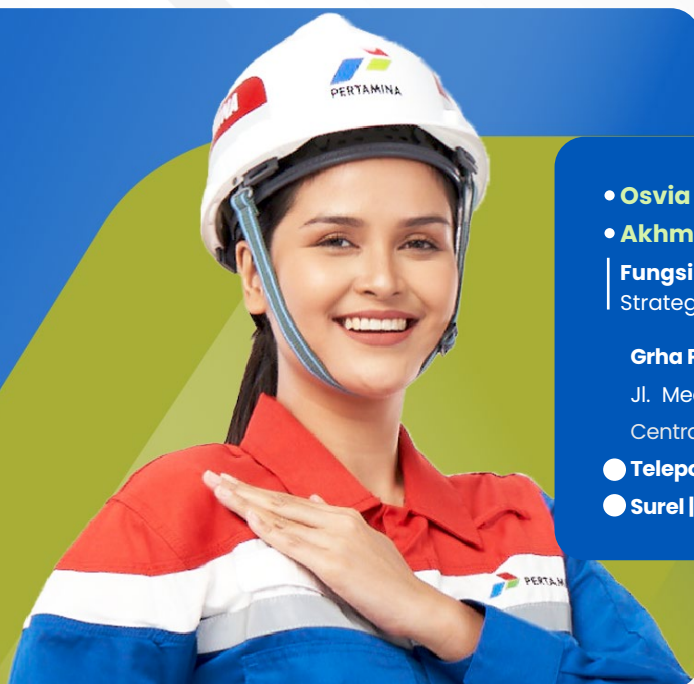
This Report has not been externally verified; however, it is accompanied by a Statement of Responsibility signed by Pertachem's Board of Directors. A Feedback Form is provided at the end of the Report for submitting opinions, suggestions, or constructive feedback. All input received will be reviewed and followed up accordingly. [G.1][G.2][G.3][2-5][2-14]





Kontak terkait Laporan Keberlanjutan 2024 [2-3]

Contact for 2024 Sustainability Report



• **Osvia Martina Somara**

• **Akhmad Bajora Nasution**

Fungsi Strategic Planning & Business Development

Strategic Planning & Business Development Function

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Central Jakarta 10110

● **Telepon | Phone** : 021-3008-0888

● **Surel | Email** : marketing.ppt@pertamina.com



Topik Material Material topics

Tidak ada perubahan topik material karena ini adalah pelaporan pertama kami. Topik material pelaporan ditetapkan dalam grup diskusi terfokus yang diselenggarakan tanggal 14 Mei 2025 di Jakarta, dan telah disetujui Direksi Pertachem. Proses penetapan topik material melibatkan pihak independen sebagai tim ahli; serta analisis publikasi media massa mengenai Pertachem yang dinilai memberikan pengaruh terhadap Pertachem maupun pemangku kepentingan. [3-1]

[3-2][3-3]

Pemangku kepentingan Pertachem terdiri atas pemegang saham, karyawan, pemerintah, pemasok/vendor, pelanggan, dan masyarakat. Identifikasi pemangku kepentingan didasarkan pada analisis relasi yang terbangun antara Pertachem dengan pihak-pihak berelasi dan saling mempengaruhi dalam pengambilan keputusan. [2-29]

As this is our first reporting period, there were no changes to the material topics. The material topics were determined through a focus group discussion held on May 14, 2025, in Jakarta, and were approved by Pertachem's Board of Directors. The process involved an independent team of experts and included an analysis of media publications about Pertachem that were considered to have an impact on the Company and its stakeholders. [3-1]

[3-2][3-3]

Pertachem's stakeholders consist of shareholders, employees, government, suppliers/vendors, customers, and the community. Stakeholder identification is based on an analysis of the relationships established between Pertachem and related parties, which mutually influence decision-making. [2-29]



Aspek
Aspect

Topik Material
Material Topic



Lingkungan
Environment

Material



Tata Kelola
Governance

Kualitas dan Keamanan Produk
Product Quality and Safety

Pengelolaan Rantai Pasok
Supply Chain Management

Etika Bisnis
Business Ethics

Penjelasan mengenai potensi dampak maupun dampak aktual dari setiap topik material terhadap pemangku kepentingan dan pengelolaannya, disampaikan dalam bahasan masing-masing topik material pada bagian lain Laporan ini.

Explanations of the potential and actual impacts of each material topic on stakeholders, as well as the management approach, are presented in the respective sections of this Report.

Pernyataan Direksi tentang Tanggung Jawab atas Laporan Keberlanjutan 2024

Management Statement on Responsibility for the 2024 Sustainability Report

Kami menyatakan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Tahun 2024 PT Pertamina Petrochemical Trading.

We hereby declare our full responsibility for the accuracy of the information presented in the 2024 Sustainability Report of PT Pertamina Petrochemical Trading.

Oos Kosasih
Direktur Utama
President Director

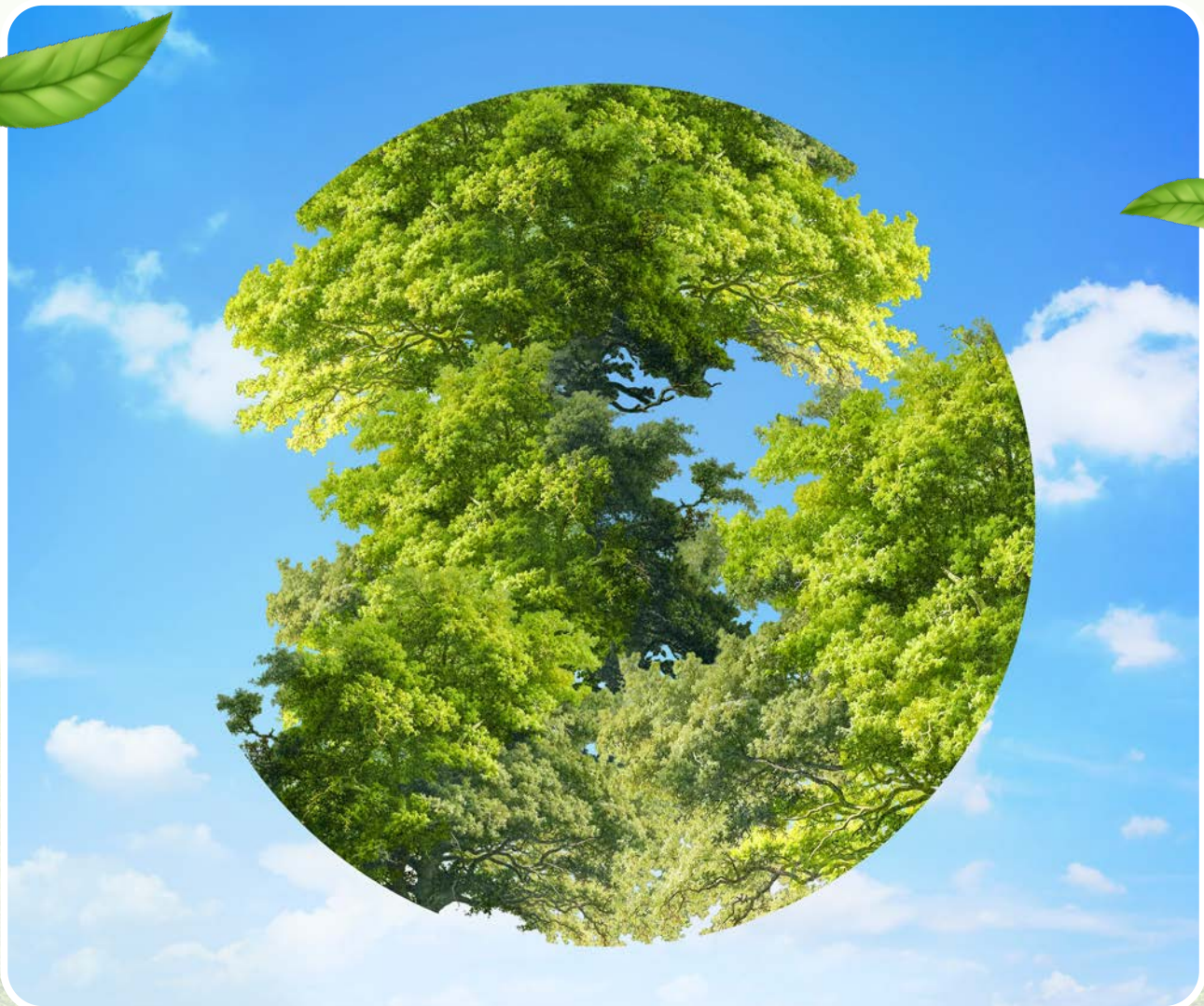
Iwan Yudha Wibawa
Direktur Pemasaran & Niaga
Director of Marketing & Trading



KINERJA KEBERLANJUTAN PENGLOLAAN LINGKUNGAN SUSTAINABILITY PERFORMANCE IN ENVIRONMENTAL MANAGEMENT

Pengelolaan lingkungan dilakukan PT Pertamina Petrochemical Trading (Pertachem) bersama pemasok/vendor guna meminimalkan dampak terhadap lingkungan.

Environmental management at PT Pertamina Petrochemical Trading (Pertachem) is carried out in collaboration with suppliers/vendors to minimize potential environmental impacts.





Kepatuhan, Pengaduan, dan Biaya Pengelolaan Lingkungan [F.4][F.16][2-27]

Compliance, Grievances, and Environmental Management Costs

Sesuai proses bisnis yang dijalankan Pertachem, pengelolaan lingkungan dari kegiatan operasional untuk mengirim, mengangkut, dan menyimpan bahan kimia, dilakukan oleh pemasok/vendor. Kami melakukan pengawasan ketat terhadap kinerja pengelolaan lingkungan oleh pemasok/vendor, untuk memastikan kepatuhan terhadap regulasi dan standar yang berlaku. Selama periode pelaporan, tidak ada pelanggaran pengelolaan lingkungan oleh pemasok/vendor maupun pengaduan dari masyarakat yang mengakibatkan Pertachem mendapatkan sanksi hukum. Kami tidak mengalokasikan biaya khusus untuk pengelolaan lingkungan.

In line with Pertachem's business processes, environmental management related to the operational activities of shipping, transporting, and storing chemicals is undertaken by suppliers/vendors. We strictly monitor their environmental management performance to ensure compliance with applicable regulations and standards. During the reporting period, there were no environmental management violations by suppliers/vendors and no community grievances that resulted in legal sanctions for Pertachem. The Company did not allocate a specific budget for environmental management.

Penatalaksanaan Material

Material Management

Topik Material dan Pengelolaannya

Material Topics and Its Management

Pengiriman, pengangkutan, dan penyimpanan bahan kimia dilakukan pemasok/vendor menggunakan tempat tertentu, dengan memperhatikan bahan kimia dan moda transportasi yang digunakan. Pengawasan kegiatan tersebut dilaksanakan oleh Fungsi Marketing & Operation yang bertanggung jawab kepada Direksi, dengan melibatkan pemasok/vendor. Kami memastikan penempatan bahan kimia yang dikirim, diangkut, dan disimpan telah sesuai regulasi maupun standar yang berlaku. Evaluasi kinerja pemasok/vendor dilakukan melalui pertemuan berkala serta pelaporan kepada pemegang saham maupun pihak berwenang lain.

[3-3]

Suppliers or vendors handle the shipping, transport, and storage of chemicals in designated facilities, with due consideration to the chemical type and transport mode. The Marketing & Operation Function oversees these processes, reports to the Board of Directors, and works with suppliers/vendors. We ensure that the placement of chemicals shipped, transported, and stored is in compliance with applicable regulations and standards. Supplier and vendor performance is evaluated through regular meetings as well as reporting to shareholders and relevant authorities.

[3-3]



Penggunaan Material Kemasan dan Material Ramah Lingkungan

[F.5][301-1][301-2]

Use of Packaging Materials and Environmentally Friendly Materials

Laporan ini belum menyajikan informasi terkait material untuk menempatkan bahan kimia, termasuk jenis dan volume bahan digunakan termasuk material ramah lingkungan. Secara umum, bahan kimia ditempatkan sesuai moda transportasi yang digunakan dan regulasi yang mengaturnya.

Penempatan bahan kimia yang diangkut kapal laut dilakukan sesuai ketentuan dalam Konvensi Internasional untuk Keselamatan Jiwa di Laut (SOLAS) dan Konvensi Internasional untuk Pencegahan Pencemaran Laut dari Kapal sebagaimana diubah oleh Protokol tahun 1978 yang berkaitan dengannya (MARPOL). Sesuai ketentuan tersebut, kapal tanker kimia yang dibangun setelah 1 Juli 1986 harus mematuhi Kode Kimia Curah Internasional (Kode IBC), yang menetapkan standar internasional pengangkutan secara aman melalui laut untuk bahan kimia berbahaya dan zat cair beracun dalam jumlah besar. Kode tersebut menetapkan desain dan standar konstruksi kapal, serta mengidentifikasi peralatan untuk meminimalkan risiko bagi kapal, awaknya, dan lingkungan.

Pengangkutan dengan angkutan darat, dilakukan sesuai ketentuan dalam ketentuan yang diatur oleh Direktorat Jenderal Perhubungan Darat dan Kementerian Lingkungan Hidup terkait dengan standardisasi pengangkutan bahan kimia. Sementara itu, penyimpanan di gudang dilaksanakan sesuai ketentuan dalam Kementerian Lingkungan Hidup seperti Surat Persetujuan Pengelolaan Lingkungan (SPPL), Rincian Teknis Tempat Penyimpanan Sementara Limbah B3, Persetujuan Teknis Limbah Air Domestik dan Persetujuan Teknis Emisi untuk penggunaan Genset.

This Report has yet to present information on the types and volume of materials used for chemical placement, including the use of environmentally friendly materials. Chemicals are generally placed according to transport mode and regulatory standards.

Chemical transport by sea complies with the provisions of the International Convention for the Safety of Life at Sea (SOLAS) and the International Convention for the Prevention of Pollution from Ships, as amended by the 1978 Protocol (MARPOL). Under these provisions, chemical tankers built after July 1, 1986, must adhere to the International Bulk Chemical (IBC) Code, which sets international standards for the safe maritime transport of hazardous chemicals and noxious liquid substances in bulk. The Code prescribes ship design and construction standards, as well as specifies equipment requirements, to minimize risks to the vessel, its crew, and the environment.

Meanwhile, land transportation complies with regulations from the Directorate General of Land Transportation and the Ministry of Environment for chemical transport. Warehouse storage follows Ministry of Environment requirements, including the Environmental Management Approval (SPPL), Technical Specifications for Temporary Hazardous Waste Storage Facilities, Technical Approvals for Domestic Wastewater and for Generator Emissions.



Pengumpulan Ulang Kemasan [301-3]

Packaging Reuse and Recovery

Laporan ini belum menyertakan informasi mengenai pengumpulan ulang atau *reclaim* bahan kimia dan/atau kemasan yang digunakan karena pengiriman, pengangkutan, dan penyimpanan bahan kimia dilakukan pemasok/vendor serta pelanggan. Namun untuk produk polimer, terdapat kerja sama dengan vendor penyedia layanan gudang untuk mengumpulkan kemasan (pallet) yang dapat digunakan kembali. Total volume kemasan (pallet) yang digunakan kembali selama tahun 2024 mencapai 34,67 ribu ton atau 15,69% dari total produk yang dipasarkan.

This Report has yet to include information on the recovery or reclaim of chemicals and/or packaging materials, as the shipping, transportation, and storage of chemicals are carried out by suppliers/vendors and customers. However, we partner with a warehouse service vendor to collect reusable packaging (pallets) for polymer products. In 2024, the total volume of reused pallets amounted to 34.67 thousand tons, or 15.69% of the total products marketed.

Dukungan terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Support for the Sustainable Development Goals (SDGs)

Pertachem menjalankan kegiatan penjualan dan distribusi bahan kimia sesuai regulasi, standar, maupun kesepakatan internasional yang berlaku, sebagai bentuk dukungan pada Tujuan Pembangunan Berkelanjutan (TPB).

Pertachem conducts its chemical sales and distribution operations in compliance with applicable regulations, standards, and international agreements, to support the Sustainable Development Goals (SDGs).





Tujuan 12: Konsumsi dan Produksi yang Bertanggung Jawab Goal 12: Responsible Consumption and Production

Metadata TPB Kementerian PPN/ Bappenas

Ministry of National Development
Planning/Bappenas SDG Metadata

Target | Targets 12.4

Pada tahun 2020, mencapai pengelolaan berwawasan lingkungan, atas bahan kimia dan semua jenis limbah lainnya di sepanjang siklus hidupnya, sesuai dengan kerangka kerja internasional yang telah disepakati, dan secara signifikan mengurangi pelepasan bahan-bahan kimia dan limbah tersebut ke udara, air, dan tanah untuk meminimalkan dampak buruk terhadap kesehatan manusia dan lingkungan.

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release into the air, water, and soil to minimize adverse impacts on human health and the environment.

Indikator | Indicators 12.4.1

Peran aktif dalam mengikuti kesepakatan multilateral internasional tentang bahan kimia dan limbah berbahaya.

Active participation in international multilateral agreements on hazardous chemicals and waste.

Dukungan Pertachem

Pertachem Support

Realisasi | Realization 2024

Proses pengiriman, pengangkutan, dan penyimpanan bahan kimia telah dilakukan sesuai dengan regulasi serta standar yang berlaku di tingkat nasional maupun global. Tidak ada pelanggaran dalam proses pengiriman, pengangkutan, dan penyimpanan bahan kimia yang dilakukan perusahaan mitra sehingga Pertachem tidak pernah mendapatkan sanksi dari pihak berwenang.

The processes of shipping, transportation, and storage of chemicals have been conducted in compliance with applicable national and global regulations and standards. There were no violations in the chemical shipping, transportation, and storage processes carried out by partner companies; hence, Pertachem has never received sanctions from the authorities.

Target | Targets 2025

1. Sertifikasi ISO Series 9001, Sertifikasi Food Grade, dan Sertifikasi Halal Indonesia.
2. Meningkatkan pengawasan dan penilaian kinerja melalui pemberian penghargaan terhadap perusahaan mitra dalam proses pengiriman, pengangkutan, dan penyimpanan bahan kimia.
1. Obtaining ISO Series 9001 Certification, Food Grade Certification, and Indonesian Halal Certification.
2. Strengthening performance monitoring and evaluation through awards to partner companies involved in chemical shipping, transportation, and storage.

Pengelolaan Tumpahan Bahan Kimia ^[F.15] Chemical Spill Management

Pertachem memastikan pemasok/vendor memenuhi prosedur dan regulasi dalam pengiriman, pengangkutan, dan penyimpanan bahan kimia. Selama tahun 2024, tidak ada insiden tumpahan bahan kimia dalam kegiatan operasi yang dijalankan pemasok/vendor sehingga Pertachem tidak pernah mendapatkan sanksi dari pihak berwenang.

Pertachem ensures that suppliers/vendors comply with applicable procedures and regulations in the shipping, transportation, and storage of chemicals. In 2024, there were no incidents of chemical spills in the operational activities conducted by suppliers/vendors. Consequently, Pertachem has never received any sanctions from the authorities.



Mengelola dan Menjaga Lingkungan Environmental Management and Protection

Pertachem bersama pemasok/vendor menjalankan kegiatan operasional, disertai berbagai upaya mengelola dan menjaga lingkungan. Upaya yang dilakukan, antara lain efisiensi energi, pengendalian emisi, serta pengelolaan air dan limbah.

Pertachem, along with its suppliers and vendors, conducts operations that incorporate efforts to manage and protect the environment. These efforts include energy efficiency, emission control, as well as water and waste management.

Penggunaan Energi dan Pengendalian Emisi Energy Use and Emission Control

Energi yang digunakan Pertachem terdiri dari pemakaian listrik dan bahan bakar minyak (BBM) kendaraan operasional. Perseroan memahami bahwa energi merupakan aspek penting yang perlu dikelola secara bijak untuk mendukung efisiensi operasional dan mengurangi dampak lingkungan. Walaupun perhitungan konsumsi energi listrik dan bahan bakar belum dilakukan pada tahun 2024, Perseroan telah menginisiasi berbagai upaya efisiensi di lingkungan kerja, khususnya di Kantor Pusat. [F.6][302-1][302-2]

Pertachem's energy use includes electricity and fuel oil for operational vehicles. The Company recognizes the need to manage energy prudently for operational efficiency and to reduce environmental impacts. As of 2024, calculations for electricity and fuel oil consumption have not been conducted; however, the Company has initiated various efficiency initiatives in the workplace, particularly at the Head Office. [F.6][302-1][302-2]

Selama periode pelaporan, kami melakukan beberapa upaya untuk mendukung efisiensi energi yang dilaksanakan bersama pengelola Grha Pertamina, di antaranya: [F.7][F.12][302-4][302-5]

1. Kampanye internal untuk mendorong kebiasaan hemat energi di kalangan karyawan;
2. Mendorong vendor penyedia jasa pergudangan dalam penggunaan kendaraan operasional berbasis energi baru terbarukan.

During the reporting period, the initiatives implemented in collaboration with the Grha Pertamina management to promote energy efficiency include: [F.7][F.12][302-4][302-5]

1. Internal campaigns to encourage energy-saving practices among employees;
2. Encouraging warehouse service vendors to adopt renewable energy-based operational vehicles.

Kami pun mendukung penggunaan energi baru terbarukan (EBT), yang dilaksanakan bersama pengelola Grha Pertamina. Selain itu, Pertachem mendorong pemasok/vendor menggunakan EBT melalui pengoperasian kendaraan *forklift* listrik. Sampai dengan akhir tahun 2024, terdapat 11 unit kendaraan *forklift* listrik yang dioperasikan pemasok/vendor. Ke depan, Pertachem berencana

Pertachem also supports the use of new renewable energy (NRE), in collaboration with the Grha Pertamina management. In addition, Pertachem has encouraged suppliers/vendors to utilize NRE through the operation of electric forklifts. By the end of 2024, suppliers/vendors have operated a total of 11 electric forklift units. Moving forward, Pertachem plans to record and monitor energy consumption



untuk melakukan pencatatan dan pemantauan konsumsi energi secara rutin, menyusun program penghematan berbasis data, dan memperluas program efisiensi energi yang lebih sistematis di seluruh unit kerja. [F.12]

Melalui efisiensi energi, kami mendukung pengendalian emisi gas rumah kaca (GRK), mengingat energi menjadi sumber utama emisi GRK dalam kegiatan operasional Kantor Pusat Pertachem. Pengendalian emisi GRK dilakukan bersama pengelola gedung karena Pertachem menjadi penyewa di Grha Pertamina sehingga informasi terkait upaya yang dilakukan dan hasilnya dapat diperoleh dari Laporan Keberlanjutan PT Patra Jasa selaku pengelola Grha Pertamina melalui tautan pada situs <https://www.patra-jasa.com/id/annual-reports/>. Kami belum melakukan penghitungan emisi GRK tersendiri dari kegiatan operasional di Kantor Pusat sehingga Laporan ini tidak menyajikan informasi Intensitas Emisi GRK. [F.11][305-1][305-2][305-3][305-4][305-5]

Pengendalian emisi lain di Kantor Pusat Pertachem di Grha Pertamina dilakukan bersama pengelola gedung. Tidak ada emisi yang mengandung substansi penipis ozon (ODS). Secara berkala, manajemen gedung melakukan pemantauan kualitas udara ambien, termasuk kadar NOx dan SOx dengan hasil pada periode pelaporan telah memenuhi baku mutu yang ditetapkan Pemerintah Provinsi DKI Jakarta. [305-6][305-7]

Pengelolaan Air dan Efluen [F.8][F.14]

Water and Effluent Management

Pengelolaan air di Kantor Pusat Pertachem di Grha Pertamina dilakukan oleh manajemen gedung. Air yang digunakan seluruhnya air tawar yang diperoleh manajemen gedung melalui pembelian dari perusahaan air bersih dan tidak ada yang berasal dari sumber air yang digunakan bersama

on a regular basis, develop data-driven energy-saving programs, and expand energy efficiency initiatives more systematically across all work units. [F.12]

Energy efficiency initiatives play a critical role in reducing greenhouse gas (GHG) emissions, as energy use remains the primary contributor to GHG emissions from Pertachem's Head Office operations. GHG emission control is coordinated with building management of Grha Pertamina, where Pertachem operates as a tenant. Accordingly, information regarding these initiatives and their outcomes can be found in the Sustainability Report of PT Patra Jasa, the building management company, available at: <https://www.patra-jasa.com/id/annual-reports/>. Pertachem has not conducted independent GHG emission calculations from its Head Office operations; therefore, this Report does not present information on GHG Emission Intensity. [F.11][305-1][305-2][305-3][305-4][305-5]

Other emission control efforts at Pertachem's Head Office in Grha Pertamina are conducted jointly with the building management. There were no emissions containing ozone-depleting substances (ODS) recorded. Building management conducts regular monitoring of ambient air quality monitoring, including measurements of NOx and SOx concentrations. The monitoring results during the reporting period met the quality standards established by the Provincial Government of DKI Jakarta. [305-6][305-7]

Water management at Pertachem's Head Office in Grha Pertamina is carried out by the building management. All water used is freshwater, sourced through purchases by the building management from a water utility company, with no withdrawal from sources shared with local communities. The



masyarakat. Penghitungan volume pemakaian air seluruh penyewa Grha Pertamina, termasuk Pertachem, dilakukan manajemen gedung. Dengan demikian, Laporan ini tidak menyajikan informasi volume dan persentase penggunaan air berdasarkan jenis dan sumbernya selama periode pelaporan. [303-1][303-3][303-4][303-5]

Air bekas pakai atau efluen di Kantor Pusat Pertachem diolah di instalasi pengolahan air limbah (IPAL) yang dimiliki Grha Pertamina. Manajemen gedung secara berkala melakukan pemantauan dan pengukuran kualitas olahan efluen sekaligus memastikan pemanfaatannya kembali. Dengan demikian, Laporan ini tidak menyajikan informasi terkait pengelolaan efluen, namun kami memastikan selama tahun 2024 manajemen gedung telah melakukan pengelolaan efluen dengan baik. [303-2]

building management conducts calculation of total water consumption for all tenants of Grha Pertamina, including Pertachem. Accordingly, this Report does not present information on water withdrawal volume and percentage by type and source during the reporting period. [303-1][303-3][303-4][303-5]

Wastewater or effluent generated at Pertachem's Head Office is treated at the wastewater treatment plant (WWTP) owned by Grha Pertamina. The building management conducts regular monitoring and measurement of effluent quality while ensuring its reuse. Therefore, this Report does not disclose detailed information on effluent management. However, we confirm that in 2024 the building management has managed effluent in compliance with established standards. [303-2]

Pengelolaan Limbah [F.13][F.14][306-1][306-2][306-3][306-4][306-5]

Waste Management

Seluruh timbulan limbah Pertachem dikelola secara terintegrasi dengan pengelolaan limbah di Grha Pertamina. Pada tahun 2024, Perseroan belum melakukan perhitungan volume limbah secara rinci, baik Bahan Berbahaya dan Beracun (B3) maupun limbah non-B3. Meskipun demikian, Pertachem menyadari pentingnya pengelolaan limbah sebagai bagian dari tanggung jawab lingkungan. Di Kantor Pusat, pengelolaan limbah telah dilakukan dengan menerapkan prinsip mengurangi (*reduce*), menggunakan kembali (*reuse*), dan daur ulang (*recycle*), serta memastikan seluruh limbah disalurkan kepada pihak ketiga berizin resmi yang berkompeten dalam pengumpulan, pengangkutan, dan pemrosesan sesuai ketentuan perundang-undangan.

All Pertachem's waste management is integrated with the waste management system at Grha Pertamina. In 2024, the Company has not conducted a detailed calculation of waste volume, both hazardous and non-hazardous waste. However, Pertachem recognizes the importance of proper waste management as part of its environmental responsibility. At the Head Office, waste management has been implemented by applying the principles of reduce, reuse, and recycle (3R), while ensuring that all waste is handed over to licensed and competent third parties to collect, transport, and process waste based on prevailing regulations.



Keanekaragaman Hayati [F.9][F.10]

Biodiversity

Kantor Pusat Pertachem di Grha Pertamina tidak berada dan/atau berdekatan dengan kawasan dilindungi/kawasan bernilai keanekaragaman hayati tinggi, sehingga tidak berdampak signifikan terhadap spesies dilindungi termasuk spesies dalam Daftar Merah IUCN. Kami tetap mendukung upaya konservasi dan perlindungan habitat melalui beberapa kegiatan yang dijalankan bersama PPN serta Pertamina Grup. Informasi terkait hal tersebut disampaikan dalam Laporan Keberlanjutan PPN pada tautan situs <https://pertaminapatraniaga.com/page/laporan-sustainability>.

[304-1][304-2][304-3][304-4]

Pertachem's Head Office in Grha Pertamina is not located in or adjacent to protected areas or areas of high biodiversity value, and therefore does not pose significant impacts on protected species, including those listed on the IUCN Red List. Nevertheless, we continue to support conservation and habitat protection efforts through several initiatives in collaboration with PPN and Pertamina Group. Related information is disclosed in PPN's Sustainability Report, available at: <https://pertaminapatraniaga.com/page/laporan-sustainability>.

[304-1][304-2][304-3][304-4]





KINERJA KEBERLANJUTAN PENGLOLAAN SOSIAL SUSTAINABILITY PERFORMANCE IN SOCIAL MANAGEMENT

PT Pertamina Petrochemical Trading (Pertachem) senantiasa mendukung kesejahteraan para pemangku kepentingan, di antaranya pekerja dan masyarakat di sekitar wilayah operasi.

PT Pertamina Petrochemical Trading (Pertachem) consistently supports the well-being of its stakeholders, including employees and communities surrounding its operational areas.





Lingkungan Bekerja Layak dan Aman ^[F.21] A Safe and Decent Workplace

Identifikasi Risiko K3 dan Pengelolaannya

OHS Risk Identification and Management

Kegiatan yang dijalankan Pertachem perlu didukung lingkungan bekerja layak dan aman karena berpengaruh pada kesinambungan usaha. Hal ini ditujukan untuk mengurangi risiko keselamatan dan kesehatan pekerja, masyarakat, maupun lingkungan. Upaya menciptakan lingkungan bekerja layak dan aman dilaksanakan di bawah pengawasan Fungsi Human Capital & Business Support yang bertanggung jawab kepada Direksi, dengan melibatkan seluruh pemangku kepentingan. Kami melakukan berbagai langkah, di antaranya penerapan standar keselamatan dan kesehatan kerja (K3), baik nasional maupun global. Evaluasi dilakukan melalui audit, pelatihan, pelaporan berkala kepada pemegang saham maupun pihak berwenang lain dan penilaian pencapaian indikator kinerja sasaran (KPI). ^[3-3]

Kami menerapkan sistem pengelolaan K3 sesuai standar di Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN) dan Pertamina Grup, serta standar nasional yakni Sistem Manajemen K3 berdasar Peraturan Pemerintah No. 50 Tahun 2012, dan standar sistem manajemen internasional (ISO) yang dievaluasi melalui mekanisme audit dan sertifikasi oleh lembaga independen. Pengelolaan K3 mengikat seluruh pekerja, pemasok, serta pemangku kepentingan lain yang berada maupun berkegiatan di Pertachem. ^{[403-1][403-8]}

Kami berikhtiar meminimalkan risiko yang membahayakan keselamatan dan kesehatan pekerja, masyarakat, lingkungan, dan aset perusahaan dengan mengelola risiko K3. Pengelolaan risiko K3 dilakukan dengan

Pertachem's activities require the support of a decent and safe working environment, as this directly affects business continuity. This initiative aims to reduce occupational health and safety risks for employees, surrounding communities, and the environment. Efforts to create a decent and safe working environment are carried out under the supervision of the Human Capital & Business Support Function, which reports directly to the Board of Directors and involves all stakeholders. Various measures have been implemented, including the adoption of national and international occupational health and safety (OHS) standards. We evaluate the performance through audits, training, periodic reporting to shareholders and other relevant authorities, as well as assessments of key performance indicator (KPI) achievements. ^[3-3]

We implement an OHS management system in accordance with the standards set by Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN) and Pertamina Group, as well as the national standard on the OHS Management System, based on Government Regulation No. 50 of 2012, and international management system standards (ISO). The system implementation is evaluated through audit and certification mechanisms conducted by independent institutions. OHS management applies to all employees, suppliers, and other stakeholders who are present or conducting activities within Pertachem's operational areas. ^{[403-1][403-8]}

We are committed to minimizing risks that may endanger the safety and health of employees, communities, the environment, and company assets by managing OHS risks. OHS risk management is carried out by applying the ALARP



menerapkan ALARP (*As Low As Reasonably Practicable*), sejalan dengan penerapan bisnis berkelanjutan PPN sebagai perusahaan induk. Setiap kejadian terkait K3 ditindaklanjuti dengan investigasi secara internal maupun melibatkan pihak independen, disertai perbaikan guna pencegahan berkelanjutan. Pada 2024, tidak ada insiden K3 yang dilanjutkan dengan pembentukan tim investigasi, baik di internal Pertachem maupun vendor. [403-2]

Sesuai Kebijakan Mutu, Kesehatan, Keselamatan Kerja, Pengaman & Lindungan Lingkungan (PASTI KOMITMEN) yang diterapkan PPN sebagai perusahaan induk, kami mewajibkan semua pihak termasuk pekerja pemasok/vendor untuk melaporkan potensi bahaya yang ditemukan. Dengan demikian, secara bersama-sama dapat dilakukan tindakan pencegahan dari ancaman keselamatan maupun kesehatan pekerja, termasuk evakuasi. Selama tahun 2024, tidak ada laporan potensi bahaya yang mengharuskan Pertachem bersama pemasok/vendor menghentikan kegiatan operasional. [403-2]

(*As Low As Reasonably Practicable*) principle, in line with the sustainable business practices of PPN as the parent company. Every OHS-related incident is followed up with an investigation, internally or involving independent parties, along with corrective actions to ensure continuous prevention. In 2024, there were no OHS incidents that required the establishment of an investigation team, either within Pertachem or among vendors.

[403-2]

In line with the Quality, Occupational Health and Safety, Security & Environmental Protection Policy (PASTI KOMITMEN) implemented by PPN as the parent company, we require all parties, including supplier/vendor workers, to report any identified hazards. This collective approach enables preventive measures to be taken against threats to worker safety and health, including evacuation if necessary. Throughout 2024, there were no reported hazards that required Pertachem and its suppliers/vendors to halt operations. [403-2]

Pelibatan Pekerja Mengelola K3

Worker Participation in OHS Management

Selamatahun 2024, Pertachem menyelenggarakan beberapa program pencegahan dan mitigasi terhadap risiko K3 dengan melibatkan pekerja, pemasok/vendor, maupun pemangku kepentingan lain, di antaranya: [403-2][403-4][403-7]

1. *Management Walk Through* (MWT) yang dilakukan 8 kali.
2. Pelaksanaan Bulan K3 Nasional, dengan tema tahun 2024 sesuai dengan Tema Nasional yakni 'Budayakan K3, Sehat dan Selamat dalam Bekerja, Terjaga Keberlangsungan Usaha'.
3. Pelaksanaan pelatihan atau *upskilling* HSSE dan *safety pause* sebelum pelaksanaan *meeting* di lingkungan Pertachem.

In 2024, Pertachem implemented several prevention and mitigation programs addressing OHS risks by engaging employees, suppliers/vendors, and other stakeholders, including: [403-2]

[403-4][403-7]

1. Conducting 8 Management Walk Throughs (MWT);
2. Organizing the National OHS Month, adopting the 2024 national theme: 'Fostering an OHS Culture: Healthy and Safe at Work, Ensuring Business Continuity'.
3. Delivering HSSE training and upskilling programs, as well as conducting safety pauses prior to meetings within Pertachem.



Kesehatan Kerja dan Pekerja

Worker Health and Occupational Safety

Pengelolaan kesehatan kerja menjadi tanggung jawab Fungsi Human Capital dan Business Support, dan dijalankan melalui program-program preventif, kuratif, serta promotif. Selama tahun 2024, ada beberapa program yang dijalankan, di antaranya: [403-3][403-10]

1. Memberikan layanan konsultasi dan pengobatan penyakit kepada karyawan;
2. Memberikan fasilitas tanggap darurat & evakuasi medis kepada karyawan;
3. Kewajiban pelaksanaan *medical check up* (MCU) untuk setiap pekerja secara berkala;
4. Budaya olahraga bersama seluruh pekerja Pertachem;
5. Terdapat *Consulting Day* untuk Kesehatan Mental Pekerja.

Kami menyertakan karyawan pada jaminan kesehatan yang dikelola BPJS Kesehatan dan pihak ketiga penyelenggara asuransi kesehatan, guna menjamin akses layanan kesehatan untuk bukan PAK. Pekerja Pertachem akan mendapatkan layanan kesehatan pada fasilitas kesehatan/ rumah sakit yang telah disepakati bersama. [403-6]

Secara berkala, Pertachem melakukan pemeriksaan kesehatan kepada seluruh karyawan. Dari hasil pemeriksaan tahun 2024, diketahui ada beberapa sumber dan jenis pekerjaan berisiko tinggi terhadap kesehatan karyawan, di antaranya hipertensi, asam urat, dan risiko obesitas. Kami terus mengelola hal tersebut melalui beberapa langkah, di antaranya: [403-7][403-10]

1. *Friday Move Program*, setiap Jumat dilakukan kegiatan olahraga untuk pekerja.
2. Membentuk Bapor (badan pengelola olahraga), yang saat ini terdapat 3 Bapor di lingkungan Pertachem yaitu: sepakbola, tenis/padel, dan lari.
3. Bagi pekerja wanita, tersedia senam aerobik setiap Selasa dengan instruktur dan lainnya disediakan oleh Perusahaan.

Occupational health management is the responsibility of the Human Capital & Business Support Function and is implemented through preventive, curative, and promotive programs. In 2024, several programs were carried out, including:

[403-3][403-10]

1. Providing medical consultation and treatment services for employees;
2. Providing emergency response and medical evacuation facilities for employees;
3. Mandatory periodic medical check-ups (MCU) for all employees;
4. Promoting a sports culture involving all Pertachem employees;
5. Holding Consulting Day sessions for employee mental health.

Employees are enrolled in the national health security scheme managed by BPJS Kesehatan as well as other third-party health insurance providers, ensuring access to non-occupational health services. Pertachem employees are entitled to receive healthcare services at medical facilities and hospitals that have been mutually agreed upon. [403-6]

Pertachem conducts regular health examinations for all employees. Based on the 2024 examination results, several sources and types of work were identified as posing high health risks to employees, including hypertension, uric acid, and obesity risks. These conditions continue to be managed through various initiatives, such as: [403-7][403-10]

1. *Friday Move Program*, where sports activities are conducted every Friday for employees.
2. Establishing an employee sports association (Bapor), currently consisting of three sports clubs within Pertachem: soccer, tennis/padel, and running.
3. Providing aerobic classes for female employees every Tuesday, with instructors and facilities arranged by the Company.



Pelatihan K3 untuk Pekerja

OHS Training for Workers

Selama tahun 2024, kami menyelenggarakan pelatihan K3 bagi karyawan Pertachem dan pekerja pemasok. Beberapa pelatihan yang diselenggarakan, antara lain: [403-5]

1. Pelatihan bersifat wajib.
2. Pelatihan peningkatan kompetensi dan/atau sertifikasi.

In 2024, we organized OHS training programs for Pertachem employees as well as supplier workers. The training programs included: [403-5]

1. Mandatory training.
2. Competency enhancement and/or certification training.

Realisasi Penerapan K3

OHS Implementation Realization

Pengelolaan K3 selama tahun 2024 secara umum berjalan dengan baik. Kami mencatatkan nihil insiden dan/atau PAK yang bersifat fatal. [403-9][403-10]

In general, OHS management in 2024 was carried out effectively. We recorded zero fatal incidents and/or occupational diseases (OD). [403-9][403-10]

Dukungan Pekerja dan Praktik-Praktik Ketenagakerjaan

Employee Support and Labor Practices

Capaian positif kinerja unggul Pertachem tidak terlepas dari dukungan karyawan. Kami terus meningkatkan kompetensi dan kapabilitas mereka melalui berbagai pelatihan.

Pertachem's positive achievements and performance excellence are inseparable from the support of its employees. We continue to enhance their competencies and capabilities through various training programs.

Pekerja Kami yang Beragam dan Unggul

Our Diverse and Excellent Workforce

Berdasarkan data pada Fungsi Human Capital hingga 31 Desember 2024, karyawan Pertachem berjumlah 61 orang. Mereka terdiri atas pekerja waktu tidak tertentu (PWTT) dan pekerja waktu tertentu (PWT). Tidak ada pekerja paruh waktu maupun pekerja borongan. [2-7][405-1]

As of December 31, 2024, based on data from the Human Capital Function, Pertachem employed a total of 61 people. This workforce consists of permanent employees (PWTT) and non-permanent employees (PWT). There are no part-time or piece workers. [2-7][405-1]



Kesempatan Setara Equal Opportunity

Kami memberikan kesempatan setara kepada setiap individu, termasuk warga di wilayah operasi untuk bekerja sebagai karyawan Pertachem, melalui proses rekrutmen dan seleksi yang terbuka. Pada tahun 2024, ada 2 pekerja baru dan tidak ada karyawan meninggalkan Pertachem. Pengembangan karier karyawan dilakukan dengan mempertimbangkan penilaian kinerja dan pada tahun 2024, ada 2 karyawan atau 3% yang mendapatkan promosi jabatan. Secara umum, komposisi pejabat Pertachem menunjukkan keberagaman. [F.18][401-1][404-3][405-1]

We provide equal opportunities for every individual, including residents in our operational areas, to work as Pertachem employees through an open recruitment and selection process. In 2024, there were two new employees and no employees left Pertachem. Employee career development is based on performance appraisals, and in 2024, two employees, or 3%, were promoted. Overall, the composition of Pertachem's officers reflects diversity. [F.18][401-1][404-3][405-1]

Jumlah Pekerja Baru Berdasarkan Gender dan Kelompok Umur [401-1] Number of New Pertachem Employees by Gender and Age Group



Pelatihan dan Pengembangan Kemampuan Pekerja [F.22] Employee Training and Development

Setiap tahun, Pertachem menyertakan karyawan mengikuti pelatihan dan pendidikan. Realisasi biaya pelatihan tahun 2024 mencapai Rp60 juta. Total jam pelatihan tahun 2024 mencapai 75 jam sehingga rerata jumlah jam pelatihan terhadap total karyawan adalah 2,21 Jam. [404-1]

Each year, Pertachem provides employees with opportunities to participate in training and education programs. In 2024, training expenses reached Rp60 million. The total training hours in 2024 amounted to 75 hours, resulting in an average of 2.21 training hours per employee. [404-1]



Realisasi Penyelenggaraan Pelatihan Pekerja [404-1] Realization of Employee Training Implementation							
Tahun Year	Biaya (Rp Ribu) Cost (IDR Thousand)	Jam Pelatihan Training Hours	Peserta Participants			Rerata Berdasarkan Pekerja Average Training Hours per Employee	
			Pria Male	Wanita Female	Jumlah Total	Jumlah Karyawan Total Employees	Rerata Average
2024	60.154	75	22	12	34	34	2,21
2023	181.877	225	23	9	32	32	7,05
2022	81.819	100	18	8	26	26	3,85

Kami juga memiliki program/kegiatan pelatihan bagi karyawan yang akan pensiun. Pada 2024, tidak ada karyawan yang pensiun. [404-2]

We also provide training programs/activities for employees approaching retirement. In 2024, there were no employees retiring. [404-2]

Penghormatan terhadap HAM untuk Pekerja

Respect for Workers' Human Rights

Tidak ada kegiatan operasional Pertamina maupun rantai pasoknya yang rawan terhadap pekerja anak dan praktik perbudakan modern. Kami memberlakukan jam kerja sesuai UU Ketenagakerjaan sehingga tidak ada bentuk kerja paksa. [F.19][408-1][409-1]

Pertachem has no operational activities or supply chain practices that are prone to child labor or modern slavery. We implement working hours in accordance with the Manpower Law, thereby ensuring there is no forced labor. [F.19][408-1][409-1]

Pertachem menjamin hak pekerja perempuan bekerja kembali pada posisi sama atau sebanding, setelah selesai cuti hamil dan melahirkan. Pada 2024, ada 1 orang pekerja perempuan yang melahirkan, dan 100% telah bekerja kembali. [401-3]

Pertachem guarantees the right of female employees to return to their original or equivalent positions after maternity leave. In 2024, one female employee gave birth, and 100% have returned to work. [401-3]

Selama periode pelaporan, belum dilakukan pelatihan HAM terhadap pekerja. Adapun kami belum menyertakan klausul khusus HAM dalam kontrak pekerjaan dengan pemasok/vendor, namun Pertamina memastikan kepatuhan dalam aspek ketenagakerjaan. Berdasar asesmen tahun 2024 terhadap 3 pemasok baru dan evaluasi berkala kepada pemasok lainnya, diketahui tidak ada indikasi pelanggaran HAM terkait praktik ketenagakerjaan oleh mereka. [414-1]

During the reporting period, no human rights training was provided to employees. Furthermore, Pertamina has not yet included specific human rights clauses in the work contracts with suppliers/vendors. However, Pertamina ensures compliance with labor aspects. Based on the 2024 assessment of three new suppliers and regular evaluations of other suppliers, there were no indications of human rights violations related to labor practices. [414-1]



Praktik-praktik Ketenagakerjaan

Labor Practices

Selama tahun 2024, tidak ada hal-hal yang menghambat kebebasan berpendapat pekerja Pertachem maupun rantai pasoknya. Hingga akhir tahun 2024, kami belum memiliki Perjanjian Kerja Bersama (PKB) ataupun Serikat Pekerja sehingga pengelolaan hubungan industrial berdasar Peraturan Perusahaan yang berlaku untuk seluruh pekerja. [2-30][407-1]

Tidak ada perbedaan remunerasi antara karyawan laki-laki dan perempuan. Besaran remunerasi terendah karyawan di tahun 2024 masih lebih besar dari upah minimum regional (UMR) di wilayah operasi Pertachem yang ditetapkan pemerintah daerah. Kami memberikan tunjangan berupa daerah dan jabatan kepada seluruh pekerja; serta tunjangan lain yakni telekomunikasi dan kendaraan dinas hanya untuk PWTT dengan jabatan tertentu yang dipandang perlu oleh Perusahaan. [F.20][202-1][401-2][405-2]

Kami menyediakan mekanisme pelaporan bagi karyawan menyampaikan keluhan dalam bekerja, termasuk tindakan diskriminatif. Mekanisme pelaporan dilengkapi kebijakan untuk melindungi pelapor dan melakukan pencegahan pembalasan. Selama tahun 2024, tidak ada laporan insiden/tindakan diskriminatif terhadap pekerja. [406-1]

Sesuai Peraturan Perusahaan, Pertachem berkewajiban melakukan pemberitahuan terkait perubahan organisasi. Pemberitahuan penghentian operasi yang diikuti pemutusan hubungan kerja (PHK) disampaikan 30 hari sebelum pelaksanaan. Adapun untuk mutasi/rotasi pekerjaan, disampaikan 30 hari sebelum pelaksanaan. Selama tahun 2024, tidak ada penghentian operasi yang diikuti PHK, sementara pekerja yang menjalani mutasi/rotasi pekerjaan ada 25 orang. [402-1]

Kami memiliki kebijakan internal perihal larangan memberikan kontribusi politik dalam bentuk dukungan finansial maupun penggunaan fasilitas Pertachem. Namun, kami tetap memberikan kesempatan kepada karyawan untuk menyalurkan hak politik dalam Pemilihan Umum 2024. [415-1]

In 2024, there were no obstacles to employees' freedom of expression, either within Pertachem or its supply chain. As of the end of 2024, Pertachem has yet to have a Collective Labor Agreement (CLA) or labor union; thus, industrial relations are managed under the Company Regulations applicable to all employees. [2-30][407-1]

There is no difference in remuneration between male and female employees. The lowest employee remuneration in 2024 remained higher than the regional minimum wage (UMR) set by the local government in Pertachem's operational area. We provide regional and position allowances to all employees; other allowances, telecommunications and company vehicles, are provided only to permanent employees (PWTT) in certain positions deemed necessary by the Company. [F.20][202-1][401-2][405-2]

We provide a reporting mechanism for employees to raise work-related grievances, including discriminatory actions. This mechanism is complemented by policies to protect whistleblowers and prevent retaliation. In 2024, there were no reports of discrimination incidents against employees. [406-1]

In accordance with Company Regulations, Pertachem is obliged to provide notifications related to organizational changes. Notifications of operational termination followed by employment termination (layoff) are delivered 30 days prior to implementation. For job transfers/rotations, notifications are also delivered 30 days before implementation. In 2024, there were no operational terminations followed by layoffs, while 25 employees underwent job transfers/rotations. [402-1]

We have an internal policy prohibiting political contributions in the form of financial support or the use of Pertachem's facilities. However, employees are granted the opportunity to exercise their political rights during the 2024 General Election. [415-1]



Kontribusi bagi Masyarakat Community Contributions

Dampak Operasi dan Pengaduan Masyarakat [F.23][F.24][413-1][413-2][414-2] Operational Impacts and Community Complaints

Kami belum melakukan asesmen dampak aktual maupun potensi dampak terhadap masyarakat, yang ditimbulkan dari kegiatan Pertachem maupun dari rantai pasoknya. Pada periode pelaporan, tidak ada pengaduan masyarakat terkait kegiatan yang dijalankan Pertachem.

Tidak ada penduduk asli/masyarakat adat di wilayah kerja Pertachem sehingga tidak ada kebijakan khusus terkait keberadaan mereka. Selama tahun 2024, Pertachem tidak melakukan pembebasan lahan dan pemindahan permukiman penduduk asli/masyarakat adat, serta insiden kekerasan/perselisihan maupun protes/unjuk rasa oleh mereka. [411-1]

Pertachem has not conducted assessments of actual or potential social impacts on the community from its operations or supply chain. During the reporting period, there were no community complaints related to Pertachem's activities.

There are no indigenous peoples within Pertachem's operational areas; therefore, the Company does not have specific policies regarding their presence. In 2024, Pertachem did not conduct any land acquisitions or relocations of indigenous communities, and there were no incidents of violence, disputes, protests, or demonstrations involving indigenous peoples. [411-1]

Investasi Sosial dan Kegiatan Tanggung Jawab Sosial [F.25] Social Investment and Corporate Social Responsibility (CSR) Activities

Keberadaan Pertachem memberikan manfaat ekonomi tidak langsung terhadap masyarakat di wilayah operasi melalui program-program Tanggung Jawab Sosial dan Lingkungan (TJSL). Realisasi penyaluran dana TJSL di tahun 2024 mencapai Rp78 juta relatif sama dengan tahun 2023 sebesar Rp86 juta. Program-program TJSL yang dijalankan meliputi beberapa bidang kegiatan, di antaranya: [203-2][413-1]

Pertachem also contributes indirect economic benefits to local communities through the implementation of corporate social responsibility (CSR) programs. In 2024, CSR funding reached IDR78 million, relatively in line with IDR86 million in 2023. The CSR programs implemented in 2024 covered several areas, including: [203-2][413-1]





1. Bantuan Peningkatan Kesejahteraan Masyarakat Assistance for Improving Community Welfare

Apresiasi Tenaga Kerja Bongkar Muat (TKBM)

Appreciation for Stevedores (TKBM)

Sebagai bentuk kepedulian terhadap kesejahteraan pekerja, Pertachem memberikan apresiasi kepada tenaga kerja bongkar muat (TKBM) di gudang yang tersebar di Jakarta dan Jawa Barat. Kegiatan ini merupakan upaya meningkatkan motivasi, kesejahteraan, serta mempererat hubungan harmonis antara perusahaan dengan para pekerja.

As part of its commitment to employee welfare, Pertachem extended appreciation to stevedores (TKBM) working at warehouses located across Jakarta and West Java. This initiative aimed to boost their motivation, support the well-being of workers, and strengthen harmonious relations between the Company and its workforce.



Kunjungan Sosial dalam rangka HUT Pertachem ke-10

Social Visits to Commemorate Pertachem's 10th Anniversary

Dalam rangka peringatan HUT ke-10, Pertachem melaksanakan kunjungan sosial ke tiga lembaga, yaitu Panti Yatim Piatu Nurul Iman Jafariah, Yayasan Al-Madiniyah Panti Jompo Pusaka 41, serta Sasana Tresna Werdha Karya Kasih. Melalui kegiatan ini, Perseroan menyalurkan bantuan sekaligus memberikan perhatian kepada anak-anak yatim, lanjut usia, serta kelompok rentan lainnya.

In celebration of its 10th anniversary, Pertachem conducted social visits to three institutions, namely Nurul Iman Jafariah Orphanage, as well as Al-Madiniyah Pusaka 41 and Sasana Tresna Werdha Karya Kasih nursing homes. Through this activity, the Company provided assistance while also extending care and attention to orphans, the elderly, and other underserved groups.





2. Bantuan Keagamaan

Religious Assistance

Bantuan Hewan Qurban pada Hari Raya Idul Adha

Donation of Sacrificial Animals during Eid al-Adha

Pertachem menyalurkan bantuan hewan qurban sebagai wujud kepedulian sosial dan dukungan terhadap tradisi keagamaan masyarakat. Kegiatan ini diharapkan dapat memperkuat ikatan sosial serta mendorong terciptanya nilai kebersamaan dan kepedulian.

Pertachem distributed sacrificial animals as a manifestation of its social responsibility and support for community religious traditions. This initiative was intended to strengthen social ties while fostering values of togetherness and compassion.



3. Bantuan Peningkatan Kualitas Pendidikan

Assistance for Quality Education

Santunan Ramadhan

Ramadan Donations



Pada momentum bulan suci Ramadan 2024, Pertachem menyalurkan santunan kepada tiga panti asuhan, yaitu Panti Asuhan Asuwain Timor di Depok, Panti Asuhan Putri dan Balita Darushsholihat di Bogor, serta Panti Asuhan Muslimin Putra Mulia di Jakarta. Panti Asuhan Asuwain Timor menaungi enam anak yatim piatu serta 51 anak dhuafa dan

During the holy month of Ramadan 2024, Pertachem distributed donations to three orphanages: Asuwain Timor Orphanage in Depok, Darushsholihat Orphanage for Girls and Toddlers in Bogor, and Muslimin Putra Mulia Orphanage in Jakarta. Asuwain Timor Orphanage accommodates six orphans and 51 underprivileged children



mualaf dari tingkat SD hingga perguruan tinggi. Panti Asuhan Putri dan Balita Darushsholihat saat ini merawat 40 anak putri, termasuk dua bayi, sekaligus memastikan akses pendidikan yang layak. Sementara itu, Panti Asuhan Muslimin Putra Mulia berfokus pada penyediaan asrama, *homeschooling*, serta dukungan biaya pendidikan bagi anak-anak yatim piatu dari jenjang SD hingga perguruan tinggi. Melalui kegiatan ini, Pertachem berupaya meringankan beban pengasuhan sekaligus mendukung pemenuhan kebutuhan dasar, pendidikan, dan kesejahteraan anak-anak di panti asuhan.

and converts, ranging from elementary school to university level. Darushsholihat Orphanage for Girls and Toddlers currently houses 40 girls, including two infants, while also ensuring access to proper education. Meanwhile, Muslimin Putra Mulia Orphanage focuses on providing dormitory facilities, *homeschooling*, and financial support for the education of orphans from elementary up to university levels. Through this initiative, Pertachem aims to ease the burden of childcare while fulfilling the basic needs, education, and well-being of children in orphanages.

Donasi Rutin Pendidikan

Regular Educational Donations

Pertachem menyalurkan donasi rutin setiap bulan sebagai bentuk dukungan bagi anak-anak agar dapat tumbuh dengan baik serta memperoleh akses pendidikan yang layak. Program ini merupakan investasi sosial jangka panjang untuk mencetak generasi yang lebih berkualitas.

Pertachem distributes monthly donations as part of its commitment to support children's growth and ensure access to proper education. This program represents a long-term social investment aimed at fostering a more qualified and empowered future generation.

Bantuan Hibah Alat Terapi bagi Anak Berkebutuhan Khusus

Therapy Equipment Assistance for Children with Special Needs

Pertachem memberikan bantuan hibah berupa alat terapi di Rumah Tumbuh Kembang (RTK) Ananda Dusun Padaasih, Desa Padamenak, Kuningan, Jawa Barat. Bantuan ini bertujuan mendukung perkembangan anak-anak spesial dan berkebutuhan khusus agar memperoleh kesempatan tumbuh dan belajar secara optimal.

Pertachem distributed assistance in the form of therapeutic equipment to the Ananda Child Development Center (RTK) of Padaasih Hamlet, Padamenak Village, Kuningan, West Java. This assistance aims to support the development of children with special needs for optimal growth and learning opportunities.

Kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL)

Corporate Social Responsibility (CSR) Activities

Uraian Description	Satuan Unit	2024	2023	2022
Realisasi Dana TJSL CSR Fund Realization	Rp Juta IDR Million	78	86	75
Total Penerima Manfaat Total Beneficiaries	Orang People	680	760	680





PENERAPAN TATA KELOLA KEBERLANJUTAN **IMPLEMENTATION OF SUSTAINABILITY** **GOVERNANCE**

PT Pertamina Petrochemical Trading (Pertachem) bersungguh-sungguh menerapkan tata kelola keberlanjutan. Kami menjalankan bisnis yang beretika guna mendukung proses produksi yang aman, berkualitas, dan ditunjang pengelolaan rantai pasok yang efektif dan efisien.

PT Pertamina Petrochemical Trading (Pertachem) is committed to implementing sustainability governance. We conduct our business ethically to ensure safe, high-quality operations supported by an effective and efficient supply chain.





Penanggung Jawab Keberlanjutan ^[E.1] Sustainability Governance Responsibility

Tidak ada perubahan struktur organisasi Pertachem di tahun 2024. Kami belum memiliki organ khusus sebagai penanggung jawab penerapan tata kelola keberlanjutan, dan dijalankan seluruh fungsi dengan dipimpin Direksi sebagai badan tertinggi tata kelola keberlanjutan serta pengawasan oleh Dewan Komisaris. Nominasi, penetapan, dan pengangkatan Direksi menjadi kewenangan Rapat Umum Pemegang Saham (RUPS) dengan mempertimbangkan persyaratan sesuai regulasi yang berlaku. ^{[2-9][2-10]}
^[2-11]

Dalam mengawasi pengelolaan dampak operasi, Direksi dapat mendelegasikan kewenangan kepada pejabat perusahaan yang lain di Pertachem, sesuai tugas pokok dan fungsi masing-masing. Secara berkala, Direksi bertemu dengan mereka untuk mengevaluasi penerapan tata kelola keberlanjutan. Dari hasil evaluasi diketahui, penerapan tata kelola keberlanjutan di Pertachem selama tahun 2024 berjalan dengan baik. ^{[2-12][2-13]}
^[2-25]

Kebijakan dan proses penetapan remunerasi Direksi, Dewan Komisaris, dan pejabat perusahaan lainnya di Pertachem, ditentukan Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN) sebagai pemegang saham, bersama PT Pertamina (Persero). Laporan ini tidak menyertakan total dan rasio remunerasi tertinggi tahunan yang dibayarkan kepada Direksi di tahun 2024 terhadap rata-rata remunerasi karyawan, mengingat Pertachem bukan perusahaan terbuka. ^{[2-19][2-20][2-21]}

There were no changes to Pertachem's organizational structure in 2024. The Company has not yet established a dedicated unit responsible for sustainability governance. Instead, responsibilities are distributed across all functions, with the Board of Directors acting as the highest governing body and the Board of Commissioners providing oversight. The nomination, appointment, and dismissal of the Board of Directors fall under the authority of the General Meeting of Shareholders (GMS), as stipulated by prevailing regulations. ^[2-9]
^{[2-10][2-11]}

In overseeing the operational impact management, the Board of Directors may delegate authority to other Pertachem officers according to their respective duties and responsibilities. The Board of Directors meets regularly with these officials to evaluate the implementation of sustainability governance. Based on the evaluation, Pertachem's sustainability governance throughout 2024 was carried out effectively. ^{[2-12][2-13][2-25]}

The policies and processes for the remuneration of the Board of Directors, Board of Commissioners, and other Pertachem officers are determined by Subholding Commercial & Trading PT Pertamina Patra Niaga (PPN), as shareholder, in coordination with PT Pertamina (Persero). As Pertachem is not publicly listed, this Report does not disclose the total and the ratio of the highest annual remuneration paid to the Board of Directors against the average employee remuneration in 2024. ^{[2-19][2-20][2-21]}



Pengembangan Kompetensi

Competency Development

Pengembangan kompetensi dan keahlian terkait penerapan keberlanjutan dilakukan dengan menyertakan Direksi, Dewan Komisaris, maupun pejabat perusahaan yang lain di Pertamina pada beberapa kegiatan yang dilaksanakan tahun 2024, di antaranya: [E.2][2-17]

1. *Merger & Acquisition* dalam Pengembangan Bisnis Petrokimia
2. Pengembangan Bisnis Hijau (*Green Energy*)
3. *Business Risk for Leader*

Kami menerapkan sistem penilaian kinerja keberlanjutan melalui indeks kinerja sasaran (KPI) masing-masing Direktur, Komisaris, dan pejabat perusahaan lainnya di Pertamina. Berdasar penilaian tahun 2024, diketahui mereka telah dapat memenuhi KPI yang ditetapkan. Pertamina juga menerapkan penilaian menyeluruh pelaksanaan tata kelola perusahaan yang baik (GCG), dengan hasil untuk tahun 2024 adalah 100%. [2-18]

Competency and expertise development in sustainability governance is carried out by involving the Board of Directors, Board of Commissioners, and other Pertamina officers in various activities held in 2024, including: [E.2][2-17]

1. Merger & Acquisition in Petrochemical Business Development
2. Green Energy Business Development
3. Business Risk for Leaders

We apply a sustainability performance evaluation system through key performance indicators (KPIs) for each Director, Commissioner, and officer at Pertamina. Based on the 2024 assessment, all individuals successfully achieved their assigned KPIs. Pertamina also conducted a comprehensive evaluation of the implementation of Good Corporate Governance (GCG), achieving a score of 100% for 2024. [2-18]

Pengelolaan Risiko dan Penilaian Efektivitas Penerapan Risiko

Risk Management and Effectiveness Assessment

Pengelolaan risiko menjadi tanggung jawab Fungsi Strategic Planning & Business Development dan dilaksanakan dengan berpedoman pada standar pengelolaan risiko ISO 31000:2018. Secara berkala, Direksi melakukan penilaian efektivitas penerapan pengelolaan risiko terhadap standar acuan pengelolaan risiko dan penilaian KPI Fungsi. Berdasarkan penilaian KPI tahun 2024 diperoleh kinerja 100% atau "Comply" untuk *item* Pengelolaan Risiko. [E.3]

Risk management is the responsibility of the Strategic Planning & Business Development Function, which is carried out with reference to the ISO 31000:2018 risk management standard. The Board of Directors periodically assesses the effectiveness of risk management implementation against the standard of reference and evaluates Function KPIs. Based on the 2024 KPI assessment, the Risk Management item achieved a performance rating of 100% or "Comply". [E.3]



Tantangan Penerapan Keberlanjutan

Challenges in Implementing Sustainability

Salah satu kendala dalam penerapan keberlanjutan oleh Pertamina adalah pelibatan pemasok/vendor dalam rantai pasok pengadaan, penyimpanan, dan pengiriman bahan kimia. Secara bertahap, kami memastikan pemasok/vendor memiliki pemahaman yang sama sehingga di masa mendatang kegiatan operasional yang dijalankan pemasok/vendor dapat memenuhi prinsip-prinsip keberlanjutan. [E.5]

One of Pertamina's challenges in implementing sustainability lies in engaging suppliers/vendors in the supply chain for the procurement, storage, and distribution of chemicals. We are working to ensure that suppliers and vendors share the same understanding about sustainability principles and that their operations align with these principles in the future. [E.5]

Memperkuat Bisnis yang Beretika

Strengthening Ethical Business

Topik Material dan Pengelolaannya

Material Topics and Its Management

Kami menjalankan bisnis yang beretika guna meningkatkan kepercayaan pemangku kepentingan untuk mendukung kinerja unggul dan membangun bisnis berkelanjutan. Penerapan etika bisnis dilaksanakan Fungsi Legal & Compliance yang bertanggung jawab kepada Direksi, dan melibatkan seluruh pemangku kepentingan. Selama tahun 2024, kami melakukan beberapa inisiatif demi memastikan kepatuhan terhadap Kode Etik, termasuk menyediakan Sistem Pelaporan Pelanggaran (WBS). Hasil evaluasi kepatuhan terhadap Kode Etik dilaporkan kepada pemegang saham. [3-3]

We conduct our business ethically to maintain stakeholder trust, support performance excellence, and build a sustainable business. The Legal & Compliance Function is responsible for the implementation of business ethics, reports directly to the Board of Directors and engages with all stakeholders. Throughout 2024, we implemented several initiatives to ensure compliance with the Code of Ethics, including the provision of a Whistleblowing System (WBS). The evaluation results of the compliance with the Code of Ethics are reported to shareholders. [3-3]





Kode Etik dan Hubungan dengan Pemangku Kepentingan ^[E.4]

Code of Ethics and Stakeholder Engagement

Pertachem memiliki Kode Etik yakni AKHLAK yang ditetapkan berdasarkan arahan dan pedoman Kementerian BUMN. Kode Etik disusun mengacu pada Pedoman Etika Usaha dan Tata Perilaku PPN. Kode Etik mengatur perihal Etika Usaha sebagai standar perilaku yang ditetapkan dalam berinteraksi dan berhubungan dengan pemangku kepentingan; serta Etika Kerja sebagai standar perilaku karyawan Pertachem dalam melaksanakan pekerjaan maupun berinteraksi. Pedoman Perilaku dan Etika Bisnis menuntun Pertachem untuk meningkatkan kepatuhan serta menjalankan bisnis disertai tanggung jawab terhadap lingkungan dan sosial. ^[2-17]

Kami memiliki Sistem Pelaporan Pelanggaran (WBS) yang dapat diakses pemangku kepentingan untuk melaporkan dugaan pelanggaran Kode Etik. Pertachem menjamin kerahasiaan pelapor, dan melindungi pelapor dari setiap usaha pembalasan oleh pihak-pihak yang dilaporkan. Selama tahun 2024, tidak ada laporan yang disampaikan melalui WBS.

Kami juga memiliki mekanisme lain yang dapat digunakan pemangku kepentingan untuk menyampaikan hal-hal bersifat kritis terkait penerapan Kode Etik maupun hal-hal lain: ^[2-16]

1. Pemegang Saham, melalui Rapat Umum Pemegang Saham;
2. Pemerintah, melalui rapat kerja/rapat koordinasi;
3. Pekerja, melalui kegiatan *town hall meeting* dan *management walk through*;
4. Pemasok, melalui *vendor day*;
5. Pelanggan, melalui *customer day* melalui *Sales/Key Account* terkait;
6. Masyarakat, melalui *contact center* 135.

Pertachem has adopted the AKHLAK Code of Ethics, which is based on the guidelines and directives of the Ministry of State-Owned Enterprises. The Code of Ethics was prepared with reference to the PPN Business Ethics and Conduct Guidelines. It covers Business Ethics as a standard of conduct in interacting and engaging with stakeholders, as well as Work Ethics as a standard of conduct for Pertachem employees in performing their work and interacting with others. The Code of Conduct and Business Ethics guide Pertachem to enhance compliance and conduct business with environmental and social responsibility. ^[2-17]

We provide a Whistleblowing System (WBS) accessible to stakeholders to report alleged violations of the Code of Ethics. Pertachem guarantees the confidentiality of whistleblowers and protects them from any retaliatory actions by reported parties. In 2024, no reports were submitted through the WBS.

In addition to WBS, we maintain other mechanisms for stakeholders to raise critical issues related to the implementation of the Code of Ethics or other matters: ^[2-16]

1. Shareholders, through the General Meeting of Shareholders (GMS);
2. Government, through working meetings/coordination meetings;
3. Employees, through town hall meetings and management walk-throughs;
4. Suppliers, through vendor day;
5. Customers, through customer day and engagement with Sales/Key Account teams;
6. Communities, through contact center 135.



Antikorupsi dan Pencegahan Benturan Kepentingan

Anti-Corruption and Conflict of Interest Prevention

Kami belum melakukan asesmen untuk memetakan tahapan dalam proses bisnis yang rawan dari perbuatan korupsi. Namun, Pertachem mencermati kegiatan pengadaan barang/jasa perlu mendapatkan perhatian, guna memastikan prosesnya berjalan adil, akuntabel, efektif, efisien, integritas, kehati-hatian, kemandirian, kompetitif, dan transparan. Langkah yang dilakukan adalah menerapkan proses pengadaan barang/jasa sesuai Panduan Pengadaan Barang/Jasa PPN. [205-1]

Hingga akhir 2024, Pertachem tidak pernah dihadapkan pada kasus dugaan korupsi sehingga tidak ada prosedur hukum yang dilakukan terkait sangkaan korupsi. Kami terus melakukan sosialisasi kepada karyawan terkait dukungan antikorupsi, dengan melakukan beberapa kegiatan, di antaranya: [205-2][205-3]

1. Sosialisasi kewajiban pelaporan e-LHKPN KPK, dengan tingkat kepatuhan pelaporan LHKPN tahun 2024 mencapai 100%.
2. Sosialisasi kewajiban laporan gratifikasi setiap bulan, dengan realisasi tingkat kepatuhan pelaporan gratifikasi tahun 2024 mencapai 100%.

Pencegahan benturan kepentingan diatur dalam Kode Etik. Kami melarang Dewan Komisaris, Direksi, dan karyawan berpartisipasi dalam pengadaan barang/jasa yang melibatkan perusahaan yang dimiliki mereka dan/atau mempunyai kepentingan finansial atas pengadaan barang/jasa. Selama tahun 2024, tidak ada benturan kepentingan dalam proses pengadaan barang/jasa maupun kegiatan lain di Pertachem. [2-15]

We have not yet conducted a comprehensive assessment to identify stages in our business processes that may be prone to corruption. However, Pertachem recognizes that procurement activities require particular attention to ensure that all processes are conducted fairly, accountably, effectively, efficiently, with integrity, prudence, independence, competitiveness, and transparency. Accordingly, procurement follows the PPN Procurement Guidelines. [205-1]

As of the end of 2024, Pertachem had never been involved in any alleged corruption cases, and therefore no legal proceedings related to corruption. We continue to strengthen anti-corruption awareness among employees through several initiatives, including: [205-2][205-3]

1. Dissemination of the obligation to submit electronic wealth reports (e-LHKPN) to the Corruption Eradication Commission (KPK), with 100% compliance achieved in 2024;
2. Dissemination of the obligation to report monthly gratuities, with 100% compliance achieved in 2024.

Conflict of interest prevention is governed by the Code of Ethics. Members of the Board of Commissioners, Board of Directors, and employees are prohibited from participating in procurement activities involving companies they own and/or in which they have financial interests. In 2024, no conflicts of interest were found in procurement processes or other Pertachem activities. [2-15]



Dukungan terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Support for the Sustainable Development Goals (SDGs)

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Tujuan 16: Perdamaian, Keadilan dan Kelembagaan yang Tangguh

Goal 16 : Peace, Justice and Strong Institutions

Metadata TPB Kementerian PPN/ Bappenas

Ministry of National Development
Planning/Bappenas SDG Metadata

Target | Targets 16.6

Mengembangkan lembaga yang efektif,
akuntabel, dan transparan di semua tingkat.
Develop effective, accountable, and transparent
institutions at all levels.

Indikator | Indicators 16.6.1.(a)

Persentase instansi pemerintah yang mendapat
opini Wajar Tanpa Pengecualian (WTP).
Percentage of government institutions receiving
an Unqualified Opinion (WTP).

Dukungan Pertachem

Pertachem Support

Realisasi 2024 | Realization 2024

Laporan Keuangan Pertachem untuk tahun buku yang berakhir tanggal 31
Desember 2024 telah mendapatkan Opini Wajar.
Pertachem's Financial Statements for the fiscal year ended December 31,
2024, have received an Unqualified Opinion.

Target | Targets 2025

Mempertahankan opini wajar dari auditor eksternal seperti yang selama ini
diperoleh.
Maintain an unqualified opinion from external auditors as obtained in
previous years.

Produk dan Layanan Unggul kepada Pelanggan

Product and Service Excellence for Customers

Topik Material dan Pengelolaannya

Material Topics and Its Management

Kami berikhtiar menghadirkan produk berkualitas dan aman disertai layanan unggul dan setara kepada pelanggan untuk memenangkan persaingan usaha secara sehat sehingga mendukung bisnis Pertachem yang berkelanjutan. Pengawasan kualitas dan keamanan produk dilakukan oleh Fungsi Marketing & Operation yang bertanggung jawab kepada Direksi dan melibatkan karyawan, pemasok/vendor maupun pelanggan. Selama tahun 2024, kami melakukan beberapa inovasi dengan menghadirkan produk baru sesuai kebutuhan pelanggan dan memperluas jangkauan pasar. Kinerja pengawasan kualitas dan keamanan produk dilakukan melalui mekanisme pemeriksaan/

We are committed to delivering high-quality and safe products along with excellent and equitable services to our customers, to win competition fairly while promoting business sustainability. The Marketing & Operation Function is responsible for product quality and safety, reports directly to the Board of Directors and engages employees, suppliers/vendors, as well as customers. Throughout 2024, we introduced several innovations by launching new products in response to customer needs and by expanding market reach. Product quality and safety performance is managed through regular laboratory inspections/testing, audits, KPI



pengujian berkala di laboratorium, audit, penilaian KPI Fungsi dan pelaporan berkala kepada Direksi, pemegang saham, dan pemerintah. [F.17][3-3]

assessments of related functions, and periodic reporting to the Board of Directors, shareholders, and government authorities. [F.17][3-3]

Pengembangan dan Pengelolaan Keamanan Produk

Product Development and Safety Management

Industri petrokimia merupakan salah satu dari tiga besar industri yang menopang kinerja pengolahan nonmigas dan mendorong pertumbuhan ekonomi di Indonesia. Perkembangan industri petrokimia menuntut Pertachem untuk terus berinovasi mengembangkan produk serta layanan unggul kepada pelanggan. Selama tahun 2024, ada beberapa upaya yang kami lakukan, di antaranya:

[F.26]

1. *Import service* bagi konsumen
2. *Layanan Vendor Held Stock*
3. *Layanan penjualan dengan skema cost & freight (CFR)*
4. *Penjualan produk baru Orthoxylene dan Polymer grade baru*

The petrochemical industry is one of the top three sectors supporting the performance of Indonesia's non-oil and gas processing industry and plays a critical role in driving national economic growth. This industry's development encourages Pertachem to continuously innovate in product development and to provide excellent services to customers. In 2024, we undertook several initiatives, including:

1. *Import services for customers*
2. *Vendor Held Stock Services*
3. *Sales services under the cost & freight (CFR) scheme*
4. *Sales of new products: Orthoxylene and new polymer grades*

Produk Pertachem adalah petrokimia, kimia, dan produk turunannya yang dapat berdampak terhadap lingkungan maupun pengguna. Kami menerapkan prosedur keamanan dan keselamatan terhadap pekerja, pelanggan, maupun lingkungan. Langkah yang dilakukan Pertachem di antaranya dengan menerapkan Globally Harmonized System of Classification and Labelling of Chemicals atau GHS, yang merupakan salah satu piranti acuan untuk mengkomunikasikan potensi bahaya suatu bahan kimia. Berdasarkan asesmen yang dilakukan tahun 2024, dipastikan seluruh produk telah menyertakan informasi dan mencantumkan label dan informasi bahaya dari kandungan bahan kimia. [F.27][F.28][416-1][417-1]

As petrochemical, chemical, and derivative products may pose potential impacts on the environment and users, Pertachem applies rigorous safety and security procedures for employees, customers, and the environment. Among these is the implementation of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), a key reference framework for communicating chemical potential hazards. Based on assessments conducted in 2024, all products have been confirmed to include hazard labels and chemical content information. [F.27][F.28][416-1][417-1]

Selama periode pelaporan, kami tidak menerima laporan insiden keselamatan terhadap pekerja maupun pelanggan serta insiden pencemaran lingkungan, yang ditimbulkan dari produk Pertachem dan penggunaannya oleh pelanggan. Kami juga tidak melakukan penarikan produk, baik karena permintaan pihak berwenang maupun atas inisiatif sendiri. [F.29][416-2]

During the reporting period, there were no safety incidents involving employees, customers, or environmental pollution resulting from Pertachem's products or their use by customers. Moreover, there were no product recalls, whether mandated by authorities or initiated voluntarily. [F.29][416-2]



Produk Pertachem dilengkapi label informasi yang ditetapkan regulasi, di antaranya mengenai Standar Nasional Indonesia (SNI), serta beberapa standar yang berlaku internasional seperti ISO 780: Handling and Storage of Packages; Standar GS1: Sistem Kode Bar; Standar Classification, Labelling and Packaging (CLP); serta Standar World Customs Organization (WCO): Harmonized System Codes. Kami juga melakukan persaingan usaha sehat melalui berbagai bentuk komunikasi pemasaran untuk memperluas pasar dan pelanggan, di antaranya penjualan melalui *marketplace* dan penggunaan media sosial sebagai sarana *mass communication*. Selama tahun 2024, Pertachem tidak pernah menerima sanksi karena ketidakpatuhan penyampaian label informasi produk maupun pelaksanaan komunikasi pemasaran. [206-1][417-1][417-2][417-3]

Pertachem's products are equipped with information labels in compliance with regulations, including Indonesian National Standards (SNI) and several international standards, such as ISO 780: Handling and Storage of Packages, GS1 Standards: Barcode System, Classification, Labelling and Packaging (CLP) Standards, and World Customs Organization (WCO): Harmonized System Codes. We also promote fair business competition through various marketing communication channels to broaden market reach and customer engagement, including sales via marketplaces and the use of social media as a mass communication tool. In 2024, Pertachem did not receive any sanctions related to non-compliance with product labeling requirements or marketing communication practices. [206-1][417-1][417-2][417-3]

Survei Kepuasan Pelanggan dan Perlindungan Pelanggan

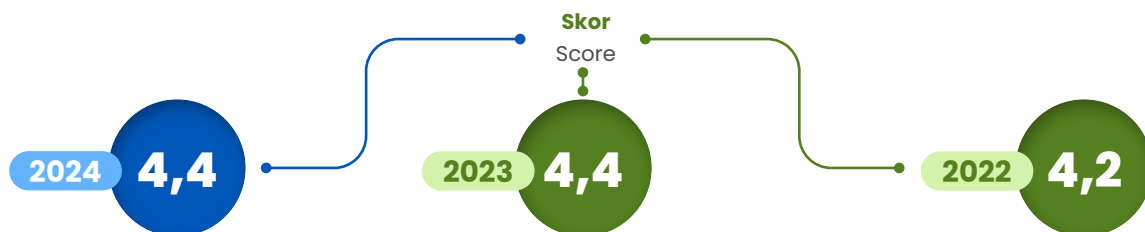
Customer Satisfaction Survey and Customer Protection

Kami terus meningkatkan layanan kepada pelanggan melalui beberapa upaya, di antaranya *customer gathering*, *customer reward*, layanan purnajual (*technical services assistance*). Pertachem juga melakukan survei kepuasan pelanggan dengan hasil skor Indeks Kepuasan Pelanggan tahun 2024 adalah 4,4 dari skala 5 (Likert). [F.30]

We continuously enhance our services to customers through various initiatives, including customer gatherings, customer rewards, and after-sales services (technical services assistance). Pertachem also conducts customer satisfaction surveys, with the 2024 Customer Satisfaction Index achieving a score of 4.4 on scale of 5 (Likert scale). [F.30]

Hasil Survei Kepuasan Pelanggan Pertachem (Skala Likert)

Pertachem Customer Satisfaction Survey Results (Likert Scale)



Salah satu hal penting dalam layanan unggul kepada pelanggan adalah meningkatkan perlindungan data pelanggan yang dilaksanakan melalui beberapa upaya, di antaranya penerapan *cyber security*, sertifikasi i-SEC, serta penggunaan VPN dan *double authentication* untuk penggunaan

One of the key aspects of delivering customer service excellence is strengthening customer data protection. Pertachem has implemented various measures, including the application of cyber security, i-SEC certification, as well as the use of VPNs and double authentication for accessing



jaringan di luar jaringan internal kantor. Selama tahun 2024, Pertachem tidak pernah dihadapkan pada terjadinya kebocoran maupun penyalahgunaan data pelanggan. [418-1]

networks outside the Company's internal systems. Throughout 2024, Pertachem did not experience any incidents of customer data breaches or misuse. [418-1]

Dukungan terhadap Tujuan Pembangunan Berkelanjutan (TPB) Support for the Sustainable Development Goals (SDGs)

17 PARTNERSHIPS
FOR THE GOALS



Tujuan 17: Kemitraan untuk Mencapai Tujuan Goal 17: Partnerships for the Goals

Metadata TPB Kementerian PPN/ Bappenas

Ministry of National Development
Planning/Bappenas SDG Metadata

Target | Targets 17.11

Secara signifikan meningkatkan ekspor dari negara berkembang, khususnya dengan tujuan meningkatkan dua kali lipat proporsi negara kurang berkembang dalam ekspor global pada tahun 2020.

Significantly increase the exports of developing countries, in particular with a view to doubling the share of least developed countries in global exports by 2020.

Indikator | Indicators 17.11.1.(a)

Pertumbuhan ekspor produk nonmigas.
Growth of non-oil and gas product exports.

Dukungan Pertachem

Pertachem Support

Realisasi 2024 | Realization 2024

Ekspor produk petrokimia dari Pertachem ke mancanegara pada tahun 2024 mencapai nilai lebih dari US\$10 juta, tumbuh signifikan dari tahun 2023.

Pertachem's export of petrochemical products to international markets in 2024 reached a value of more than USD10 million, representing significant growth compared to 2023.

Target | Targets 2025

Penjualan ekspor lebih dari 300% di tahun 2025 untuk mendukung visi perusahaan menjadi perusahaan petrokimia terkemuka di kawasan.

Achieve an export sales growth of more than 300% by 2025 in support of the Company's vision to become a leading petrochemical company in the region.





Pengelolaan Rantai Pasok yang Efisien dan Efektif **Efficient and Effective Supply Chain Management**

Topik Material dan Pengelolaannya

Material Topics and Its Management

Pencapaian Pertachem tidak bisa dilepaskan dari keberadaan rantai pasok sehingga kami terus membangun rantai pasok yang efisien dan efektif. Keberadaan pemasok/vendor tidak hanya mendukung pertumbuhan berkelanjutan Pertachem, tapi juga berkontribusi pada perekonomian daerah dan nasional. Pengelolaan rantai pasok menjadi tugas pokok Fungsi Sourcing & Supply Chain dan bertanggung jawab kepada Direksi, dengan melibatkan vendor/pemasok dan masyarakat. Selama periode pelaporan, kami melakukan berbagai inovasi untuk mengelola rantai pasok, di antaranya menerapkan digitalisasi serta sistem pengelolaan gudang. Evaluasi kinerja pengelolaan rantai pasok dilakukan melalui audit, penilaian KPI Fungsi dan pelaporan berkala kepada Direksi, pemegang saham, dan pemerintah. [3-3]

Pertachem's efficient supply chain is vital to its success, therefore we continue to build an efficient and effective supply chain. Suppliers and vendors contribute to both Pertachem's sustainable growth, as well as to regional and national economic development. The Sourcing & Supply Chain Function is responsible for supply chain management and reports directly to the Board of Directors, as well as engages with suppliers/vendors and communities. During the reporting period, we introduced various innovations in supply chain management, including the implementation of digitalization and warehouse management systems. Supply chain management performance is evaluated through audits, KPI assessments of the Function, and regular reporting to the Board of Directors, shareholders, and the government. [3-3]

Rantai Pasok dan Belanja Produk Dalam Negeri

Supply Chain and Domestic Product Spending

Kami melibatkan lebih banyak pemasok/vendor lokal dan nasional dalam rantai pasok. Pemasok/vendor lokal didefinisikan sebagai badan usaha di wilayah kerja Pertachem, sementara pemasok/vendor nasional adalah badan usaha di Indonesia. Pelibatan mereka berdampak tidak langsung signifikan dari keberadaan Pertachem karena mempengaruhi belanja produk dalam negeri (PDN) yang berimplikasi pada pemasukan negara dan perekonomian nasional. Selain berpengaruh pada belanja PDN, pelibatan pemasok/vendor lokal dan nasional juga berdampak tidak langsung signifikan dari keberadaan Pertachem karena membuka lapangan kerja untuk warga setempat.

[203-2][204-1]

We involve a greater number of local and national suppliers/vendors in our supply chain. Local suppliers/vendors are defined as business entities operating within Pertachem's working area, while national suppliers/vendors are business entities operating within Indonesia. Their involvement generates significant indirect impacts from Pertachem's operations, particularly by influencing domestic product spending (PDN) which contributes to state revenue and national economic growth. In addition to PDN, the involvement of local and national suppliers/vendors also generates significant indirect impacts by creating job opportunities for local communities. [203-2][204-1]



Kami melibatkan pemasok/vendor lokal yakni badan usaha nasional yang berkedudukan di Indonesia, dan pemasok/vendor global yakni badan usaha di luar Indonesia. Dengan jumlah seluruh pemasok/vendor nasional di tahun 2024 mencapai 52 perusahaan dan asumsi satu perusahaan mempekerjakan 50 orang, maka total pekerja pemasok/vendor mencapai 2.500 orang. Mereka menerima imbal jasa pekerjaan minimal sesuai upah minimum sesuai penetapan pemerintah daerah, yang kemudian dibelanjakan untuk kebutuhan sehari-hari sehingga menimbulkan efek berantai untuk menggerakkan ekonomi di daerah setempat. Melalui pembayaran pajak penghasilan badan maupun individu pekerja, pemasok/vendor juga berkontribusi pada penerimaan asli daerah (PAD) yang digunakan untuk pembiayaan masing-masing daerah.

We engage local suppliers/vendors, namely national business entities based in Indonesia, and global suppliers/vendors, namely business entities outside Indonesia. With a total of 52 national suppliers/vendors in 2024 and assuming that each company employs 50 people, the total workers employed amounted to approximately 2,500 people. These workers received remuneration at least equal to the regional minimum wage as determined by the local government, which is then spent on daily needs, creating a multiplier effect for local economies. Through corporate and individual income tax payments, suppliers/vendors also contributed to regional original revenue (PAD), which is used to finance development in each respective region.

Jumlah dan Persentase Pemasok Pengadaan Barang/Jasa [204-1] Number and Percentage of Goods/Services Procurement Suppliers						
Pemasok Supplier	2024		2023		2022	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Nasional National	52	62	54	66	52	72
Global Global	32	38	28	34	20	28
Jumlah Total	84	100	82	100	72	100

Jumlah dan Persentase Nilai Pengadaan Barang/Jasa [204-1] Number and Percentage of Goods/Services Procurement Value						
Pemasok Supplier	2024		2023		2022	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Nasional National	793.276	90	728.960	88	302.304	79
Global Global	96.110	10	91.567	11	77.263	21
Jumlah Total	889.386	100	820.556	100	379.567	100

Keterangan: Satuan dalam Ribu US\$ kecuali untuk persentase.

Note: Units are in Thousand USD, except for percentages.



Asesmen Lingkungan dan Sosial terhadap Pemasok Baru

Environmental and Social Assessment of New Suppliers

Selama tahun 2024, ada 3 pemasok baru dalam rantai pasok Pertachem. Meskipun evaluasi formal terhadap kinerja lingkungan dan sosial mereka belum diterapkan, proses pemilihan dilakukan secara hati-hati dengan mempertimbangkan pemasok yang memiliki potensi dampak lingkungan dan sosial yang rendah. [308-1][308-2][414-1]

[414-2]

In 2024, Pertachem engaged 3 new suppliers in its supply chain. Although formal evaluations of their environmental and social performance have not yet been implemented, the selection process was carried out carefully by prioritizing suppliers with low potential environmental and social impacts.

[308-1][308-2][414-1][414-2]

Dukungan terhadap Tujuan Pembangunan Berkelanjutan (TPB)

Support for the Sustainable Development Goals (SDGs)



Tujuan 9: Industri, Inovasi, dan Infrastruktur Goal 9: Industry, Innovation, and Infrastructure

Metadata TPB Kementerian PPN/Bappenas

Ministry of National Development Planning/Bappenas
SDG Metadata

Target | Targets 9.2

Mempromosikan industrialisasi inklusif dan berkelanjutan, dan pada tahun 2030, secara signifikan meningkatkan proporsi industri dalam lapangan kerja dan produk domestik bruto, sejalan dengan kondisi nasional, dan meningkatkan dua kali lipat proporsinya di negara kurang berkembang.

Promote inclusive and sustainable industrialization, and by 2030, significantly increase industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries.

Indikator | Indicators 9.2.1

Proporsi nilai tambah sektor industri manufaktur terhadap PDB dan per kapita.

Manufacturing value added as a proportion of GDP and per capita.

Dukungan Pertachem

Pertachem Support

Realisasi 2024 | Realization 2024

Total nilai belanja produk dalam negeri Pertachem mencapai lebih dari 90% dari total belanja produk.

Pertachem's domestic product procurement accounted for more than 90% of the total procurement value, reflecting strong support for national industries.

Target | Targets 2025

Total nilai belanja produk dalam negeri di tahun 2025 didominasi oleh belanja dalam negeri untuk mendukung perekonomian nasional dan keberpihakan terhadap industri dalam negeri.

Ensure that the total procurement value in 2025 remains dominated by domestic products to support national economic growth and strengthen domestic industries.



Indeks POJK No. 51/POJK.03/2017 dan Standar GRI

POJK No. 51/POJK.03/2017 and GRI Standard Indexes

Indeks POJK No. 51

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Indeks Isi GRI

GRI Content Index

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	2-16	Komunikasi masalah penting Communication of critical concerns	58
	2-17	Pengetahuan kolektif pejabat tata kelola tertinggi Collective knowledge of the highest governance body	56, 58
	2-18	Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body	56
	2-19	Kebijakan remunerasi Remuneration policies	55
	2-20	Proses untuk menentukan remunerasi Process to determine remuneration	55
	2-21	Rasio kompensasi total tahunan Annual total compensation ratio	55
	2-22	Pernyataan pada strategi pembangunan berkelanjutan Statement on sustainable development strategy	4-7, 22
	2-23	Komitmen kebijakan Policy commitments	22
	2-24	Menanamkan komitmen kebijakan Embedding policy commitments	22
	2-25	Proses remediasi dampak negatif Processes to remediate negative impacts	55
	2-26	Mekanisme untuk mencari nasihat dan mengemukakan masalah Mechanisms for seeking advice and raising concerns	27
	2-27	Kepatuhan dalam undang-undang dan peraturan Compliance with laws and regulations	32



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 2: Pengungkapan Umum 2021 General Disclosures 2021	2-28	Keanggotaan asosiasi Membership associations	20
	2-29	Pendekatan pada pelibatan pemangku kepentingan Approach to stakeholder engagement	29
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements	49
Topik Material – Material Topics			
GRI 3: Topik Material 2021 Material Topic 2021	3-1	Proses menentukan topik material Process to determine material topics	29
	3-2	Daftar topik material List of material topics	29
	3-3	Manajemen topik material Management of material topics	29, 32, 41, 57, 61, 64
GRI 201: Kinerja Ekonomi 2016 Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	25-26
	201-2	Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim Financial implications and other risks and opportunities due to climate change	25
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans	26
	201-4	Bantuan finansial yang diterima dari pemerintah Financial assistance received from government	25
GRI 202: Keberadaan Pasar 2016 Market Presence 2016	202-1	Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	49
GRI 203: Dampak Ekonomi Tidak Langsung 2016 Indirect Economic Impacts 2016	203-1	Investasi infrastruktur dan dukungan layanan Infrastructure investments and services supported	25
GRI 204: Praktik Pengadaan 2016 Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	64-65



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 205: Antikorupsi 2016 Anti-corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	59
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur antikorupsi Communication and training about anti-corruption policies and procedures	59
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	59
GRI 206: Perilaku Antipersaingan 2016 Anti-competitive Behavior 2016	206-1	Langkah-langkah hukum untuk perilaku antipersaingan, praktik antipakat dan monopoli Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	62
GRI 207: Pajak 2019 Tax 2019	207-1	Pendekatan terhadap pajak Approach to tax	27
	207-2	Tata kelola, pengontrolan, dan manajemen risiko pajak Tax governance, control, and risk management	27
	207-3	Keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	27
	207-4	Laporan per negara Country-by-country reporting	27
GRI 301: Material 2016 Materials 2016	301-1	Material yang digunakan berdasarkan berat atau volume Materials used by weight or volume	33
	301-2	Material input dari daur ulang yang digunakan Recycled input materials used	33
	301-3	Produk pemerolehan ulang dan material kemasannya Reclaimed products and their packaging materials	34
GRI 302: Energi 2016 Energy 2016	302-1	Konsumsi energi dalam organisasi Energy consumption within the organization	36
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	36
	302-4	Pengurangan konsumsi energi Reduction of energy consumption	36
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services	36



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 303: Air dan Efluen 2018 Water and Effluent 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	37-38
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	38
	303-3	Pengambilan air Water withdrawal	37-38
	303-4	Pembuangan air Water discharge	37-38
	303-5	Konsumsi air Water consumption	37-38
GRI 304: Keanekaragaman Hayati 2016 Biodiversity 2016	304-1	Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	39
	304-2	Dampak signifikan dari aktivitas, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products and services on biodiversity	39
	304-3	Habitat yang dilindungi atau direstorasi Habitats protected or restored	39
	304-4	Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi IUCN Red List species and national conservation list species with habitats in areas affected by operations	39
GRI 305: Emisi 2016 Emissions 2016	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	37
	305-2	Emisi energi GRK (Cakupan 2) tidak langsung Energy indirect (Scope 2) GHG emissions	37
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	37
	305-4	Intensitas emisi GRK GHG emissions intensity	37
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	37
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)	37
	305-7	Nitrogen oksida (NOx), belerang oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	37



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 306: Limbah 2020 Waste 2020	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	38
	306-2	Manajemen dampak signifikan terkait limbah Management of significant waste-related impacts	38
	306-3	Timbulan limbah Waste generated	38
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	38
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	38
GRI 308: Penilaian Lingkungan Pemasok 2016 Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria	66
	308-2	Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken	66
GRI 401: Kepegawaian 2016 Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	47
	401-2	Tunjangan yang diberikan kepada karyawan purnawaktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	26, 49
	401-3	Cuti orang tua Parental leave	48
GRI 402: Hubungan Tenaga Kerja/Manajemen 2016 Labor/Management Relations 2016	402-1	Periode pemberitahuan minimum terkait perubahan Minimum notice periods regarding operational changes	49



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 403: Kesehatan dan Keselamatan Kerja 2018 Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	41
	403-2	Pengidentifikasian bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	41-42
	403-3	Layanan kesehatan kerja Occupational health services	43
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang kesehatan dan keselamatan kerja Worker participation, consultation, and communication on occupational health and safety	42
	403-5	Pelatihan pekerja mengenai kesehatan dan keselamatan kerja Worker training on occupational health and safety	44
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	43
	403-7	Pencegahan dan mitigasi dampak-dampak kesehatan dan keselamatan kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42, 43
	403-8	Pekerja yang tercakup dalam sistem manajemen kesehatan dan keselamatan kerja Workers covered by an occupational health and safety management system	41
	403-9	Kecelakaan kerja Work-related injuries	44
	403-10	Penyakit Akibat Kerja Work-related ill health	43, 44
GRI 404: Pelatihan dan Pendidikan 2016 Training and Education 2016	404-1	Rata-rata jam pelatihan pertahun per karyawan Average hours of training per year per employee	47-48
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	48
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews	47
GRI 405: Keberagaman dan Kesempatan Setara 2016 Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	44, 47
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	49



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 406: Nondiskriminasi 2016 Non-discrimination 2016	406-1	Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	49
GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 Freedom of Association and Collective Bargaining 2016	407-1	Operasi dan pemasok di mana hak atas kebebasan berserikat dan perundingan kolektif mungkin berisiko Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	49
GRI 408: Pekerja anak 2016 Child Labor 2016	408-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden pekerja anak Operations and suppliers at significant risk for incidents of child labor	48
GRI 409: Kerja Paksa atau Wajib Kerja 2016 Forced or Compulsory Labor 2016	409-1	Operasi dan pemasok yang berisiko signifikan terhadap insiden kerja paksa atau wajib kerja Operations and suppliers at significant risk for incidents of forced or compulsory labor	48
GRI 411: Hak Masyarakat Adat 2016 Rights of Indigenous Peoples 2016	411-1	Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	50
GRI 413: Masyarakat Setempat 2016 Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat setempat, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	50
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat setempat Operations with significant actual and potential negative impacts on local communities	50
GRI 414: Penilaian Sosial Pemasok 2016 Supplier Social Assessment 2016	414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	48, 66
	414-2	Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken	50, 66
GRI 415: Kebijakan Publik 2016 Public Policy 2016	415-1	Kontribusi politik Political contributions	49



Standar GRI GRI Standard	Indikator Indicators	Pengungkapan Disclosure	Lokasi Location
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa Assessment of the health and safety impacts of product and service categories	61
	416-2	Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services	61
GRI 417: Pemasaran dan Pelabelan 2016 Marketing and Labeling 2016	417-1	Pemenuhan informasi dan pelabelan produk dan jasa Requirements for product and service information and labeling	61-62
	417-2	Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa Incidents of non-compliance concerning product and service information and labeling	62
	417-3	Insiden ketidakpatuhan terkait komunikasi pemasaran Incident of non-compliance concerning marketing communications	62
GRI 418: Privasi Nasabah 2016 Customer Privacy 2016	418-1	Keluhan yang substansial tentang pelanggaran privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data	62-63



Lembar Umpan Balik ^[G.2] Feedback Form

Kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik setelah membaca Laporan Keberlanjutan PT Pertamina Petrochemical Trading dengan mengirim surel.

Profil Anda

Your Profile

Nama (bila berkenan) | Name (if you please):

.....

Institusi/Perusahaan | Institution/Company:

.....

Surel - Email:

.....

Telp./Hp - Phone/Mobile:

.....

We would like to ask all stakeholders to kindly provide feedback after reading the Sustainability Report of PT Pertamina Petrochemical Trading by sending email.

Golongan pemangku kepentingan:

Stakeholders group:

- ☐ Pemegang Saham – Shareholders
- ☐ Pemerintah – Government
- ☐ Pekerja – Employees
- ☐ Pemasok – Vendor
- ☐ Pelanggan – Customer
- ☐ Masyarakat – Community
- ☐ Lain-lain, mohon sebutkan. – Others, please state.
- ☐

Mohon pilih jawaban yang paling sesuai.

Please choose the most appropriate answer.

1. Laporan ini mudah dimengerti | This report is easy to understand.
 - ☐ Ya – Yes
 - ☐ Tidak – No
2. Laporan ini bermanfaat bagi Anda | This report is useful to you.
 - ☐ Ya – Yes
 - ☐ Tidak – No
3. Laporan ini sudah memaparkan kinerja keberlanjutan secara jelas.
This report has clearly explained the sustainability performance.
 - ☐ Ya – Yes
 - ☐ Tidak – No
4. Laporan ini sudah mengungkapkan topik-topik material yang relevan bagi Perseroan.
This report has disclosed material topics relevant to the Company.
 - ☐ Ya – Yes
 - ☐ Tidak – No

Terima kasih atas partisipasi anda.

Thank you for your participation.

Penyampaian umpan balik kepada:
Providing feedback to:

Osvia Martina Somara

Akhmad Bajora Nasution

Fungsi Strategic Planning & Business

Development

Strategic Planning & Business Development
Function

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Berkolaborasi Mewujudkan Kemajuan Berkelanjutan

Collaborating for Sustainable Progress

Laporan Keberlanjutan
Sustainability Report
2024



PT Pertamina Petrochemical Trading

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